

MINUTES

PROFESSIONAL STANDARDS COMMISSION

Two Peachtree Street

Atlanta, Georgia

April 14, 2011

The Georgia Professional Standards Commission (PSC) met on Thursday, April 14, 2011 , at 12:30 p.m.

Members Present

Alice Clements
Dr. Adrian Epps
Meredith Hodges
David Johnson

Rose Powell
Bettina Polite Tate
Dr. Lawrence Walters

Pam Walker
Dr. Debbie Wilkes
Valerie Williams

Members Absent

Marci Cawthon
Julia Bernath
Jeannie Tucker

Andre Mountain
Stephanie Leggett
Penny Elkins

Bill Haskin

I. CALL TO ORDER

Chair Wilkes called the meeting to order at 12:30 p.m. and led the Pledge of Allegiance to the U.S. flag and a moment of silence.

II. ADOPTION OF AGENDA

Chair Wilkes called for approval of the agenda.

MOTION: (Powell / Williams) To approve the agenda.

PSC ACTION: Approved

III. APPROVAL OF MINUTES

Chair Wilkes called for approval of the minutes from the March 10, 2011, Commission meeting.

PSC ACTION: Approved

IV. VISITORS

Chair Wilkes welcomed the visitors.

- Margaret Elliott, Professional Association of Georgia Educators
- Richard Belcher, WSB TV
- Lee Adams
- Tiffany Faulk
- Bill Russell, Lincoln Memorial University
- Linda Fortson, Law Office of Warren Fortson

V. EMPLOYEE SERVICE AWARDS

Chair Wilkes and Kelly Henson presented Mary Ellen Snow (5 years) and Cyndy Stephens (15 years) with their Service Awards, thanked them for their service and Kelly read the following:

Mary-Ellen Snow

Mary-Ellen has worked in the Educator Preparation Division for five years. During that time, she has served as Business Operations Specialist. In this role her work has been division-wide in providing administrative support for the entire division. Recently, she accepted the Business Manager position that will provide budgetary, administrative, planning, and technology support for the Title IIA and Educator Assessment programs. Mary-Ellen is the face of the PSC as she interacts with universities, RESAs, and school systems in fielding and responding to questions and troubleshooting problems they might experience when working with PSC processes and systems. She organizes most conference and training events; troubleshoots, develops, and refines processes that make division work run more smoothly; and solves many technology problems that never have to go to our technology staff. In addition, she is often called upon to help with agency-wide work. Mary-Ellen enjoys the challenge of solving problems that interfere with productivity and customer service. We really appreciate her contributions to the work of this agency.

Cyndy Stephens

Cyndy Stephens has worked for the Professional Standards Commission for 15 years. She is the Program Director for Recruitment and Workforce Development. The focus of Cyndy's work is on recruitment, development, and retention of teachers and leaders. She has been very successful in developing grant proposals that have been funded by the U.S. DOE. The Transition to Teaching Program is one such program that has served our state successfully for the past four years. Last year we were awarded with the largest Transition grant to a state that funds our Focus program allowing PSC and other state agencies to work with several RESAs areas in hard-to-staff parts of the state. Cyndy works nationally as an active member (and former President) of NAAC (National Association for Alternative Certification). In that capacity she has been instrumental in conceptualizing and doing some of the preliminary work in developing Quality Indicators for Alternative Preparation Programs. That work is being completed by Ohio State University and piloted in five states (Georgia is one of the pilot states). Cyndy has long been an advocate for workforce development in education, and does an outstanding job of working with other programs in the PSC as well as with other state agencies in addressing workforce issues in Georgia school systems. We really appreciate Cyndy's contributions to the work of this agency.

VI. COMMITTEE REPORTS

A. Ethics and Professional Conduct --Recommendations and Actions on Cases

Commissioner Rose Powell of the Educator Ethics Review Committee (EERC), gave a preliminary review of the Cases.

<u>CASE #</u>	<u>STANDARDS VIOLATED</u>	<u>RECOMMENDATION</u>
11-2-767	1	Reprimand

CASE #	STANDARDS VIOLATED	RECOMMENDATION
10-6-1397	1, 2, 10	Extend
10-8-159	1, 2, 10	Extend
10-9-254	1, 10	Extend
10-9-321	1, 4, 10	Reprimand
10-10-349	3 & 10	Suspension 10 days (retro credit)
10-10-371	5, 10	Suspension 20 days
10-10-386	10	1 Year
10-10-388	7, 9, 10	NPC
10-10-389	7, 9, 10	NPC
10-10-391	2, 10	Suspension 1 Year
10-10-393	2, 5, 10	Suspension 90 Days
10-10-430	1, 3, 10	Suspension 1 Year
10-10-434	10	Suspension 5 days
10-10-435	10	NPC
10-11-453	2, 10	Suspension 1 year
10-11-466	10	Suspension 90 days
10-11-477	2, 10	Suspension 20 days
10-11-486	4, 5 & 10	Suspension 90 days
10-11-487	5 & 10	Suspension 20 days
10-11-488	5 & 10	Suspension 90 days
10-11-517	7, 10, DoE	Suspension 10 days
10-11-518	7, 10, DoE	Suspension 10 days
10-11-519	7, 10, DoE	Suspension 10 days
10-11-520	7, 10, DoE	Suspension 10 days
10-11-521	7, 10, DoE	Suspension 10 days
10-11-522	7, 10, DoE	Suspension 10 days
10-11-529	4, 5, 10	Suspension 90 Days
10-11-543	3, 4, 10	NPC
10-11-544	1	Extend
10-11-548	2, 10	Reprimand
10-12-551	4, 10	Suspension 1 Year
10-12-555	3, 10	Suspension 1 year
10-12-567	1, 10	Suspension 5 days
10-12-568	4, 10	Suspension 1 Year
10-12-605	1, 10	NPC
10-12-615	3, 10	Suspension 1 year
11-1-644	1, 4, 9	Reprimand
11-1-655	2, 10	Suspension 3 days
11-1-666	8, 10	Suspension 1 Year
11-1-674	3 & 10	Suspension 1 Year
11-2-723	2, 10	Reprimand
11-2-765	10	NPC
11-2-791	4, 10	NPC
11-3-878	9, Other License	NPC

2. Ms. Powell reported that the Educator Ethics Review Committee reviewed 2 *Initial Decisions* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>ALJ SANCTION</u>
09-6-1334	2, 10	Suspension - 1 Year
09-12-659	2, 10	Revocation

3. Ms. Powell reported that the Educator Ethics Review Committee reviewed 3 *Petitions Issues* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>PREVIOUS SANCTION</u>	<u>EERC RECOMM END</u>
10-8-152	Denial March 2007	Extend
10-11-545	Revocation May 2004	Extend
11-1-687	Voluntary Surrender March 2004	Extend

4. Ms. Powell reported that the Educator Ethics Review Committee reviewed 12 *Settlement Agreements* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>SANCTION</u>	<u>EERC RECOMMEND</u>
10-6-1413	Suspension - 5 days	Accept
10-7-42	Suspension - 5 days	Accept
10-8-116	Suspension - 1 Year	Accept
10-8-184	Suspension - 1 Year	Accept
10-8-186	Suspension - 20 days	Accept
10-8-187	Suspension - 20 days	Accept
10-9-304	Suspension - 90 days	Accept
10-9-315	Suspension - 45 days	Accept
10-9-334	Suspension - 90 days	Accept
10-9-344	Suspension - 10 days	Accept
10-10-444	Reprimand	Accept
11-2-749	Reprimand	Accept

5. Ms. Powell reported that the Educator Ethics Review Committee reviewed 19 *Negotiated Settlement Agreements* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>NEGOTIATED SANCTION</u>	<u>EERC RECOMMEND</u>
09-5-1197	Susp - 45 days (Retro credit: Aug. 9, 2010 thru Oct. 15, 2010)	Accept
09-5-1248	Voluntary Surrender	Accept
09-6-1382	No Probable Cause	Accept
09-7-27	Susp - 30 days Retro credit (2) days: May 6-7, 2010 Remaining days: April 22, 2011 thru June 1, 2011)	Accept
09-9-345	No Probable Cause	Accept
09-9-378	Denial	Accept
09-10-433	Susp - 20 days	Accept
09-11-529	Susp - 20 days	Accept
09-11-552	Susp - 10 days Retro credit: (Nov. 3, 2009 thru Dec. 3, 2009)	Accept
09-11-594	Susp - 90 days	Accept
09-12-602	Reprimand	Accept
09-12-632	Susp - 1 Year	Accept
10-1-733	Reprimand	Accept
10-1-752	Susp - 90 days	Accept
10-2-855	Susp - 45 days	Accept
10-2-885	Susp - 1 Year	Accept
10-4-1035	Susp - 10 days	Accept
10-8-183	No Recommendation	Accept
10-9-261	Reprimand	Accept

6. VOLUNTARY SURRENDERS

The Commission reviewed 6 *Voluntary Surrenders* in which an Educator/Applicant voluntarily accepted a sanction of Revocation or Denial prior to the submission of an investigative case summary for a Probable Cause Determination

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>SANCTION</u>	<u>EERC RECOMMEND</u>
10-10-432	2, 10	Revocation	Accept
10-12-563	2	Revocation	Accept
10-12-631	5, 10	Revocation	Accept
11-1-656	2, 4, 10	Revocation	Accept
11-1-677	10	Revocation	Accept
11-3-850	1, 2, 10	Revocation	Accept

PSC ACTION:

7. The Educator Ethics Review Committee recommended approval of the *Preliminary Investigative Determination Report* consisting of 77 written complaints received during the months of March and April 2011. Please note there are 18 Cases for Reconsideration of a Preliminary Investigation Determination to Investigate.

8. **EXTENSIONS – PRELIMINARY INVESTIGATIVE DETERMINATIONS**

The Educator Ethics Review Committee recommended approval of 54 Extensions - Preliminary Investigative Determinations consisting of the following:

11-2-800	11-3-807	11-3-814	11-3-821	11-3-829	11-3-837	11-3-845	11-3-853
11-2-801	11-3-808	11-3-815	11-3-822	11-3-830	11-3-838	11-3-846	11-3-854
11-2-802	11-3-809	11-3-816	11-3-823	11-3-831	11-3-840	11-3-847	11-3-855
11-2-803	11-3-810	11-3-817	11-3-824	11-3-832	11-3-841	11-3-848	11-3-856
11-2-804	11-3-811	11-3-818	11-3-825	11-3-834	11-3-842	11-3-849	11-3-857
11-2-805	11-3-812	11-3-819	11-3-827	11-3-835	11-3-843	11-3-851	
11-2-806	11-3-813	11-3-820	11-3-828	11-3-836	11-3-844	11-3-852	

9. **EXTENSIONS - INVESTIGATIONS**

The Educator Ethics Review Committee recommended granting and *Investigative Extension* to the following 84 Written Complaints and 02 Application cases:

<u>WRITTEN COMPLAINT EXTENSIONS</u>							
10-5-1209	10-8-173	10-8-196	10-11-478	10-11-515	10-12-565	10-12-614	11-1-659
10-6-1398	10-8-174	10-8-197	10-11-495	10-11-530	10-12-566	10-12-618	11-1-662
10-7-34	10-8-175	10-8-198	10-11-502	10-11-538	10-12-569	10-12-619	11-1-665
10-8-117	10-8-176	10-8-199	10-11-506	10-11-547	10-12-591	10-12-624	11-1-678
10-8-147	10-8-177	10-8-200	10-11-507	10-12-553	10-12-593	10-12-625	11-1-681
10-8-148	10-8-178	10-9-322	10-11-508	10-12-554	10-12-596	10-12-632	11-1-682
10-8-149	10-8-180	10-9-331	10-11-510	10-12-556	10-12-598	11-1-642	11-2-753
10-8-150	10-8-192	10-10-399	10-11-511	10-12-558	10-12-606	11-1-643	
10-8-168	10-8-193	10-10-400	10-11-512	10-12-560	10-12-607	11-1-646	
10-8-171	10-8-194	10-11-452	10-11-513	10-12-562	10-12-608	11-1-648	
10-8-172	10-8-195	10-11-470	10-11-514	10-12-564	10-12-611	11-1-654	

<u>APPLICATION CASE EXTENSIONS</u>							
10-12-585	10-12-623						

10. **APPLICATIONS FOR CERTIFICATION REPORT**

The Educator Ethics Review Committee recommended to approve a no probable cause determination on 11 cases reflected on the *Applications for Certification Report*.

11. **REVIEW HEARING EXTENSIONS**

The Commission reviewed the *Review Hearing Extensions Report* concerning 2 hearing cases. An Administrative Law Judge rendered Initial Decisions on each case referenced in the report. The report indicates Orders were issued.

12. **FINAL DECISIONS BY OPERATION OF LAW**

The Commission reviewed the report, which advised of 9 cases now closed without an appeal for a hearing before an

Administrative Law Judge. The report also advised that there were 3 cases closed without an appeal for a review hearing before the Commission.

Chair Wilkes called for approval of the Educator Ethics Review Committee report as presented by Rose Powell.

PSC ACTION: Approved

Abstention: Dr. Adrian Epps – Cases # 09-9-345

B. Educator Preparation Standing Committee

Dr. Adrian Epps presented the report of the Educator Preparation Standing Committee.

DEVELOPMENTAL APPROVAL PROGRAMS	
Institution 2930	The Committee recommends Developmental Approval for the Health and Physical Education Program.
CONTINUING APPROVAL UNIT AND PROGRAMS	
Institution 10004	The Committee recommends Continuing Approval for the professional education unit and the Early Childhood Education Program and the Music Education Program.
CONTINUING APPROVAL PROGRAMS	
Institution 5240	<p>Recommendation 1: The Committee recommends Continuing Approval for the following programs:</p> <ul style="list-style-type: none"> • Art Education • Biology Education • Broad Field Science Education • Chemistry Education • Early Childhood Education • English Education • Health and Physical Education • History Education • Mathematics Education • Middle Grades Education • Music Education • Physics Education • Reading Endorsement • Spanish Education • Special Education-General Curriculum • Speech & Language Pathology <p>Recommendation 2: The Committee recommends removing the area for improvement shown below, cited for Standard 1 for Broad Field Science, English Education and History Education programs. The area for improvement shall remain for the Middle Grades Education Program. (areas for improvement are numbered here as they are numbered in the BOE Report)</p>

Standard 1

Area for Improvement:

1. Candidates demonstrate minimal proficiency on the state assessment of content knowledge.

Recommendation 3:

The Committee recommends the second and fourth areas for improvement cited for Standard 1 shall remain (areas for improvement are numbered here as they are numbered in the BOE Report).

Standard 1

Areas for Improvement:

2. (All Programs except Middle Grades and Speech Language Pathology) There are no aggregated data across all programs to support that teacher candidates assess and analyze student learning, make appropriate adjustments to instruction, monitor student progress and have positive effects on student learning.
4. (Middle Grades, English, Biology, Chemistry, History, Mathematics, Physics and Broad Field Science) Dispositions data are not disaggregated by program; therefore, candidate performance related to dispositions by program cannot be determined.

Recommendation 4:

The Committee recommends that the areas for improvement listed below, cited for Standard 2, shall remain (areas for improvement are numbered here as they are numbered in the BOE Report).

Standard 2

Areas for Improvement:

2. (Art, ECE, MG, HPE, Special Ed, Music, Spanish, and Speech Language Pathology) Decisions about continuation in and completion of preparation programs are based on a single or few assessments.
3. (Art, Biology, Broad Field Science, Chemistry, ECE, English, History, Mathematics, and Physics) A key assessment used to assess candidate performance is limited in its capacity to measure what it is intended to measure.
5. (Biology, Broad Field Science, Chemistry, English, History, Mathematics, Middle Grades, Physics, and Spanish) There is limited evidence of systematic use of data, including candidate and graduate performance information, to evaluate the efficacy of courses, preparation programs and clinical experiences.

Recommendation 5:

The Committee recommends that the area for improvement listed below, cited

	<p>for Standard 4, shall remain.</p> <p>Standard 4 Area for Improvement: Candidates in the certification-only programs in Biology, Broad Field Science, Chemistry, English, History, Mathematics and Physics programs are not ensured field experience placements with diverse students.</p> <p>Recommendation 6: The Committee recommends that the area for improvement, listed below, cited for Standard 5, shall remain.</p> <p>Standard 5 Area for Improvement: One member of the Health and Physical Education faculty is not qualified for some of his/her teaching assignments.</p> <p>Recommendation 7: The Committee recommends that all other areas for improvement cited in the GaPSC BOE Report, which were not addressed in the unit’s Rejoinder to the BOE Report, shall remain.</p> <p>Recommendation 8: The Committee recommends submission of a Progress Report by November 15, 2011, addressing all remaining areas for improvement, including those addressed in the Rejoinder to the GaPSC BOE Report, as well as those not addressed in the Rejoinder.</p>
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PROGRESS REPORTS

<p>School District 7111</p>	<p>Recommendation 1: The Committee recommends removing the second area for improvement cited for Standard 2, the first area for improvement cited for Standard 6 and the area for improvement cited for Standard 8 in the BOE Report. (areas for improvement are numbered here as they are numbered in the BOE Report)</p> <p>Standard 2: Area for Improvement: 2. The professional education unit does not clearly articulate how it intends to comprehensively gather, aggregate, summarize, and analyze assessment and evaluation information on its unit operations, preparation program or its candidates.</p> <p>Standard 6: Area for Improvement: 1. Budgetary allocations to the professional education unit appear to be in jeopardy.</p> <p>Standard 8: Area for Improvement:</p>
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Evidence is limited as to whether the candidates will demonstrate competence on the program content standards.

Recommendation 2:

The Committee recommends the first AFI cited for Standard 2, the AFI cited for Standard 3 and the second AFI cited for Standard 6 remain. (areas for improvement are numbered here as they are numbered in the BOE Report)

Standard 2:

Area for Improvement:

1. The professional education unit's assessment system is limited in its capacity to monitor candidate performance, professional education unit operations, and its preparation program. The assessment system does not reflect professional, state, and agency standards.

Standard 3:

Area for Improvement:

Assessments used in field experience/clinical practice are not clearly linked to candidate competencies delineated in professional, state and agency standards.

Standard 6:

Area for Improvement:

2. It is unclear if teacher candidates and faculty have access to sufficient and current library and curricular resources.

Recommendation 3:

The Committee recommends the Not Met finding remain for Standard 2.

Recommendation 4:

Recommend that a Progress Report addressing all the AFIs and the Not Met finding for Standard 2 be submitted by October 1, 2011.

Recommendation 5:

A letter to the unit will explain that the status of the October Progress Report will determine if approval will be granted. An approval decision will be granted at the January 2012 meeting.

<p style="text-align: center;">RESA 8544</p>	<p>Recommendation 1: The Committee recommends that the Progress Report submitted December 10, 2010, indicates that progress is satisfactory in addressing the areas for improvement cited for Standard 1 and Standard 2 for the GaTAPP and Coaching Endorsement Programs. The Committee recommends that the areas for improvement listed below may be removed. (areas for improvement are numbered here as they are numbered in the BOE Report)</p> <p>Standard 1 – Coaching Endorsement Area for Improvement:</p> <ol style="list-style-type: none"> 1. It is unclear that the unit is able to determine that the candidates have adequate knowledge of content. <p>Standard 2 – GaTAPP and Coaching Endorsement Areas for Improvement:</p> <ol style="list-style-type: none"> 1. At the time of the review, evidence did not support that the programs have a documented plan in place to establish fairness, accuracy, and consistency of its assessments. 2. The GaTAPP program and Coaching Endorsement lack a comprehensive and integrated set of assessment and evaluation measures that monitor candidate performance and preparation programs. <p>Recommendation 2: The Committee recommends that the status of Standard 2 be changed from Not Met to Met.</p> <p>Recommendation 3: The Committee recommends that the areas for improvement cited for Standard 1 for the Coaching Endorsement shall remain. (areas for improvement are numbered here as they are numbered in the BOE Report)</p> <p>Standard 1 Areas for Improvement:</p> <ol style="list-style-type: none"> 2. It is unclear that the unit is able to determine that the candidates understand the relationship of content and content-specific pedagogy delineated in state standards. 3. Based on the documents presented and interviews, it is uncertain how the unit will ensure that candidates can apply the professional and pedagogical knowledge and skills delineated in the Coaching Endorsement Standards. <p>Recommendation 4: A Progress Report addressing the remaining area for improvement cited for Standard 1 is due November 15, 2011.</p>
<p style="text-align: center;">Institution 2920</p>	<p>The Committee recommends that Progress is Satisfactory, areas for improvement remain.</p>

REVIEW DEFERRAL REQUESTS	
Institution 5029	The Committee recommends deferring the Continuing Approval Review for the professional education unit and preparation programs until the Fall 2013 semester.
School District 6601	The Committee recommends deferring the Initial Performance Review for the GaTAPP program until the Fall 2014 semester.
Institution 4315	The Committee recommends deferring the Initial Performance Review until the Spring 2012 semester.
APPROVAL OF STANDARDS	
Teacher Leadership Standards	The Committee recommends approval of the newly developed Teacher Leadership program standards so that GACE content assessment and program development may begin. Certification and preparation rules will be initiated this summer.

Chair Wilkes called for approval of the Educator Preparation Committee report as presented by Dr. Adrian Epps.

PSC ACTION: Approved

VII. REVIEW HEARING

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|--------------------|---------------------------|
| 1. Lee Adams | - Educator Case # 09-7-95 |
| Wayne Magnum | - Hearing Officer |
| Ann Brumbaugh | - PSC Attorney |
| James David Dunham | -Educator Attorney |

MOTION: (Epps / Williams) To go into Executive Session and allow PSC staff (Gary Walker, Kevin Shumake, Kim Anderson and Nancy Teele) to remain.

ACTION: Approved

MOTION: (Epps / Hodges) To come out of Executive Session and reconvene the Regular Session.

ACTION: Approved

MOTION: (Powell / Johnson) To adopt the Findings of Fact and Conclusions of Law reached by the Administrative Law Judge. The decision of the Administrative Law Judge as indicated in the Initial Decision was hereby adopted and incorporated by reference herein and made the Final Decision of the Commission with the following specification:

The Commission hereby ordered that the certificate held by Lee Adams be Revoked effective April 14, 2011.

ACTION: Approved

VIII. ADJOURNMENT

Chair Wilkes called for the meeting to be adjourned at 2:15 pm.

PSC ACTION: Approved