



**Teacher Induction, Retention, and Advancement Act of 2016 Workgroup
March 29, 2017 Meeting
Committee #4 - Revising the Institutional Performance Criteria (IPC)**

Committee Members Present: Chadia Abras (MICUA), Lisa Booth, MAESP), Michelle Dunkle (MSDE), and Laurie Mullen (USM).

Committee Members Absent: Stacie Burch (MADTECC), Deborah Kraft (Stevenson University), Robin L. McNair (MSEA), and Eugene Schaffer (USM) Jack Smith (PSSAM), and Donna Wiseman (UMD),

Workgroup Members and Staff Present: Jessica Bancroft and Alexandra Cambra, (MSDE) and Geraldine Duvall (MSEA)

Maryland State Department of Education (MSDE) Staff: Linda Murel

Alternates Present: None

Convene: 1:11 p.m.

Discussion:

Ms. Alexandra Cambra and Ms. Jessica Bancroft welcomed Committee #4. Ms. Cambra stated that the commitment and work of the groups are appreciated. Ms. Cambra advised the group that Ms. Sarah Spross was unable to attend as she was attending a meeting in Annapolis. She stated that the work group report was due September 2017 and, if additional meetings were needed to complete the work, to let them know.

Ms. Michelle Dunkle distributed the following handouts:

- Professional Development Standards (PDS)
- Ideas Already Discussed
- IPC of the *Redesign of Teacher Education* Discussion Revision Draft
- Worksheets for Components I, II, III and IV

Ms. Dunkle stated the following:

- Terrific ideas have already discussed and shared
- The review the IPC of the *Redesign of Teacher Education* Discussion Revision Draft is focused on what should stay and what should be removed
- With regard to Component I and its relationship to Title II reporting, we do not know what will happen to Title II at this time, but should proceed as things are
- Other than that which may remain dependent on Title II requirements the only MSDE non-negotiable at this point is that teacher preparation programs will have to provide opportunities for teachers candidates to have direct experience with a diverse PreK-12 student population

- As a part of the revision process, the PDS Standards will need to be reviewed and revised, where needed
- Dee has written the implementation of regional hubs as part of the ESSA Plan. Staff has just begun working in regional teams. She noted that the working location of staff would not be moved physically. Ms. Dunkle mentioned that she did not know what the department's other divisions were doing specifically regarding regionalization at this time.
- Recently-collected data indicate that preservice candidates are currently placed in more than 600 schools, not all PDS. Remembering that 60% of our new hires in 2015 were prepared out of state tends to put some of the conversations in perspectives.

Ms. Lisa Booth asked who we are placing teachers with. There should be a way to have more selection criteria for training mentors. It is important to work with principals. Ms. Dunkle said there is information in the PDS Framework, but do they really access it for information and guidance?

Dr. Laurie Mullen noted that folks that are current principals may not have the background. How do we engage the school leaders? Is it a PDS issue or not? The CAEP standards come up with negotiated agreement.

Ms. Dunkle mentioned that Dr. Jon Andes had made presentations at the most recent national PDS Conference concerning the importance of PDS and how instrumental it is. Also, Dr. Mullen may be right in that partnerships may need to be countywide. Do we ask the superintendents for an opportunity to present to them or not?

Dr. Chadia Abras asked how one measures what is extensive and will everyone need to do it the same way?

Ms. Geraldine Duval asked what the minimum characteristics are for a good mentor. Since another committee has mentoring as its focus, it was agreed to do some collaborating with them to see if there were any work products that might assist us in our determinations concerning mentoring as we move forward.

Ms. Dunkle suggested that the committee start working with Component II revisions since there were so many comments and suggestions already made surrounding it thus far. Also, she said that an updated draft will be distributed to all members present at the upcoming April meeting.

The rest of the meeting was spent very productively redesigning Component 2 of the IPC which will be shared, as noted above, at the next committee meeting.

Next Steps:

Workgroup Session scheduled for April 26, 2017 from 1:00 until 4:00 p.m. at the Arbutus Library Meeting Room. This committee has agreed to hold a meeting, as well, on that day.

Adjourn 3:30 p.m.

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