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PROFESSIONAL STANDARDS COMMISSION  
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## MINUTES OF THE STATE OF IDAHO PROFESSIONAL STANDARDS COMMISSION MEETING OF JANUARY 25-26, 2018

### **ATTENDANCE**

Members present at the January 25<sup>th</sup> committee meetings: Allred, Chipman, Copmann, Davis, Gorton, Koehler, McConnell, McKinney, Raney, Roark, Saffle, Snow, Wallaert, Wilkinson. SDE Staff present: Colon Durham, Haas, Lackey, Miner, Rumsey, Schwab. Guests: Robert Berry.

Members present at the January 26<sup>th</sup> committee meetings: Allred, Chipman, Copmann, Davis, Gorton, Koehler, McConnell, McKinney, Raney, Roark, Saffle, Snow, Wallaert, Welton, Wilkinson, Zeydel. SDE Staff Present: Colon Durham, Haas, Lackey, Miner, Rumsey, Schwab. Guests: Robert Berry.

### **AGENDA REVIEW/REVISIONS/APPROVAL**

Commission members accepted the January 25-26, 2018 meeting agenda after allowing for flexibility in presentation time for Lisa Colon Durham's Administrative Report and Christina Linder's State Board Report.

### **APPROVAL OF MINUTES**

**M/S (Chipman/Wilkinson): To approve the November 16-17, 2017 Commission meeting minutes as printed.** Motion carried unanimously.

### **ADMINISTRATIVE REPORT**

Commission Administrator Lisa Colon Durham (unless indicated otherwise) reported on the following:

- 1) Lisa Colon Durham and Annette Schwab demonstrated use of the Certification Look up Tool, which will allow Idaho school districts the ability to look up an educator's certificated status through use of the SDE's web apps. Information regarding certificate validity, the last Idaho school district at which an educator was contracted, professional endorsement status, and endorsements held are included in the Look up Tool. In addition, users of the Look up Tool will be able to determine which endorsements could be used to fulfill teaching assignments. Two versions will ultimately be available for access: one for school district use and one for public use.
- 2) Lisa Colon Durham updated Commission members on upcoming Career Fair dates occurring in April and May 2018.
  - a. Region I (Coeur d'Alene): Wednesday, April 11, 2018 from 4:00pm-6:00pm.
  - b. Region III (Nampa): Thursday, April 26, 2018 from 4:00pm-6:00pm.
  - c. Region IV (Twin Falls): Tuesday, May 1, 2018 from 4:00pm-6:00m.

- 3) Lisa Colon Durham updated Commission members on items of importance to Superintendent Ybarra's Legislative Agenda including:
  - a. Rural Legislation
  - b. Mastery Based Education
  - c. Advanced Opportunities
  - d. Safe and Drug Free Schools
  - e. Teacher Recruitment and Retention
- 4) Lisa Colon Durham shared information with Commission members regarding the Idaho Educator Landscape Report, with full report information being given to PSC Members. At request of Superintendent Ybarra, the report was completed in addition to the Educator Pipeline report. Important findings of note include that Idaho is currently experiencing a 15% turnover rate in low poverty schools. By comparison, high poverty schools are experiencing an increased teacher turnover rate of 20%. In addition, while Special Education teacher caseloads have decreased in recent years, the average English Language Development teacher experiences a caseload rate of 1:38, with many districts lacking a properly certificated individual in this area. For the full Idaho Educator Landscape report, please visit the [Communications Page](#) on the SDE website.
- 5) Per the request of the Commission, Lisa Colon Durham shared highlights about previously attended conferences and trainings.
  - a. Professional Practices Institute: Colon Durham shared the benefits of networking and meeting with colleagues from other states, as well as an eye opening presentation given by Lucas Michael Chancellor on a story of a gentleman targeting children online by pretending to be a fellow student in their class. In the particular case, the gentleman harassed students with inappropriate images being used against them. After being taken into custody, it was noted that the gentleman had 20-30 counts of victimization against him, and that the student victim never shared information regarding the harassment with teachers or parents. In addition, Colon Durham shared information about a presentation given "Through the Eyes of an Offender," a presentation given by a former teacher who experienced an inappropriate relationship with a student. In the presentation, the former teacher shared information and reflected about the experience.
  - b. NASDTEC Ted Andrews Winter Symposium: Cina Lackey and Lisa Colon Durham shared their experiences of attending the NASDTEC Ted Andrews Winter Symposium, which focused primarily on teacher retention as a national issue, and the importance of leadership in education as an avenue of improving the numbers of returning educators to the profession. Colon Durham included information from Central Michigan University, which has placed importance in their educator preparation program on the importance of teacher disposition in regards to the classroom, and has added an interview component to assess candidate disposition and improve it over the course of the program. Cina Lackey shared information on her favorite breakout session from the conference: where educators shared their perspectives on why they are staying with the profession, and the key factors that lead them to that decision.

- c. Colon Durham also shared information about the National Center for Urban School Transformation (NCUST), an organization that recognizes great work in urban schools, and awards grants to high performing schools.

### **AMERICAN BOARD OF CERTIFICATION FOR TEACHER EXCELLENCE (ABCTE) PRESENTATION**

Melanie Olmstead, Director of Government Affairs from ABCTE, made a presentation on the current ABCTE program that candidates seeking an alternative route to Idaho Educator Certification complete, which includes an American Board subject area exam, an American Board pedagogy exam, background check approval, and transcript approval. Under the current program, candidates are allowed one year to 18 months to complete the program.

After explaining the current process, Olmstead introduced the new ABCTE program requirements, which would take the current requirements (American Board subject area exam, American Board pedagogy exam, background check approval, and transcript approval) and add an additional clinical experience component, covering one academic year. The clinical experience component would include working with a district appointed mentor, and would require six observations. The six observations would include five formative and one summative, with at least thirty days required in between observations to allow time for substantial improvement.

The new component is live this semester in a pilot program that is being tested this spring 2018 semester in the state of Idaho.

### **CONSIDERATION OF STIPULATION/FINAL ORDERS BY FULL COMMISSION**

Deputy Attorney General Robert Berry provided the Commission with the stipulation listed below. The stipulation was agreed to by the respective respondent and was presented by Robert Berry and recommended by the Executive Committee for adoption by the Commission. The Commission members reviewed the stipulation at the meeting and voted as follows:

**M/s (Enger/Zeydel): In case number 21629 and 21720, concerning the certificate of Laureen A. Kinnaman, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.** Motion carried unanimously. Commission members Allred, Chipman, Davis, Gorton, McKinney, and Roark were recused from voting. Members Johnson and Koehler were absent.

### **STATE BOARD REPORT**

Christina Linder, Educator Effectiveness Program Manager in the State Board Office (SBOE), reported on the following:

- 1) Findings of the Teacher Pipeline Report include that
  - a. “Approximately 1,873 Idaho instructional certificates are issued annually; of those certificated individuals, approximately 33% do not serve in an Idaho public school.”

- b. “The attrition rate for Idaho teachers remains at a steady 10% annually, compared to the approximately 8% nationally.”
  - c. “Approximately 76% of Idaho’s attrition rate is made up of teachers leaving the teaching workforce before reaching retirement age, compared to 66% of teachers nationally.”
- 2) Proposed rule that local district evaluation policy include a rating for all 22 components on the summative evaluation.
  - 3) Proposed rule that an institutional recommendation for administrators would include a “statement indicating proficiency in conducting accurate evaluations of instructional practice based upon the state’s framework.”
  - 4) The SBOE is bringing forward proposed language that will not extend the membership of the PSC, but will allow for other agencies to submit nominations.

**AUTHORIZATIONS COMMITTEE**

Chair Elisa Saffle reported that during its January 25, 2018 meeting, the Authorizations Committee recommended that the Commission approve the following new Teacher to New Certificate/Endorsement Requests (for the 2017-2018 school year):

School District	#	First Name	Last Name	Endorsement Requested
American Falls School District	#381	Dana	Facer	7120 English 6-12
Answer Charter School	#492	Richard	Incorvia	7010 All Subjects K-8
Bonneville Joint School District	#093	Candice	Traughber	7120 English 6-12
Challis Joint School District	#181	Andrew	Walters	7300 Mathematics 6-12, 7512 Physical Education (PE) 6-12
Challis Joint School District	#181	Rebecca	Auwen	7420 Natural Science 6-12
Emmett School District	#221	Robin	Wilson	7440 Chemistry 6-12
Filer School District	#413	Trudy	Weaver	7053 School Principal PreK-12
Firth School District	#059	Michelle	Miles	7137 Theater Arts 6-12
Hansen School District	#415	Kimberly	Piorsol	7971 Family and Consumer Science 6-12
Jerome Joint School District	#261	Colton	Beadz	7029 Exceptional Child Generalist K-12

<b>School District</b>	<b>#</b>	<b>First Name</b>	<b>Last Name</b>	<b>Endorsement Requested</b>
Joint School District	#002	Jeffrey	Hills	7451 Earth and Space Science 6-12
Mountain Home School District	#193	Erin	Burden	6180 Graphic Arts/Journalism 6-12
Soda Springs School District	#150	Shantel	Allen	7083 Blended EC/EC Special Ed Birth - Gr. 3, 7029 Exceptional Child Generalist K-12
West Bonner School District	#083	Martin	Landry	7512 Physical Education 6-12

Chair Elisa Saffle reported that one Teacher to New Application was moved to the April 2018 meeting:

<b>School District</b>	<b>#</b>	<b>First Name</b>	<b>Last Name</b>	<b>Endorsement Requested</b>
Project Patch School		Joy	Meyer-David	7200 Mathematics 6-12

Chair Elisa Saffle reported that during its January 25, 2018, meeting, the Authorizations Committee recommended that the Commission approve the following Content Specialist Applications (for the 2017-2018 school year):

<b>School District</b>	<b>#</b>	<b>First Name</b>	<b>Last Name</b>	<b>Endorsement Requested</b>
American Falls School District	#381	Caralee	Page	7029 Exceptional Child Generalist K-12
Blaine County School District	#061	Robin	Nagy	7029 Exceptional Child Generalist K-12
Cambridge Joint School District	#432	Cole	Cooper	7221 History 6-12, 7226 Geography 6-12, 7200 Social Studies 6-12, 7222 American Government/Political Science 6-12
Cassia County School District	#151	Jacob	Sharp	7421 Biological Science 6-12
Challis Joint School District	#181	Lauren	Fife	7029 Exceptional Child Generalist K-12
Challis Joint School District	#181	Harriet	Henderson	7851 Visual Arts K-12

<b>School District</b>	<b>#</b>	<b>First Name</b>	<b>Last Name</b>	<b>Endorsement Requested</b>
Chief Tahgee Elementary Academy District	#483	Bailey	Dann	7029 Exceptional Child Generalist K-12. 7010 All Subjects K-8
Chief Tahgee Elementary Academy District	#483	Eryn	Phillips	7010 All Subjects K-8
Chief Tahgee Elementary Academy District	#483	Angela	Eldredge	7010 All Subjects K-8
Coeur d'Alene School District	#271	Shanna	Schillinger	7029 Exceptional Child Generalist K-12
Council School District	#013	Ramona	Beyuka	7720 World Language - Spanish 6-12
Fremont Joint School District	#215	Kaitlyn	Johnson	7852 Visual Arts 6-12
Gooding Joint School District	#231	Curtis	Laib	7029 Exceptional Child Generalist K-12
Idaho Falls School District	#091	Jakob	Hanson	8221 History 5-9, 7010 All Subjects K-8
Idaho Falls School District	#091	Wendee	Christensen	7010 All Subjects K-8
Joint School District	#002	Emily	McNamee	7740 World Language - German 6-12
Marsing Joint School District	#363	Jessica	Eubanks	7010 All Subjects K-8
Marsing Joint School District	#363	Clint	Thomas	7300 Mathematics 6-12
Meadows Valley School District	#011	Joseph	Johnson	7120 English 6-12
Middleton School District	#134	Shelby	Mathews	7026 School Social Worker K-12
Middleton School District	#134	Anna	Widmann	7083 Blend EC/EC Special Ed (Birth-Gr 3)
Mountain Home School District	#193	Lyndy	Higgins	4024 Information/Communication Tech
Mullan School District	#392	Heather	Branstetter	7022 Counselor K-12
Pocatello/Chubbuck School District	#025	Yolanda	Frazier	7010 All Subjects K-8
Twin Falls School District	#411	Rachelle	Straubhaar	7010 All Subjects K-8
Twin Falls School District	#411	Karley	Wilkins	7029 Exceptional Child Generalist K-12. 7010 All Subjects K-8

School District	#	First Name	Last Name	Endorsement Requested
Victory Charter School	#451	Taylor	Hilton	7029 Exceptional Child Generalist K-12. 7010 All Subjects K-8

Chair Elisa Saffle reported that two Content Specialist Applications were moved to the April 2018 meeting:

School District	#	First Name	Last Name	Endorsement (s) Requested
American Falls School District	#381	Kiley	Walker	7010 All Subjects K-8
Blaine County School District	#061	Rosa	Segura	7126 English as a New Language (ENL), 7010 All Subjects K-8

Chair Elisa Saffle reported that the Authorizations Committee recommended that the Commission deny the following Content Specialist Applications (for the 2017-2018 school year):

School District	#	First Name	Last Name	Endorsement (s) Requested
Coeur d'Alene School District	271	Bryce	Erickson	7511 Physical Education (PE) K-12

The Authorizations Committee reviewed 47 applications for a total of 57 endorsements.

**The Commission ACCEPTED the report of the Authorizations Committee.** Motion carried unanimously.

### **BUDGET COMMITTEE**

Chair Tony Roark called Commission member's attention to the to the budget narrative for October 2017. For that time period, revenue was \$30,450, expenditures were \$45,483, and expenditures exceeded revenue by \$15,033. The Budget Committee also reported that in addition to routine costs, approximately \$4,200 was spent to host the September PSC meeting, while approximately \$3,000 was spent for Annette Schwab, Brian Church, Lisa Colon Durham, and Shannon Haas to attend the Professional Practices Institute in Phoenix, Arizona. Almost \$700 was expended for Larry Calicutt to conduct PSC complaint investigations and an additional \$700 was spent to conduct PSC hearings. Additional expenses included \$850 allocated to the CAEP Standards Training, and \$1,200 was expended for the English and Gifted and Talented Standards Reviews.

For the month of November 2017, revenue was \$20,805. Expenditures for the month of November were reported at \$52,926 with expenditures exceeding revenue by \$32,121. In addition to routine costs, \$900 was spent for registration for Lisa Colon Durham and Cina Lackey to attend the NASDTEC Conference in San Diego, California. Approximately \$600 was spent to conduct PSC hearings. \$7,000 was expended for standards reviews (English, Gifted and Talented, Online Teacher, and Literacy). In addition, \$5,000 was the remainder of the cost for the CAEP Standards Training.

For the month of December 2017, revenue was \$14,220. Expenditures for the month of December were \$61,714 with expenditures exceeding revenue by \$47,494. The Budget Committee noted that there were three pay periods in December. In addition to routine operational costs, the cost for the November PSC meeting was approximately \$5,800. About \$1,100 was spent for airfare for Lisa and Cina to attend the NASDTEC Conference in San Diego, California. Approximately \$500 was the cost to conduct PSC hearings. The remaining cost for Annette Schwab, Brian Church, Lisa Colon Durham, and Shannon Haas to attend the Professional Practices Institute in Phoenix, Arizona was about \$600.00. About \$6,500 was expended for the Standards Reviews (English, Gifted and Talented, Online Teacher, and Literacy). In addition, approximately \$400 was spent to purchase a headset and computer docking station for staff.

**The Commission ACCEPTED the report of the Budget Committee.** Motion carried unanimously.

### **STANDARDS COMMITTEE**

In Chair Dana Johnson's absence, Standards Committee member Taylor Raney reported on the following committee discussion items:

- 1) The committee reviewed the Boise State University Early Childhood Intervention program proposal.

**M/S (Enger/McConnell): To approve Boise State University's Early Childhood Intervention Program.** Motion carried unanimously.

- 2) After the completion of the conducted Standards Reviews, the committee recommended that the Gifted and Talented, Teacher Librarian, English, Online Teacher, Literacy, and Teacher Leader standards be moved to the negotiated rulemaking phase.
- 3) The committee recommended that those individuals who have passed Praxis II and who have completed at least two years of successful teaching in the content area with district verification be able to add 5-9 endorsements to their current certifications.
- 4) The College of Idaho program review will serve as a pilot for identified paired reviewers.
- 5) The College of Southern Idaho (CSI) submitted a request for a new program for certification in the form of a Content Specialist Alternative Authorization. The Standards Committee found value in the proposal, but had questions for CSI faculty prior to program approval. PSC Staff will be in touch with CSI to clarify details regarding the proposed new program.

- 6) The PSC is considering any new assessments that may be available for content, pedagogy, or performance assessment.

**The Commission ACCEPTED the report of the Standards Committee.** Motion carried unanimously.

## **EXECUTIVE COMMITTEE**

Chair Char McKinney reported that the Executive Committee met and reviewed 8 new cases in its January 25, 2018 meeting. 2 of those cases were found to have no probable cause, while 6 were found to have probable cause. Of the 6 that were found to have probable cause, 3 were recommended for a letter of reprimand, 1 is being recommended for a fixed suspension, 1 is being recommended for an indefinite suspension, and 1 is being recommended for a revocation. [Final orders](#) may be viewed on the SDE website by visiting the Professional Standards Commission page and navigating to Educator Ethics and clicking on Educator Discipline.

### **Cases Discussed**

Members present: Allred, Chipman, Davis, Gorton, Koehler, McKinney, Roark.  
Department of Education staff present: Haas, Schwab. Office of the Attorney General staff present: Robert Berry.

**M/S (Gorton/Davis): Under Idaho Code 74-206 (1)(d), to move the Executive Committee into Executive Session to consider investigatory records exempt from the disclosure under Chapter 1 of Title 74, Idaho Code.** Allred-yes; Chipman-yes; Davis-yes; Gorton-yes; Koehler-yes; McKinney-yes; Roark-yes. Motion carried unanimously.

**M/S (Roark/Allred): To move the Executive Committee into Open Session, after entering Executive Session to consider investigatory records exempt from disclosure under Chapter 1 of Title 74, Idaho Code.** Allred-yes; Chipman-yes; Davis-yes; Gorton-yes; Koehler-yes; McKinney-yes; Roark-yes. Motion carried unanimously.

**M/S (Roark/Koehler): To move that the Executive Committee in Case Number 21709 find no probable cause.** Motion carried by majority.

**M/S (Chipman/Koehler): To move that the Executive Committee in Case Number 21729 find no probable cause.** Motion carried by majority.

**M/S (Roark/Gorton): Under Idaho Code 74-206 (1)(d), to move the Executive Committee into Executive Session to consider investigatory records exempt from the disclosure under Chapter 1 of Title 74 Idaho Code.** Allred-yes; Chipman-yes; Davis-yes; Gorton-yes; Koehler-yes; McKinney-yes; Roark-yes. Motion carried unanimously.

**M/S (Chipman/Davis): To move the Executive Committee into Open Session, after entering Executive Session to consider investigatory records exempt from disclosure under Chapter 1 of Title 74, Idaho Code.** Allred-yes; Chipman-yes; Davis-yes; Gorton-yes; Koehler-yes; McKinney-yes; Roark-yes. Motion carried unanimously.

**M/S (Allred/Chipman): To move that the Executive Committee in Case Number 21722 find probable cause and recommend a stipulation that imposes a fixed suspension.** Motion carried by majority.

**M/S (Chipman/Davis): To move that the Executive Committee in Case Number 21723 find probable cause and recommend a stipulation that imposes a letter of reprimand.** Motion carried by majority.

**M/S (Allred/Roark): To move that the Executive Committee in Case Number 21724 find probable cause and recommend a stipulation that imposes an indefinite suspension.** Motion carried by unanimously.

**M/S (Chipman/Gorton): To move that the Executive Committee in Case Number 21725 find probable cause and recommend a stipulation that imposes revocation.** Motion carried by majority. Koehler recused.

**M/S (Koehler/Allred): To move that the Executive Committee in Case Number 21727 find probable cause and recommend a stipulation that imposes a letter of reprimand.** Motion carried by majority.

**M/S (Gorton/Chipman): To move that the Executive Committee in Case Number 21728 find probable cause and recommend a stipulation that imposes a letter of reprimand.** Motion carried by majority.

**The Commission ACCEPTED the report of the Executive Committee.** Motion carried unanimously.

## **LEADERSHIP TEAM**

Chair Char McKinney reported that the Leadership Team met on a teleconference call on January 10, 2018 to discuss items being discussed during the Administrative Report, as well as questions surrounding the statute change allowing for other agencies to submit nominations for potential PSC membership. The Leadership Team agreed to put forward a request to have Christina Linder share the legislation being put forward at the full commission meeting. Also discussed were the working plan revisions to ensure that all committees be on the same level of understanding as to what is being requested from those changes. The Leadership Team reviewed the PSC proposed Agenda for the full commission meeting and at the time of the call had no revisions to make. Budget Committee Chair Tony Roark led the discussion on the budget narratives for October-December 2017, and the new format of the budget spreadsheet was discussed.

The Leadership Team will convene again via teleconference on March 21, 2018.

**The Commission ACCEPTED the report of the Leadership Team.** Motion carried unanimously.

## COMMUNICATION PLAN

Taylor Raney reported that items of interest in these meeting minutes for member communication to constituencies include the following:

- **Career Fairs:** During her Administrative Report, Lisa Colon Durham shared the following Career Fair dates-
  - *Region I* (Coeur d'Alene): Wednesday, April 11, 4:00pm-6:00pm
  - *Region II* (University of Idaho): Thursday, April 12, 4:00pm-6:00pm
  - *Region III* (Nampa): Thursday, April 26, 4:00pm-6:00pm
  - *Region IV* (Twin Falls): Tuesday, May 1, 4:00-6:00pm
  - *Regions V and VI* (Idaho State University): Friday, March 30
- **Certification Look Up Tool:** Beginning Monday, January 29, all superintendents, charter administrators, and business managers will have access to the new Certification Look Up Tool, which will provide access to information such as certification status, past violations of the Idaho Code of Ethics (including revocations, suspensions, letters of reprimand, and conditions), professional endorsement status, application status, endorsement information (including assignments that can be taught with current endorsement), and contract information. The Look up Tool will also alleviate the need for districts and charter schools to submit § 33-1210(5) requests, as using the Certification Look up Tool will meet those requirements. The Look up Tool may be accessed through the ISEE Portal.
- **SDE Legislative Agenda:** Key focuses of the SDE Legislative Agenda include-
  - *Rural Networks:* Rural Education Support Networks will provide critical support to participating districts by dedicating resources for the coordination of agreed-upon services to be delivered at the school district, not a centralized location.
  - *Mastery Based Education:* Idaho is a national leader in the transition to a mastery-based education model. This legislation will allow the state to continue to expand mastery to additional districts and schools that are interested in participating.
  - *Advanced Opportunities:* Students and families continue to take advantage of this program to accelerate learning. There are some opportunities to reduce the amount of paperwork and reporting required for participants.
  - *Safe and Drug Free Schools:* Idaho code dedicates the revenue for the state's tax on tobacco to Idaho's public schools to be used for school safety and substance abuse prevention. This legislation will create uniform language across the two statutes and add the Idaho School for the Deaf and the Blind as a beneficiary of this revenue.
  - *Teacher Recruitment and Retention:* With several potential solutions to help our districts recruit and retain teachers, the SDE stands ready to work with lawmakers on proposals and supports the State Board of Education's work on mastery-based alternative routes to certification.
- **Idaho Educator Landscape Report:** Conducted by Regional Educational Laboratory (REL) Northwest as a complement to the Teacher Pipeline Report, the Idaho Educator Landscape Report was conducted to identify gaps in Idaho's teaching workforce as well

as the implications, examine teacher retention, workforce experience, and a changing student population. The full report may be viewed on the [SDE Website](#) by clicking on “Idaho Educator Landscape Report.”

- **Boise State University’s Early Childhood Intervention Program** was recommended to the State Board of Education for approval.
- **5-9 Endorsement Areas:** Those individuals who have passed the Praxis II exam and have at least two years of successful teaching in the content area with district verification may add 5-9 endorsements.

## **ADJOURNMENT**

**M/S (Chipman/Saffle): To adjourn the meeting.** Motion carried unanimously.

The meeting adjourned at 9:35am.

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Danielle Rumsey, Secretary  
Professional Standards Commission

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Lisa Colón Durham, Administrator  
Professional Standards Commission

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## **For Questions Contact**

Certification & Professional Standards  
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