

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

PROFESSIONAL STANDARDS BOARD

October 6, 2021

12:00 pm to 3:00 pm

Meeting Minutes

Members Present: Tom Laliberte, Christina White, Beth McClure, Kimberly Yarlott, Steve Appleby, Jeni Laliberte, Andra Hall, Tim Broadrick, and David Latchaw

Members Absent: Kirk Beitler, Joann Misra, Irv Richardson, Mary Murphy and Erin Cayer

Department Staff: Susan Blake, Laura Stoneking, William Ross, Kim Wilson, and Amanda Phelps

Guests: Sarah Robinson

CALL TO ORDER

Interim chair, Tom Laliberte, called to order the regular meeting of the Professional Standards Board at 12:00 pm.

APPROVAL OF MINUTES

A. Meeting Minutes of June 17, 2021

Motion: Beth McClure made the motion, seconded by Andra Hall, to accept the June meeting minutes, with noted changes.

Vote: The motion was approved by unanimous vote by the Professional Standards Board with David Latchaw abstaining.

B. Meeting Minutes of September 8, 2021

Motion: Steve Appleby made the motion, seconded by Jeni Laliberte, to accept the September meeting minutes, with noted changes.

Vote: The motion was approved by unanimous vote by the Professional Standards Board with David Latchaw abstaining.

OPEN BOARD DISCUSSION AND UPDATES

A. In-Depth Discussion

1. **Ed 507.11 and Ed 612.04—Elementary Education Teacher**

Beth McClure shared that there was no disagreement on the rule suggestions. She provided an updated executive summaries to include expectations of two renewal cycles for teachers, teachers will maintain K-8 licensure as long as they complete coursework within the 6 years and have a passing subject area praxis for middle school, license will show area of concentration, and a bullet point that teacher prep programs would update their program to meet the new standards. The committee recommends that the State Board of Education consider changing the allowability of having teachers teach outside their area of licensure for less than 50% and have the maximum be reduced to 20%.

The Board discussed the K-8 license being recommended to be divided into 2 licenses, K-6 and a K-8, where K-8 must have a concentration of social studies, math, science, or language arts. The current rule would allow any teacher certified K-8 to teach any core subject. It was asked how many people the new rule would affect. The majority of K-8 teachers teach in K-6 and would likely not pursue K-8 licensure. An unintended negative outcome could be current 7/8 teachers taking a position in K-6 to avoid the additional requirements. Beth McClure responded that there is an option for teachers who don't want to pursue coursework to demonstrate competencies through portfolio reviewed by an individual that holds a middle grade level license in that content area. She added that the current negative outcome is there are students receiving instruction from teachers who are not knowledgeable in the field in which they are teaching. The committee was formed based upon a letter from CTE due to complaints from parents. Laura Stoneking requested a copy of the letter from CTE describing these complaints and what council members were asking for. Bill Ross responded that the request was for PSB to reopen the rule in order to examine the lack of content in the rule for 7/8 and consider revising the rule to assure that people are content qualified for their assignment.

Steve Appleby shared the concern that any change that makes it more difficult to obtain or keep a license will put further pressure on staffing in the districts. The result of that would be more requests for emergency authorizations, which only requires a bachelor's degree and a criminal records check. The existing statute allows a district to request a one-time permission to employ for anybody they deem qualified with a bachelor's degree and criminal records check for one year. The past year has brought an increase in EAs because districts are having trouble filling positions and the timing of the new requirements could increase the number of EAs. Tina White asked if the changes are put on hold due to the current shortages, when would the topic be revisited. The rules expire every 10 years. Steve Appleby shared that the current rule expires in 2024 and added that if the topic is tabled, it could be revisited later that year. A member asked if it would be better to change the language to 3 renewal cycles.

Kimberly Yarlott asked if Massachusetts is K-8 in reference to the impact of reciprocity. She also asked about the opinions of higher education institutions. Beth McClure

responded that it was discussed and when they go through renewals and approvals, they will have to comply with the rule. Bill Ross added that the request came from those institutions and members of the IHEs that are teacher prep institutions were part of the subcommittee at periods of time. Kimberly Yarlott asked about the polling of superintendents or principals concerning the changes. Beth McClure responded that they included principals and superintendents in the subcommittee. The committee decided that the mission is to set professional standards, not for the convenience of anyone, just for the benefit of the students. She believes there will always be something to worry about, and it doesn't make sense to wait.

Tom Laliberte stated that he believes districts can make their own decisions when it comes to hiring. His concern is the number of critical shortage areas that make it very difficult for certain districts to fill positions. Tim Broadrick stated that he is supportive of the idea and appreciates the option of a portfolio review. He asked who is responsible for finding teachers to perform the reviews. Beth McClure responded that it will be up to the district to work that out with the potential candidate. Bill Ross stated that the rule for site-based license specifies it is the superintendent's responsibility to assign mentors. Bill Ross clarified that ultimately the Bureau of Credentialing will make the decision for licensure, which means it is not a "no cost" option. Laura Stoneking stated that the supervisor, admin and/or SAU, have a duty to support candidates. If they're putting someone in a position they are not qualified to be in, that falls on administration. Tim Broadrick responded that in the absence of effective supervision, evaluation, and professional development on the part of administration, someone who is properly licensed could be ineffective.

Andra Hall stated that the RSA states in making policy recommendations on the certification process, the board shall consider complaints it receives from persons who feel aggrieved by the process. Kim Yarlott shared that the recommendation is that teachers in 7/8 are knowledgeable in the subject areas they are teaching. She suggested that former college credits could show a competency in an area without a portfolio or Praxis. Bill Ross added that the current rule doesn't include any competencies for any of the 4 subject areas for the grade 7/8 grade span. The rule specifies K-6 competencies and then says if you had a concentration of courses in college in one subject area, without necessarily meeting competencies, and pass the middle school test, it's a K-8. The committee tried to address the lack of competencies in the rule.

David Latchaw questioned if there were other examples in past years of the PSB recommending other certifications are required to complete additional coursework to keep their current certification. He was also concerned not knowing the number of people who would be affected. Steve Appleby agreed that knowing the numbers would be beneficial. He suggested tabling it for a month to get numbers and think through a middle ground. Bill Ross shared there have been times when the State Board has eliminated an endorsement and were given a period time to upgrade their licensure. The State Board has changed middle school science multiple times.

Tom Laliberte asked Beth McClure about tabling the discussion to get the group back together on middle ground and numbers. Beth McClure shared that the Department

would have to access the numbers. She thinks after all of the years of going back and forth on this issue, she is opposed to continue tabling.

Tom Laliberte explained the 50% rule. Currently, someone can be assigned to a class that they are not certified in up to 49% of their weekly hours. The recommendation is to move the less than 50% to 20%. Bill Ross clarified that this is a rule that would affect all grade levels. Beth McClure stated that other states do not have such a high threshold for teaching outside of their area of licensure. Bill Ross stated that interstate discussions on this topic indicated, other states are zero or 20%.

Tom Laliberte shared that some middle schools have 3 teachers in the grade level due to enrollment numbers. Some high schools do not have enough enrollment to hire teachers for subject areas with multiple endorsements, like science. Hiring for part time positions are difficult to fill. Bill Ross stated that an issue he has heard is the fact that a person with a minor assignment isn't required to do professional development in that subject area. The rules for professional development and license renewal are coming due and could be revised to address professional development for minor assignments. David Latchaw stated that he agrees with the new requirements for all new teachers completing ed prep programs, but unsure about the expectations of teachers currently employed. Some current teachers will have to complete the new requirements for multiple subject areas. Beth McClure stated that theoretically, current K-8 licenses could be grandfathered in. Bill Ross stated that the State Board is going to come back with the question of some kids having these teachers who are grandfathered in, and other kids will get more qualified teachers.

Motion: Steve Appleby made the motion, seconded by Beth McClure, to accept and forward to the State Board for action, the committee's recommendations on Ed 507.11 Elementary Education teacher as presented.

Vote: The motion was not approved by the Professional Standards Board with a vote of 4-4 with Kim Yarlott abstaining.

Motion: Steve Appleby made the motion, seconded by Tina White, to accept the recommendation that the minimum standards rule be changed regarding the maximum percentage of an educator's course load that is allowed to be outside of an educator's area of licensure and/or concentration. Currently less than 50% is the allowable maximum. PSB recommends the maximum be reduced to 20%.

Vote: The motion was approved by a vote of 5-4 by the Professional Standards Board.

2. **Ed 506.01, Ed 506.02, Ed 506.03, Ed 506.04, Ed 506.05, Ed 506.06, Ed 506.07, Ed 506.08, and Ed 507.01–Superintendent, Assistant Superintendent, Business**

Administrator, Principal Instructional Leader, Curriculum Administrator, District Administrator, Special Education Administrator, Associate Principal Instructional Leader, Career and Technical Director

Kimberly Yarlott shared that at the last meeting, every endorsement area was discussed. The concerns and recommendations were taken under advisement. She provided members a copy of the recommendations. Competencies were added as discussed previously. Steve Appleby added that the committee addressed definition areas based upon the previous discussion.

Tom Laliberte asked about adding professional ed standards. Steve Appleby responded that the business administrators currently can go on to be superintendents even though they've never been in a classroom. They have requested exemption from Praxis requirements. The business administrator endorsement will no longer be a direct path to principal or superintendent as they will need to meet the pro-ed standards. All other administrator endorsements require they meet the pro-ed standards.

Bill Ross shared that he was contacted by someone in the Bureau of Career and Technical Education about their desire to add an additional endorsement of CTE principal. Steve Appleby responded that he met with the acting administrator of CTE discussing a new endorsement or changing the CTE director to CTE principal. The committee had previously decided on staying with the title of CTE director but could discuss the option of an additional endorsement. However, there is division within the CTE community on this issue. The board decided to table this discussion because it would involve a new license and the current vote it on current licenses.

Motion: Tom Broadrick made the motion, seconded by Kim Yarlott, that the PSB recommend to the State Board adoption of the revised administrative rules as proposed though and including 506.10.

Vote: The motion was approved by unanimous vote by the Professional Standards Board.

B. Committee Updates

1. Ed 507.35–Educational Interpreter/Transliterater for Children and Youth Ages3-21

There was no update.

2. Master Teacher License

Irv Richardson was absent but is supposed to have documents for the next meeting.

3. Ed 507.48 and Ed 507.49–Comprehensive Marketing Educator and Comprehensive Business Educator

There were no updates.

4. Ed 507.17–ESOL Teacher

There were no updates.

3. Work-Based Learning Coordinator

Tom Broadrick shared that the committee is seeking guidance. The committee discussed 5 areas to investigate. The first question is, how the proposed area of endorsement compares with existing endorsements in other states. Bill Ross stated that they can do a survey if the committee crafts the language. The second question is assessing the need in the state. Tim Broadrick asked if the committee can survey the field through professional associations as a committee or if it needs to go through the department. Bill Ross stated they can do it either way. Tim Broadrick stated that the other 3 questions will come after they have received those first answers.

DEPARTMENT REPORT

A. Update on Rulemaking

Steve Appleby stated the implementation of new rule making software is almost complete. The new software will streamline rule making activities.

B. State Board of Education

1. Meeting Dates – October 14, 2021, November 10, 2021, December 9, 2021
2. SBE Update

Steve Appleby stated that several items from the spring are due to go to the State Board in the fall, including music teacher, theater, librarian, and classical language teacher. There are applicants for the open PSB positions with the State Board.

C. Council for Teacher Education (CTE)

1. Meeting Dates - October 21, 2021, November 18, 2021, December 16, 2021
2. CTE Update

Laura Stoneking reported that CTE is working on a new representative to sit in on PSB meetings to be a liaison between the two boards. They have secured all but one reviewer for spring program reviews: Keene State, Upper Valley Ed, and Franklin Pierce. They completed a St. Anselm new program review, which is slated to go to CTE and the State Board next month with recommendation for approval. There are changes coming regarding criminal records check at the institutional level and culminating field experience placement.

OLD BUSINESS

There was no old business.

NEW BUSINESS

A. Subcommittees needing Chairs/Co-Chairs

1. Ed 507.04-Comprehensive Agricultural Educator

There were no volunteers.

2. Ed 513.01, Ed 513.03, Ed 513.04, Ed 513.05, and Ed 513.06-Basic Requirement, Criteria for State Approval of Local Professional Development Master Plan, Individual Professional Development Plan, Criteria for License Renewal of Educators Under the Professional Development Master Plan, Criteria for License Renewal of Educators Not Under the Local Professional Development Master Plan, Licensed Paraeducators and Educational Interpreter/Transliterators

Bill Ross shared that this includes requirements for renewal of an educator license. This impacts the greatest number of educators in the State of New Hampshire. Kim Yarlott volunteered to co-chair. Jeni Laliberte and Andra Hall volunteered as committee members.

3. Ed 507.48 and Ed 507.49-Comprehensive Marketing Educator and Comprehensive Business Educator

Joann Misra volunteered to chair.

4. Ed 507.35-Educational Interpreter/Transliterators for Children and Youth Ages 3-21

Andra Hall volunteered to co-chair.

5. Ed 507.17-ESOL Teacher

Beth McClure volunteered to chair.

B. Joint meeting with CTE in June

C. Open Professional Standards Board Positions

TABLED ITEMS

There were no tabled items.

ADJOURNEMENT

Motion: Steve Appleby made the motion, seconded by Kim Yarlott to adjourn the meeting at 2:54 p.m.