

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

**PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD**

Draft Meeting Minutes

June 1st, 2023

The 480<sup>th</sup> meeting of the Professional Standards and Teacher Education Board (PSTEB) was held on May4, 2023. Mr. Darren Hornbeck called the meeting to order at 9:46 a.m.

**The following members were in attendance.** Dr. Jacob Bauer- Zebley, Dr. Dionne Curbeam (virtual), Dr. Debi Gartland, Ms. Maleeta Kitchen, Mr. Darren Hornbeck, Dr. Kristine McGee(virtual), Ms. Kelly Meadows, Ms. Sandra Skordalos, Ms. Joy Lee Spain, Dr. Winona Taylor, Ms. Amy Wilson, Ms. Janill A. Bobbitt (virtual)

**The following members were absent.,** Mr. Corey B. Gaber, Ms. Monica Roebuck,

**The following Maryland State Department of Education (MSDE) staff were present.**

Ms. Alexandra Cambra, Ms. Nichole Crowder (Recorder)

**The following Attorney General Staff Members were present:** Mr. Sean Fitzgerald, Esq. – Assistant Attorney General

## **PRELIMINARY ITEMS**

### **Public Comment**

None

### **Announcements**

- It was announced that Prince George County is looking for a new CEO. It has been narrowed down to two candidates outside of the county. They are hoping to make a selection by the end of June.
- Mr. Hornbeck indicated that he received his appointment letter and that he went to get sworn in and it was too early. He advised to call first before you go in.

### **Communication Updates**

None

### **State Board Update**

None

### **Approval of May 4th Minutes**

May 4<sup>th</sup> minutes were approved with the necessary corrections by the board with no objections.

### **MOTION:**

- There was a motion to move July's PSTEB Meeting.
- The motion was seconded by Dr. Taylor.
- There were no objections to the cancelation of July's PSTEB meeting.
- Motions carried to cancel July's PSTEB meeting.

### **ACTION ITEMS**

1. Ms. Kitchen asked Ms. Meadows if she thought we would have some public comments for the August meeting or if we should look to September being a longer meeting.
2. Ms. Meadows stated that she didn't think we would need to make the September meeting longer but if there is an abundance of public comments, it may need to be extended and hour or two.

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3. Ms. Meadows stated that she hoping to get less comments than last time because there were so many changes before.
4. Ms. Kitchen advised the board to be prepared for a longer meeting in September.
5. It was discussed to attentively schedule the September 14<sup>th</sup> meeting for 9:30 am- 2pm
6. Ms. Bobbitt asked if the August meeting will be a virtual meeting.
7. Ms. Kitchen stated there will be a virtual option for August meeting.
8. Ms. Kitchen asked if we needed to have a motion for the next meeting's agenda because it so far out.
9. Ms. Meadow stated that we do not technically have to vote on the agenda.
10. Ms. Kitchen tabled the vote on the August agenda.

## **DISCUSSION ITEMS**

### **Blueprint Implementation Plan Pillar Two**

- Ms. Meadows stated that our local education agency as well as the State Agencies that are required to submit to submit plans did in fact submit those plans at the end of March. This is the first year of two years where the plans will be required.
- Ms. Meadows indicated that there are five Pillars, but she will be only discussing Pillar Two, starting with the Career Ladder for educators.
- Ms. Meadows stated the State Certified Teacher is the first Tier. This is where the Licensure and Preparation Regulations lie to get individuals ready for employment in Maryland, to be teachers.
- Once a teacher decides that they are ready to pursue, they can move up to Tier 2. They have 2 options.
  1. ***A Master's Degree, 30 Credits of an approved Course Study***
  2. ***Nation Board Certification (NBC)***
- Ms. Meadows indicated the 3rd tier is National Board Certification. Here you also have two options.
  1. ***NBC Teacher (Average of 60% of the working time is spent teaching)***
  2. ***Assistant Principal (at least 20% of working time is spent teaching)***
- Ms. Meadows stated there are 2 tracks for Tier four.
  1. ***Administration Track***
  2. ***Teach Leadership Track***
- For the Administration Track, Ms. Meadows stated if an Assistant Principal decides they wants to get the certificate in Administrator II, they become a Licensed Principal
- The current commission anticipated that a much smaller percentage will get to Distinguished Principal Tier. Ms. Meadows could not recall what the requirements were for that Distinguished Principal Tier.
- For, the Teacher Leadership Track, the National Board-Certified Teacher decides that they don't want to pursue administration and wants to be a Lead Teacher. It is not based on eligibility, but there must be a position available, and your supervisor must make the recommendation. The law is specific on who makes the recommendation. A Lead Teacher an average of 50% of the working time is spent actively teaching.
- Ms. Meadows indicates as a lead teacher the other 10% of time is spent mentoring colleagues, struggling teachers, new teachers, and providing professional development at the school level. If an individual does well at the Lead Teacher level, has all the requirements and has don't the research they need because there are requirements regarding publishing, they can move up to Distinguish Teach if a role is available.
- As a Distinguished Teach the average of 40% of the working time is spent actively teaching. The additional is spent providing professional development at the district level.
- Ms. Meadows indicated the next level would be the Professor Distinguished Teacher. In this role there is a shared employment between the Educator Preparation Program and the District.
- Ms. Meadows also indicated that with each step of this career ladder there is a salary increase.
- Ms. Meadows asked if anyone had any questions about the career ladder.
- Ms. Skordalos asked for clarification on pursuing Assistant Principal from level two, you must be a board National Board-Certified Teacher. Ms. Meadows indicated that was her understanding.

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- Ms. Meadows also explained there will be scenarios where an educator will not have the opportunity to pursue Nation Board, i.e., ESOL Teacher. They must add that certificate.
- Ms. Kitchen needed clarification on if a teacher must have a Nation Board Certification (NBC) and then do the coursework to achieved Assistant Principal. Ms. Meadows stated from her understanding, her answer would be yes you would have to pursue the Nation Board Certification because the states the Administrators will have to have it as well.
- Ms. Meadows indicated to get to level two tier you can pursue 30 credit approved course of study, but it will not get you to level three.
- Ms. Meadow took time to research the law and it says, “An Assistant Principal on level three shall be an NBC Teacher or have an Advance Professional Certificate for administration.”
- Ms. Meadows wanted to clarify that individuals that are in the Central Office are not eligible to be on the career ladder because you must have a certain percentage of time in the classroom.
- Ms. Roebuck had a question regarding the language in the Blueprint for mentor teacher entity. Ms. Meadows recited the law saying, “It is the expectation once the career ladder is established across the state that mentoring will be happening from the Lead Teacher or Distinguished Teacher.”
- Ms. Roebuck asked if those who are already mentor teacher be grandfathered in and not have to have the NBC or will they have to go and pursue the NBC. Ms. Meadows stated she could not answer that. She stated the law is in effective right now and that there are dates in the law where a LEA would have to stand up the career ladder. How long it would take for the Accountability & Implementation Board (AIB) to determine the career ladder is well established across the state, she is not able to say. She is not sure of the flexibility the LEA’s will take to carve out roles for their existing mentor teachers that are doing that work. It may look several different ways. What she would recommend is looking at the LEA’s implementation plan for it.
- Dr. Zebley asked if the ladder process and salaries will be open for negotiations and the AIB must review the plan. Ms. Meadows stated that would think so but doesn’t want to speak for the AIB and give misinformation.
- Mr. Hornbeck asked for clarification that eventually the Assistant Principal would have to obtain NBC. He what the las said about wanted to know the when and how to obtain it. It was decided that the board would circle back to this question after the break to allow Ms. Meadows to review the law.
- Ms. Meadow recited the Law for Licensed Principal stating “The State Board in consultation of Professional Standards and Teacher Education Board (PSTEB) shall establish the criteria that a teacher shall meet to achieve the License Principal tier. The criteria under sub paragraph except is provided in sub paragraph of this paragraph that beginning on July 1<sup>st</sup>, 2029, shall include a requirement that a teacher be a NBC Teacher before a teacher becomes a Licensed Principal. May include a requirement that a teacher shall complete an induction or training program for new principals and the State Board in consultation with Professional Standards and Teacher Education Board (PSTEB) shall establish a process in which an individual shall receive a waiver to serve as a license principal if the individual is not an NBC Teacher but meets other qualifying criteria as determined by the State Board in consultation with Professional Standards and Teacher Education Board (PSTEB).”
- Dr. Zebley ask if the law mean that if it was this boards purview to determine implementation for those principle in the state that do not have NBC. Ms. Meadows indicated that it would be AIB’s role.
- Mr. Hornbeck ask for clarification “In 2029 you must have a Nation Board Certification a Licensed Principal?” Ms. Meadows answered yes or have met the criteria for a waiver.
- Ms. Meadows stated that there are salary increases associated with each movement. She didn’t include that information in the presentation because they are not yet in play. She stated that you can find the information in the law. Ms. Meadows did indicate that the salary increases associated with National Board Certifications are in play and have been since July 1, 2023. Ms. Meadows reemphasized that must be eligible as a teacher as defined in the law to be eligible for the salary increases as well as the incentive program. Ms. Meadows stated that if you are eligible and you have an NBC there is \$10,000 salary increase. If you are teaching in a low performing school, it is an additional \$7,000; for a total of \$17,000 in increase.

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Ms. Meadows also stated that if the low performing school comes out of that low performing status, you do not lose the salary increase. Anyone new coming to that school would not get the increase. Ms. Meadows indicated that it is important to understand that the salary increases are not available to those individuals who don't continue to maintain certification. They will be removed if that do not pursue a renewal of their certificate. Ms. Meadows indicated that after the career later is established by the LEA's and approved by the AIB, all of this will be subject to collective bargaining.

- Ms. Meadows stated that if you pursue Nation Board Certification the state and the locals will fund that if you meet the requirements as defined in the law as well as the National Board of Professional Teachers Standards requirements for candidacy. The only thing that is not covered in the annual registration fee. That is on the candidate. It is annual, so if a candidate completes all 4 components in one year, they will pay it once. If they don't, they will pay it or each year. You must attempt all four components of your initial certification within the first 3 years of your candidacy, and the National Board will allow you an additional 2 years to take anything that you may need to retake. Ms. Meadows indicated the Program will fund all four components for the initial take, and it will fund all four components for retake if there are funds left over. We will fund that individuals who are taking the components for the first time and renewing before we look to fund the retakes. Mrs. Meadows stated we fund the maintenance as well. It is a two-third one-third split. MSDE pays the bill to National Board, MSDE bills the locals, and they pay MSDE back.
- Ms. Meadows indicates, if you submit all the components, you have met your obligations. You do not have to achieve. If you do not submit all the components, you are obligated to pay those monies back. Ms. Taylor asked if the money runs out does the candidate have to pay out of pocket. Ms. Meadows stated no, there is a program in the law and will be funded.
- Ms. Meadows stated the other side of the incentive program is the support program. It is a new program that is established in the blueprint. It requires some specific personnel, A state NBC Coordinator (who started yesterday). This person will facilitate the support program for all the local NBC coordinators. The law states the Local Superintendent will identify the NBC Coordinator at the local level as well as NBC Facilitators. The local NBC Coordinator will work with the facilitators who will work directly with the candidates. There should be a network of support. The law states that the support should be both virtual and in person and that the State Coordinator and Local Coordinator will provide training to those NBC Facilitators.
- Ms. Meadows indicated that there are also some program objectives that really hon in on recruiting underrepresented groups into a candidacy. As part of the Blueprint Implantation plan, each local must talk about how that plan to recruit, how they are going to recruit from group who are historically underrepresented in the teaching profession, and how they are going to develop the support program in this culture.
- Ms. Meadows switched to talk about Maryland State Department of Education's (MSD) Implementation Plan. She stated MSDE submitted their plan in March. It is laid out differently from the locals. There are 5 Pillars, and each Pillars has its own file. Each Pillar has its several objectives that the department is responsible for.
  1. Recruit and Support High-Quality and Diverse Teachers
  2. Increase Rigor of Teacher Preparation and Licensure
  3. Comprehensive In-Service Educator Training
  4. Educator Career Ladder and Professional Development
  5. Improve Educator Compensation
- Ms. Meadows walked through each objective and explained where MSDE is in the implementation.
- Ms. Kitchen stated she had the opportunity to be involved in the Induction Workgroup. She sated she felt it was a great selection across the state. She indicated that they went over the Teradata which was interesting to her because it wasn't what she thought it to be. The information was much more than she thought. It was eye-opening. Great conversation and was thankful for the invite.

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- Mr. Hornbeck stated that when talking about time in the study its often talked about in the time that is spent with Mentor Teachers and that that would increase retention. In the initial study it didn't. Ms. Meadows wanted to clarify. The Teacher Induction Retention Advancement Polite was a program that ran from 2018-2020. In the law it allowed for first year teachers to have an extra planning period.
- Dr. Taylor asked if substitutes were used for the Tera Polite and why? Ms. Meadows stated yes, the first year. To give the first-year teacher the extra time.
- Ms. Kitchen charged the board to view the Blueprint Implantation Plan and look at your local and a local of interest to have some working knowledge.

**BREAK**

- Ms. Kitchen asked Mr. Hornbeck to recap what was asked of the board in the last meeting. Mr. Hornbeck stated that he asked everyone to go back the each of the groups that they represented and ask about potential concerns they make have about implementing the board section of the regulations. He felt it would be great to have a good selection of FAQs. Each board member expressed the concerns of each group.
- Ms. Meadows stated that since she already spoke about Teach Maryland if anyone had any questions, she would be happy to answer them at this time. Ms. Kitchen asked about there being scholarships offered for highschoolers who are interested in the education profession. Ms. Meadows state that there were changes made to the Teacher's Fellows Scholarship Program that the board should look at. As far as other types of funding opportunities, The LEAD's Grant really honed in on the grow your own. A lot of the LEA's chose to take part in the grow your own investment.
- Ms. Meadows states that someone one asked in a previous meeting what were our current forums of communications were specifically with our Educator Preparation Program and our Local Education Agencies. She indicated she could not speak for the LEA's but as far as MSDE I concerned, we do have regularly scheduled meetings outside of the daily communication that we receive just as part of the work. Ms. Meadows stated for Educator Preparation Program there is a quarterly meeting called The Deans and Directors Counsel Meeting. She stated that there are quarterly Alternative Preparation Programs that MSDE facilitates. For Non-Publics, we have regularly scheduled meetings. Ms. Meadows stated that there are quarterly meetings for our local certification partners. There one on one or smaller groups for technical assistance, county, or district wide. It depends on the need at that time.
- Mr. Hornbeck asked if the Office of Certification and Program Approval fully staffed. Ms. Meadows answered no but was lucky enough to fill some vacancies within her division. She mentioned that she was advertising for a new Certification Specialist.

**RECAP**

- Ms. Kitchen asked board me look at the AIB website and view the Implementation Plans for that the LEA's have submitted.
- There is no meeting in July.
- Kelly will send out the question and concerns from each group.
- Members will check the January documents from the State Board meeting to send out to each group.
- The meeting for September may run a bit longer.
- The September meeting will be held on September 14<sup>th</sup>.

**Adjourned**

Meeting Adjourned at 11:53 am without objections.