

**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.
January 13, 2017**

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, January 13, 2017 in the 4th Floor Board Room located at Central High School, 359 N. West Street, Jackson. MS.

Members Attending:

Shannon Doughty	Kelly Fuller	Kenny Goza
Cylesha Hopkins	Pamela Manners	Susan McClelland
Patrick Gray	Mary Hill-Shular	Corey Welch

Members Absent:

Rilla Jones	Debra Mays-Jackson	Cindy Melton
Mary Margaret King	LaToya Lee	

Mississippi Department of Education (MDE) Personnel Attending:

Paula Vanderford	Crystal Womack	Demetrice Watts
James Thompson	Albert Carter	Erin Meyer, Special Assistant
Attorney General		

I. Call to Order

Pamela Manners, served as chair of the Licensure Commission in the absent of Dr. Cindy Melton, called the meeting to order on Friday, January 13, 2017. The meeting took place in the 4th floor Board Room at the Central High School Building, 359 North West Street, Jackson, Mississippi. The notice of the meeting was made at least five days in advance including the date, time, place, and purpose of the meeting, and identifying the location of the meeting available to the public as 4th floor boardroom at the Central High School Building, 359 North West Street, Jackson Mississippi.

II. Establishment of a Quorum

Pamela Manners called the meeting to order at 10:015 a.m.
The following members attended:

Shannon Doughty	Present via teleconference, Gulfport, MS
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Kelly Fuller	Present via teleconference, Gulfport, MS
Kenny Goza	Present, Jackson
Patrick Gray	Present via teleconference, Hattiesburg, MS
Cylesha Hopkins	Present, Jackson
Rilla Jones	Absent
Mary Margaret King	Absent
LaToya Lee	Absent
Pamela Manners	Present, Jackson
Debra Mays-Jackson	Absent
Susan McClelland	Present via teleconference, Oxford, MS
Cindy Melton	Absent
Corey Welch	Present, Jackson
Mary Hill-Shular	Present, Jackson

Pamela Manners announced that a quorum of the Commission existed.

III. Approval of the minutes of the November 4, 2016, Meeting of the Commission on Teacher and Administrator Education, Certification, and Licensure and Development

Pamela Manners asked for the Commission members to approve the minutes for November 4, 2016. Kenny Goza moved to approve the November 4, 2016 minutes and Cylesha Hopkins seconded the motion.

Members voting aye:

Shannon Doughty
 Kelly Fuller
 Kenny Goza
 Patrick Gray
 Cylesha Hopkins
 Pamela Manners
 Susan McClelland
 Corey Welch
 Mary Hill-Shular

Members Abstaining: None

Members voting nay: None

Members Absent:

Rilla Jones
 Debra Mays-Jackson
 Cindy Melton
 Mary Margaret King

LaToya Lee

IV. Approval of the minutes of the September 9, 2016, Meeting of the Commission on Teacher and Administrator Education, Certification, and Licensure and Development

Pamela Manners stated to the Commission that Mississippi State University was left off on the executive session on the September 9, 2016 minutes.

Pamela Manners entertained a motion to approve the minutes for September 9, 2016. Corey Welch moved to approve the September 9, 2016 minutes and Kenny Goza seconded the motion.

Members voting aye:

Shannon Doughty
Kelly Fuller
Kenny Goza
Patrick Gray
Cylesha Hopkins
Pamela Manners
Susan McClelland
Corey Welch
Mary Hill-Shular

Members Abstaining: None

Members voting nay: None

Members Absent:

Rilla Jones
Debra Mays-Jackson
Cindy Melton
Mary Margaret King
LaToya Lee

V. Approval of the hearing subcommittee minutes of August 11, 2016 and November 17, 2016

Pamela Manners entertained a motion to approve the minutes for the subcommittee hearing for August 11, 2016 and November 17, 2016. Corey Welch moved to approve the minutes, and Pamela Manners seconded the motion. The following subcommittee members unanimously approved the minutes:

Pamela Manners

Corey Welch

Members Absent:
Debra Mays-Jackson

VI. Approval of the Commission hearing subcommittee minutes of November 4, 2016

Pamela Manners entertained a motion to approve the minutes for the subcommittee hearing for November 4, 2016. Due to the members of the subcommittee who served due the hearing on November 4, 2016 are not present, the subcommittee for the Commission could not vote. The following item has been moved to approve for the next Commission meeting on March 3, 2017.

VII. Approval of the Commission hearing subcommittee minutes of December 7, 2016

Pamela Manners entertained a motion to approve the minutes for the subcommittee hearing for December 7, 2016. Kenny Goza moved to approve the minutes and Corey Welch seconded the motion. The following subcommittee members unanimously approved the minutes:

Kenny Goza
Corey Welch

Members Absent:
Doris Perkins

VIII. Approval of the Commission hearing subcommittee minutes of December 8, 2016

Pamela Manners entertained a motion to approve the minutes for the subcommittee hearing for December 8, 2016. Susan McClelland moved to approve the minutes and Patrick Gray seconded the motion. The following subcommittee members unanimously approved the minutes:

Susan McClelland
Patrick Gray

Members Absent:
Mary Margaret King

IX. Approval of the Commission hearing subcommittee minutes of January 4, 2017

Pamela Manners entertained a motion to approve the minutes for the subcommittee hearing for January 4, 2017. Kenny Goza moved to approve the minutes and Susan McClelland seconded the motion. The following subcommittee members unanimously approved the minutes:

Kenny Goza
Susan McClelland

Members Absent:
Mary Margaret King

X. Adoption of Agenda

Pamela Manners entertained a motion to adopt the agenda. On a motion by Corey Welch, seconded by Cylesha Hopkins, the Commission unanimously approved the adoption of the agenda.

Members voting aye:

Shannon Doughty
Kelly Fuller
Kenny Goza
Patrick Gray
Cylesha Hopkins
Pamela Manners
Susan McClelland
Corey Welch
Mary Hill-Shular

Members Abstaining: None

Members voting nay: None

Members Absent:

Rilla Jones
Debra Mays-Jackson
Cindy Melton
Mary Margaret King
LaToya Lee

XI. Mississippi Department of Education (MDE) Updates

Dr. Vanderford reminded the Commission that she has been serving in the capacity as interim Chief for the Division of Research and Development and will continue to serve in the role until the position has been filled. She also welcomed Dr. Albert Carter back to the Office of Educator Licensure.

In addition, the Director position for the Office of Educator Licensure was posted and recently a second round of interviews has been conducted with the candidates with Dr. Wright. It is anticipated for the recommendation to be moving forward to the board next Thursday and an announcement will be made once the position has been filled.

Dr. Vanderford mentioned during the November 2016 Commission meeting, the Commission was asked to review the Request for Proposal for the Alternate Route Teacher Preparation Program and CAEP Protocols for consideration for the institutions because there will be a stakeholders engagement with meeting after speaking with Dr. David Rock (University of Mississippi and MACTE) and Dr. Susan Lee (Institution of Higher Learning) on February 8, 2017. At this time, not all the institutions received a notification about the stakeholders engagement meeting.

The last MDE update provide by Dr. Vanderford was Erin Meyer will be out for maternity leave.

XII. Mississippi Association of Colleges of Teacher Education (MACTE) Updates

Dr. Debra Burson provided the MACTE updates which were for the approval of the Mississippi Association of Colleges Teacher Education positions statements. Dr. Burson also introduced the following deans to help support MACTE and the position statements presented to the Commission for approval: Dr. Leslie Griffin (Delta State University), Dr. David Hand (Belhaven University), Dr. Ann Blackwell (University of Southern Mississippi).

XIII. Discussion of the Governor's Task Force Report on Early Literacy

Dr. Vanderford discussed the Governor's Task Force on Teacher Preparation for Early Literacy Instruction final report presented to the Commission. The report was provided to the governor and created in June 2016.

Dr. Vanderford noted that the Governor's Task Force (GTF) was charged with developing an action plan following the 2014-2015 Statewide Study on Teacher Preparation for Early Literacy Instruction conducted by The Barksdale Reading Institute (BRI) in collaboration with the Mississippi Institutions for Higher Learning (IHL). The GTF membership, representing all levels of the education sector, was divided into three Working Groups to tackle their respective charges.

Dr. Vanderford provided a summary of the working groups and the assigned task with recommendations.

Working Group#1- focused on developing, disseminating, and measuring impact of statewide standards for professional development. The purpose of these standards is to ensure that all who are involved in preparing teachers for reading instruction utilize effective practices appropriate for adult learners and convey content that reflects the science of reading.

The recommendations for Working Group #1 are:

- Tailor and disseminate the Learning Forward Standards for Professional

Learning specific to preparing teachers in content and pedagogy of early literacy instruction to incorporate International Dyslexia Association's Knowledge & Practice Standards for Teachers of Reading International Literacy Association's Standards for Literacy Professionals and Institute for Educational Sciences.

- **Expand reach of state policy regarding professional development standards beyond districts to include all* providers.**
- **Require all professional development providers related to early literacy instruction—including pre-service teacher preparation programs, LBPA coaches, and in-service independent consultants—to show evidence in professional development agenda and/or pre-service syllabi that Standards for Professional Learning and standards related to scientifically-based literacy research have been incorporated in content and delivery. This content is outlined in Appendix E and Appendix I.**
- **2.0 Implement a system for continuous evaluation of impact of professional development specific to early literacy instruction based on Learning Forward (LF) Standards and evidence-based practices outlined in Appendix I.**
- **Pilot a summative evaluation instrument with in-service professional development participants specific to early literacy instruction to assess alignment of content and pedagogy to the cognitive science of reading.**
- **Develop and implement a reliable method for gleaning summative feedback from pre-service candidates regarding alignment of content and pedagogy to science of reading.**
- **Require that in order to renew licensure, all teachers and administrators must provide evidence through CEU application process of completion of professional development in scientifically-supported literacy instruction according to the following schedule for Continuing Education Units (CEU) and School Executive Management Institute (SEMI) credits.**
- **Require licensure personnel to verify applied standards by providers prior to awarding CEUs specific to early literacy instruction.**
- **Evaluate impact of above measures on teacher effectiveness by collecting and tracking data through Statewide Longitudinal Data System (SLDS) in three domains.**
- **Review impact of above measures on teacher effectiveness via SLDS Report to Governor, State Supt, IHL Commissioner, and Deans to inform future policy.**

Working Group #2- focused on ensuring that all Early Literacy instructors in educator preparation programs in Mississippi can demonstrate content knowledge of the science of reading and model explicit instruction for teacher candidates.

The recommendations for Working Group #2 are:

- **All EL1 & EL2 instructors in both public and non-public institutions in the state will be required to complete specified professional development (or pass a written and performance pre-test) focused on effective literacy instruction using a developmental approach and to complement the investment Mississippi**

- has made in training K-3 teachers.
- All EL1 & EL2 instructors in both public and non-public institutions must demonstrate ability to apply knowledge of early literacy through demonstrated performance of effective instructional delivery
- All EL1 & EL2 instructors in public and non-public institutions will be required to earn a score at or above the national cut score for specified assessment(s).
- Hold all Educator Preparation Programs (both public and nonpublic) accountable for above recommendations through annual program reviews and revised Process and Performance.
- A cadre of professionals within Mississippi will be developed no later than August 2019 to provide ongoing support for up to a year EL1 and EL2 instructors when needed.
- A plan to assess the impact of the new requirements will be designed and administered by an external, independent reviewer to include the following: (a) Mississippi benchmarks for K-3 reading achievement and performance on LBPA 3rd grade summative assessment, (b) NAEP scores, (c) survey ratings by pre-service candidates on the quality of instruction by pre-service faculty, (d) statewide passage rate on Foundations of Reading assessment among pre-service candidates; (e) survey ratings by MDE literacy coaches on levels of knowledge and effective pedagogy (against an applied rubric) demonstrated by recent graduates entering K-3 classrooms), (f) teacher retention rates as affected by satisfaction, capacity to deliver instruction, and confidence levels.

Working Group #3- focused on collecting data related to preparation program and licensure requirements specific to early literacy instruction for all teacher (and administrative) candidates, regardless of preparation pathway.

The recommendations for Working Group #3 are:

- Retain current requirements for traditional (4-year, IHL based, undergraduate) elementary education preparation programs of 15 hours of coursework, including 6 hours of early literacy course work.
- All educator preparation programs in the same licensure area including both traditional and alternate route have equivalent requirements for (a) entrance into programs; (b) minimum course work; (c) exit from program (including exams*); (d) renewing license.
- All special education, early childhood, and administrator preparation programs be required to include at least one course related to the teaching of literacy, comparable to the content in EL1 & EL2.
- Establish a separate, partially fee-based, independent office for educator preparation and quality to establish and enforce rigorous professional performance based standards for preparation, certification, and responsible and ethical behavior of all professional educators in Mississippi.
- Clarify data tracking process related to teacher qualifications for licensure: (a) clarify licensure code descriptors and definitions; (b) edit or delete unused or

duplicated codes; (c) track initial and subsequent licenses; (d) articulate and enforce policies regarding EPPs that do not meet code expectations—especially as this relates to the proposed early literacy threshold; (d) comply with federal guidelines regarding equity of access to qualified teachers for poor and minority students.

- Develop an addendum to Teacher Intern Assessment Instrument/TIAI.

XIV. Discussion and/or approval of the SAT equivalent score

The following item was discussed by Dr. Vanderford in reference to the SAT equivalent score. Dr. Vanderford referred to the SAT Equivalent Scores to ACT that was sent electronically to the Commission members during the meeting. The chart is in accordance with Miss. Code Ann. § 37-3-2, from and after September 30, 2015, no teacher candidate shall be licensed to teach in Mississippi without meeting the criteria of a twenty-one (21) on the ACT equivalent or achieving the nationally recommended passing score on the Praxis Core Academic Skills for Educators examination, etc. To fulfill teacher license requirements, recruits have the option of taking the ACT and/or the SAT. The chart below details the scores required to obtain the license based on the SAT equivalent at the time the test was taken. All candidates must meet the ACT equivalent at the time the assessment was taken.

Dr. Vanderford stated that she realized this complicates matters for all parties involved but it is what is recommended based on what the statute states for the ACT equivalent.

Dr. Susan McClelland asked if there was a student who took the SAT in 2016 made a score of 990 and entered the university with the ACT equivalent of 990 while entering their junior year, we would look at the 990 as a passing score into the teacher preparation program. Dr. Vanderford stated that it would depend on when the student entered into the program. Due to when the ACT score range has changed, institutions will have to pay attention to when the student has taken the test and when the student has entered the program based on the chart provided. The ACT equivalent has increased to 1060 on March 1, 2016.

Dr. Debra Burson asked would it matter when the student took the test and made a score of 990 for the ACT equivalent based on the score change in March 2016, if the student is admitted into the program by 2016.

Erin Meyer responded based on the statute the student must meet an ACT equivalent which is a score of 1060 or above for the SAT to be admitted. Therefore, if the institution were not aware of the change in the score and admitted some students into the program, there may be some students caught in the issue.

A couple of institutions stated that they have their students to sign an affidavit that states that everything the institution does is based upon what happens at licensure, if anything changes.

Dr. Vanderford stated that the recommendation is at the time the assessment was taken and the SAT states that they update their scores for 10 years.

Dr. Patrick Gray asked if a student score below a 1060 for the SAT, the student will have to take the Praxis CORE.

Erin Meyer addressed the questioned and stated that the statue states students are required to make a twenty-one ACT or equivalent or the national recommended Praxis CORE test. In the event the student take the test in 1997 and did not have the ACT or SAT the will need to take SAT, ACT, or Praxis CORE test. The document provided will be included in the licensure guidelines and submitted for APA to State Board.

Pamela Manners entertained a motion to approve the ACT equivalent to the SAT. On a motion by Susan McClelland, seconded by Kenny Goza, the Commission unanimously approved the ACT equivalent to the SAT.

Members voting aye:

Shannon Doughty
Kelly Fuller
Kenny Goza
Patrick Gray
Cylesha Hopkins
Pamela Manners
Susan McClelland
Corey Welch
Mary Hill-Shular

Members Abstaining: None

Members voting nay: None

Members Absent:

Rilla Jones
Debra Mays-Jackson
Cindy Melton
Mary Margaret King
LaToya Lee

XV. Report from the Office of Educator Misconduct

James Thompson provided an update on the following cases heard before the Commission Hearing Subcommittees:

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to accept and ratify an agreed order placing Dyana Thomas, license No. 202002, on probation until December 31, 2017 based on his suspension from the Jackson Public School District.

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to accept and ratify an agreed order placing Wanda Ard, license No. 130024, on probation for twelve (12) months until December 7, 2017 based on a violation of Standard Four of the Mississippi Educator Code of Ethics Standards of Conduct.

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to accept and ratify an agreed order of voluntary surrender suspending, Debra Oliver, license No. 258909, through June 30, 2017 based on violation of Miss. Code Ann. § 37-3-2(13) and 37-9-59.

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to place Nathaniel Brown, license No. 186478, on probation until June 30, 2018.

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to approve for processing educator license No. 296467 filed by Carrie Kirkland finding that Dr. Kirkland has been successfully rehabilitated since her 2002 guilty plea and demonstrates a fitness to perform the duties authorized by an educator license.

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to grant an extension in order to allow Jessica Nanney, license No. 256455, to receive her 101 student intern license certification to complete her internship during the Spring 2017 semester based on a finding that she encountered a hardship that prevented her from successfully completing her coursework in the prescribed period of time.

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to grant an extension in order to allow Paulina Hinton, license No. 258685, to receive her 101 student intern license certification to complete her internship during the Spring 2017 semester based on a finding that she encountered a hardship that prevented her from successfully completing her coursework in the prescribed period of time.

On December 8, 2016, the Commission Hearing Subcommittee unanimously voted to grant an extension in order to allow Betty Darline Jones, license No. 220093, to receive her 101 student intern license certification to complete her internship during the Spring 2017 semester based on a finding that she encountered a hardship that prevented her from successfully completing her coursework in the prescribed period of time.

On January 4, 2017, the Commission Hearing Subcommittee unanimously voted to accept and ratify an agreed order of voluntarily suspending license No. 224072 held by Donna Rice for one year through June 3, 2017 based on violation of Miss. Code Ann. § 37-3-2(13) and 37-9-59.

On January 4, 2017, Robert Hall, license No. 186669, acknowledges that he has violated standard 4.2 (b) of the Mississippi Code of Ethics. Mr. Hall has been placed on probation from the day of the ratification agreed order by the Commission Hearing Subcommittee into June 30, 2017.

James Thompson provided the following agreed orders and voluntary surrenders that have been signed and prepared:

The Office of Educator Misconduct requests the Commission accept and ratify the following voluntarily surrender:

Victoria H. Prime, license No. 274457, admits to Miss. Code Ann. § 37-3-2(12)(a) and 37-9-57 on September 19, 2016 by resigned or abandoning her position with the Hinds County School District. The voluntarily surrender shall remain effective for the 2016-2017 school year. Thereafter the respondent may petition for reinstatement of the Respondent's license through the Office of Educator Misconduct and the office is authorized to reinstate the license without order of the Commission.

Pamela Manners entertained a motion to accept and ratify the voluntary surrenders. On a motion by Kenny Goza, seconded by Corey Welch, the Commission unanimously approved the ratifications of voluntary surrenders.

Members voting aye:

Shannon Doughty
Kelly Fuller
Kenny Goza
Patrick Gray
Cylesha Hopkins
Pamela Manners

Susan McClelland
Corey Welch
Mary Hill-Shular

Members Abstaining: None

Members voting nay: None

Members Absent:

Rilla Jones
Debra Mays-Jackson
Cindy Melton
Mary Margaret King
LaToya Lee

XVI. Other Business:

Dr. Vanderford stated to the Commission that the next Commission meeting is on March 3, 2017.

XVII. Adjourn

Pamela Manners entertained a motion for adjournment. On a motion made by Mary Hill-Shular and seconded by Cylesha Hopkins, the Commission unanimously approved the motion to adjourn.

The votes were as follows:

Members voting aye:

Shannon Doughty
Kelly Fuller
Kenny Goza
Patrick Gray
Cylesha Hopkins
Pamela Manners
Susan McClelland
Corey Welch
Mary Hill-Shular

Members Abstaining: None

Members voting nay: None

Members Absent:

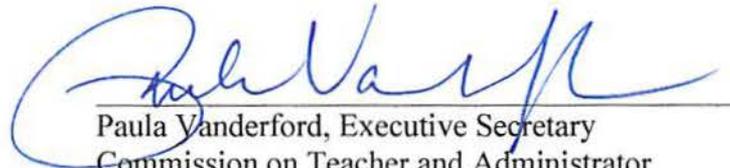
Rilla Jones
Debra Mays-Jackson
Cindy Melton
Mary Margaret King
LaToya Lee

The Commission meeting adjourn at 11:32 a.m.

Approved:



Pamela Manners, Chair
Commission on Teacher and Administrator
Education, Certification and Licensure and
Development



Paula Vanderford, Executive Secretary
Commission on Teacher and Administrator
Education, Certification and Licensure and
Development