

## Minutes of the Meeting

### STATE OF NEVADA – DEPARTMENT OF EDUCATION COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION

October 17, 2008

#### 1. Call to Order; Roll Call; Pledge of Allegiance

President Luft called the meeting of the Commission on Professional Standards in Education to order at 10:08 A.M. in the Board Conference Room of the Nevada Department of Education Office, Las Vegas, Nevada.

Roll call showed the following Commissioners present:

#### COMMISSIONERS PRESENT:

Dr. Vernon Luft, President  
Carol Lark, Vice President  
Dr. Hardy McNew, Commissioner  
Rhogenia McMillan, Commissioner  
Karen Votraw, Commissioner  
Nicholas Ungaro, Commissioner

#### COMMISSIONERS ABSENT:

Bill Mendenhall, Commissioner  
Ann O'Connell, Commissioner  
Fred Perdomo, Commissioner

#### STAFF PRESENT:

Christina Harper, Administrative Assistant to the Commission  
Gloria Dopf, Deputy Superintendent, Instructional, Research and Evaluative Services  
Dr. Jerry Barbee, Director of Teacher Licensure

#### LEGAL COUNSEL PRESENT:

Dr. James E. Irvin, Deputy Attorney General

#### AUDIENCE IN ATTENDANCE:

Craig Stevens, Nevada State Education Association  
Andre Yates, Clark County School District  
Meg Nigro, Clark County School District  
Marilyn Sue Ford, Curriculum and Instruction for University of Nevada, Las Vegas  
Lori Navante, NSC

It was determined that a quorum of the Commission was present.

The pledge of allegiance was led by Commissioner McMillan.

2. Approval of Agenda

Commissioner McNew moved to approve the agenda as presented, seconded by Vice President Lark. The motion passed unanimously.

President Luft stated that at the conclusion of the meeting, Dr. Barbee will be conducting a tour of the new Southern Nevada Licensure office.

3. Approval of Minutes: a) September 5, 2008

The following amendments were made to the September 5, 2008 meeting minutes: Page 3, 1<sup>st</sup> paragraph, 5<sup>th</sup> line, "...mileage [if] is fiscally feasible."; 4<sup>th</sup> paragraph, 10<sup>th</sup> line, "...Commission updated on the final recommendations of the LCE **and** will notify the..."; 5<sup>th</sup> paragraph, 5<sup>th</sup> line, "...draw of **teachers** [teacher] either in the area of ..."

Commissioner Votraw moved to approve the September 5, 2008 minutes as amended, seconded by Commissioner Ungaro. The motion passed unanimously.

4. Fiscal Report – Review of Current Budget Account Balance

Dr. Barbee reviewed the budget status report as of July 31, 2008; the total revenue received to date was \$842,712.73, with Commission expenditures totaling \$80.74; total expenditures for the Licensure budget of \$187,991.27; for a total of funding available of \$654,721.46. The balance remaining in the Commission's budget is \$8,760.26.

5. Update of Nevada Department of Education Activities

Ms. Dopf stated that the Southern Nevada Teacher Licensure Office has completed their move and thanked Dr. Barbee and entire staff for a successful move with minimal office down time.

Ms. Dopf reviewed the actions of the Legislative Committee on Education relevant to educational personnel and stated that these issues may be included in a proposed bill draft for the 2009 Legislature.

1. Teacher Licensing – Amend NRS (primarily NRS 391.032) by eliminating the requirement that an applicant for licensure from another state pursuant to a reciprocal agreement must have previous experience in teaching or in performing other educational functions in another state, if the examinations required by that state are substantially equivalent to all of the examinations required by the Commission on Professional Standards in Education. The determination of equivalency shall be made by the Commission on Professional Standards in Education.
2. Substitute Teachers – Amend NRS 391 to provide that the Commission on Professional Standards shall promulgate regulations on training programs for substitute teachers. At minimum, the training should include classroom management, curriculum, and academic standards. Further provide that the Commission shall report to the Legislative Committee on Education on the

provisions of the training program by March 1, 2010, and the plan shall be in place by July 1, 2010. Further amend the NRS to provide that the Commission on Professional Standards shall provide for a waiver of the training requirement to any individual who holds a current or expired Nevada teaching license or presents evidence of licensure in a state with a reciprocal agreement with Nevada. Further amend the NRS to provide that a regional training program shall provide this training for the member school districts of that region. A school district may opt out of the training provided by a regional training program but must offer a training program in accordance with the program approved by the Commission. Provide that the Department of Education shall record the completion of a substitute training program by a substitute teacher licensee. Amend the NRS to provide that an individual seeking to be licensed as a substitute teacher must complete the training program. Further provide that after July 1, 2011, a school district shall not employ as a long-term substitute teacher or a short-term substitute teacher, as defined in NRS 385.3469, any individual who has not received the training.

3. Funding of Recruitment and Compensation – Provide an appropriation from the State General Fund to the Department of Education for transfer to the school districts for continued support of signing bonuses for newly hired teachers. And send a letter to the Superintendent of Public Instruction expressing the intent of the Legislative Committee on Education, that he monitors the impact of teacher signing bonuses. Ask him to report to the Committee by January 1, 2009, on the cohort of teachers who received signing bonuses in the 2007-2008 school year, the number of those in the cohort who completed the school year, and the number of those in the cohort who signed a contract to teach in the 2008-2009 school year. If these data are unavailable, express the intent of the Committee that the Superintendent begin to collect these data so that he can report the requested information by July 1, 2010. AND/OR provide for a transitory section directing the Superintendent of Public Instruction to conduct a study of the effectiveness of the signing bonus. Establish for the study a cohort of newly hired teachers each school year who receive the signing bonus. Determine the number who complete the first year of employment in a Nevada school district, the number who are retained by the original school district for a second year of employment and for subsequent years as data are available. Report on those who exit the initial district for employment in another Nevada school district or who leave the State. Submit the report to the Legislative Committee on Education and the Legislature in July 2010. Send a letter to the Governor with copies to the chairs of the Senate Committee on Finance and the Assembly Committee on Ways and Means, expressing support for restoration and continued funding of the pilot program of performance pay, including mentoring, and enhanced compensation program for the recruitment and retention of licensed teachers funded pursuant to the provisions of Assembly Bill 3. State that the Committee recognizes the State's extraordinary fiscal situation and that it strongly supports restoration of these funds as State General Fund revenues allow. Provide for a transitory section which, if funding is provided for the establishment of a pilot program of performance pay and enhanced compensation based on the provisions of Assembly Bill 3, and clarifies that the component of career leadership advancement options to maximize the retention

of teachers in the classroom including the support of a teacher mentoring program.

4. Limitations on Administrative Activities of Counselors - Amend the NRS (primarily NRS 391.274) and adopt policy to provide that a licensed school counselor shall spend at least 75% of work time providing counseling related to students and shall devote no more than 25% of work time to administrative activities and requiring local school boards to develop policies for counselors.
5. Ratio of Counselors to Pupils – Amend NRS (primarily NRS 385.347 and 385.3469) to require school districts and the State Board of Education to include in their accountability reports the ratio of counselors to pupils by elementary, middle, and high school level.
6. Training to Teach Advanced Placement Courses – Send a letter to each of the regional training programs, established pursuant to NRS 391.500 et seq., urging its governing body to determine the need in the region for teachers to be trained to teach Advanced Placement (AP) courses offered by the College Board and to determine the cost of assisting these teachers to become trained. AND amend the NRS (primarily NRS 391.552) to include in the annual report of the regional training program the estimated need and the actual number of teachers who participated in the AP training program that year. In addition, describe where the training was received by teachers.

Ms. Dopf stated that a review of the K-12 Governance was discussed by the Legislative Committee on Education to request support for an interim study of the K-12 governance structure following the 2009 Legislative session.

#### 6. Discussion and Development of a Policy For the Reimbursement of Mileage for Task Force Members

President Luft stated that this agenda item was by request from the last Commission meeting to discuss the possibility of reimbursing mileage to Commission and task force members to meetings.

Ms. Dopf stated that the current state per diem policies would allow the payment for mileage to meetings, but would only allow for the payment of meals if the individual was more than 50 miles from home.

Ms. Dopf reviewed the Travel Budget Projections for 2009 with the calendared scheduled meetings. If the Commission members were to travel to each regular Commission meeting scheduled, the budget will be in a deficit of \$1,623. Ms. Dopf stated that video conferencing is available for meetings to help eliminate travel costs.

Vice President Lark recommended, during this budget crisis, that the video conferencing be used for both Commission and Task Force meetings to help reduce and eliminate travel costs.

President Luft suggested recruitment of task force membership be close to the meeting locations; the Commission has done a good job of this with past task forces.

The Commission did not take any further action on this issue.

7. Public Hearing and Possible Adoption to Consider Comments for LCB File No. R167-08 – New Section; NAC 391.065 – Renewal of Licenses; Educational and Professional Requirements – Relating to educational personnel; providing for the renewal of a license for certain retired employees; providing an exemption for certain requirements of renewal.

President Luft opened the public hearing at 10:42 A.M. There were five individuals present.

Ms. Dopf expressed concern regarding the impact of a retroactive date placed in regulation. Ms. Dopf reviewed possible scenarios that could arise, such as; individuals stating that they were not provided proper notification that a change could occur on January 1, 2008; and how does the Department handle those individuals?

Craig Stevens, Nevada State Education Association, questioned if this issue must be brought back to the Task Force or how should this be handled? Ms. Dopf responded that this could go back to the Task Force for further discussion, which would further delay the enactment of this endorsement; or the Commission could adopt the proposed regulation with modifications; or hold a second public hearing to review and discuss further amendments.

Dr. Marilyn Ford, UNLV, questioned if an individual does not renew their license, can they reinstate their license. Dr. Barbee responded that an individual, who lets their license lapse, has a period of three (3) years in which to re-activate their license.

President Luft closed the public hearing at 11:15 A.M.

The Commission discussed removing the retroactive date within the regulation. The Commission agreed to remove the January 1, 2008 retroactive date. The Commission discussed and agreed that individuals need to base decisions to renew their license or not on the current regulation and not anticipate what amendments could be made in the future.

Commissioner Votraw moved to adopt a New Section and amendments to NAC 391.065 as amended for a license for retired employees, removing the January 1, 2008 date, seconded by Commissioner Ungaro. The motion passed unanimously.

8. Workshop to Solicit Comments for NAC 391.430 – Business Industry – Ethnic Music

President Luft opened the workshop at 11:17 A.M. There were four individuals present.

Dr. Barbee referred to the handout and stated the purpose of adding ethnic music to the Business and Industry Endorsement was for Clark County School District to be able to offer mariachi music classes. It was never the intent for this endorsement to be used to substitute or replace any other music endorsement.

Dr. Barbee reviewed the recommendations to resolve the issue of individuals using the ethnic music endorsement to teach a regular music class.

Andre Yates, Clark County School District, responded to a question, that ethnic music classes are all offered at the secondary level.

President Luft suggested that the Commission consider a list of coursework that is more flexible for individuals with this endorsement.

Dr. Marilyn Ford, UNLV, clarified that music education coursework is not offered within UNLV's college of education, but within the Music Department. The Music Department has their own music teaching strategies. Dr. Ford suggested that Dr. Barbee contact Jean Burkette, Music Education Specialist at UNLV, to help develop a list of coursework.

Andre Yates, Clark County School District, stated that the mariachi music programs are very popular and growing in Clark County, they have expanded from the northeast region to the entire district. Mr. Yates stated that there is now a need to look at adding an ethnic dance endorsement, as there are very few teachers in this area.

Vice President Lark stated that the recommendations are a good starting point for discussions.

President Luft suggested that the Commission hold a second workshop at the December meeting for further discussion and to discuss incorporating a list of courses from UNR and UNLV.

President Luft closed the workshop at 11:38 A.M.

Vice President Lark moved to delay action on the ethnic music endorsement and hold a second workshop at the December meeting, seconded by Commission McMillan. The motion passed unanimously.

A break was granted at 11:40 A.M.  
The meeting reconvened at 11:50 A.M.

#### 9. Report and Recommendations from Staff With Regard to NAC 391.060 and Acceptance of National Board Certifications

Ms. Dopf stated this issue arose when the Commission adopted a new regulation and amendments relative to retirees and the credit work attached to that license; there was a question regarding the credits for coursework through national certification processes.

Ms. Dopf offered, following research into this issue, two proposals:

1. Do not amend the language of the current regulation, but attach an approved list of national and state certifications and boards for Commission approval. That list would need Commission approval for any additions or deletions to the list.
2. Amend NAC 391.075, adding the following language in Section 1(a)(3)(c), "Completing coursework provided by or under the jurisdiction of a State or

national governance entity specific to that discipline pursuant to a list maintained by the Department.”

Following a discussion, the Commission agreed to the Department maintaining the list of state or national entities.

Commissioner Votraw moved to hold a workshop at the December meeting for NAC 391.075 amending with the Department of Education maintaining the list, seconded by Commissioner McMillan. The motion passed unanimously.

#### 10. Update of Task Force Activities

- Update from the Alternative Route to Licensure Task Force (ARL)

Co-Chair Lark stated that the ARL Task Force has not held a meeting since the last Commission meeting, due to the unavailability of the video conferencing system.

Co-Chair Lark stated that she would like to schedule a meeting for sometime in early to mid-November.

Dr. Barbee and his staff have met with Clark County School District staff addressing the ARL issues in Clark County and are working through the existing problems to present recommendations at the next ARL Task Force meeting.

- Report from the Task Force to Review Elementary Education Licensure

There was no report from the Elementary Education Licensure Task Force, as Commissioner Mendenhall was not present at the meeting.

President Luft stated that he will contact Commissioner Mendenhall to determine where he is at in the task force member selection process.

#### 11. Election of President and Vice President

Ms. Dopf opened the nominations for President. Commissioner McNew nominated Carol Lark for President, seconded by Commissioners Votraw and McMillan. There were no further nominations.

Commissioner Lark expressed a concern that all Commissioners should be present to vote on this decision, but would accept the nomination as President.

Commissioner Luft moved to accept Commissioner Lark's acceptance of the nomination, close the nominations for President, and approve Commissioner Lark by acclamation as Commission President, seconded by Commissioner Ungaro. The motion passed unanimously.

Ms. Dopf opened the nominations for Vice President. Commissioner Luft nominated Karen Votraw for Vice President, seconded by Commissioner Ungaro.

Commissioner McNew moved to close the nominations for Vice President, and approve Karen Votraw by acclamation as Commission Vice President, seconded by Commissioner Luft. The motion passed unanimously.

#### 12. Future Agenda Items

The following items were noted to be on the December agenda:

- Workshop to discuss recommendations to the Business and Industry Ethnic Music Endorsement for the specific use of the endorsement and exceptions in coursework;
- Workshop to discuss recommendations regarding “national board certification” with regard to renewal of licenses in NAC 391.060;
- Legislative Update;
- Report from the Alternative Route to Licensure Task Force; and
- Report from the Elementary Education Licensure Task Force.

#### 13. Comments From Public

There were no comments from the public.

#### 14. Comments from Staff

Dr. Barbee welcomed the Commission to the new office and stated that the staff are happy and continue to work out the final issues of moving a large office.

#### 15. Comments from Commissioners

Commissioner Votraw thanked Donna Brothers and the Retired Teacher Task Force Members for their hard work and development of the Retirees License.

#### 16. Adjournment of Commission Meeting

President Luft declared the meeting adjourned at 12:17 P.M.