

Professional Licensure Standards Board (PLSB)
Friday, June 1, 2018
PLSB Full Board Minutes

A meeting of the Professional Licensure Standards Board met in the Professional Licensure Standards Board Conference Room at #4 Capitol Mall, Room 105-C, Little Rock, Arkansas on December 1, 2017. Voting members of the board present were Dr. Greg Murry, Vice-Chair, Ms. Lisa Baker, Dr. Shelly Albritton, Ms. Lillian Hemphill, Mr. John D. Keeling, Dr. Andrea Martin, Ms. Cindy Romeo, Mr. Scott Shirey (by conference call), Dr. Ellen Treadway, and Mr. Dudley Webb, III. Non-voting members present were Dr. Jeremy Owoh, Cheryl Reinhart, and Tonya Williams. ADE staff members in attendance were Eric James, Sarah Banker, Paula Thurmond, Cheri Rolett, Simone Blagg, Stephanie Johnson, Shannon Rostad-Hall, Shari Misener, Matthew Newcomb, Ashton Middleton, Joan Luneau, and Frank Servedio. Attending guest speakers were Kathy Pruner and Jerry DeLuca.

1. Call to Order – Dr. Greg Murry, Vice-Chair

Dr. Greg Murry, Vice-Chair, called the meeting to order at 8:05 a.m.

2. Approval of Minutes – Dr. Greg Murry, Vice-Chair

Motion made by Mr. Dudley Webb, III to approve the March 1, 2018, minutes; seconded by Dr. Andrea Martin. Motion passed.

3. Presentations

a. ETS Praxis Note – Katy Pruner & Jerry DeLuca

Mr. DeLuca began the presentation on how the ETS Praxis Note works, the content, and content testing for teachers.

Ms. Pruner spoke on the Arkansas specific needs that this program meets for Arkansas teachers. A test pilot for ETS Praxis, which, recently conducted at Arkansas Tech University received good comments from Dr. Treadway. She was very optimistic about the program and thought the educators received it very well. Other test centers included Harding University and University of Arkansas. The Arkansas University of Arkansas at Little Rock (UALR) had scheduled a test pilot but had to reschedule. Ms. Pruner is currently working with Ms. Joan Luneau with the Arkansas Department of Education to organize a test pilot for African Americans and Hispanic communities.

The University of Arkansas and Harding University followed through with the pilot. There were a total of 968 testing sessions conducted, which gave ETS an abundance of data to be used for research. Ms. Reinhart attended the ETS pilot testing at Princeton University; the program was very well constructed and maintained. Dr. Albritton also commented on a similar experience. Dr. Albritton feels that new teachers coming into the classroom will greatly benefit from ETS Praxis testing. ETS always gives a recommended study value that is within legal realms.

A video on National State Network of Teachers was shown using teachers who volunteered to interact with the avatars in the testing pilot.

Dr. Treadway commented on her experience with the avatars in the pilot testing with ETS Praxis. She felt it was very helpful and she is currently using this program.

Dr. Owoh spoke on behalf of Educator Effectiveness. He would like as many opportunities as possible to be available for Arkansas educators. ETS Praxis is one of the options Licensure is currently looking at. He is hopeful that educators will have options to choose from according to their teaching style.

Ms. Williams asked if Special Education is a program ETS is currently looking at. Ms. Pruner responded that they hope to have a program in place for Special Education in 2021.

b. PLSB New Full Board Members:

- **Dr. Mary Jane Bradley (Arkansas State University)**
- **Dr. Ellen Treadway (Arkansas Tech University)**

Dr. Owoh welcomed new board members, Dr. Ellen Treadway, from Arkansas Tech University, and Dr. Mary Jane Bradley to the Professional Licensure Standards Board (PLSB). Dr. Treadway will be replacing Dr. Shelly Albritton whose term expires June 30, 2018. Dr. Mary Jane Bradley will be replacing Dr. Zaidy MohdZain, who moved out of the country prior to his term expiring.

4. Action Agenda

- A. EPP Quality Reports Working Group report – Dr. Jeremy Owoh & Dr. Frank Servedio

Dr. Servedio spoke on the accreditation that institutes go through which are as follows:

- Retention rate
- Statewide retention reports
- Current enrollment for teacher programs
- Administrative programs
- Curriculum programs

The quality report has added three new sections:

- ❖ How are the institutes addressing shortage areas
- ❖ An individual report
- ❖ The completers being added to the report

Dr. Servedio also discussed the Novis Teacher Survey and responses. This year the supervisor was surveyed which is new to the Quality Report. Other discussions discussed were strategies that are in place for minority recruitment. Dr. Servedio asked the board to approve the new format for the Quality Report.

A motion was made by Mr. Keeling to accept the new format to the Quality Report; seconded by Mr. Webb; none opposed. Motion passed.

B. Praxis® Computer Science (5651) Assessment for 4-12 Computer Science Licensure – Joan Luneau

Ms. Luneau asked the board to approve the new Praxis® Computer Science Test (5751) with a cut score of 142 on a 10-200 point scale.

A motion was made by Dr. Martin; seconded by Mr. Shirey; none opposed. Motion passed.

C. Revision to the Institutions of Higher Education: Protocols for the Review and Approval of Programs of Study Leading to Educator Licensure in Arkansas – Joan Luneau

- 2020 Leadership Preparation Requirements
- 2020 Leadership Preparation Competencies

Ms. Luneau asked the board to approve the 2020 Leadership Preparation

Competencies for EdPrep.

A motion was made by Mr. Shirey to approve the 2020 Leadership Preparation Competencies for EdPrep; seconded by Mr. Webb; none opposed. Motion passed.

- D. School Leaders Licensure Assessment (SLLA) for P-12 Building Level Administrator and P-12 Curriculum Program Administrator Licensure – Joan Luneau

Ms. Luneau asked the board to approve the SSLA adoption.

A motion was made by Ms. Baker to approve the SSLA adoption; seconded by Dr. Martin; none opposed. Motion passed.

- E. Praxis® Fundamental Subjects: Content Knowledge (5511) for Post-Secondary Adult Education Licensure – Joan Luneau

Ms. Luneau asked the board to approve the cut score of 148 on a 100 – 200 point scale on Principals of Learning and Teaching: Grades 7-12

A motion was made by Ms. Baker to approve the cut score of 148 on Principals of Learning and Teaching: Grades 7-12; seconded by Ms. Hemphill; none opposed. Motion passed.

The board took a short break at 9:51 a.m.

The meeting resumed at 10:05 a.m.

- F. Pilot for Optional Assessment for K-12 Coaching Endorsement – Joan Luneau

Ms. Luneau spoke on the different programs; the working group favored Human Connectics. This endorsement will need the boards' vote on this at the June 26, 2018, board meeting. This will be a continuation of the June 1, 2018, board meeting.

- G. Praxis® English to Speakers of Other Languages (ESOL) (5362) for K-12 ESOL Ancillary License – Joan Luneau

Ms. Luneau discussed the recommendations for an Ancillary License. An Ancillary License will require a Master's Degree or higher in the Licensure area or a Bachelor's Degree or higher with post back coursework, or a nationally recognized certification for the licensure area and successful completion of a content area of assessment, with the possibility of approval.

Ms. Luneau commented there were no changes for English Speakers of Other Languages (ESOL) program. The requirement for an ESOL license is a Master's degree or higher. This is an Ancillary License; therefore, they will not need a PLT. Ms. Luneau will need approval from the board for a cut score of 155 on a 100-200 point scale for Praxis English to Speakers of Other Languages (ESOL). The board will vote on this at the June 26, 2018, board meeting.

H. Current certification as a Certified Academic Language Therapist (CALT) from the Academic Language Therapy Association (ALTA) to be eligible for K-12 Dyslexia Ancillary License – Joan Luneau

Ms. Luneau asked the board to review this topic on the current certification as a Certified Academic Language Therapist (CALT) before the June 26, 2018, board meeting. The educator will need fifteen hours but is not required to have a PLT. This license is renewable on an annual basis. Ms. Luneau provided a letter from Stacy Smith's group on CALT. There are limitations as to what can be added to an Ancillary License. ESOL is one of which can be added to an Ancillary License, but will not allow them to teach but allows them applied services. Ms. Luneau mentioned that this is the first certification that has been defined. Other certifications programs available such as "Center for Education Research Innovation" (CERI), which was approved in April 2018. This is just another option for ADE to look at that could possibly be an additional certification program for CALT. Ms. Luneau will need approval from the board at the June 26, 2018, board meeting for the CALT certification to be eligible for K-12 Dyslexia Ancillary License.

5. Discussion and Reports

- a. Ethics Statistical Data (Year-to-date) - Eric James
Due to a lack of time, Mr. James forfeited his time to move on to the next item on the agenda.
- b. Educator Career Continuum – Cheryl Reinhart

Ms. Reinhart commented that she had been meeting with a group of stakeholders on the Educator Career Continuum. This is not a stand-alone license, but a designated license. ADE will be issuing licenses as of January 1, 2019, in one of these categories. Someone coming in for a first time license will have the Early Career Professional Educator's license. Someone coming in with reciprocity and three years' experience will receive the Career Professional Educator's license, which is equivalent to our current standard license. The reason for this is to have a career pathway that is visible to teachers and leaders. The career pathway provides a way for teachers to take home some new roles. Some of those roles may be hybrid roles where they stay in the classroom and have additional roles in leadership as well. We are asking the State Board to adopt these standards, which are teacher-leader-model standards. This is a well-developed set of standards and organized into domains, which are as follows:

- 1) Fostering Celebrative Cultures to Support Educator Development in Student Learning
- 2) Accessing and Using Research to Improve Practice in Student Learning
- 3) Promoting Professional Learning for Continuous Improvement
- 4) Facilitating Improvements in Instruction and Student Learning
- 5) Promoting the Use of Assessments and Data
- 6) Improving Outreach and Calibration with Families and Community
- 7) Avocations for Student Learning and the Profession

These new domains will align with the new standards because we want leaders to see that these people will have passed the performance assessment and they will have the skills that leaders can use to achieve their goals. School districts will have training provided to help develop some models that are stand-alone for the use of teacher leaders in school districts. New Jersey is currently using models that we may be using as well in the near future.

Ms. Reinhart commented she would need approval from the board on these standards at the September board meeting.

Ms. Reinhart commented on how Educator Career Continuum provides a way for teachers to have additional duties in leadership. Several leader-model-standards for teachers were developed and adopted in 2010. The National Teachers of the Year, CCSSO, and other groups developed these standards. Ms. Reinhart also commented that issuance of licenses will be effective as of January 1, 2019.

Ms. Reinhart commented that the group of stakeholders would review the draft for Institutions of Higher Education (IHE) Monday, June 4, 2018. Requirements for the career professional will have three years teaching experience and provide verification that they have performed at the ESSA level.

Lead professional requirements: a) three years, b) effective teacher designation, teacher leader competencies, and c) four micro credentials through Teaching Matters. Ms. Reinhart will need approval from the board at the September board meeting.

c. Code of Ethics Rules Update – Cheryl Reinhart

Ms. Reinhart discussed with the board that the pending rules are on the Arkansas Department of Education's (ADE) website. A provision has been added for the State Board of Education (SBOE), regarding Section 14 and 16, which proposes that if an issue comes to them based on a recommendation, made by the Subcommittee, which they do not accept, that it be removed from the consent agenda and the educator will be contacted by the PLSB attorney. The Ethics Subcommittee and the PLSB attorney will then collaborate on a new sanction. This will be on next month's SBOE action agenda. Dr. Albritton asked if the members of the State Board receive a transcript of the evidentiary hearing for review before the State Board meeting takes place. Ms. Reinhart responded that they do receive this information.

Ms. Reinhart asked that the Ethics Subcommittee and Evidentiary Subcommittee to work together to revise the sanction guidelines. Ms. Reinhart provided an example of a case where the educator was changing the attendance record for a student. There is a statute that states, "The board is directed to give permanent revocation" for this offense. Because this statute was not recognized prior to the Ethics Subcommittee's recommendation, it was pulled from the agenda for further discussion. The PLSB attorney will contact this educator to inform him of this change in the recommendation. He will have the option to accept or decline this recommendation and request an evidentiary hearing before it goes back to the State Board for review. There will be more training on standardizing procedures and protocols, which will include both the Ethics Subcommittee and Evidentiary Hearing Subcommittee.

d. Arkansas Licensure Assessment Training Report – Joan Luneau

Ms. Luneau discussed the Ed Service Co-op visits and sessions. Ed Service Co-op completed six sessions. Every co-op will receive a visit this year. They are currently meeting with the superintendents through Zoom chats, as requested by the teachers. Everyone that signed a roster received a survey to complete. Out of fifty-nine (59) attendees, Ms. Luneau received thirty-one (31) surveys.

- e. CAEP Accreditation Decisions report for ASU, UA Little Rock, CBC – Joan Luneau

Ms. Luneau reported to the board that in the spring of 2018 the universities visited were Henderson University, Southern Arkansas University, and John Brown University.

In the fall of 2018, Crowley’s Ridge College and University of Ozark will be receiving a CAEP visit. In spring of 2019, there will not be any CAEP visits.

Ms. Luneau reported on the ASU report. There were four areas for improvement, which were Standards 1 and 3, and two areas of improvement for Standard 5. ASU’s next CAEP visit will be in the fall of 2024. They have currently started on areas of weakness, one of which was in the area of assessment.

Ms. Luneau commented that CBC met all standards with the exception of Standard 5, which needed improvement. This was CBC’s first CAEP visit. UA of Little Rock is fully accredited. Their next visit will be in the fall of 2023. CBC had an extension due to a decline in teachers for attendance, which put them behind; therefore, their next visit will be in 2023. Monticello dropped its year one cycle because they did not have the enrollment. Ms. Luneau is hopeful that next year they will have enough teachers for enrollment.

The CAEP orientation is currently in progress at the Crown Plaza, in Little Rock. Ms. Luneau reported that there are 230 people in attendance for the APPEL program. Ms. Luneau mentioned her goal for APPEL was an attendance of approximately 500. With the 230 in attendance for year 1 and 200 in attendance for year two, she was excited to have this many people attend. Ms. Luneau invited the board to come out to the Crown Plaza to observe the diversity of the APPEL orientation. New sites have been set up in Crowley’s Ridge, Marvel, and Pine Bluff.

Ms. Reinhart brought up the discussion of electing new members to fulfill the positions of the outgoing members for the PLSB Ethics Subcommittee and the PLSB Evidentiary Committee.

Ms. Reinhart discussed adding more members to the evidentiary hearing committee, for example two committees of five, so that a rotation of both committees can work together to be caught up on the nine evidentiary hearings waiting to be scheduled.

Several board members discussed the fact that the hearings are not set for a particular day of the month and that the random dates do not allow enough notice for the members to attend. If the hearings were set for a certain day of each month, it would be more effective for the members of the evidentiary hearing committee to schedule. Ms. Reinhart mentioned that this is not always easy to accomplish, especially now that they are behind on the hearings. It is possible that they will need to have two hearings a month to be able to catch up.

Dr. Murry asked Ms. Reinhart if she had any fear of inconsistencies in having two evidentiary hearing committees. Her response was that with the proper training and having two or three experienced members on each committee, she did not see a problem. She left this topic open to the board to decide if they needed two evidentiary hearing committees. Ms. Reinhart suggested that this discussion be part of the Zoom meeting on June 26, 2018, with the PLSB Full Board members.

Ms. Reinhart encouraged the board members to reach out to the new board members to be a part of the PLSB Ethics Subcommittee and Evidentiary Hearing Committee.

Ms. Reinhart invited the board to attend the 2018-2019 Teach Arkansas Lecture Series for present and future educators on June 4, 2018. They will feature dynamic speakers, valuable information, and resources. Ms. Sydney Chaffee, National Teacher of the Year 2017, will be the speaker at the conference. Ms. Chaffee will be presenting “Be Student-Focused with Culturally Responsive Teaching.”

Ms. Chaffee, a humanities teacher at Codman Academy Charter Public School in Boston, has traveled the country this last year promoting education and serving as an advocate for educators. This series will take place around the State of

Arkansas. Ms. Reinhart was happy to announce that 301 people had registered for the series.



There was not a quorum, so Dr. Murry closed the meeting at 1:38 p.m.

June 26, 2018 – Continuation of the June 1, 2018 PLSB Full Board Meeting

On June 26, 2018, a continuation of the June 1, 2018, PLSB Full board meeting met at 9:00 a.m. to vote on action items G and H.

Ms. Kathy Howell called the meeting to order at 9:10 a.m. on June 26, 2018. Members present were Kathy Howell, Eric James, Cheryl Reinhart, Daryl Taylor, Cheri Rolett, Lisa Baker, Dr. Greg Murry, Dr. Ellen Treadway, Victoria Groves-Scott, Dr. Mary Jane Bradley, Dudley Webb, and Scott Shirey.

Ms. Reinhart filled in for Joan Luneau. Ms. Reinhart told the board that action item F - Pilot for Optional Assessment for K-12 Coaching Endorsement would not be on the agenda today.

Item G - Praxis® English to Speakers of Other Languages (ESOL) (5362) for K-12 ESOL Ancillary License – Cheryl Reinhart

ESOL is adding an ancillary license. In order to do this, we need the State Boards' approval. This requires a Master's degree or higher in the licensure area or a BA degree or higher with positive BA coursework, or nationally recognized certification, which will probably be the NBCT and successful completion of the content area assessment. We are proposing that the State Board adopt the Praxis® English to Speakers of Other Languages (ESOL) (5362) for K-12 ESOL Ancillary License test with a recommended cut score of 155.

Ms. Howell asked for a motion to accept the Praxis® ESOL test with a cut score of 155. A motion was made by Dr. Murry; seconded by Ms. Baker; none opposed. Motion passed.

Item H – Current Certification as a Certified Academic Language Therapist (CALT) from the Academic Language Therapy Association (ALTA) to be eligible for K-12 Dyslexia Ancillary License – Cheryl Reinhart

This is a new ancillary license. It requires a Master’s degree or higher in the licensure area or a BA degree or higher with positive BA coursework, or nationally recognized certification which will probably be the NBCT and successful completion of the content area assessment. The Academic Language Therapy Association (ALTA) administers this test.

The Certified Academic Language Therapist (CALT) certification still needs an assessment. The test and the certification need to be approved for the Dyslexia Ancillary License.

Ms. Howell asked for a motion to approve the test and certification for the Dyslexia Ancillary license. A motion was made by Dr. Scott; seconded by Dr. Treadway; none opposed. Motion passed.

Next item on the agenda is to accept Dr. Ellen Treadway as Dr. Shelly Albrittons’ replacement on the PLSB Ethics Subcommittee. A motion was made by Dr. Scott to establish the Ethics Subcommittee as: Kathy Howell, Lisa Baker, Dr. Andrea Martin, Lillian Hemphill, and Dr. Ellen Treadway; seconded by Mr. Webb; none opposed. Motion passed.

Also addressed was establishing two Evidentiary Hearing Committees so that the large number of cases requiring evidentiary hearings can be heard.

Listed below are the eight people that have agreed to serve on the evidentiary hearing committees. We are waiting on a response from two people that have been contacted. Once they have agreed to serve, the PLSB Full board will vote on them.

Panel 1

Dr. Greg Murry

Dr. Donny Lee

Brenda Brown

Karli Saracini

Cindy Romeo

Panel 2

Scott Shirey

Dudley Webb

Dr. Suzanne Bailey

A motion was made by Ms. Baker to elect these eight individuals to serve on the evidentiary hearing committees; seconded by Dr. Bradley; none opposed. Motion passed.

If you have a suggestion for a licensed teacher or administrator to fulfill the last two positions for the evidentiary hearing committees, please email them to Eric James.

Ms. Howell asked for nominations for a chair and co-chair for the PLSB Full Board. Ms. Baker nominated Dr. Greg Murry. Dr. Donny Lee was mentioned as well, but Dr. Lee was not in attendance. Dr. Scott was nominated, but declined due to serving on another committee.

A motion was made by Ms. Baker for Ms. Kathy Howell to serve as chair for the PLSB Full board and Dr. Greg Murry to serve as co-chair; seconded by Mr. Webb; none opposed. Motion passed.

The meeting adjourned at 9:30 a.m.

The next meeting will be on Friday, September 7, 2018 at 8:00 a.m.

ADDENDUM

On July 3, 2018, the PLSB Board conducted an email vote for two additional people to be named to the Evidentiary Hearing Subcommittee, Panel B. The two names that were voted upon were the following individuals:

- Leilani Dallas (Teacher, North Little Rock School District)
- Dr. Talisha Givan (Director, Educator Preparation Program Admissions/Clinical Experiences, Associate Professor, Curriculum and Instruction, Henderson State University)

Ten (10) members of the PLSB Board were responsive to the email and all voted to **Accept** both nominees.