



**Teacher Induction, Retention, and Advancement Act of 2016
Workgroup
February 21, 2017 Meeting**

The 12th meeting of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup was called to order by Ms. Sarah Spross at 1:00 p.m.

In attendance: Sarah Spross (MSDE), Jack Smith (Principals Public School Superintendents Association of Maryland), Deborah Kraft (Maryland Independent College and University Association), Nancy Shapiro (University of Maryland System), Tess Blumenthal (Maryland Association of Elementary School Principals), Rowena Shurn (Maryland State Education Association), Linda Gronberg-Quinn (Maryland Association of Directors of Teacher Education at Community Colleges), Alexandra Cambra (MSDE), Kelly Meadows (MSDE), Jessica Bancroft (MSDE), Ruth Downs (MSDE), Karen Dates-Dunmore (MSDE), Tanisha Brown (MSDE), Michelle Dunkle (MSDE), Linda Murel (MSDE)

Absentees: Emily Dow, (Maryland Higher Education Commission), Mariette English (Baltimore Teachers Union), Laura Weeldryer (Maryland State Board of Education), Annette Wallace (Maryland Association of Secondary School Principals)

Ms. Sarah Spross called the meeting to order at 1:00pm

Ms. Spross welcomed those attending the TIRA workgroup. The meeting is a full meeting of workgroup and committees and she thanks all for their attendance and participation.

The workgroup members introduced themselves.

Public Comment: Mr. Charles Hagan, Principal, Harford Technical High School, and President of the Maryland Association of Secondary School Principals and a member of the Professional Standards Teacher Education Board (PSTEB).

Mr. Hagan noted that he was at the meeting to be voice for certification standards. There is a unique problem for those hired at Technical schools. Welders are welding because of their expertise. We need these experts. The certification for these folks is for two years. Their last education was high school. In the first two years they need to learn everything the school system does, take college classes and pass Praxis I. Technical principals are losing great people because we are making this too hard. Mr. Hagan noted he was to ask for an additional two years to get Praxis I. This is not about lowering standards. "I have two instructors I may lose in May. A suggestion would be teachers take classes and pass part of Praxis or have more time to get Praxis done. For many teacher it takes 4, 5, 6 times. This is a real problem for Technical principals. Currently there is only one applicant for mechanic or welder."

Dr. Shapiro asked what part of Praxis is the biggest challenge for the technical teachers. Ms. Meadows said, although anecdotal, it is not just one part, but all are issues. Dr. Shapiro asked if there are there any models around the country for technical teacher where there is a certified teacher of record and a specialist for the skill in the classroom. Ms. Spross said she would look into it. Ms. Shurm clarified that it would be a co taught classroom. Ms. Spross noted it would be like special education, both teachers all day. Dr. Shapiro noted, when we were talking about STEM issues we were talking about using community college professors to have a special certification to teach in public schools. They have a degree but have not gone through the certification process.

Ms. Spross stated there are certification requirements that are perceived or not perceived as barriers to certification. Professional and Technical Education (PTE) requirements are currently going through revisions. There were some specialized tech issues out of Baltimore City. Some avenues require within two years of conditional certification, or PTE, or Section 27, you still need to meet 24 credit hours, and you still need the rest of the requirements. This is a limiting component. We have heard of individuals coming in with high set of skills in all counties. This is an ongoing two year problem. As we have talked before in the 2015 session there was Senate Bill 635 out of Washington County asking for a county certification. We must look at conditional certification. Is it fair for someone with 15 years welding experience to have to take classes, Praxis, and learn the rules of the school house? Do you utilize a conditionally certified teacher only when you cannot find someone else? Alternative is to shut down the class and not offer it. Or, have long term substitutes or someone teaching out of their certification area. Committee I is absolutely looking at the Conditional certification and adjunct teacher certification option in order to bring in highly skilled people. We have also reviewed a letter from the Harford delegation in support of Mr. Hagan's comments. This is also being discussed at Professional Standards and Teacher Education Board (PSTEB).

Dr. Smith noted that whatever comes of the recommendation, it should be a strong statement that this needs to be changed. If you have expertise to weld, that is most important. We need to change the requirements and remove the barriers.

Ms. Spross said that we want a strong statement and draft of regulations. PSTEB and the State Board work collaboratively. It will be powerful to have committee and workgroup input.

Dr. Smith noted it should be in career areas.

Approval of minutes:

All minutes for both workgroup and committees are still in draft form.

Dr. Shapiro asked for revisions to the minutes from the January 31 workgroup meeting. In the minutes, on the 2nd page, 3rd paragraph, strike the line regarding the statement that begins with “the new teachers...”

Darren Hornbeck noted that in the minutes from Committee I, we must revise the referenced sentence to include “unless they have proper certification”. This is for adjunct certification.

Ms. Linda Gronberg-Quinn made the motion to approve the minutes and Dr. Deborah Kraft seconded the motion. The minutes were approved with the requested revisions.

Ms. Spross stated that the workgroup would look at what the committees recommend and provide a request for comments.

Ms. Spross offered some overarching thoughts. She commended the committees on the work they did with thought behind the recommendations. Two to five recommendations per group were generated with overlap of use of micro credentialing. There is a large learning curve with micro credentialing. Ms. Lagerman in Committee III and Dr. Yi were available to talk about these pieces for professional development and renewal of certification. Committee II talked about state wide incentives. They recommend they look at the Quality Teacher Incentive Act in place, weigh the pros and cons, and consider how can it be reshaped. There are only 24 priority schools in Maryland. How can we get the most talented teachers to the lowest performing schools? Also, how do we get the best and brightest to go to the farthest reaches of counties? Mentoring has a solid plan and the work that came out of the committee is well thought out.

Dr. Shapiro mentioned one of the things we need to do is incorporate research based conclusions. We should be using findings from research and be explicit. We have some good systems in Maryland and we need to know which are working and which are not and we want to keep those that are working. We should think through what is working and what we want to keep; and consider what evidence we have that these systems are working.

Ms. Spross agreed that we need to base our recommendations in research. Professional Development for example, what would it take to have a state wide network. What are other states doing for incentives? We need actionable items.

Announcements

Next meeting, March 29, 2017. 1-3pm. Workgroup only

Updates, HB 715 are scheduled for March 7, 2017 at 1pm. Ms. Spross will let the group know who is testifying.

HB 152 has seen heavy amendments to the work, specifically the funding behind the projects. There is a pilot program with the RFP ready to go, but the bill eliminates or makes the funding optional in the future. This is a change for Quality Teacher Incentive Act: there *shall* be money has changed to *may*. Dr. Smith noted there can be lobbying. Ms. Shapiro advocated for people to take note of these changes.