

The actions delineated below were taken in open session of the EPSB at the January 27, 2014, special meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3rd Floor, Frankfort, KY 40601

**Education Professional Standards Board (EPSB)
Summary Minutes of the Special Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Chair Cassandra Webb called the meeting to order at approximately 9:00 a.m. EDT.

Roll Call

The following Board members were present during the January 27, 2014, EPSB meeting: Brandy Beardsley, Bradley Bielski, Ellen Blevins, Barbara Boyd, John DeAtley, Tolya Ellis, Terry Holliday, Allen Kennedy, Marie McMillen, Mary John O’Hair, Michael Ross, Laura Schneider, Anthony Strong, Shannon Treece, Cassandra Webb and David Whaley. Sandy Sinclair-Curry was absent.

Board’s Mission Statement

Chair Webb reminded the board of its mission statement by reviewing it with the board and audience.

Open Speak

There were several requests for Open Speak.

Dr. Sam Evans

Dr. Sam Evans, Dean of the College of Education at Western Kentucky University (WKU), addressed his concerns related to action taken at the last EPSB meeting pertaining to a waiver of 16 KAR 5:040 waiving the requirement of completing 200 hours of field experience prior to the 2014 spring semester for speech language pathologist candidates enrolled at Murray State University, University of Kentucky, University of Louisville, and WKU. He stated it was his understanding that only the head of the education unit was permitted to submit a waiver request and as the dean of the College of Education at WKU, he never submitted a waiver request for this action. He stated that he believes the action taken at the October meeting has the potential to undo important work done to strengthen the programs at WKU. Chair Cassandra Webb stated that Information Item F on the meeting agenda would address this issue.

Margo Loveing

Margo Loveing is a senior at Boyce College, and she reported on her positive experiences while attending Boyce College.

Dan DeWitt

Dr. Dan DeWitt, Dean at Boyce College, stated he appreciated the insights of the accreditation audit committee and representatives at Boyce College recognized the areas for growth in its education program. He said they are aware that some issues are related to documentation practices of the program and they believe the program has a lot of potential. He said Boyce

College has made several changes since the site visit, including hiring a new chairman and seeking to recruit a diverse candidate pool for new hires. Dr. DeWitt read a letter from an elementary school principal who expressed her positive experiences with Boyce College and its students. Dr. DeWitt stated that Boyce College is committed to do what it takes to make its program excellent and successful.

Approval of Consent Items

Chair Cassandra Webb requested that board members identify any items on the consent agenda which they wished to discuss prior to taking final action. No items were asked to be pulled for further discussion.

2014-001

Motion made by Dr. Bradley Bielski, seconded by Dr. Mary John O'Hair, to approve the following items on the consent agenda:

Approval of October 28, 2013, EPSB Minutes

Approval of Contracts

Moderate and Severe Disabilities Grades P-12 (Master of Arts in Education, Rank I, and Certification Only), Campbellsville University

2013-14 Emergency Non-Certified School Personnel Program, Boone County

Vote: *Unanimous*

Dr. Kim Walters-Parker recognized representatives from Campbellsville University whose program was approved.

Report of the Executive Director

Report from the Kentucky Department of Education (KDE)

Commissioner Terry Holliday reported that the Governor's proposed budget priority was K-12 education. Commission Holliday asked the board to contact their legislators so it remained a priority. The Commissioner further stated that on January 30, the Governor would hold a press conference regarding kindergarten readiness scores.

Report from the Council on Postsecondary Education (CPE)

Mr. John DeAtley reported that the proposed Governor's budget for CPE was not as positive as KDE's proposed budget. He said it would be a struggle for institutions to manage the cuts proposed in the Governor's budget, but CPE understood and applauded the Governor for what he was trying to do for P-12 education. Mr. DeAtley further stated that nine (9) partnerships are working on the Vanguard Project. Mr. DeAtley announced this would be his last EPSB meeting as he was taking a position with the National Center for Education Evaluation and Regional Assistance (NCEE).

Local Educator Assignment Data (LEAD) Report

Mr. John Fields and Ms. Cindy Godsey gave a report on the Local Educator Assignment Data (LEAD) report. Ms. Godsey stated LEAD was challenging this fall with technology issues. The EPSB IT staff worked hard to correct the issues. She thanked district staff that worked on LEAD for their time and effort. Ms. Godsey stated that almost every educator position in Kentucky was

filled by an educator who has the appropriate certification and that was due, in part, to the hard work at the district level.

Data Quality Campaign 2013

Mr. Robert Brown stated the Data Quality Campaign (DQC) is a nonprofit, nonpartisan, national advocacy organization that supports state policymakers and other key leaders to promote the effective use of data to improve student achievement. DQC identified ten (10) Essential Elements of Statewide Longitudinal Data Systems and ten (10) State Actions to Support Effective Data Use as roadmaps for state policymakers. DQC annually surveys states' progress in building and using state longitudinal data systems through Data for Action. Mr. Brown informed the board that Kentucky was identified in DQC's report as being among those states having the highest quality implementation in 2013 toward teacher access to student longitudinal data, teacher-student data link, and K-12 postsecondary linkages. Mr. Brown further stated the EPSB's goal is to incorporate all ten (10) state actions to ensure effective data use. This year Kentucky had nine (9) state actions, and has seen significant improvement, in that, Kentucky had six (6) state actions in 2012 and two (2) state actions in 2011. Kentucky's partnerships – KDE, CPE, and EPSB, along with its K-12 and university partners, make a difference in the way Kentucky is highlighted. Mr. Brown stated the EPSB's work with teacher effectiveness and PGES and how data is linked with teacher preparation will help Kentucky achieve its goal of demonstrating ten (10) state actions.

Network for Transforming Educator Preparation (NTEP)

Executive Director Brown announced he would travel to Savannah, Georgia, for discussions with NTEP concerning the EPSB's milestones and where Kentucky stands in meeting its implementation plan. Mr. Brown presented to the board Kentucky's milestones, which included a draft learner- ready definition, merger of KTIP TPAs and PGES, educator preparation accountability, EPSB strategic planning, alignment to other initiatives, and identifying stakeholder engagement groups.

CAEP Alliance Renewal

Dr. Jim Cibulka, President of the Council for the Accreditation of Educator Preparation (CAEP), discussed his experiences in Kentucky and his vision of CAEP. Dr. Cibulka stated Kentucky was an inaugural state in the alliance at the time the NCATE Blue Ribbon Panel released its report at the November 2010 National Press Club. He said that Kentucky is, in many aspects, a leader in education policy. The CAEP standards were developed by a distinguished commission that was co-chaired by Commissioner Terry Holliday. Dr. Cibulka stated that Dr. Holliday brought enormous intelligence and stature to the work of the commission. He said the Blue Ribbon Panel emphasized three items: 1) This is an agenda about making the preparation of teachers a practice profession 2) This is not about tinkering; it's about transformation 3) This is a systemic challenge. Dr. Cibulka stated he was very encouraged by Kentucky's continuation in the alliance as Kentucky can lead the way and demonstrate to the country that educators can become a practice based profession, and that we can forge an alliance between higher education and P-12 schools to serve the needs of America's learners.

Executive Director Robert Brown read the CAEP Alliance agreement and then Commissioner Terry Holliday, KACTE President Ann Larson, and Executive Director Brown signed the agreement.

Report of the Chair

Supporting Effective Educator Development (SEED) Update

Professional Learning and Assessment Division Director, Donna Brockman, provided an update on the Supporting Effective Educator Development (SEED). She reported that the National Board for Professional Teaching Standards recently awarded the SEED federal grant to four states, and Kentucky was one of the four states selected to participate in the grant. It is a three-year grant with a goal to increase the number of nationally board certified teachers, particularly in high needs areas. She stated the EPSB is partnering with KEA and KDE on this grant. The next step is to create a system of support across the state to increase teacher awareness of National Board. Ms. Brockman stated that next month she will be meeting with National Board in other states to do brainstorming and planning.

Committee Reports

KTIP Updates

Ms. Donna Brockman reported that work on the KTIP PGES merger was initiated at the beginning of the fall. She reported that KACI was moving quickly to finalize KTIP documentation required of interns to be the same evidence required in PGES. She said the goal was to maintain the integrity of KTIP while maintaining the aggressive timeline provided to the board. They have moved from referring to KTIP 'Tasks' to 'Sources of Evidence' as one small example of the merge of the two systems. A pilot is anticipated in the spring with a massive training before the 2015-16 school year when the changes go live. There will be a KACI meeting on January 30 to finalize documentation. A list of the pilot districts will soon be made available.

Literacy Preparation Advisory Committee (LPAC)

Dr. Kim Walters-Parker of EPSB, Dr. Pam Petty of WKU, and Dr. Dorie Combs of ECU gave an update on the Literacy Preparation Advisory Committee.

Dr. Walters-Parker noted a correction in the LPAC report given to the board. She asked to remove "content" from the objective 2 (b) recommendation at the October 28, 2013, EPSB meeting. Below are the following LPAC implementation recommendations:

Objective 1: Identification of key features of effective literacy preparation programs for middle and high school teachers.

Recommendation:

a) Formally adopt and include the International Reading Association Standards: Middle and High School Content Classroom Teacher in revised program requirements.

Objective 2: Identification or creation of program and candidate standards that will ensure those key features of effective literacy preparation programs are present in all initial certification programs.

Recommendations:

a) Require each affected program to submit as part of its required program documents a description of how it is addressing the literacy preparation requirement.

- b) Require program documents to identify whether the program addresses the literacy standards through a stand-alone three (3) credit hour course, through one or more literacy courses, through one or more content courses, or through a combination of literacy courses and content courses.
- c) Require program documents identify the faculty teaching each course and provide evidence of faculty qualification to deliver content literacy instruction. (See below for additional information on program documents.)

Objective 3: Reporting and evaluation procedures to ensure that all middle school, high school, and P-12 initial certification programs meet the identified standards.

Recommendations:

- a) Require affected programs to submit a literacy standards alignment grid (same format developed by the Program and Accreditation Review Committee for all program submissions). The grid lists each standard and the course(s) in which the standard is assessed.
- b) Require affected programs to submit the syllabus for its literacy course (see 2.a.) or for each course in which literacy standards are assessed (see 2.b.).
- c) Direct the Division of Educator Preparation to develop and deliver training for reviewers in consultation with LPAC and programs.
- d) Direct the Division of Educator Preparation to include in the program review process for each affected program at least one qualified literacy professional with expertise in content literacy. At least initially, LPAC members will be involved in these reviews.
- e) Direct the Division of Educator Preparation to monitor program documents and implementation to ensure continued fidelity to approved program documents.

Objective 4: Reporting and evaluation procedures to ensure that all candidates in middle school, high school, and P-12 initial certification programs meet the appropriate standards.

Recommendations:

- a) Require that effective with program admissions for fall 2016, all candidates in middle school, high school, and P-12 initial certification programs meet the appropriate International Reading Association standards.
- b) Require that syllabi for identified course(s) describe the satisfactory candidate performance level for each assessment.
- c) Require every candidate to complete at least one content literacy teaching performance event aligned to the Kentucky Teacher Internship Program.
- d) Require programs to maintain evidence that candidates admitted for fall 2016 and subsequent semesters demonstrate satisfactory performance for each assessment.
- e) Direct the Division of Educator Preparation to form a literacy advisory committee to meet at least twice a year to consider revisions to the implementation procedures, including ongoing reporting and evaluation. LPAC members have expressed a desire to remain involved during implementation.

Additional recommendations:

- a) Require that applicants for Kentucky teaching certificates who hold out-of-state certificates, be required to meet the same standards required of in-state initial certification candidates by either (i) presenting evidence of successful completion of a content literacy course or (ii) completing an approved content literacy course at a Kentucky educator preparation program.
- b) Direct the Division of Educator Preparation and the Director of the Division of Certification to implement this requirement.

Dr. Pam Petty stated that these recommendations will be valued by schools and will prepare teachers to have students learn from print and media, not teach students how to read or perform individual diagnostics and interventions. Dr. Dorie Combs stated that these recommendations can send a strong message to all teacher preparation programs in the state that we value adolescent literacy. She further stated that the timeline for the recommendations is reasonable and workable. There were several positive board comments about the recommendations. Dr. Whaley had questions regarding the literacy course requirement and those questions were answered by Dr. Walters-Parker.

Program and Accreditation Review Committee (PARC)

Ms. Allison Bell reviewed the program template for institutions. The data is streamlined, online, and less work for institutions. Mr. John DeAtley asked how data on student achievement will be aggregated and reported. Mr. Brown stated that part three on shared accountability will connect teachers back to their students and teachers back to preparation programs. Staff will work with the Kentucky Center for Education and Workforce Statistics. Mr. Brown stated that a new programmer has been hired to develop the program model. A full institution report will be maintained on each of the institutions' websites. Chair Webb stated having data that shows evidence of candidates having been trained to use data to inform instruction is very important.

Information/Discussion Items

Awarded Contracts

Deputy Executive Director Jimmy Adams reported to the board that a contract was awarded to Bonnie Marshall in the amount of \$33,075.68. Ms. Marshall will serve as a consultant during the AAC investigation of University of the Cumberlands.

Mid-Year Budget Report

Mr. Jimmy Adams reported on the mid-year budget and stated there were no concerns, as everything appeared in line with what had been budgeted.

Strategic Plan

Mr. Adams gave a report to the board on the strategic plan. He said the Strategic Planning Committee addressed three areas as follows:

- 1) Incorporate CAEP and InTASC Standards
- 2) Reduce Response time for Case Resolution
- 3) Adjust KTIP to reflect PGES

Goal 1: Incorporate CAEP and InTASC Standards

By August 1, 2021, 100% of Kentucky Educator Preparation Programs (EPP) will achieve or maintain state accreditation and Council for the Accreditation of Educator Preparation (CAEP)

accreditation upon their next regularly scheduled accreditation visit, in accordance with timelines established by the EPSB and CAEP.

Strategies/Activities

- 1) Implement PARC recommendations for continuous improvement accreditation system
 - a. EPSB Board approves incorporation of CAEP standards into state accreditation.
 - b. Develop online continuous improvement accreditation system.
 - c. Develop proportional accountability model.
 - d. Train EPPs on use of online accreditation system.
 - e. Other recommendations as submitted by PARC
- 2) Ensure that all EPPs know and understand requirements to meet CAEP standards and be state accredited.
 - a. Training
- 3) Align state accreditation requirements so that CAEP accreditation requirements can be met simultaneously (e.g., site visits).
 - a. Collaborate with CAEP staff to ensure consistency.
- 4) Update regulations, policies, procedures, and other documents to reflect transition from NCATE to CAEP.
 - a. Review regulations and statutes to replace all NCATE specific content.
- 5) Develop partnership agreements with CAEP to reflect regulatory and procedural changes.
 - a. Collaborate with CAEP staff.
- 6) As provided in CAEP Standard 1, ensure that candidates completing an approved Kentucky EPP demonstrate an understanding of the ten (10) InTASC standards at the appropriate progression levels (see InTASC model core teaching standards and learning progressions for teachers 1.0 (2011), pp. 16-47) in the following categories: the learner and learning; content; instructional practice; and professional responsibility.
 - a. Ensure EPPs are addressing, teaching and assessing InTASC standards.
 - b. Connect InTASC standards to PGES.
 - c. Adopt baseline EPP admission standards that correlate with effective classroom teaching performance.

There were no concerns from the board regarding Goal 1.

Goal 2: Reduce Response time for Case Resolution

By June 30, 2015, the average time for case resolution will be 1.5 years

Strategies/Activities:

- 1) Expedite and assist school districts in reporting.
 - a. Online system for school district incident submittals.

- 2) Ensure that certified educators know their duties and responsibilities pursuant to the Professional Code of Ethics and KRS 161.120(1).
 - a. Develop an online ethics training.
 - b. Continue to provide ethics seminars.
 - c. Provide ethics updates through state and local publications.
 - d. EPPs teach the professional code of ethics.
- 3) Continue to improve efficiency for the board to review complaints/cases received.
 - a. Propose additional disciplinary options for the board.
 - b. Provide various review models for the board.
 - c. Review Professional Code of Ethics for revisions/updates.
- 4) Ensure that the division of legal services is properly staffed to efficiently resolve open disciplinary cases.
 - a. Monitor the number of active/open cases that have been referred to a full investigation and due process hearing.
 - b. Contract with additional legal counsel as needed.
 - c. Set regular EPSB Board meetings.
- 5) Educate the Board on regulations, statutes, policies, procedures, and processes pertaining to disciplinary action and their responsibilities and authority.
 - a. Train the Board annually on the dynamics of sexual misconduct of professionals.
 - b. Regularly train the board on the requirements of KRS 161.120(1) and the Professional Code of Ethics.
 - c. Ensure that the Board understands its responsibilities and authority in disciplinary matters.

Ms. Alicia Sneed stated the average resolution time to resolve a case is 2 years. Ms. Marie McMillen stated that seeing older cases bothers her immensely. Discussion ensued among the board regarding the code of ethics and ethics training. Suggestions from the board included training superintendents on ethics and requiring mandatory ethics training for teachers currently in the field of teaching. Others stated that it is important for the code of ethics to be incorporated into the teacher preparation programs. Ms. Laura Schneider and Ms. Marie McMillen felt that the code of ethics needs to be reviewed and possibly changed.

Goal 3: Adjust KTIP to reflect PGES

By July 15, 2015, the Kentucky Teacher Internship Program (KTIP) data collection system and the Teacher Professional Growth and Effectiveness System (PGES) will be merged so there is only one collection system, but that merged system will allow communication with other necessary EPSB systems such as the Intern Management System (IMS).

Strategies/Activities

- 1) Adapt the current IMS system to utilize data collected for TPGES with interns.
 - a) Adjust IMS to show correlations between PGES and the teacher standards.

2) Create IMS 2.0 so that data entered into KDE's Continuous Instructional Improvement Technology System (CIITS) for TPGES by the KTIP committee can be imported into IMS reducing duplication of data entry.

Conduct advisory meeting sessions to determine:

- a) What data is needed for KTIP?
- b) What data is collected in CIITS for TPGES that can be imported into IMS?

3) Incorporate InTASC standards as part of KTIP (see goal 1)

- a) Update IMS to
 - 1) disable teacher standards,
 - 2) add InTASC standards and PGES, and
 - 3) maintain historical data.
 - 4) develop import system for data exported from CIITS.
- b) Update IMS interface as necessary

4) Identify and enlist districts to pilot TPGES components in internship (KTIP)

- a) Pilot districts will provide feedback for IMS 2.0.

5) Train KTIP team members on adapted IMS system, TPGES, and IMS 2.0.

- a) Conduct training for principals, teacher educators and resource teachers.
- b) Utilize NBCT identified as mentors from the SEED grant to be resource teachers.
- c) Conduct training for private school staff on TPGES

Communication Plan

Goal 1: Incorporate CAEP and InTASC Standards

- a. Regular information updates with all EPP (e.g., newsletters)
- b. Conference/meeting presentations (e.g., IHE, KASA, KACTE)
- c. Regular Board Information and Update Sessions/Presentations

Goal 2: Reduce Response time for Case Resolution

- a. Regular Board Information and Update Sessions/Presentations
- b. Utilize co-ops to assist in training and information

Goal 3: Adjust KTIP to reflect PGES

- a. Regular Board Information and Update Sessions/Presentations
- b. Regular newsletters to principals, resource teachers and teacher educators
- c. Work with the Guiding Coalition to ensure that the information we are sending is consistent.
- d. Utilize co-ops to assist in training and information

e. Conference/meeting presentations (e.g., IHE, KASA, KACTE)

Mr. Adams stated that he is working on the wording of goal 3 because KTIP is reflecting PGES, not exactly merging. Currently private institutions do not have access to the Continuous Instructional Improvement Technology System. This needs to be addressed for KTIP purposes. Ms. McMillen stated that she would like KEA to be included on the communication plan. Mr. Adams stated the Strategic Plan will be placed on the March agenda for approval. Chair Webb stated that she welcomes board feedback on the strategic plan.

16 KAR 2.010. Kentucky Teaching Certificates, Notice of Intent

Ms. Alicia Sneed reported at the September 2013 meeting, the board adopted three (3) final recommendations made by CEEEW:

- Initial certification background check (self-financed)
- Adoption of draft character and fitness form that was presented to the Board
- Proceed with the pilot development of an online complaint process and include a superintendent complaint form on EPSB website

To begin implementation of the recommendations for initial certification background checks and adoption of the new character and fitness forms, several certification regulations must be amended.

16 KAR 2:010 is the primary regulation for certification and is the regulation of origin for the incorporation by reference of the initial application for certification form TC-1. The proposed amendment to 16 KAR 2:010 includes the adoption of the new initial certification form, CA-1 (for “Certification Application – 1”). All new proposed certification forms have the “CA” designation to ensure a smooth transition from the prior forms to the newly designed forms. The proposed CA-1 form contains the newly adopted character and fitness questionnaire, as well as a new format that, hopefully, will be more user friendly. This regulation also contains the form TC-HQ which will be replaced by the CA-HQ. The amendment provides for the current application process to remain in effect until December 31, 2014, and then beginning January 1, 2015, any applicant will need to use the CA-1 and complete a state and federal criminal background check.

For efficiency and economy, the regulation adopts the fingerprint background process that all student teachers in Kentucky must complete in order to do their student teaching. The background checks must be performed within six (6) months of application; therefore, recent graduates who have just completed their student teaching semester will only have to pay for the state and federal criminal background check once. The educator preparation program (EPP) will need to submit the state and federal criminal background check with the CA-1 beginning January 1, 2015, or ensure that the applicants understand they need to keep a copy of the criminal background checks for submitting to the EPSB.

Other proposed amendments in the regulation were made to ensure consistent phraseology.

Dr. Whaley expressed his concern that students may need two background checks because of the six month timeframe on the background checks. Ms. Sneed stated that if other institutions are concerned about this issue or other issues to please let staff know. This item will be brought back at the March meeting for final action.

16 KAR 4.060. Certificate Renewals and Successful Teaching Certificates, Notice of Intent

Ms. Sneed reported that 16 KAR 4:060 is the regulation that encapsulates the certification renewal process. The proposed amendment adopts the newly designed CA-2. The amendment provides for the current application process to remain in effect until December 31, 2014, and then beginning January 1, 2015, any applicant for renewal will need to use the CA-2.

The next significant proposed amendment to this regulation is the removal of the word “successful” from the phrase “successful teaching experience”. The word “successful” has never been defined in the regulation; therefore, school superintendents have traditionally used the plain meaning of the word to determine whether the applicant’s teaching experience was “successful”. Since the regulation has never contained a measurable value for “successful”, superintendents had to use their personal judgment as to whether the individual was “successful” and that has led to several issues where the applicant and his or her former superintendent disagreed as to whether the applicant’s prior teaching experience was “successful”. Since there is not a measurable value for the staff to use in independently assessing whether teaching experience was “successful”, staff requested proof be submitted that the educator worked for three (3) years in accordance with Section 2 of the regulation. Staff is recommending that the term “successful” be removed to ensure all educators are treated the same until such a time the Board adopts an objective measure to determine whether teaching experience is “successful”.

Any other proposed amendments in the regulation were made to update the regulation to comply with the drafting requirements of KRS Chapter 13A.

This item will be brought back to the board in March for final action.

Update on Speech Language Pathologist Master’s Degree Programs

Ms. Sneed reported that at the October 28, 2013, board meeting, the board granted a waiver to the Speech Language Pathology Master’s Degree programs at the University of Kentucky, the University of Louisville, Murray State University, and Western Kentucky University which allows the four institutions to place candidates in student teaching this semester without 200 hours of prior field experience in P-12 school settings as required by recent amendments to 16 KAR 5:020.

Staff is meeting with a group of district human resource personnel and special education directors to assess the needs of the school district with regard to this issue. Staff has also made contact with the Board of Speech Language and Audiology (BSLA) chairperson to request the BSLA’s assistance in resolving the issues the four programs presented in their joint waiver. Once the staff has met with district personnel, a meeting will be held with all four of the programs who requested the waiver and Eastern Kentucky University’s program representative.

Ms. Sneed stated that there are no preliminary recommendations at this point. Staff will continue to update the board on this issue. Dean Mary John O’Hair asked that staff look into the classification with NCATE and CAEP because speech language pathologists (SLPs) are considered other and not a teacher. She added that she hopes the committee will take into consideration that SLPs are required to have over 600 hours in clinical experiences. Dr. Sam Evans stated that he believes the 200 field experience hours should be required for SLPs. A recommendation will be brought back to the board once stakeholders and focus groups have met with staff on this issue.

Action Items

Lindsey Wilson College Accreditation

Issue One: Unit Accreditation**2014-002**

Motion made by Mr. Mike Ross, seconded by Mr. Marie McMillen, to accept the recommendation of the AAC and grant accreditation for Lindsey Wilson College.

Vote: *Unanimous*

Issue Two: Program Approval**2014-003**

Motion made by Dr. Bielski, seconded by Ms. McMillen, to accept the recommendation of the AAC and grant approval for the initial and advanced level educator preparation programs at Lindsey Wilson College.

Vote: *Unanimous*

Boyce College Accreditation

BOE Chair Judy Conrad reported to the board that a state Board of Examiners (BOE) team conducted the on-site evaluation of the Educator Preparation Unit at Boyce College on April 14 - 17, 2013. The BOE team found two standards were not met and four standards were met. At its December 17, 2013, meeting the Accreditation Audit Committee (AAC) met and reviewed the accreditation materials including the Institutional Report, the BOE Report, and the BOE Report Rejoinder. There were sixteen areas for improvement across all the standards cited by the BOE team and a recommendation that Standards 2 and 4 were not met, while Standards 1, 3, 5, and 6 were met. The AAC did not agree with the findings of the BOE team that all standards were met. In addition to Standard 2 and 4, the AAC recommended that Standard 3 was not met based on the following rationale: The unit and its school partners do not effectively design, implement, and evaluate dispositions, field experiences, and clinical practice.

Dr. Dan Dewitt stated that Boyce College is committed to meet and satisfy the expectations of the board, AAC, and BOE and changes to the program recently reflect that commitment. He said his main concern is the students. He thinks Boyce College has a quality program. He asked the board to modify the AAC recommendation and grant provision accreditation for Boyce College and to modify the AAC recommendation and grant approval with conditions for the initial level educator preparation program at Boyce College.

Issue One: Unit Accreditation**2014-004**

Motion made by Mr. John DeAtley, seconded by Dr. O'Hair, to accept the recommendation of the AAC and stipulate denial of accreditation for Boyce College.

Vote: *Unanimous*

Issue Two: Program Approval**2014-005**

Motion made by Mr. DeAtley, seconded by Mr. Anthony Strong, to accept the recommendation of the AAC and stipulate denial of approval for the initial level educator preparation program at Boyce College.

Vote: *Unanimous*

Alice Lloyd College Accreditation

Issue One: Unit Accreditation

2014-006

Motion made by Ms. McMillen, seconded by Dr. Bielski, to accept the recommendation of the AAC and grant accreditation for Alice Lloyd College.

Vote: *Unanimous*

Issue Two: Program Approval

2014-007

Motion made by Ms. McMillen, seconded by Dr. Bielski, to accept the recommendation of the AAC and grant approval for the initial level educator preparation programs at Alice Lloyd College.

Vote: *Unanimous*

Waivers

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements – Dr. Mary John O’Hair on behalf of Mr. Daniel Wesley

2014-008

Motion made by Mr. DeAtley, seconded by Mr. Ross, to approve the waiver request of 16 KAR 5:040 for Dr. Mary John O’Hair on behalf of Mr. Daniel Wesley.

Vote: *Unanimous*

16 KAR 3:050. Request to Extend the Principal Preparation Program Completion Date, Dr. David Whaley on behalf of Mr. Andrew Williams

2014-009

Motion made by Mr. DeAtley, seconded by Ms. McMillen, to approve the waiver request of 16 KAR 3:050 for Dr. David Whaley on behalf of Mr. Andrew Williams.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive the Student Teacher Placement – Dr. David Whaley on behalf of Ms. Amanda Baker

2014-010

Motion made by Mr. DeAtley, seconded by Ms. McMillen, to approve the waiver request of 16 KAR 5:040 for Dr. David Whaley on behalf of Ms. Amanda Baker.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive the Student Teacher Placement – Dr. David Whaley on behalf of Ms. Haley Sonnek

2014-011

Motion made by Mr. DeAtley, seconded by Ms. Laura Schneider, to approve the waiver request of 16 KAR 5:040 for Dr. David Whaley on behalf of Ms. Haley Sonnek.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive the Cooperating Teacher Eligibility Requirements – Dr. Sam Evans on behalf of Ms. Doris Poole

2014-012

Motion made by Mr. Ross, seconded by Dr. O’Hair, to approve the waiver request of 16 KAR 5:040 for Dr. Sam Evans on behalf of Ms. Doris Poole.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive the Cooperating Teacher Eligibility Requirements – Dr. Sam Evans on behalf of Ms. Florence Laramore

2014-013

Motion made by Ms. Schneider, seconded by Mr. DeAtley, to approve the waiver request of 16 KAR 5:040 for Dr. Sam Evans on behalf of Ms. Florence Laramore.

Vote: *Unanimous*

Board Comments

Mr. Anthony Strong stated that he would be attending a forum sponsored by the Northern Kentucky Education Action Team on funding for education on Wednesday, January 29, 2014. He urged the board to contact their legislators and advocate for their cause.

Dr. Mary John O’Hair stated that she was encouraged about the development of a CAEP alliance team and stated that she would like to understand more about the Kentucky team and the members.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
January 27, 2014**

Motion made by Mr. Allen Kennedy, seconded by Mr. Anthony Strong, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Ms. McMillen, seconded by Ms. Barbara Boyd, to return to open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Brad Bielsky, Barbara Boyd, Cassandra Webb, Michael Ross, Anthony Strong, Laura Schneider, Ellen Blevins, David Whaley, Marie McMillen, Allen Kennedy, John DeAtley, Tolya Ellis, and Shannon Treece.

Attorneys present were Alicia A. Sneed, Ryan Chailland, Whitney Crowe, Cassandra Trueblood, Gary Stephens, and Angela Evans.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1309689	Admonish
1310718	Defer for training
1310714	Dismissed
1309663	Dismissed
1309641	Admonish
1310744	Admonish
1310746	Admonish
1311758	Defer for training (<i>Ms. Blevins recused</i>)
1309639	Dismissed (<i>Ms. McMillen dissented</i>)
1310727	Hear
1309683	Hear
1309693	Defer for training
1309695	Hear
1310716	Hear
1306455	Hear
1307485	Hear
1309671	Hear
1308621	Hear
1310722	Hear
1308590	Hear (<i>Mr. Ross recused</i>)
13010750	Hear
1308627	Admonish
1309657	Admonish
1310708	Hear
1309679	Hear
1309661	Dismissed
1309691	Hear
1309649	Hear
1311775	Dismissed
1309659	Hear
1308588	Hear
1309681	Hear
1307531	Hear
1310710	Hear
1307543	Hear
1309669	Hear

1308623	Hear
1307559	Hear
1310712	Hear
1308612	Hear
1310724	Hear
1309675	Hear
1307545	Hear
1309645	Hear
1309677	Hear
1310720	Admonish
1310731	Hear
1311786	Hear
1305327	Hear
060122	Dismissed
1306463	Hear
1308629	Dismissed
1309647	Dismissed
1306449	Defer
06-0345	Dismissed
06-08220	Dismissed
1108619	Dismissed
06-12288	Dismissed
07-101846	Dismissed
1306451	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
131148	Approve
131155	Approve
131164	Approve
131162	Deny
131163	Approve
131172	Approve
131178	Approve
131183	Deny
131189	Approve
1314	Approve
131177	Deny
131195	Approve
131207	Approve
131208	Deny
131211	Deny
131215	Approve
131218	Approve

131233	Approve
131237	Approve
131221	Approve
131236	Approve
131214	Approve
131133	Deny
131169	Approve
131232	Deny
143	Approve
144	Deny
1423	Approve
1425	Deny
131152	Approve
131140	Approve
1416	Approve
131021	Deny
1415	Approve
1420	Approve
1422	Approve

Case Number

Decision

1108639 (Arch Turner)

Accept in which Respondent agrees to voluntarily surrender his certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Respondent shall surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1308608 (Edwin Downs)

Accept Agreed Order subjecting Respondent's certificate, and any future endorsements or new areas of certification, to the following probationary conditions for a period of two (2) years from the date this order is approved by the Board.

1. By June 1, 2014, Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor as approved by the Board and shall present written evidence to the Board that he has complied with the assessment process and has successfully completed any and all treatment recommendations. If Respondent has not successfully completed all treatment recommendations by the end of the two (2) year probationary period, Respondent agrees that the probationary period shall be extended and

he shall submit quarterly written progress reports from the chemical dependency counselor to the Board until such time as the counselor releases him from treatment. Any expense for the assessment, treatment and/or reports shall be paid by Respondent.

2. Respondent shall not be convicted of any crime involving a controlled substance and/or alcohol.

By entering into this Agreed Order, Respondent agrees that should he fail to satisfy any of these conditions, his certificate shall be automatically suspended for a period of six (6) months. If applicable, at the conclusion of the six (6) month suspension, his certificate shall remain suspended until such time as all of the above conditions are met.

Respondent is aware that should he violate KRS 161.120 either during or following this two year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

130110 (Jeff Silvers)

Accept Agreed Order retroactively suspending Respondent's certificate for thirty (30) days beginning July 1, 2013. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate to the EPSB, by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is hereby admonished for conduct unbecoming a teacher. As a certified educator, Respondent is prohibited from committing fraudulent and dishonest acts and is obligated to maintain the dignity and integrity of the profession at all times. The Board will not tolerate any acts of misconduct by Respondent.

Prior to or within one (1) year of accepting any teaching and/or administrative position in the Commonwealth of Kentucky, Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1303188 (Connie Stokley) Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

CF13-1003 (Debbie Engle) Accept Agreed Order which states that Respondent shall be issued an Emergency Substitute Teaching Certificate. In order to maintain or obtain an Emergency Substitute Teaching Certificate in the future, Respondent shall comply with the following:

1. Respondent shall maintain a current address on file with the Education Professional Standards Board. Failure to comply with this condition will result in Respondent's certificate being automatically suspended for further action by the Board.

2. Respondent shall remain actively enrolled in a teacher education program and shall continue advancing towards completing a degree in education. Failure to complete a degree in education by January 1, 2016 will result in the denial of all applications for Emergency Substitute Teaching Certificate submitted by Respondent or on her behalf after that date.

3. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. Failure to comply with this condition will result in Respondent's certificate being automatically suspended for further action by the Board.

4. Respondent shall submit a current criminal background check, as prepared by the Administrative Office of the Courts, to the Board with any application for Emergency Substitute Teaching Certificate. Any expense for the criminal background check shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for Emergency Substitute Teaching Certificate submitted by Respondent or on her behalf.

Vote: *Unanimous*

1307539 (Charles Proffitt)

Accept Agreed Order admonishing Respondent for his violation of hiring and certification statutes. Although the Board understands that Respondent was new to his position as superintendent when the violations occurred, it is imperative that a school superintendent ensure that his district is in compliance with all hiring laws to ensure the public's trust in the school system and in its leadership. Additionally, Respondent shall provide written proof to the Board that he has received professional development/training in the area of educator certification as approved by the Board, no later than July 1, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by July 1, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

Vote: *Unanimous*

1307524 (Rick Harris)

Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1302167 (Bennett Williams)

Accept Agreed Order which states that Respondent has been retired from the education profession since 2004 and has no plans to return to the classroom. Respondent's certificate is suspended. Re-instatement of Respondent's certificate or issuance of any future certificate to Respondent, or on his behalf, is conditioned upon the following:

1. Respondent shall provide written evidence to the Board from a Kentucky licensed or certified psychiatrist or mental health professional, approved by the Board, that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing his duties as a teacher, is not a danger to himself or others, and is compliant with all treatment recommendations. The financial cost of any evaluation, treatment, and reports is to be paid by Respondent.

2. At the Board's request, Respondent shall sign a release of information with the evaluating psychiatrist or mental health professional and subsequent treatment providers allowing the Board to review his evaluation and treatment records.

Upon providing proof that he has satisfied these conditions, Respondent's certificate shall be reinstated.

Upon reinstatement of Respondent's certificate, any certificate issued to Respondent shall be subject to the following conditions.

1. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Respondent shall present the Board with written quarterly reports, beginning three months after reinstatement, that he is compliant with all treatment recommendations and remains fit to perform his teaching duties and presents no danger to himself or others. All treatment providers shall be approved by the Board and the financial cost of treatment and reports is to be paid by Respondent.

2. At the Board's request, Respondent shall sign a release of information with any treatment providers allowing the Board to review his evaluation and treatment records.

3. Respondent shall neither be convicted of, nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations.

If Respondent fails to satisfy any of these conditions, any certificate issued to him shall be automatically suspended for two (2) years and the Board may initiate proceedings seeking additional disciplinary sanctions or permanent revocation of the certificate. Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

131094 (Hunter Durden)

Accept Agreed Order which states that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process. Any expense for the assessment and written

reports shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that he has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

3. Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on his behalf.

Vote: *Unanimous*

1305329 (Joseph Reed)

Accept Agreed Order suspending Respondent's certificate for a period of one (1) year from July 1, 2013 until July 1, 2014. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601.

Respondent is admonished for conduct unbecoming a teacher. The Board reminds Respondent that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is dangerous, and this type of behavior sets a poor example for students. The Board will not tolerate any further incidents of misconduct by Respondent.

In addition to any educational requirements, reinstatement of Respondent's certificate at the conclusion of the one (1) year suspension period is expressly conditioned upon Respondent providing written evidence that he has complied with the following:

1. Respondent shall provide written proof to the Board that he has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board.

Respondent shall also submit written proof to the Board that he has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill his duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.

2. Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent.

3. Respondent shall provide the Board with at least two (2) letters of recommendation stating that Respondent is morally and ethically fit to hold a teaching certificate. Such letters of recommendation must be written by educators who hold valid Kentucky teaching certificates that are currently in good standing.

Upon reinstatement, Respondent's certificate shall be on probation for a period of twenty (20) years and subject to the following probationary conditions:

1. Respondent shall submit written documentation by January 1st and August 1st of each year of the probationary period from his current treatment provider or Alcoholic Anonymous sponsor indicating that he is controlling his alcohol addiction and is still seeking support and continued assistance. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent submits the required written documentation to the Board.

2. For the entirety of the probationary period, Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

3. During the first five (5) years of the probationary period, Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts by August 1st of each year. Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent provides the appropriate written proof to the Board.

4. After the first five (5) years, for the remainder of the probationary period, Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, to the Board with any application for renewal of his certification(s) and/or for issuance of additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on his behalf.

Respondent is aware that should he violate KRS 161.120, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

131129 (Sharron Vandiver)

Accept Agreed Order which states that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate and has completed the following:

1. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that she has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that she has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use or possession of alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

3. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

Vote: *Unanimous*

1307503 (Terry Long)

Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1307509 (Corey Barnfield)

Accept Agreed Order suspending Respondent's certificate for a period of thirty (30) days beginning June 17, 2013. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Additionally, Respondent must provide written proof, on or before October 1, 2014, that he has completed a Board-approved training/professional development course in the area of educator ethics. Any expense for this training shall be paid by Respondent. Should Respondent fail to provide proof of this training by October 1, 2014, his certificate shall be suspended and will remain suspended until he provides proof of the training.

Vote: *Unanimous*

1003140 (Travis Phipps)

Accept Agreed Order which states that Respondent denies all allegations, but agrees to voluntarily surrender his certificate. Respondent shall surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601

Vote: *Unanimous*

1302151 (Brittney Ehlers)

Accept Agreed Order suspending Respondent's certificate for a period of six (6) months from the date upon which the Board approves this agreement. Respondent shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate to the EPSB, by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. Respondent is hereby admonished for conduct unbecoming a teacher and for neglect of duty. Being under the influence of alcohol compromises one's ability to perform one's teaching responsibilities and puts the health, safety, and well-being of students in jeopardy. Further, the Board reminds Respondent that she has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is dangerous, and this type of behavior sets a horrible example for students. The Board

will not tolerate any further incidents of misconduct by Respondent.

Prior to reinstatement of Respondent's certificate, Respondent shall comply with the following:

1. Respondent has complied with all court orders related to Marshall District Court Case Number 13-M-130.
2. Respondent shall provide written proof that she is currently in compliance with all court orders related to Graves District Court Case Number 13-T-970.
3. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor as approved by the Board and shall present written evidence to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations. Any expense for the assessment, treatment and/or written reports shall be paid by Respondent.
4. Respondent shall provide written proof to the Board that she has successfully completed twelve (12) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent.

Should Respondent fail to satisfy the above conditions, Respondent's certificate shall not be reinstated.

Upon reinstatement, Respondent's certificate, and any future endorsements or new areas of certification, shall be subject to the following permanent probationary terms:

1. Respondent shall comply with all court orders related to Graves District Court Case Number 13-T-970. Failure to comply with this condition will result in Respondent's certificate being automatically suspended for further action by the Board.
2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any alcohol-related criminal charge(s). Failure to comply with this condition will result in Respondent's certificate being automatically suspended for further action by the Board.
3. Respondent shall submit current national and state criminal background reports to the Board with all future applications for certification. Any expense for the background reports shall be paid by Respondent. Failure to comply with this condition will result in the denial of all future applications for certification submitted by Respondent or on her behalf.

Respondent is aware that should she violate any provision of KRS 161.120, at any time in the future, the Board shall initiate disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. McMillen recused)*

1205275 (Rex Robinson)

Accept Agreed Order admonishing Respondent for exhibiting a lack of professional judgment in his interactions with students. As a certified educator, Respondent must strive to uphold the responsibilities of his profession by maintaining a positive learning environment for all. He must treat each student with dignity and respect. Respondent's certificate, including any and all endorsements, shall be subject to the following probationary conditions for a period of two (2) years from the date the Board accepts this Agreed Order:

1. On or before July 1, 2014, Respondent shall submit written proof to the Board that he has successfully completed nine (9) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel, which shall include instruction on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Respondent. Should Respondent fail to comply with this provision, Respondent's certificate shall be automatically suspended until Respondent is in compliance.

2. On or before October 1, 2014, Respondent shall submit written proof to the Board that he has successfully completed a course, as approved by the Board, on sexual harassment awareness. Any expense incurred for said training shall be paid by Respondent. Should Respondent fail to comply with this provision, Respondent's certificate shall be automatically suspended until Respondent is in compliance.

3. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving inappropriate interactions with students. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Respondent fails to comply with the requirements of this paragraph, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

Respondent is aware that should he violate KRS 161.120, either during or following this two (2) year period of

probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1305369 (Kelly Coop)

Accept Agreed Order which states that, by February 1, 2014, Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Respondent shall provide proof that she has complied with any treatment recommendations proposed by the chemical dependency counselor and shall continue to provide treatment records to the Board, by January 1st and July 1st of each year, until she has been released from treatment by the counselor. Each report shall certify that Respondent is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended until Respondent provides the appropriate written proof to the Board.

Vote: *Unanimous*

Evaluation of the Executive Director

Members of the evaluation team were Anthony Strong (chair), Allen Kennedy, and Ellen Blevins. Mr. Strong stated that in reviewing the evaluation for Mr. Robert Brown the committee felt that the process needed to be reworked. The board chair in 2010 also recommended to the board at that time that the evaluation process be revisited. Mr. Strong stated that since the committee timelines did not mesh with the policy timelines the committee proposed to look at the evaluation summary as an informative process. Eleven (11) board members and nine (9) staff members completed the evaluation for Mr. Brown. The summary the board was provided did not include evaluation comments. Mr. Strong suggested that Mr. Brown develop growth activities and present to the board at his mid-year evaluation in July what his plans were for improving. Chair Webb stated she will appoint a committee at the March meeting on revisiting the executive director evaluation.

2014-014

Motion made by Mr. Anthony Strong, seconded by Ms. McMillen, to accept the results from the evaluation of the executive director as informative and not a formal evaluation.

Vote: *Unanimous*

Motion made by Mr. DeAtley, seconded by Dr. O'Hair, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 4:00 p.m.

Next Meeting: March 3, 2014
9:00 AM
EPSB Board Room
Frankfort, Kentucky