

**MARYLAND STATE BOARD OF EDUCATION**  
**200 W. Baltimore Street**  
**Baltimore, MD 21201**

**PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD**

**January 3, 2019**  
**Minutes**

The 430<sup>th</sup> 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 January 3, 2019. Mr. Christopher Lloyd called the meeting to order at 9:30 a.m.

**The following members were in attendance:** Mr. Peter Baily, Ms. Jennifer Berkley, Ms. Linda Chinnia, Dr. Debi Gartland, Mr. Charles Hagan, Mr. Darren Hornbeck, Ms. Maleeta Kitchen, Mr. Christopher Lloyd, Dr. John Mayo, Ms. Kelli Midgely, Ms. Debra Poese, Ms. Karen Saar, Ms. Sandra Skordalos, and Ms. Sarah Spross.

**The following members were absent:** Dr. C. Mae Alfree, Dr. Kristine McGee, Ms. Geralda Thompson and Dr. Jamey Tobery-Nystrom.

**The following Maryland State Department of Education staff members were present:**

Ms. Kelly Meadows, Ms. Ruth Downs (Recorder) and Mr. Derek Simmons, Esq., Attorney General's Office.

**PRELIMINARY ITEMS**

**Recognition of Guests**

Ms. Geraldine Duval, MSEA

**Public Comment**

None

**Announcements**

None

**State Board Update**

Mr. Christopher Lloyd provided a brief review of the December 4, 2018 State Board of Education summary that was presented by Dr. Miya Simpson at the December PSTEB meeting. (**Attachment I**)

**Approval of December Minutes**

Mr. Christopher Lloyd entertained a motion to approve the December 6 minutes with revisions and to add a copy of the letter sent to the Kirwan Commission. (**Attachment II**)

**MOTION:** Ms. Maleeta Kitchen/Ms. Sandra Skordalos

To approve the December 6 minutes.

**Approval of Proposed Agenda Items for February 2019**

- Approval of Minutes
- State Board Update
- Commission on Innovation and Excellence in Education Update (Kirwan Commission)
- Regulations
- Certification Pathways

- EPP: Standards and Competencies

Mr. Christopher Lloyd entertained a motion to adopt the items on the February agenda as discussed with the option to reserve the right to revisit the agenda items at the end of the meeting, should there be a need to change something.

**Commission on Innovation and Excellence in Education (Kirwan Commission) Update**

Mr. Christopher Lloyd provided the Board members an update on what the Kirwan Commission was doing. He stated that the Commission was not only working on funding formulas, but they were also working on a kind of large potential educational reform in the state of Maryland. Mr. Lloyd informed the Board that there were five (5) funding streams that the Commission was trying to figure out at the state level.

**Five (5) Funding Streams**

- Foundation Funding
- Compensatory Education Funding
- Special Education
- ELL Funding
- Concentrated Poverty

Mr. Lloyd told the Board members that there are five (5) policy areas that the Kirwan Commission has been dealing with and that two of the policies have ramifications for the PSTEB’s work.

**Five (5) Policy Areas**

1. Early Childhood Education
2. High Quality in Diverse Teachers and Leaders
3. College and Career Readiness
4. More Resources for At-risk Students
5. Governance and Accountability

Mr. Lloyd stated that policy area 2 is a policy that PSTEB has talked about quite a bit. He refreshed the members memory’s in regards to Element G2. Element G2 is to develop career ladders for teachers and school leaders. As a part of Element 2G, the initial recommendation was that they would pursue a pathway where everyone would earn National Board Certification. That would become the path forward and that the master’s track could be negotiated locally, but that a teacher could not get into the lead teacher track, or even the administrator track, without having National Board Certification. Mr. Lloyd stated that he felt that he did his best to capture in the letter what PSTEB’s concerns were related to that framing. He explained to the members that, in essence, what the commission modified on the recommendation was that after the career ladder is fully implemented, new teachers entering the state would be expected to pursue National Board Certification. Local school systems should continue to encourage master’s degrees in the fields that require special expertise, are critical shortage areas, and when it would enhance an educator’s professional skills and qualifications. Mr. Lloyd expressed to the members that Element 2G is something that he feels that they should continue to look at and think about how they should proceed to meet the interest expressed in the Commission’s initial recommendations.

Mr. Lloyd stated that he felt that it would be beneficial for the PSTEB to be a little more proactive. He suggested that the PSTEB form a small workgroup to work with a similar small workgroup from the State Board to sit down and talk through some of the recommendations as they relate to teacher preparation and teacher certification. Then we should seek to work with Senator Pinsky’s Committee. He asked for volunteers for the workgroup. Mr. Lloyd stated that he will reach out to President Hartings in regards to the PSTEB and the State Board meeting.

Mr. Christopher Lloyd entertained a motion to create a subcommittee composed of members as has been delineated previously.

**MOTION:** Ms. Debra Poesse/Ms. Jennifer Berkley

To approve the creation of a subcommittee composed of members as has been delineated previously.

## **Workgroup Volunteers**

- Sarah Spross
- Christopher Lloyd
- Darren Hornbeck/Maleeta Kitchen (will split a seat)
- Dr. Kindel Nash/Dr. Debi Gartland (will split a seat)
- Dr. John Mayo (?)/Dr. C. Mae Alfree (check to see if she is available)
- Linda Chinnia
- Charles Hagan (will make as many meetings as possible)
- Dr. Jamey Nystrom-Tobery/Dr. Kristine McGee (Check to see if one of them could participate)
- Peter Bailey (?)

## **Educator Certification: Current Pathways for Obtaining a Maryland Certificate (Attachment III)**

Ms. Sarah Spross and Ms. Kelly Meadows provided a detailed and thorough presentation on Educator Certification: Pathways to Obtain a Maryland Certificate. Ms. Spross stated that, currently there are seven future routes for teachers to obtain certification in Maryland, both in-state and out-of-state.

Ms. Spross informed the Board that the State Board did not get to the level of detail that the PSTEB has gotten to in reference to the current pathways to obtaining certification. She stated that the PSTEB is a little bit ahead of where the State Board is, as far as developing regulatory language and that as a group, the PSTEB recognized the need for both in-state and out-of-state options for routes to certification.

Ms. Spross told the members that, as they know, Maryland imports between 50 and 60% of their teachers and that, as such, Maryland is considered an import state. She said that the states that Maryland is being compared to by the Kirwan Commission are not import states, they are export states. Massachusetts imports only 6% of their teachers and are producing a large majority of their teachers. The other comparable states are Delaware, with about 30%, and both Pennsylvania and New Jersey are in the 10 to 15% range for importing of teachers.

Ms. Meadows informed the Board that part of this presentation was to give them an overview of what they did last month. She informed them that one of the purposes of restructuring the regulations was to make them more user friendly for when a teacher enters Maryland and that out of state teachers are able to understand the requirements. We have heard over and over again that the regulatory language is too complex and no one can understand what they need to do to become certified in Maryland.

Ms. Meadows said that they were basing this on what Massachusetts does. The teachers either go through an in-state program or a performance review. She asked the members that, as they go through the presentation, if something is not clear to them, please let her know.

## **Maryland Certification Routes**

### **Future Routes: Teachers**

#### **In-State**

Maryland Approved Program  
Performance Review  
Experienced Nonpublic Teacher

#### **Out-of-State**

OOS Program + OOS Certificate  
OOS Program + MD Tests  
OOS Certificate + Experience  
National Board Certificate

Mr. Lloyd informed the Board after the completion of the presentation that the purpose of today was to kind of get a frame before attempting to get some regulations within that frame. He asked the members if they were okay with the frame for

the performance review as it was presented. After further discussion with the Board members, Mr. Lloyd felt that it would be helpful for them to review the links that will be sent out to them on the Massachusetts Performance Review program for initial licensure – PRPIL. By doing this, they will get a better understanding of what this performance review looks like. Mr. Lloyd stated that he felt that it was really going to be important for the members to understand. If they were comfortable with it, it may very well be a good frame in which to think through regulatory language. If we are not comfortable with it in some ways, then he feels that they should talk about their level of discomfort in some of the other areas.

Due to time constraints, Mr. Lloyd asked Ms. Meadows if it was okay to stop the presentation at slide number 8, In-State. He informed the members that they can continue the discussion at the February 7 meeting. Ms. Meadows agreed. Mr. Lloyd asked the Board members if anyone felt that the agenda for the February meeting that was approved earlier needed to be amended. He did not hear any objections to what was previously approved.

**Meeting Adjourned**

Without any objection, Mr. Lloyd moved to adjourn the January 3, 2019 meeting and will reconvene in February.

**Meeting adjourned 12:10 p.m.**