

The MARYLAND STATE BOARD OF EDUCATION
200 West Baltimore Street
Baltimore, Maryland 21201

PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD

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Draft Minutes
November 7, 2019

The 441st meeting of the Professional Standards and Teacher Education Board (PSTEB) was held at the Maryland State Department of Education (MSDE), 200 West Baltimore Street, Baltimore, Maryland 21201 on November 7, 2019. Mr. Christopher Lloyd called the meeting to order at 9:32 a.m.

The following members were in attendance: Ms. Jennifer Berkley, Ms. Linda Chinnia, Mr. Louis D’Ambrosio, Dr. Debi Gartland (present via telephone), Mr. Charles Hagan, Mr. Darren Hornbeck, Ms. Maleeta Kitchen, Mr. Christopher Lloyd, Ms. Kelli Midgley, Dr. Kindel Nash, Ms. Karen Saar, Ms. Sandra Skordalos (departed at 11:15 a.m.), Ms. Sarah Spross, Dr. Winona Taylor and Ms. Geralda Thompson.

The following members were absent: Mr. Peter Baily, Dr. Kris McGee, Ms. Debra Poese, Dr. Patricia Saelens and Dr. Jack Smith.

The following Maryland State Department of Education staff members were present: Ms. Alexandra Cambra, Ms. Kelly Meadows, Mr. Robert Eccles, Dr. Hsin-Yuan Chen, Ms. Susan Spinnato, Ms. Lea Jaspers, Ms. Ruth Downs (recorder) and Ms. Jacqueline LaFiandra, Esq., Attorney General’s Office.

PRELIMINARY ITEMS

Recognition of Guests

Ms. Tina Dove, MSEA
Ms. Geraldine Duval, MSEA
Ms. Mary Pat Fannon, PSSAM

Public Comments

None

Announcements

None

State Board Update (Attachment I)

Mr. Christopher Lloyd and Ms. Sarah Spross presented the October 23 State Board summary to the Professional Standards and Teacher Education Board (PSTEB) in the absence of Dr. Miya Simpson.

Ms. Spross and Mr. Lloyd answered questions or concerns for the Board members in regards to subjects that were addressed at the State Board meeting.

Questions/Concerns:

1. The Code of Maryland Regulations (COMAR) replacing education that is multi-cultural with Educational Equity.
 2. Certification incentive program for certification by National Board for Professional Teaching Standards.
 3. Delayed consideration for Educator Licensing regulations.
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Ms. Spross stated that for the past 1 ½ to 2 years, the State Board has been working to move toward an educational equity regulation as opposed to one that is multi-cultural. It has received lots of input and feedback. It has recently been put forward to grant permission to publish, and that permission was granted.

Ms. Spross informed the members that the certification incentive program covers the fee for initial, renewal and retakes for National Board. There are two different incentive programs that involve nationally board certified teachers. One is the Quality Teacher Incentive which is separate from this. The other is the fee program that provides reimbursement or payment for initial takers, renewals and retakes.

Mr. Lloyd informed the members that the State Board looked at what the PSTEB had proposed and decided to use part of the 60 day window before taking any action. Mr. Lloyd thinks that it was primarily lead by former President Hartings, who said that he thought it would be better to fully understand the reasoning and rationale behind it and the Board concurred. The Board would therefore delay any action on what we had passed.

ACTION ITEMS

Approval of October Minutes

Mr. Christopher Lloyd entertained a motion to approve the October meeting minutes with the suggested amendments.

MOTION: Dr. Winona Taylor/Ms. Geralda Thompson To approve the October 3 meeting minutes with the suggested amendments.

Approval of Proposed Agenda Items for December 2019

- Approval of Minutes
- State Board update
- Regulations as appropriate
- Kirwan Commission Update

Mr. Christopher Lloyd entertained a motion to approve the December Agenda with the four items.

MOTION: Ms. Jennifer Berkley/Ms. Linda Chinna To approve the December Agenda.

Approve Meeting Dates for 2020

Mr. Christopher Lloyd entertained a motion to adopt the 2020 meeting calendar as presented, with the understanding that they may revisit it as needs may change and that they may have to meet in a conference room on the 8th floor.

MOTION: Dr. Winona Taylor/Ms. Maleeta Kitchen To adopt the 2020 meeting calendar as presented.

PSTEB 2020 New Calendar Meeting Dates	
January 9, 2020 (Inclement weather Date January 16, 2020)	July 9, 2020 (Need to determine if we will be meeting)
February 6, 2020 (Inclement Weather Date February 13, 2020)	August 6, 2020
March 5, 2020 (Inclement Weather Date March 12, 2020)	September 17, 2020 (Labor Day is Monday September 7 th)
April 2, 2020	October 8, 2020
May 7, 2020	November 5, 2020
June 4, 2020	December 3, 2020

COMAR 13A.04.18 – Programs in Comprehensive Health Education

Mr. Lloyd stated that at the State Board meeting, there seemed to be some discussion around the certification requirements for various health educators. So he flagged that and said to Ms. Spross that it would be a good idea that the PSTEB talk about this. He was thankful that Ms. Kelly Meadows was there to unwrap the conversation that occurred at the State Board related to COMAR 13A.04.18.

Ms. Spross stated that Ms. Meadows was here to represent what happened at the State Board meeting. This is out of the Division of Instruction and has to do with requirements that pertain to instruction in our school systems with Health Education. Ms. Meadows is going to talk to you about what current regulations is, what the proposed was, and what was discussed.

Ms. Meadows stated that she was going to summarize the information for the Board members and then she would answer any questions. Ms. Meadows stated that she was looking at the older version of the regulations that has technically been adopted. She felt that it was important to note that in the current/old regulations, it says that the local school systems shall develop guidelines and procedures for the selection of qualified teachers. Because the teacher is a vital factor in the program qualifications, the following should be considered:

1. Health Education Certification
2. Appropriate specialized training

Ms. Meadows stated that because the language says considered, we know that some, not all, local school systems have misinterpreted the language throughout the years; they think that this regulation means that you don't have to hold a certificate to teach health, which is not what the certification regulations say. So as part of the revision, some of which is driven by statute, the health team said that we are going to correct that. We are going to change the word consider to shall include. Ms. Meadows stated that it is important to know that's where this language is coming from and that there is language in this regulation that talks about qualifications. The regulation is not new, but it is cleaned up. The second part of what you have in front of you, which will be the new regulation, fleshes out the statutory requirements, and what the specialized training piece means, which was very generic in the old regulation.

Ms. Spross stated that where Ms. Meadows is referencing is on page 2 of the regulations, it is letter "F" towards the end of the page; F1 and F2.

Mr. Lloyd stated that the State Board had some conversation around various levels of health education and whether or not someone would be required to have health certification and particularly there was some conversation around elementary.

Ms. Meadows stated that in current healthcare regulations, health is a PreK-12 certification. So the assumption that we have a PreK-12 certification is that if you are teaching that subject area you should hold that certification. Ms. Meadows stated that we all know that there is a mis-assignment section in the current regulations that allows teachers to teach out of assignment and we also know from practice that this is a common subject area that is taught out of assignment at the elementary level in some school systems. Ms. Meadows stated that there was some discussion at the State Board about that conversation and quite frankly I think it got a little confusing because at one point it started going down the road of maybe we should clarify in these regulations that elementary has to do one thing and secondary has to do another thing. That is when Ms. Spross had to come up to the table because then it is encroaching on the current regulations for certification. So in all transparency, I think it was a little confusing at the table and that is kind of what drove this conversation. Ms. Meadows stated that as far as we are concerned, it is Pre-K-12 certificate area and that is something that we are not proposing to change, unless the PSTEB is wanting to change it.

Mr. Lloyd stated that from an elementary perspective, it does not preclude the current practice of classroom teachers in elementary with certification from teaching health. They would have to have a health certification or would they?

Ms. Meadows stated that the current regulations say that if you teach a subject area, you must hold that certificate. Those same set of regulations say that you can teach out of assignment up to two classes. If you teach beyond those two classes for more than one school year, you have to start working towards that certificate area. There is coursework that you need to start taking. That is the current regulation. It is in the proposed regulations. This has not been something that the PSTEB or the State Board has discussed, as far as changing it.

Question: The question was asked, what does two classes mean? Two periods.

Ms. Meadows stated that it is not defined in regulation. Our guidance at the State has been that it means two classes, not two courses. Ms. Meadows stated that she thinks that each school system probably defines what class means a little bit differently. It is not something that is in regulatory language at this moment.

Question: So it does not count as generalist then? That is not part of the general certificate?

Mr. Lloyd stated that he found it an interesting discussion, particularly around elementary, because he did not know how systems define courses in elementary. He also stated that he does not know how you define a class, because there is no clear break normally unless you departmentalize. He stated that he does not know of any system that defines or departmentalizes health education at the elementary level.

Ms. Meadows stated that if an individual has an historical area such as Elementary 1-6 & Middle School, they can teach the middle school content areas, but music, health, physical education, art, and the Prek-12 specials have always been standalone areas.

BREAK 10:25-10:35

Regulations

Mr. Lloyd stated that he wanted to update the Board members on some of the meeting and conversations related to teacher preparation programs, as well as the licensure regulations. He informed the Board that, following the action last month when he was at the Kirwan Action Committee meeting later in the month, he had an opportunity to have a talk with Dr. Kirwan and Ms. Rachel Hise. Mr. Lloyd stated that Dr. Kirwan is a resident of Montgomery County and he has seen him in multiple circles. He has, through the course of the summer and the fall, maintained contact with Dr. Kirwan, in the capacity of President of the PSTEB and certainly within the capacity of his other work as well.

Mr. Lloyd stated that in regards to teacher preparation programs, Dr. Kirwan felt that the commission itself needed to be able to hear, discuss, and debate some of the concerns that have been raised and has booked time at the November 12th meeting in the morning. November 12th is a full day of the Kirwan meeting and then in the evening they have public

comment. Mr. Lloyd said that Dr. Kirwan told him that he wanted to actually put it on the agenda to deal with the teacher preparation COMAR. He has determined that MSDE is going to present in the morning and then following MSDE's presentation, he asked for a representative from the PSTEB, as well as two representatives from higher education. Mr. Lloyd informed General Sumpter that he would be representing the PSTEB and the higher education partners were determining who would speak for them.

Mr. Lloyd stated that earlier that week there was a conference call among the Deans and they asked to include him in that call. Mr. Lloyd said that his schedule would not permit for him to be on the conference call, to talk through where they are in preparation for the testimony that will be provided in front of the Kirwan Commission on Tuesday. He said that Dr. Kirwan wanted to allow time for both presentations, as well as some questions and answers from commission members, to be able to engage in this dialogue because he thinks that it is significant and important.

Mr. Lloyd stated that he understands where they are as a Board related to higher education, but he is also frankly trying to work beyond the PSTEB with the deans of the various institutions, such as Dean Rice. He thinks that it is important that they are taking a keen interest in it and they have some interest that they have expressed through members here on the Board. He stated that he is not trying to circumvent members of the Board, but he wanted to make clear that some of Deans are working together on something. He informed them that he was trying to as well be inclusive of that and represent the PSTEB's views, which are similar to that of the Deans. He believed that there will be some direction provided through Kirwan around that to look at. He believes that they are trying to resolve certain pieces in certain ways and this is one piece they want to resolve or try to resolve. He does not know if they will resolve it on Tuesday but to at least have the initial conversation on Tuesday. Mr. Lloyd informed the Board that Dr. Kirwan has an interest as he has expressed to him and frankly as he has expressed in various public forums, as he was at the last one. Dr. Kirwan was pretty clear that he had grave concerns about, as he called it, some very strong and powerful forces moving within the State that are seeking to undercut the premise of Kirwan. Dr. Kirwan made it very clear that he had concerns about that because he felt that as he put it, some of the very people who benefited from public education to get where they are in the State of Maryland are now looking to raise money to prevent people who don't look like them from getting an appropriate education. He stated that there is no surprise that he would say that there has been, he believed, an unfortunate set of public conversations between the Governor's office and Dr. Kirwan that have presented us with a set of unfortunate circumstances. Dr. Kirwan is concerned that some of the money being raised to defeat Kirwan within the legislator is having an impact on the larger conversation within the state that needs to be had and he is openly expressing that view point. Mr. Lloyd felt that if you are the chair of a commission and the commission comes up recommendations and is requiring certain funding, that it is incumbent upon you as the chair to defend the work of the commission regardless of the outcome. Mr. Lloyd stated that he thinks that what Dr. Kirwan is trying to do here is to be able to navigate for success of the commission's recommendations. He stated, how do we implement this so that it will benefit the children? Mr. Lloyd informed the board that he also had a conversation with Dr. Kirwan and Ms. Rachel Hise around the teacher licensure COMAR.

Dr. Nash asked if Mr. Lloyd knew who will be representing the Deans?

Mr. Lloyd stated that he would get that information later today, because he has another call with Dr. Rice. Once he concludes that call, he will know who their two people are and he will be happy to share it with the PSTEB. Mr. Lloyd stated that his primary presence at Kirwan is as the chair of the PSTEB and not in any other capacity. Dr. Kirwan thought that it would be good to have the chair of the PSTEB since it includes a variety of perspectives to report to the commission on where we are on this COMAR. I told Dr. Kirwan I would be happy to do that and answer questions from the commission members as they feel important.

Dr. Gartland asked if the November 12th meeting was open to the public.

Mr. Lloyd informed the Board that the November 12th Kirwan meeting is open to the public beginning at 10 a.m. The meeting during the daytime is running 10 a.m. to 5 p.m. and my understanding is that they have scheduled the PSTEB for first thing in the morning at 10 a.m. The meeting is held in the House Office Building in room 120. In the evening they

are having public comment. He stated that he knew in public comment that there is a heavy interest and there is a very long list involved in public comment. He stated that he did not sign up for public comment, given that Dr. Kirwan is providing time within the meeting.

Licensure COMAR

Mr. Lloyd had Ruth distribute a copy of the letter that was transmitted to him from the President of the State Board. The letter referenced an October 22nd letter that Mr. Lloyd put before the members. Mr. Lloyd stated that the letter summarizes the action we took at the Board meeting and it included the two motions that we passed. Mr. Lloyd provided this letter to the State Board because the PSTEB believed that the discussion at this table was not described fully in accordance with the notes of the applicable meetings. He stated that there was a comment at the State Board that the debate indicated that we were silent, so he wanted to be clear that the PSTEB did not indicate silence. He offered that on a going forward basis, that he was available for debate, discussion, and actions. He provided the letter to Dr. Miya Simpson, who provided the letter to the State Board members. He stated that he did this on behalf of the PSTEB, as they had talked about it. He informed the members that during the course of the State Board meeting, on one of the breaks, the General did come over to speak to him about the desire to be able to have some conversation.

Mr. Lloyd stated that General Sumpter, Mr. Hartings and he were going to get together later in the month to have a discussion around the teacher licensure and certification COMAR. The discussion is to talk about the rationale, the reasoning and what the concerns are. He felt that this was good in terms of that dialogue. He accepted the meeting and stated that he would be happy to talk with them. General Sumpter would like to be able to have a conversation prior to coming back to the table in December at the State Board meeting. Mr. Lloyd stated that the letter itself described that he would be able to provide designated time in the meeting for that and he accepted the time for the Board. He said that he would prepare comments accordingly to present at the December meeting. He felt that the goal in this is to seek to try to express the views that the PSTEB has had as a Board and to work in a process. He stated in fairness to former President Hartings, his comments both at the meeting and other places have said to me that he is seeking to understand, which I am thankful for, and that is what the PSTEB wanted. He stated that he was troubled by some of the conversations at the State Board meeting.

Mr. Lloyd talked about the two theories of actions. The first theory of action states very clearly that public schooling and public schools are part of a foundation of democracy and that the support for the public schools is essential to the formation and well-being of the state. The theory of action is that you work with the folks that you have to be able to move that forward. The second theory of action says that the problem that exist in public education is the very systems that are sitting in place and that one has to be disruptive to those systems to actually be able to move reform forward. Mr. Lloyd thinks that this is a theory of action that has been expressed in various places.

Mr. Lloyd's hope is that through having some conversation with Dr. Kirwan and with the State Board President along with other elected leaders who serve on the Administrative, Executive Legislative Review, the belief largely now at this point is to try to resolve this at the lowest level. That is how you seek to resolve difficulties at the lowest possible level.

Mr. Lloyd thinks that the reason former President Hartings asked the Board not to vote or act upon the regulations that we have moved is because he thinks that they wanted to seek to understand. Mr. Lloyd expressed his appreciation of that and he thinks that it will allow the opportunity for some conversation. Mr. Lloyd informed the members that at this time, things are moving in various kinds of places and it could get a little tight but he just wanted to update the Board on those two regulations. He stated that he felt it would be more appropriate to update the members verbally than to update them via written email. Mr. Lloyd expressed his gratitude in having two superintendents on the PSTEB, because he thinks that it would be good to have their perspective and the political gravitas here.

Mr. Lloyd stated that he will be meeting with former President Hartings and the current President Sumpter to sit down and talk. He thinks that that is a start as part of what the PSTEB is trying to do and from there, maybe a conference committee can be formed to have a more robust conversation. Mr. Lloyd thinks that is what Dr. Kirwan would like to see happen, how we sequence the work and how it is going to be successful. Dr. Kirwan wants to see the recommendations of the

commission implemented in the most effective way possible and I think that his goal is to try to allow folks who are doing that work to work within that realm. Mr. Lloyd stated that the reason he says that is because Dr. Kirwan has some level of control over this now, but in January this will become more complex for a variety of reasons. The funding mechanism will be a robust conversation because of the amount of money involved and there is also the tension that inherently exists between local control and the State trying to move an educational program forward. Mr. Lloyd stated that public education in our state has always been in tremendous local control. The dynamics are changing and they are changing constantly. Mr. Lloyd stated that General Sumpter brings another point of view to the new role as being at one time the President of the Maryland Association of Boards of Education and that will be helpful in the conversation.

Mr. Lloyd told the members that he will do his best to keep them informed throughout the process following Tuesday and will send them the testimony and the link so that they can watch the video. Mr. Lloyd stated that his belief around the teacher preparation program is that it is always better to have investment, than compliance. The PSTEB seeks to have investment along a common set of interests.

Digital Recruitment Platform Update

Ms. Sarah Spross did a presentation in regards to the Maryland State Department of Education's Progress in implementing the requirements of Education Article §2-306. This law requires the MSDE to establish a comprehensive recruitment and outreach platform, in consultation with the Digital Recruitment Steering Committee, in an effort increase and diversify the education workforce.

This update provides information regarding the recent accomplishments pertaining to the digital recruitment platform. The goal of these initiatives is to increase and diversify the education workforce. Ms. Spross answered questions for the PSTEB members.

Ms. Spross stated that the Maryland General Assembly had provided \$250,000.00 to launch the Teacher Outreach and Digital Recruitment Program. Ms. Spross stated that the MSDE, in collaboration with other stakeholders, was to establish an outreach program intended to encourage the top 25% of high school students from each local school system to consider pursuing a Maryland professional teacher's certificate, along with developing a digital platform that is aimed at encouraging individuals to enter the teaching profession in Maryland. Before the implementation of the outreach and recruitment efforts, the MSDE had to form and fully consult with a steering committee that included a diverse group of stakeholders. The Steering Committee included faculty, student representatives of historically black colleges and universities, and other institutions of higher education. The Division of Educator Certification and Program Approval and the Office of Communications and Partnership have developed several initiatives (i.e., MSDE Website, Social Media, facilitation of meetings, and recruitment). The MSDE also believed that it was critically important to include representatives from the K-12 Human Resources Community and a representative from Teacher Academy of Maryland programs.

The Teach in Maryland conference was held on October 17, 2019, at the Maritime Conference Center. The targeted audience was high school students. A total of 253 high school students participated in the conference from of the 17 local school systems that attended.

Questions:

1. Did you have current teacher majors from the colleges in attendance?
2. Why did some of the school systems not participate?
3. Did you reach out to Future Educators of America?

Adjourned

Mr. Lloyd adjourned the meeting without objection at 12:13 p.m.

Attachments:

1. State Board October 22nd Meeting Summary
2. Letter to State Board
3. Digital Recruitment Platform Update

DRAFT