

NEW HAMPSHIRE DEPARTMENT OF EDUCATION
DIVISION OF EDUCATOR SUPPORT AND HIGHER EDUCATION
101 Pleasant Street, Concord, NH 03301

PROFESSIONAL STANDARDS BOARD

June 21, 2023

12:07 p.m. to 2:39 p.m.

Members Present: Tom Laliberte, Christina White, Beth McClure, Andra Hall, Steve Appleby, Tom Broadrick, Donna Couture, Christina O'Hara, and Cynthia Lucero

Members Absent: Kimberly Yarlott, Jeni Laliberte, Erin Cayer, David Latchaw

Department Staff: Cat Dorfman, Kim Wilson, Susan Blake, Bill Ross, Julie Shea, Laura Stoneking, Ann Wallace, Amy Martel, Ken Darsney, Nick Marks

I. CALL TO ORDER

Tom Laliberte, Chair, called to order the regular meeting of the Professional Standards Board at 12:07 p.m.

II. APPROVAL OF MINUTES

A. Draft Meeting Minutes – May 3, 2023

Motion: Steve Appleby made the motion, seconded by Tom Laliberte, to table the vote to approve the May meeting minutes until the September 2023 Professional Standards Board meeting.

Vote: The motion was approved without dissent by unanimous vote by the Professional Standards Board.

III. OPEN BOARD DISUCSSION AND UPDATES

A. In-depth discussion

1. Ed 507.09 – Visual Arts

Cynthia Lucero reported that the committee met and did the new paperwork. It was difficult to find a group of people to attend reviewing standards, but there was a consistent group of 4-5 people. The National Art Education Association standards were also reviewed line by line.

Christina White discussed some of the difficulties in creating these standards as there aren't universal standards or guideposts to follow. The NAEA standard seems to be the most comprehensive and everyone has agreed to use them. There were two main areas of focus in the revisions: cultural competency and self-reflection. Those were the areas lacking in the last round of the licensure criteria.

Christina White reviewed the exact wording changes that had been made and the reasons behind them, largely centered around improving cultural competency and self-reflection. There was some discussion around the best wording for the changes.

Motion: Andra Hall made the motion, seconded by Christina O'Hara, to approve the Ed 507.09 - Visual Arts rules as amended.

Vote: The motion was approved without dissent by unanimous vote by the Professional Standards Board.

2. Ed 513.01, Ed 513.03, Ed 513.04, Ed 513.05, and Ed 513.06

Beth McClure detailed the major changes the committee is looking to make:

- Licensure renewal for initial teachers will remain at three years, but after that will change to five years.
- Changes were made to the language throughout the rules for clarity.
- A recommendation that PD hours should be yearly instead of three-yearly, for example a requirement for 25 hours per year rather than 75 hours over three years.
- A recommendation to change to a seven-year master plan instead of a five-year master plan.
- New Hampshire Ed must respond to a submission of master plans within 60 days.
- PD for educators relating to their minor assignments.
- For paraeducators, the PD requirement was reduced from 50 hours to 45 hours (i.e. 15 hours per year).

Steve Appleby opened with questions regarding PD for the minor assignment, as educators may not have consistent minor assignments in the same subjects and can potentially be forced to do PD for a subject area they will never teach again. Beth McClure responded that there are so few main content areas to begin with that it is unlikely to be a problem.

Laura Stoneking discussed that the PD master plan addresses PD to renew your license. If you are not licensed in a minor assignment, then why is there something in the PD master plan for something that's not related to your educator license? Laura recommended to remove this piece because the minor assignment is already in the Ed 300 rules, and the Ed 513 rules should focus on what is needed in order to renew the professional educator licenses.

Bill Ross explained the background as to why the minor assignment language is in Ed 513, because another Ed 500 rule says that an educator must be licensed for their assignment. It can be safely removed.

Laura Stoneking further expressed concern at the onus that would be placed on principals if some educators are on a 3-year renewal cycle and others are on a 5-year cycle. The minutiae of the different categories of educators are difficult to track. There is a need to create a better tracking system to assist with this.

Tom Laliberte questioned why the switch from three years to five years for relicensure was considered good to begin with. Neighboring states, and the country as a whole, are moving toward five-year renewal. Additionally, leaving new teachers at three-year renewal gives them a chance to settle in with realistic shorter-term goals.

Steve Appleby noted the low response rate from superintendents and public schools when they were surveyed about these changes. Overall, there was not strong support. Additionally, it is a change that must be carefully studied and planned from a project management standpoint. The State Board should task PSB to study the proposal. PSB doesn't currently have access to the Bureau of Credentialing information necessary to fully investigate this proposal. Bill Ross suggested that the Bureau of Credentialing should be in charge of doing the study to begin with.

Regarding the change in PD hours from three-yearly to yearly, Cynthia Lucero asked what would happen if you accrued extra hours in one year - would they roll over to the next year or be lost? Steve Appleby confirmed that under the current wording, the extra hours would be lost. Tim Broadrick pointed out that many educators are working on master's degrees and can earn three years' worth of hours in one year and the lack of rolling over would be problematic. Cynthia Lucero also queried what would happen if there was a year you couldn't do PD, for example if you were on parental leave.

Beth McClure noted that this change in how to count PD hours was leading to unintended consequences and would have to be reviewed in the committee.

Bill Ross suggested that rather than extending the master plans to seven years, they should be extended to 10 years and should expire when the rules expire. This would save time, money, and effort all around and all master plans could be reviewed very easily at one time once a decade. Tying the master plan expiration to the rule's expiration would also help avoid the number of laggards who regularly miss the master plan deadlines.

Beth McClure also reviewed the wording comments and changes made by Julie Shea.

It was agreed that this should go back to the committee to rethink and should not be voted on at this meeting.

B. Committee Updates

1. Master Teacher License Update

Cynthia Lucero, 01h37-01h39

2. Ed 507.02 - Career and Technical Education Teacher, Ed 507.03 - Career and Technical Specialty Certification

Tim Broadrick reported that there hasn't been another committee meeting since the last PSB meeting. Steve Appleby said this will be discussed at the September meeting and voted on in October.

3. Ed 507.52 – Reading and Writing Teacher

Beth McClure reported that the committee has met twice since the last PSB meeting and has made a lot of progress. They are expecting to finish going through the material in their July meeting. A vote is expected at the November PSB meeting.

4. Ed 508.09 – Reading and Writing Specialist, Ed 508.10 - Elementary Mathematics Specialist

Christina O'Hara reported that the committee has not met again since the last PSB meeting. They are working on getting the changes into the templates. Once the document is done, the committee will meet to review it. The changes will be presented at the October PSB meeting for an in-depth discussion.

IV. DEPARTMENT REPORT

A. Update on Rulemaking

Steve Appleby provided updates on all current rulemaking matters.

1. Ed 507.17 – ESOL Teacher

There is no ESOL update at the moment. If it isn't voted on by the State Board in June, then it will be voted on in July.

2. Ed 507.48 – Comp Business/Marketing Educator

Comp Business/Marketing Educator were combined and adopted, and Comp Marketing was repealed in May. This item will not be on the next agenda.

3. Ed 506.01 et al - Administrator Endorsements

These rules were adopted at the June State Board meeting, with an effective date of July 1, 2023. This effective date will give time to business administrators to renew the one that was repealed. Some business administrators want to maintain their certification for three more years, even though it was repealed.

4. Ed 507.04 – Comp Ag Educator

Comp Ag was repealed at the May State Board meeting.

5. Ed 507.52 – Reading and Writing Teacher

There was one paragraph in the rule set that had expired, so a request for renewal was submitted while the entire rulebook is being worked on. This will come back for adoption by the State Board in July.

6. Ed 504.11 – Educational Interpreter/Transliterater

EIT was adopted at the June State Board meeting and is done.

7. Ed 507.21 – School Librarian/Library Media Specialist

This is still in a holding pattern. Julie Shea and Steve Appleby are looking at bringing this to the State Board in late summer to put it back on the agenda.

Steve Appleby invited any PSB members who are interested to join him at the JLCAR meetings, every third Friday of the month.

B. Council for Teacher Education (CTE)

1. CTE Update

Laura Stoneking reported that CTE is not meeting over the summer unless an emergency meeting is necessary. New England College is rolling out and waiting on State approval for visual arts at the Bachelor of Arts level, Master of Ed level, and a licensure-only option. CTE gave a full recommendation with a unanimous vote. It will go to the State Board next month. There will be a few other program-level changes that will be reflected in the program book.

V. OLD BUSINESS

Tom Laliberte asked Steve Appleby for a count of needed members:

- Six vacant Teachers and Education Specialists
- One vacant Higher Education and Education Administration
- One Qualified Lay Person

A. Future Committees for 2023-2024

1. Ed 507.11 Elementary Education Teacher exp. 3/27/2024

Jeni Laliberte, Beth McClure, and Andra Hall volunteered for this committee.

2. Ed 507.07 School Counselor exp. 2/20/2025

Cynthia Lucero, Christina O'Hara, and Donna Couture volunteered for this committee.

3. Ed 507.08 School Psychologist exp. 2/20/2025

Andra Hall, Donna Couture, and Tim Broadrick volunteered for this committee.

4. Ed 507.16 Physical Education Teacher exp. 10/20/2025

Tina White and Kim Yarlott volunteered for this committee.

5. Ed 507.15 Health Teacher exp. 5/2/2026

Tina White and David Latchaw volunteered for this committee.

VI. NEW BUSINESS

Tom Laliberte brought up questions about how to handle possible delays in fingerprinting that would delay the DOE receiving the okay from the Department of Safety that these teachers can be hired and to give them a license. The Board discussed options to work around this issue to avoid having unlicensed individuals in the schools. One suggestion was to exempt emergency authorizations from the criminal history records check requirement and depend entirely on the district's background check. Some districts have more stringent requirements than others vis-à-vis acceptable or unacceptable criminal history. The contract can also be worded in such a way that if the background check comes back problematic, the contract is void. There also seems to be a duplication of effort as people often need to be fingerprinted multiple times, and perhaps there is a way to condense the efforts.

Historically, New Hampshire was known to have laxer requirements for licensure. This left the door open for people to come and commit misconduct, or to be licensed in New Hampshire and then to return to their home states and avoid some of the usual checks. The current background check requirements are important to avoid these issues in the future.

VII. TABLED ITEMS

VIII. ADJOURNMENT

Tom Laliberte adjourned the meeting at 2:29 p.m.