### Commission on Teacher and Administrator Education, Certification And Licensure and Development

#### Mississippi Department of Education-Central High School Building 4th Floor Board Room

Jackson, MS 10:00 a.m. May 4, 2018

In accordance with Miss. Code Ann. § 37-3-2(3) and § 25-41-5, the members of the Commission on Teacher and Administrator Education, Certification and Licensure and Development (Commission) met at 10:00 a.m. on Friday, May 4, 2018 in the 4th Floor Board Room located at Central High School, 359 North West Street, Jackson. MS.

#### Members Attending:

Kenny Goza

Pamela Manners

Deborah Mays-Jackson

Cindy Melton

Corey Welch

Etta Taplin

### Members Attending via Teleconference:

Shannon Doughty

Susan McClelland

Patrick Grav

Mary Margaret King

#### Member(s) Absent:

Kelly Fuller

Cylesha Hopkins

Rilla Jones

Mary Hill Shular

Pam Chatman

### MDE Personnel Attending at MDE:

Leah Kathryn Anzenberger, Special Assistant Attorney General

#### I. Call to Order

Dr. Cindy Melton called the meeting to order on Friday, May 4, 2018 at 10:03 a.m. The meeting took place in the 4<sup>th</sup> Floor Board Room at the Central High School Building, 359 North West Street, Jackson, MS.

#### II. Establishment of a Quorum

Pam Chatman

Shannon Doughty

Present via teleconference, Gulfport. Mississippi

Kelly Fuller

Absent

Kenny Goza

Present, Jackson, Mississippi

Patrick Gray

Cylesha Hopkins

Present via teleconference, Hattiesburg, Mississippi Absent

Rilla Jones

Absent

Mary Margaret King

Present, via teleconference, New Albany, Mississippi

Pamela Manners
Debra Mays-Jackson

Present, Jackson, Mississippi Present, Jackson, Mississippi

Susan McClelland

Present, via teleconference, Chicago, Illinois

Cindy Melton Corey Welch Present, Jackson, Mississippi Present, Jackson, Mississippi

Etta Taplin

Present, Jackson, Mississippi

Mary Hill-Shular

Absent

Dr. Melton announced that a quorum of the Commission existed.

# III. Approval of the minutes of the March 2, 2018 meeting of the Commission on Teacher and Administration Education, Certification, and Licensure and Development

On a motion by Pamela Manners, seconded by Kenny Goza, the Commission unanimously approved the minutes of the March 2, 2018 meeting of the Commission on Teacher and Administration Education, Certification, and Licensure and Development.

#### Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

### IV. Approval of the hearing subcommittee minutes of March 21, 2018

On a motion by Kenny Goza, seconded by Etta Taplin, the Commission Subcommittee unanimously approved the hearing subcommittee minutes of March 21, 2018.

Members voted aye:

Kenny Goza Etta Taplin Debra Mays-Jackson

Members abstaining: None

Members absent: None

#### V. Adoption of Agenda

On a motion by Debra Mays- Jackson, seconded by Pamela Manners, the Commission unanimously approved the adoption of the agenda.

Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

#### VI. MDE Updates

Dr. Debra Burson presented the MDE updated. Dr. Burson informed the Commission on the following:

- The Office of Teaching and Leading is working on a Teacher Initiative called "Teacher Leadership," in conjunction with a grant from Chiefs for Change. There will be eight districts that will be piloting the program starting June 19, 2018 at Table 100 in Flowood, MS.
- The Office of Teaching and Leading has a mentoring and induction initiative that is currently in the works in conjunction with the American Institute of Research and the Southeast Collaborative Center.
- The Office of Teaching and Leading worked with Council of Chief State School Officers (CCSSO) on the learner ready teacher standards and diverse learner ready. The intention is to increase the number teachers in Mississippi.
- Additionally, there have been some recent position postings for the Office of Teaching and Leading:
  - Office of Teacher Effectiveness with its work involving the Professional Growth Systems
  - Talent Acquisition: The candidate who can serve in the capacity that can lead the work in recruitment.
- Dr. Burson reminded everyone about the Elevate Teacher Summit that will take place on July 23-24, 2018, in Vicksburg, MS. It will be an opportunity for teachers to come around the state to convene together and obtain professional development from within the Mississippi Department of Education. The event is free and educators will obtain 1.0 Continuing Education Units (CEU) credits for attending a day and a half event.
- The Education Preparation Program Review Process Guidelines is currently being revised by the Division of Educator Preparation Program.
- Division of Educator Preparation Program has piloted site visits during the spring with Mississippi College, Belhaven College, and Teach for America. The Mississippi Alternate Path for Quality Teacher will be the next program for a site review on Monday, May 7, 2018.
  - The Annual Reporting Period was in April for Education Preparation Programs. The date of reporting period changed to align with the Council for the Accreditation of Educator Preparation (CAEP) and Title II reporting period to have more accurate date on teachers that are prepared and where they are going, The Education Administration program section was added to the Annual Report to align with statue Miss. Ann. Code § 37-21-09.
  - The MDE reinstituted the first-year teacher survey for first year teachers and administrators requesting their feedback on their programs.
  - The Division of Educator Preparation is working with CAEP to get statewide training for the Mississippi institutions as the private institutions transition into the CAEP process.
  - The MDE Division of Educator Preparation instituted a leadership

taskforce in reference to the new PSEL/NELP standards and new SLLA test. The taskforce will assist in ensuring the alignment of the new standards and working with the goal of having all the modified educational leadership program proposals submitted to the Commission at one time for implementation in fall 2019.

### VII. Mississippi Association of Colleges of Teacher Education (MACTE) Updates

Dr. Cindy Melton provided the MACTE updates:

- The institutions have completed the Title II reports, annual reports, and CAEP visit that are due for the semester.
- MACTE is excited about the partnership that has been created by the Mississippi Department of Education to be part of the Teacher Summit event that will take place on July 23-24, 2018. MACTE will be there to recognize their teachers, teacher interns, and personnel at the event.

# VIII. Discussion and/or approval to revise the Alternative Qualifications for Prospective Local Superintendents of Education

Dr. Cory Murphy presented the proposal to revise the alternative qualifications for prospective local superintendents of education. The revision to the policy consists of changing the current title from "Non-Education Prospective District Superintendents of Education" to "Prospective District Superintendents of Education" for clarity.

The modification is being made for clarification so that the qualifications should be interpreted to include not only individuals new to the profession but also candidates who might have once served as an educator, changed professions, and now wish to return to service at the local district level.

On a motion by Etta Taplin, seconded by Debra Mays-Jackson, the Commission unanimously approved to revise the Alternate Qualifications for Prospective Local Superintendents of Education.

Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

# IX. Discussion and/or Approval to revise the Special, Non-renewable License for Traditional Teacher Preparation Program Completers

Dr. Murphy discussed the Special, Non-renewable License for the Traditional Teacher Preparation Program Completers. Dr. Murphy is seeking for the approval of the Commission to revise the date of the policy by removing the statement "on or after January 1, 2014" to issue a temporary license to a candidate who completed the requirements prior to January 1, 2014 for local school district.

On a motion by Etta Taplin, seconded by Corey Welch, the Commission unanimously approved to revise the Special, Non-renewable for the Traditional Teacher Preparation Program Completers.

Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

X. Discussion and/or approval of Blue Mountain College to add a Bachelor of Music Education with a focus on Instrumental Music and increase the required number of hours from 132-141to 144 hours

Dr. Debra Burson explained there were eleven education preparation program proposals to be presented before the Commission that been reviewed by the Division of Education Preparation Program and peer institutions. The eleven program proposals presented have met the requirements based on the education preparation program guidelines.

Dr. Debra Burson noted that a correction was made to the agenda and that the binders reflecting the proposal by Blue Mountain College, which is to request for a Bachelor of Music Education increase in the number of hours from 132-141 to 144. The proposed Bachelor of Music Education program would prepare band directors and will have 144 hours due to the need for students to become proficient in all band instruments.

Professor Brandon Hardin was available to answer any questions and to talk about the program proposal to the Commission. Professor Hardin stated that previously there was no music instrumental program for Blue Mountain College. Blue Mountain College voiced emphasis in the past for piano and that there was no program at Blue Mountain College for individuals to be become a band director. As a result, Professor Hardin developed the Bachelor of Music Education degree, which is the standard for band director and are looking to become nationally accredited. The previous degree was a Bachelor of Science; therefore, the request is for a new degree.

On a motion by Susan McClelland, seconded by Debra Mays-Jackson, the Commission unanimously approved Blue Mountain College to add a Bachelor of Music Education increase in the number of hours from 132-141 to 144.

Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

#### Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

XI. Discussion and/or approval of Delta State University to increase the number of credit hours in Directed Teaching Internship (CEL 496) from 9 hours to 12 hours; remove a three-hour concentration elective from the program to be used for the additional three

hours of internship; and remove First Aid and CPR (HSE 144) from the program

Dr. Burson introduced Dr. Tim Watkins from Delta State University who was available to answer any questions to Delta State University's proposal to increase the number of credit hours in Directed Teaching Internship (CEL 496) from nine hours to 12 hours. In addition, Delta State University is requesting to remove a three-hour concentration elective from the program to be used for the additional three hours of internship; and, remove First Aid and CPR (HSE 144) from the program.

Dr. Watkins stated that the institution has a 9- hour directed teaching internship and wishes to increase it to 12 hours. Delta State University want their students to take three semester hours during the first part of their senior year and the nine hours will be during the second part of the semester during the senior since the institution is relieving one of their concentrations. The institution is requesting to delete a three-hour concentration from their program since they already have two programs (social studies and reading).

On a motion by Pamela Manners, seconded by Debra Mays-Jackson, the Commission unanimously approved Delta State University to increase the number of credit hours in Directed Teaching Internship (CEL 496) from 9 hours to 12 hours; remove a three-hour concentration elective from the program to be used for the additional three hours of internship; and remove First Aid and CPR (HSE 144) from the program.

#### Members voting aye:

Shannon Doughty Kenny Goza Patrick Gray Mary Margaret King Pamela Manners Debra Mays-Jackson Susan McClelland Cindy Melton Corey Welch Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

XII. Discussion and/or approval of Delta State University to make modifications to the M.Ed. and Ed.S. program in Educational Administration and Supervision. The changes to be made are: (1) to reduce the number of required credit hours in the Master of Education and Ed.S. degrees in Educational Administration and Supervision from 39 to 33; (2) to change the internship requirement for the degrees; and (3) to make adjustments to the admissions requirements to more clearly differentiate between requirements for those candidates seeking initial administrator licensure and who already hold the Mississippi 486 administrator Educator License

Dr. Sue Jolly discussed that Delta State University has a 39-hour degree program in the master and they want to reduce the number of credit hours in the Master of Education and Education Specialist degrees in Educational Administration and Supervision from 39 hours to 33 hours. This request allows the institution to make adjustment to the internship hours for the degrees and the admission hours to clearly differentiate for those who are seeking initial an administrative license.

Dr. Burson mentioned to the Commission that the standards have changed for administration to the Professional Standards of Educational Leaders (PSEL) standards. There will be programs submitting their proposals in the future to align with the changes.

On a motion by Kenny Goza, seconded by Pamela Manners, the Commission unanimously approved for Delta State University to increase the number of credit hours in Directed Teaching Internship (CEL 496) from 9 hours to 12 hours; remove a three-hour concentration elective from the program to be used for the additional three hours of internship; and remove First Aid and CPR (HSE 144) from the program.

Members voting aye:

Shannon Doughty Kenny Goza Patrick Gray Mary Margaret King Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

XIII. Discussion and/or approval of Jackson State University to modify its existing Master of Science in Special Education program to include a concentration in Visual Impairments (VI). The course requirements for the degree will be 39 hours, with 27 being specialized VI courses. Also proposed is the removal and replacement of one course in the 218 K12 endorsement currently being used. It is proposed to align course requirements with the new VI concentration

Deborah Mays-Jackson recused herself from the discussion and approval of Jackson State University's request for modification of their program.

Dr. Glenda Windfield, Assistant Professor in the Department of Special Education, stated that Jackson State University received a grant from the United State of Education, Office of Special Education Program in the amount of \$1,250,000. Initially, when Jackson State University submitted their proposal, it was to reinstitute training teachers to work with visually impaired students. Also, it was to reinstate their endorsement program for licensure. However, Jackson State University created a master's degree program in Special Education with a visual impairment concentration.

On a motion by Etta Taplin, seconded by Kenny Goza, the Commission voted unanimously to approve Jackson state University, Assistant Professor in the Department of Special Education.

Members voting aye:

Shannon Doughty Kenny Goza Patrick Gray Mary Margaret King Pamela Manners Susan McClelland Cindy Melton Corey Welch Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

# XIV. Discussion and/or approval of Mississippi State University to add a required 1-hour Introduction to Elementary Education course (EDE 2521) to the Elementary Education program of study

Dr. Burson provided an overview to the Commission which Mississippi State University is requesting to add a required 1-hour Introduction to Elementary Education course (EDE 2521) to the Elementary Education program of study.

On a motion by Pamela Manners, seconded by Etta Taplin, the Commission voted unanimously to approve Mississippi State University's request to add a required 1-hour Introduction to Elementary Education course (EDE 2521) to the Elementary Education program of study for Elementary Education majors.

Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

## XV. Discussion and/or approval of Tougaloo College to add a 12-hour PreK-K endorsement to its Teacher Education program

On a motion by Debra Mays-Jackson, seconded by Corey Welch, the Commission voted unanimously to approve Tougaloo College to add a 12-hour PreK-K endorsement to its Teacher Education program.

Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

# XVI. Discussion and/or approval of University of Mississippi to offer the Early Childhood approved program endorsement as an option for students in the Bachelor of Arts in Education in Special Education degree program

Susan McClelland recused herself from the discussion and approval of University of Mississippi's request for modification of their program.

Dr. Denise Soares stated they have a current approved PreK-K Early Childhood endorsement program, but it is approved for the Elementary Education majors. The University of Mississippi is requesting for the Special Education majors to be approved to take the same 12-hour program to add PreK-K Early Childhood.

On a motion by Corey Welch, seconded by Kenny Goza, the Commission voted unanimously to approve University of Mississippi to offer the Early Childhood approved program endorsement as an option for students in the Bachelor of Arts in Education in Special Education degree program.

#### Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

# KVII. Discussion and/or approval of University of Mississippi to offer the Wellness and Physical Activity approved program endorsement for the Bachelor of Arts in Education in Special Education and Bachelor of Arts in Education

Dr. Susan McClelland recused herself from the item of discussion and approval of the University of Mississippi's request.

Dr. Denise Soares stated they have a current approved Wellness and Physical Activity endorsement program but it is approved for the Elementary Education majors. The University of Mississippi is requesting for the Special Education and Bachelor of Arts in Education majors to be approved to take the same 12-hour program to add Wellness and Physical Activity.

On a motion by Pamela Manners, seconded by Etta Taplin, the Commission voted unanimously to approve University of Mississippi to offer the Wellness and Physical Activity approved program endorsement for the Bachelor of Arts in Education in Special Education and Bachelor of Arts in Education.

#### Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

## VIII. Discussion and/or approval of University of Southern Mississippi to modify the BA in

History with Social Studies Licensure degree path to reduce the total required hours for the degree from 133 to 122 hours to adhere to the IHL mandate that undergraduate degree plans not exceed 124 credit hours

Dr. Jill Abney spoke on behalf of the University of Southern Mississippi's modification request. The request is a revision to reduce the required hours from 133 to 122 hours for the Social Studies licensure degree path for social studies teachers. This will reduce the length of the program for students and improve student retention.

Dr. Burson added that it is also the Institution of Higher Learning's requirement that undergraduate degree programs should not exceed the 124.

On a motion Etta Taplin, seconded by Corey Welch, the Commission voted unanimously voted to approve University of Southern Mississippi to modify the BA in History with Social Studies Licensure degree path to reduce the total required hours for the degree from 133 to 122 hours to adhere to the IHL mandate that undergraduate degree plans not exceed 124 credit hours.

#### Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

XIX. Discussion and/or approval of University of Southern Mississippi to add courses to increase the School Counseling (SC) Master of Education Program. This modification would increase the program's hours from 33 to 48

Dr. Debbie Stoulig informed the Commission that the University of Southern Mississippi is proposing to increase from 33 hours to 48 hours within the Master of Education School Counseling program. Also, it is their goal to achieve accreditation by the Council of Accreditation of Counseling and Related Educational Programs (CACREP).

On a motion by Susan McClelland, seconded by Debra Mays-Jackson, the Commission voted unanimously to approve the University of Southern Mississippi to add courses to increase the School Counseling (SC) Master of Education Program. This modification would increase the program's hours from 33 to 48.

Members voting ave:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

XX. Discussion and/or approval of University of Southern Mississippi to modify the Elementary Education/Special Education programs by changing the curriculum as follows: remove COH 100 (Concepts of Wellness) and the one-hour lab courses and add practicum courses that will provide students with more clinical experiences that align with the theory and methods taught in their academic courses

Dr. Stoulig explained that the University of Southern Mississippi is requesting to remove their 3-hour health class and the 6-hour lab classes for the practicum class. In addition, they will add an Elementary Education practicum courses, which will increase the practicum hours from 120 to 360 for the Elementary Education Bachelor of Science, Special Education Bachelor of Science, and the Elementary Education/Special Education

dual licensure program of study.

On a motion by Corey Welch, seconded by Kenny Goza, the Commission voted unanimously to approve University of Southern Mississippi to modify the Elementary Education/Special Education programs by changing the curriculum as follows: remove COH 100 (Concepts of Wellness) and the one-hour lab courses and add practicum courses that will provide students with more clinical experiences that align with the theory and methods taught in their academic courses.

#### Members voting aye:

Shannon Doughty Kenny Goza Patrick Gray Mary Margaret King Pamela Manners Debra Mays-Jackson Susan McClelland Cindy Melton Corey Welch Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

## XXI. Discussion and/or approval of ratifications of agreed orders and/or voluntary surrenders

Joseph Runnels, Special Attorney General, spoke on behalf of Mr. James Thompson from the Office of Educator Misconduct. The Office of Educator Misconduct request that the Commission ratifies the three agreed orders presented:

- The Respondent, Kelley Stanford (License No. 247684), has executed an agreed order by acknowledging that she violated standard 4.2 of the Mississippi Educator Code of Ethics Standards. She was terminated by Lamar County School District on March 29, 2018. The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of five (5) year(s) from the date the Commission ratifies the Agreed Order.
- The Respondent, Bobby J. Thigpen, (License No. 258058), has executed an agreed order in which he acknowledge that he violated standard 4.2 of the Mississippi Educator Code of Ethics Standards during the 2017-2018 school year while employed with the Clinton Public School District. The Respondent's license shall be relinquished, suspended, or otherwise surrendered for a minimum of three (3) years from the date the Commission ratifies the Agreed Order.
- The Respondent, Crystal M. Reed (License No. 224944), has executed an agreed order by acknowledging termination by the Hinds County School on July 30, 2018 in accordance with §§ 37-3-2(13)(a) and 37-9-59. The Respondent's license shall be relinquished, suspended, or otherwise surrendered for a minimum of one (1) year.

On a motion by Kenny Goza, seconded by Corey Welch, the Commission voted unanimously to accept and ratify the agreed orders.

Members voting aye:

Shannon Doughty
Kenny Goza
Patrick Gray
Mary Margaret King
Pamela Manners
Debra Mays-Jackson
Susan McClelland
Cindy Melton
Corey Welch
Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

#### XXII. Other Business

Dr. Melton mentioned that the next Licensure Commission meeting will be on July 13, 2018.

#### XIII. Adjourn

On a motion by Etta Taplin, seconded by Kenny Goza, the Commission voted unanimously to adjourn the Commission meeting.

Members voting aye:

Shannon Doughty Kenny Goza Patrick Gray Mary Margaret King Pamela Manners Debra Mays-Jackson Susan McClelland Cindy Melton Corey Welch Etta Taplin

Members abstaining: None

Members voting nay: None

Members absent:

Pam Chatman Kelly Fuller Cylesha Hopkins Rilla Jones Mary Hill-Shular

Approved:

Cindy Melton, Ph.D, Chair

Commission on Teacher and Administrator Education, Certification and Licensure and

Development

Paula Vanderford, Ph.D., Executive Secretary Commission on Teacher and Administrator

Education, Certification and Licensure and

Development