

MARYLAND STATE BOARD OF EDUCATION

200 W. Baltimore Street
Baltimore, MD 21201

PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD

Meeting Minutes

February 2, 2023

The 477th meeting of the Professional Standards and Teacher Education Board (PSTEB) was held on February 2nd, 2023. Ms. Maleeta Kitchen called the meeting to order at 9:35 a.m.

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

The following members were absent: Dr. Patricia Saelens, Mr. Louis M. D'Ambrosio, Ms. Debra Poese, Ms. Sandra Skordalos, Dr. James Scott Smith and Mr. Corey Gaber.

The following Maryland State Department of Education (MSDE) staff members were present:

Ms. Alexandra Cambra and Ms. Brej'ae Green (Recorder)

The following Attorney General Staff members were present: Mr. Sean Fitzgerald, Esq. - Assistant Attorney General.

PRELIMINARY ITEMS

Recognition of Guests

Ms. Queen Nwafor, MSEA
Ms. Heidi Dudderar, OAG
Marissa Sariol-Clough, UMD

Announcements

Ms. Monica Roebuck announced that Dr. Monica Goldson, Chief Executive Officer of Prince Georges County Public Schools, is stepping down from her role as CEO. Ms. Roebuck also informed the board that Dr. Goldson will remain in her role until the end of the school year.

Ms. Meadows announced that Brej'ae Green will be leaving MSDE and that she has accepted a position with Baltimore City Public Schools.

Note: April 13th meeting is moved to the 8th floor conference room.

Public Comment

None

State Board Update

None

Legislative Update

None

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Communication Update

Mr. Hornbeck and Ms. Kitchen reported they had the pleasure of speaking and discussing the regulations with the State Board of Education. They felt it was very collaborative with the State Superintendent and the State Board of Education members. Mr. Hornbeck and Ms. Kitchen said it was a great collaboration with both boards and the Maryland State Department of Education.

ACTION ITEMS

Approval of January 5th, Minutes

Ms. Kitchen entertained a motion to approve the January 5th, 2023, minutes.

MOTION: Dr. Debi Gartland/Dr. Winona Taylor to approve the January 5th, 2023, minutes. The minutes were approved as written without objection.

Approval of Proposed Agenda Items for March

- Call to Order
- Public comment
- Announcements
- Communication Updates
- Legislative Update
- Approval of minutes
- Items for Next Meeting
- Gallery Walk
- Presentation by Dr. Michael Dillman

Ms. Kitchen entertained a motion to adopt the March agenda.

MOTION: March agenda was approved by the board without objections.

State Board Update: Deep Dive Regulatory Update Summary

Ms. Meadows presented to the board a summary of the deep dive into the Educator Preparation and Licensure process and current status. This was the presentation made to the State Board in their recent meeting. Below are the key takeaways from the summary of the presentation.

1. Teacher Induction, Retention, and Advancement Act (2016)

- Established a stakeholder workgroup comprised of representatives from **State agencies, local education agencies, higher education, teachers' unions, and the State Board of Education (SBOE)**
- Final report published in 2017, included recommendations to develop **standards and accountability for educator preparation programs and flexible pathways to licensure.**
- In 2018, the SBOE and Professional Standards and Teacher Education Board (PSTEB) charged MSDE with **repealing and replacing the regulations** governing educator preparation and licensure.
- MSDE presented recommended regulations to the SBOE and PSTEB beginning in **June 2018 through 2019**
- **Educator Preparation Program Advisory Committee established** in 2019 to provide feedback, which was shared with

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SBOE and PSTEB in January 2020

- **Further amendments made** to align with the Educator Preparation Program Advisory Committee recommendations.

Ms. Meadows projected the following could reflect the quickest timeline for regulatory adoption and implementation: December of 2022, PSTEB granted permission to publish, projected publication in the Maryland registrar can be between April and May 2023, projected adoption by both boards August 2023, and the projected effective date January 1, 2024.

2. Blueprint for Maryland's Future (2021)

- The Blueprint **raises expectations for Maryland teacher preparation programs.**
- Establishes requirements for **traditional and alternative** Maryland-approved programs regarding:
 - **Instructional content**
 - Classroom **observations**
 - **Practicum** length and placements
 - **Mentor qualifications**
 - **Collaboration** between LEAs and programs
 - Maximum number of **credits**
 - Certification **assessment requirements**
- The Blueprint requires MSDE to **monitor and assess the new requirements for any negative impact on the diversity of teacher candidates** passing the initial teacher licensure assessments.

Ms. Meadows reviewed the changes the board made for Educator Preparation and Educator Licensure. She explained how MSDE used the public comment that was given to make the appropriate changes to the proposed regulations. Ms. Meadows explained how she presented the supply and demand data to the State Board. She informed them that 1,553 individuals completed Maryland Approved Traditional and Alternative Programs. Ms. Meadows stated that in the beginning of the 2022-2023 school year there were 2,572 vacancies.

3. Accountability: National Perspective

National Council on Teacher Quality (NCTQ) Nationwide Review

- In 2021, NCTQ conducted a **nationwide review of program reporting requirements** to determine how many states hold programs accountable to established minimum standards of performance and publish report cards with data collected.
- NCTQ graded states based on the following criteria:
 - The state establishes a **minimum standard of performance for each category of data** that is collected.
 - The state has **articulated consequences for programs failing to meet minimum standards** of performance or other program review criteria and should require specific steps to develop a remediation plan.
 - The state **publishes an annual report card** that provides data collected for each individual teacher preparation program as part of the program approval process or the report card provides data that indicates the quality of preparation provided by an institution or program.
 - The state **retains full authority over its process of approving teacher preparation programs** and does not grant any approval authority to accrediting bodies.
- **8 states were graded as meeting the goal**, with only 3 identified as following "best practices" (Delaware, Florida, Missouri)
- **Less than half of all states publish data** on teacher preparation program performance on the state website.

The board express how the presentation was informative and helpful. Ms. Meadows informed the board that from the approval to publish the regulations in December to the most recent presentation of the regulations at the SBOE meeting, there have been no public comments received. Ms. Bobbit suggested doing this presentation for new members during their on-boarding. She explained that this presentation will help new members have a better understanding of the roles and responsibilities of being a member of the

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PSTEB board.

BREAK

Teacher Collaborative Grant Program

Ms. Meadows and the Board reviewed the Overview and History, Grant requirements, Grant timelines and Application documents of the Teacher Collaborative Grant. She informed the board that school systems are eligible to apply for the Teacher Collaborative Grant and it is now open to apply until mid-March.

Ms. Meadows informed the board that the Teacher Collaborative Grant was established to provide seed grant funds to Collaboratives to develop state-of-the-art professional education for prospective and current teachers that reflects international and national best practices, that can subsequently be replicated in local education agencies, and that increases the quality and diversity of the teacher candidate pipeline.

Ms. Meadows explained the five collaboratives that have the Teacher Collaborative Grant. University of Maryland has a partnership with Montgomery County Public Schools and Prince George's County Public Schools. Bowie State University has a partnership with Howard County Public Schools. Morgan State University has a partnership with Baltimore City Public School System. She also explained the Teacher Collaborative Grant was awarded in fiscal year 2022 to Towson University who has a partnership with Howard County Public Schools and McDaniel College who has a partnership with Carroll County Public Schools.

Ms. Meadows explained that the Teacher Collaborative is comprised of a local education agency (LEA), an education preparation program (EPP) and an exclusive employee representative (union).

Grant Requirements: Eligibility for Consideration

- Signed partnership agreement among at least one county board, one teacher preparation program, and one exclusive employee representative to form a teacher collaborative to design and implement at least two of the following:
 - A Professional Development Program for existing teachers.
 - A 21st-Century Practicum; and/or
 - A Peer Assistance and Review Program to support induction and mentoring programs that use an effective teacher evaluation system.
- State-of-the-art professional education for prospective and current teachers that reflects international and national best practices, and that can be replicated in LEAs across the State
- Evidence that collaboration among partners is a common thread among all decisions, planning, and implementation efforts.
- Implementation of a career ladder in schools as it is described in Education Articles §6-1001 through §6-1007, which was established by the Blueprint for Maryland's Future, in which the practicum or peer assistance and review program is offered.

Grant Requirements: Partnership Agreement

- A signed partnership agreement among at least one county board, one teacher preparation program, and one exclusive employee representative to form a teacher collaborative that includes:
 - A method for regularly communicating and collaborating, including an understanding of the timeline, calendars, schedules, budgets, payroll, and billing procedures.
 - A plan for aligning calendars to ensure that the 21st-century practicum is equivalent to a full school year

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- Commitment to working jointly to place candidates in practicums.
- Prioritizing time for the steering committee members to convene
- Compensation of mentor teachers
- A means for sharing data as it pertains to the successful implementation and evaluation of the program.
- LEA commitment to school stability and agreement to alert the Grant Program Monitor of any change in school leadership and consideration of any change in leadership as a continuation of grant activities.
- Collaboration between the LEA and the exclusive employee representative on matters that pertain to the career ladder as it is described in Education Articles §6-1001 through §6-1007, which was established by the Blueprint for Maryland's Future.
- Exclusive employee representative commitment to providing input on the design and implementation of the career ladder in the partner school.

National Board Certification Data

Ms. Meadows and the Board reviewed and discussed the National Board Certification (NBC) Data. Ms. Meadows informed the board that NBC increased this year. She broke down the differences between Initial, Continuing/Returning, Maintenance of Certification (MOC) and Retake. Ms. Meadows informed the board that now there are salary increases and due to the salary increases there are a lot more educators that want to participate.

Adjourned

Ms. Kitchen entertained a motion to end the PSTEB monthly meeting at 11:26 am.

The meeting was adjourned at 11:26 am without objections.