

Agenda Book

EPSB Mission Statement

The Education Professional Standards Board, in full collaboration and cooperation with its education partners, promotes high levels of student achievement by establishing and enforcing rigorous professional standards for preparation, certification, and responsible and ethical behavior of all professional educators in Kentucky.

EPSB Special Meeting Agenda

EPSB Offices

100 Airport Road, 3rd Floor, Frankfort, KY 40601

Sunday, December 10, 2017

EPSB Work Session

**2:00 PM ET EPSB Conference Room A
No Business Will Be Conducted**

Monday, December 11, 2017

EPSB Waiver Committee

8:30 AM ET EPSB Conference Room B

Special EPSB Meeting

9:00 AM ET EPSB Conference Room A

Call to Order

Roll Call

Open Speak

Approval of Consent Items

- A. Approval of October 9, 2017, EPSB Meeting Minutes (**Pages 1-36**)
- B. Interdisciplinary Early Childhood Education, Birth to Primary (Initial Graduate Level - MAT traditional and Option 6), Campbellsville University (Dr. Ben Boggs) (**Pages 37-38**)
- C. English as a Second Language P-12 Endorsement (Master's for Rank II, Master's for Rank I, Certification Only), University of Kentucky (Dr. Ben Boggs) (**Pages 39-40**)

Report of the Executive Director

- A. Report from the Kentucky Department of Education
- B. Report from the Council on Postsecondary Education
- C. 2016-2017 SB1 (2009) Training Compliance Update (written only)
- D. Professional Standards for Educator Leaders (Dr. Ben Boggs)
- E. Other Updates

Agenda Book

Report of the Chair

- A. Report from the Evaluation of the Executive Director Committee
- B. Update from the Model Code of Ethics for Educators
- C. Program Review Committee Appointments
- D. Accreditation Audit Committee Appointment

Action Items

- A. Career Progression Charter and Creation of a Task Force (Mr. Jimmy Adams) **(Pages 41-48)**
- B. Planned Fifth-year Program (Master of Education), American InterContinental University (Dr. Boggs) **(Pages 49-52)**
- C. 16 KAR 2:010. Kentucky Teaching Certificates, Amendment, Final Action (Mr. John Fields) **(Pages 53-84)**
- D. 16 KAR 5:030. Proficiency Evaluation, Amendment, Final Action (Dr. Boggs) **(Pages 85-98)**
- E. 16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Amendment, Final Action (Dr. Boggs) **(Pages 99-118)**

Waivers

- A. 16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Dr. Christopher Miller on behalf of Morehead State University (Dr. Boggs) **(Pages 119-120)**
- B. 16 KAR 3.040. Director of Special Education, Dr. Ann Larson of University of Louisville on behalf of Dr. Scott Keith Hooper (Dr. Boggs) **(Pages 121-122)**
- C. 16 KAR 3.010. Certification For School Superintendent, Dr. Jacob Bryant (Ms. Crystal Hord) **(Pages 123-124)**
- D. 16 KAR 2:120. Emergency Certification and Out-of-Field Teaching, Donna McClure-Rogers (Ms. Hord) **(Pages 125-126)**
- E. 16 KAR 2:010. Kentucky Teaching Certificates, Bell County Board of Education (Ms. Hord) **(Pages 127-128)**

Board Comments

Closed Session Review

Following a motion in open session pursuant to KRS 61.810 (1) (c) and (1)(j), it is anticipated that the Board will move into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports. The board will also review pending litigation.

Agenda Book

Case Decisions

Following the closed session review, the board shall move into open session. All decisions will be made in open session.

Adjournment

Next Regular Meeting: February 2018

Agenda Book

Agenda Book

The actions delineated below were taken in open session of the EPSB at the October 9, 2017, 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 Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Consent Item A

Call to Order

Chair Rob Akers called the meeting to order at 10:00 a.m. ET. He read the mission statement to the Board and audience.

Swearing In of EPSB Members

Board Secretary Ashley Abshire swore in R. Daniel Morgan and Aaron Thompson. They introduced themselves to the Board.

Roll Call

The following Board members were present during the October 9, 2017, EPSB meeting: Tracy Adams, Rob Akers, Kathy Gornik, David Graham, Donna Hedgepath, R. Daniel Morgan, Sherry Powers, Stephen Pruitt, Shad Sletto, Steven Thomas, Aaron Thompson, and Rachel Watson. Sarah Burnett, Tolya Ellis, and Dusty Phelps were absent.

Approval of October 9, 2017, EPSB Meeting Agenda

Motion made by Dr. Donna Hedgepath, seconded by Dr. Aaron Thompson, to amend the October 9, 2017, EPSB meeting agenda to remove Action Item C and add Waiver G for Kevin Fugate.

Vote: *Unanimous*

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

2017-061

Approval of August 21, 2017, EPSB Meeting Minutes

Emergency Non-Certified Personnel

School Principal P-12 (Rank I Master's and Option 6 Rank I Master's), Campbellsville University

Master of Arts in Art Education - Teacher Leader in Art (Rank II Master's and Rank I Master's) University of Kentucky

Kentucky Education Association/National Education Association Online Trainings

Agenda Book

Motion made by Dr. Sherry Powers, seconded by Mr. David Graham, to approve the consent items.

Vote: *Unanimous (Dr. Donna Hedgepath recused on Consent Item C)*

Dr. Ben Boggs recognized representatives from Campbellsville University and University of Kentucky whose programs were approved.

Report of the Executive Director

Report from the Kentucky Department of Education

A written report was provided.

Report from the Council on Postsecondary Education

A written report was provided.

State Budget Update

Executive Director Adams reported on the state budget status in the absence of Greg Rush, the Executive Director of Budget and Administration for the Education and Workforce Development Cabinet, who was unable to attend. He said that the EPSB was asked to prepare a plan for potential 15% and 20% budget cuts for the agency. The agency will not know if or when budget cuts will be officially announced, but a plan is in place.

Teacher Career Pathways

Ms. Kelly Stidham (KDE) presented on the Teaching and Learning Career Pathway. This new education career pathway will provide high school students an additional pathway choice and supports the recruitment of a diverse and effective educator workforce in Kentucky. The 2017-2018 school year is the beta year to collect data and assess all components of the pathway.

Compensation for Student Teaching or Field Placement Hours Update

Executive Director Adams said during the past few meetings the response from the opinion of the Attorney General concerning compensation for student teaching or field placement hours has been discussed. In addition to reviewing the opinion of the Attorney General, staff found little data that support the practices of prohibiting an individual from obtaining field experience hours or student teaching at a school of origin or one in which the individual is employed.

He stated that at the August meeting, the Board directed EPSB staff to develop guidelines and make changes to the associated regulations pertaining to the following:

*while it has been permissible for field placement hours to be conducted at a school of origin, an allowance for student teaching at a school of origin should also be made;

*teacher candidates should be able to conduct field placement hours or student teach at a school of employment;

*teacher candidates should not necessarily receive compensation for student teaching; and

*if the Board decides to pursue the idea of paid student teaching, an impact study should be completed.

Agenda Book

Mr. Adams reported that based on those directions, staff has been editing regulation 16 KAR 5:040 Admission, placement, and supervision in student teaching. Proposed changes to the regulation remove language that is more appropriate for guidance documents, revise the observation requirements of student teachers, and revise and streamline the process by which an institution may request an alternative placement if an appropriate grade level placement cannot be found. Staff will place that language in a policy/procedure manual or handbook.

Mr. Adams said that in the proposed guidance documents, educator preparation providers will have the discretion of allowing or not allowing a teacher candidate to conduct field experience or student teach at a school of origin or one of employment. This continues the practice of allowing the EPPs to ensure that the statutes and regulations concerning field experiences and student teaching are met professionally, and that teacher candidates receive quality experiences in these areas. It allows an EPP to exercise what it can support to be “best practice” on these issues. However, if the EPP’s current practices are based on the 1963 Opinion of the Attorney General or previous direction from EPSB staff, that provider must find a new basis with data on which to support its actions.

Mr. Adams also stated that as long as the EPP can support its decision, then it can make that determination. The EPSB’s expectation, as it has always been, is that the EPPs are making the best decisions for the teacher candidates and advising them properly so that they are learner ready on day one of their careers.

Rank II Recommendations Update

Ms. Donna Brockman, Mr. John Fields, and Dr. Ben Boggs provided an update on the Rank II recommendations. Although the committee reached consensus, there were some recommendations that remain controversial. The recommendations were as follows:

- 1) Remove the mandatory requirements for an educator to obtain a Rank II as outlined in 16 KAR 8:020.
- 2) Allow a NBPTS certification to apply toward either a Rank II or Rank I as allowed in KRS 161.1211(1) classification of teachers. If an educator receives an additional NBPTS certificate in a different content area, the second certification may be used for a Rank I.
- 3) Create an approval process for an education cooperative, school district, or similar, as allowed in KRS 161.010(10). Grant certification authority to submit a planned pathway for a Rank II utilizing field-based experience, individual research, and approved professional development as allowed in KRS 161.095 continuing education for teachers.
- 4) Maintain the current CEO program as is.
- 5) Remove the prerequisite of a master’s degree for admission to an administrative program, but maintain the experience prerequisites.
- 6) Inform and promote the changes made by the Board once they go into effect.

Potential impacts of these recommendations include a systems change, uncertainty for educator preparation programs, quality of programs, and student achievement.

Agenda Book

Mr. Terry Hibpshman presented the idea of developing a new career progressions system to replace the current rank system. He offered one approach that may be considered.

Mr. Adams proposed asking the legislature to file a joint resolution during the 2018 legislative session for a four-year stay on the Rank II requirement to allow time for redesigning and implementing a new system. The general consensus of the Board was to move forward with this proposal.

In December, Mr. Adams will bring forth a Career Progression Charter and method for appointments for the Board to consider.

Other Updates

New Website: The new EPSB website went live on September 29, 2017. The agency's goals for the new website include making it easier to find information, helping the EPSB audience to understand the work of the EPSB including statutes and regulations, and eventually providing two-way communication and trainings. To report broken links please go to <https://www.surveymonkey.com/r/S37FT5B>.

Report of the Chair

Board Retreat, December 10, 2017, 2:00PM ET

Chair Akers announced a Board retreat on December 10, 2017, at 2:00 p.m. ET at the EPSB offices.

Executive Director Evaluation

Chair Akers said a report from the Executive Director Evaluation committee would be presented at the December meeting.

Information/Discussion Items

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Amendment, Notice of Intent

Dr. Ben Boggs presented proposed changes to 16 KAR 5:040. To address the direction of the Board, staff looked specifically at Section 6, item (8) which currently states:

"A student teacher shall not be employed within the school in which he or she is assigned concurrent with student teaching."

New suggested language was as follows:

"A student teacher shall not receive direct compensation for student teaching."

In addition to this change in the regulation, the draft removes language that is more appropriate for guidance documents, revises the observation requirements for student teachers, and revises and streamlines the process by which an institution may request an alternative placement if an appropriate grade level placement cannot be found.

This item will be brought back to the Board in December for proposed final action.

Agenda Book

Action Items

16 KAR 1:015 Standards for Certified Teacher Leader, Statement of Consideration

Educator Ethics Director Cassie Trueblood reported that the agency received four written comments. Staff carefully considered and reviewed each comment and decided not to amend the regulation after comments.

2017-062

Motion made by Dr. Thompson, seconded by Dr. Powers, to approve the statement of consideration for 16 KAR 1:015.

Vote: *Unanimous*

2018-2020 Biennial Budget Request

2017-063

Motion made by Mr. David Graham, seconded by Ms. Kathy Gornik, to approve the 2018-2020 Biennial Budget Request.

Vote: *Unanimous*

2018 Legislative Agenda

2017-064

Motion made by Dr. Thompson, seconded by Dr. Hedgepath, to approve the 2018 Legislative Agenda as follows:

- *Support the EPSB's budget requests for FY 2018-2020.*
- *Support a FY 2018-2020 budget allowance for internships, both KTIP and KPIP, and allow the use of restricted funds when necessary to support first year educators.*
- *Support the language revision to KRS 161.030(5) to allow KTIP placement in non-traditional classroom settings to accommodate all program needs.*
- *Support language revision in KRS 161.131(2) to have a goal stating there will always be at least one (1) national board certified teacher in every public school in Kentucky instead of by the year 2020.*
- *Support refiling of 2017 HB 521 to include school district employees' and teachers' accumulated sick days to carry over to EPSB upon employment with the agency.*
- *Support the language revision to KRS 161.048 (6) to replace the word "secondary" with "middle".*
- *Support seeking funds from the Title II of HEA to assist in supporting internship programs for first year educators.*
- *Support the continued efforts in reviewing the current requirement of the Rank II for Kentucky educators.*
- *Support legislation that furthers the EPSB Mission and Goals.*
- *Oppose any attempt to dilute or modify the current authority of the EPSB.*

Agenda Book

Vote: *Yes - 11*
No- Shad Sletto

Waivers

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Jacob Woosley, Murray State University

2017-065

Motion made by Mr. Shad Sletto, seconded by Ms. Rachel Watson, to approve the waiver request for Jacob Woosley.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Brandon Jones, Murray State University

2017-066

Motion made by Mr. Sletto, seconded by Ms. Watson, to approve the waiver request for Brandon Jones.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Blake Parker, Murray State University

2017-067

Motion made by Ms. Tracy Adams, seconded by Mr. Sletto, to approve the waiver request for Blake Parker.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Jacob McKinney, Murray State University

2017-068

Motion made by Ms. Watson, seconded by Ms. Kathy Gornik, to approve the waiver request for Jacob McKinney.

Vote: *Unanimous*

16 KAR 2:010. Request to Waive Minimum GPA Requirement, Ramez Alnashef

2017-069

Motion made by Mr. Sletto, seconded by Mr. Graham, to approve the waiver request for Ramez Alnashef.

Vote: *Unanimous*

Agenda Book

16 KAR 2:020. Request to Waive Credit Requirement for a One Year Provisional Certificate, KDE on behalf of James Nieters

2017-070

Motion made by Mr. Sletto, seconded by Dr. Thompson, to approve the waiver request for KDE on behalf of James Nieters.

Vote: *Unanimous*

Waiver Request G Staff Note and Documentation

Motion made by Mr. Graham, seconded by Ms. Gornik, to approve the waiver request for Kevin Fugate.

Vote: *Unanimous*

Alternative Route to Certification Applications

Ambria D. Ray- English, Grades 8-12

2017-071

Motion made by Dr. Thompson, seconded by Dr. Powers, to approve the alternative route to certification application for Ambria Ray.

Vote: *Unanimous*

Luke Darville, Music, Grades K-12

2017-072

Motion made by Dr. Thompson, seconded by Ms. Gornik, to approve the alternative route to certification application for Luke Darville.

Vote: *Unanimous*

Shauna D. Jones- Dance, Grades K-12

2017-073

Motion made by Dr. Powers, seconded by Ms. Adams, to approve the alternative route to certification application for Shauna Jones.

Vote: *Unanimous*

Board Comments

Mr. Shad Sletto asked if there was an appeal process to the Board for individuals who are denied waiver requests for proposed 16 KAR 5:040 changes allowing EPSB staff to approve alternative placement requests. Executive Director Adams said yes and staff need to ensure that language is in the regulation.

Agenda Book

DISCIPLINARY MATTERS: MINUTES OF CASE REVIEW October 9, 2017

Motion made by Mr. David Graham seconded by Dr. Sherry Powers, to go into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports in accordance with KRS 61.810(1) (c) & (j). The Board also reviewed pending litigation.

Vote: *Unanimous*

Motion made by Dr. Aaron Thompson seconded by Mr. David Graham, to return to open session.

Vote: *Unanimous*

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

Tracy Adams, Rob Akers, David Graham, Donna Hedgepath, Daniel Morgan, Sherry Powers, Steven Thomas, Aaron Thompson and Rachel Watson.

Attorneys present were Luke Gilbert, Joseph Martz, Eric Ray, Hannah Satram-Hale, Tess Russell and Cassie Trueblood.

INITIAL CASE REVIEW

<u>Case Number</u>	<u>Decision</u>
17061144	Admonish and Training
1703491	Attorney Review
17061098	Attorney Review
17061100	Attorney Review
17061116	Attorney Review
17061110	Admonish and Training
17061108	Admonish and Training
17061134	Admonish
17071301	Dismissed
17061154	Attorney Review
17061128	Attorney Review
17071255	Attorney Review
17061114	Attorney Review
17061188	Defer for Training
17061136	Attorney Review
17071269	Dismissed
17071259	Attorney Review
17071267	Attorney Review
17061090	Attorney Review

Agenda Book

17061092	Attorney Review
17071249	Attorney Review
17061150	Dismissed
17061132	Attorney Review
17061162	Attorney Review
17061152	Defer for Training
17071265	Attorney Review
17061130	Defer for Training
17061146	Defer for Training
1705954	Defer for Training
17061142	Defer for Training
17061156	Defer for Training
17081321	Defer for Training
17061118	Attorney Review
17061106	Attorney Review
17061017	Dismissed
17061049	Dismissed
17061033	Defer for Training
1706999	Defer for Training
17061021	Defer for Training
17061007	Defer for Training
17061027	Defer for Training
17061045	Defer for Training
17061025	Defer for Training
17061029	Defer for Training
17061035	Defer for Training
17061047	Defer for Training
17061039	Defer for Training
1705727	Defer for Training
1705769	Dismissed
17061031	Defer for Training
1705757	Defer for Training
17061005	Defer for Training
1705763	Dismissed
170265	Dismissed
17061019	Defer for Training
1705789	Dismissed
17061013	Defer for Training
17061009	Defer for Training
17061043	Defer for Training
17061037	Defer for Training
17061023	Defer for Training
17061080	Defer for Training
1705920	Dismissed
17061158	Admonish and Training
17061166	Admonish and Training

Agenda Book

17061170	Admonish and Training	
17061176	Admonish and Training	
17061182	Dismissed	
17071263	Dismissed	
17061184	Defer for Training	
17071277	Attorney Review	
17071253	Attorney Review	
17061120	Defer for Training	
17061160	Attorney Review	
17061102	Attorney Review	
17071261	Attorney Review	
1705908	Admonish	
17061148	Attorney Review	<i>(Mr. Morgan recused)</i>
17061086	Defer for Training	
17061078	Defer for Training	
17071281	Dismissed	
1005327	Refer to Hearing	
1011675	Refer to Hearing	
1011716	Refer to Hearing	
12015	Refer to Hearing	
1307507	Refer to Hearing	
1402132	Refer to Hearing	
160253	Defer for Training	
1611957	Dismissed	
1703523	Dismissed	
1611937	Dismissed	
1608567	Dismissed	
170233	Dismissed	
16121017	Dismissed	
1702297	Dismissed	
1703395	Dismissed	
1703399	Dismissed	
1703403	Dismissed	
1703419	Dismissed	
1703427	Dismissed	
1703433	Dismissed	
1703599	Dismissed	
1705747	Dismissed	
1705675	Dismissed	
1705681	Dismissed	
1705701	Dismissed	
1705717	Dismissed	
1705751	Dismissed	
1705765	Dismissed	
1705771	Dismissed	
1705779	Dismissed	

Agenda Book

1705787	Dismissed
1705795	Dismissed
1705801	Dismissed
1705805	Dismissed
1705916	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
171129	Approve
171124	Approve
171123	Approve
171150	Approve
171146	Approve
171255	Approve
171137	Approve
171271	Deny
171055	Approve
171178	Approve
171279	Approve
171252	Approve
171284	Approve
171138	Approve
171291	Approve
171260	Approve
171262	Approve
17873	Defer
171240	Deny
17814	Approve
171373	Defer
171377	Approve
171381	Approve
171127	Approve
171140	Approve
171128	Approve
171142	Approve
171156	Approve
171157	Approve
171168	Approve
171169	Approve
171174	Approve
171175	Approve
171183	Approve
171235	Approve
171238	Approve
171243	Approve
171246	Approve

Agenda Book

171249	Approve
171253	Approve
171256	Approve
171259	Approve
171265	Approve
171267	Approve
171281	Approve
17978	Approve
171244	Approve
171289	Approve
171299	Approve
171320	Approve
171326	Approve
171335	Approve
171336	Deny
171342	Approve
171343	Approve
171361	Approve
171367	Approve
171315	Approve
171380	Approve
171351	Approve
171382	Approve

Agreed Orders

Case Number

17061104 Charisse Cody

Decision

Accept Agreed Order stating Cody is currently retired with no immediate plans to return to the education profession. Prior to returning to any position of employment that requires Kentucky certification, Cody shall first comply with the following conditions:

1. Cody shall provide written proof to the Board that she has completed six (6) hours of classroom management training, as approved by the Board. Cody shall pay any expense incurred. If Cody fails to satisfy this condition prior to accepting certified employment, Certificate Number 000024079 shall be administratively suspended until such condition has been satisfied.
2. Cody shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Cody shall pay any expense incurred. If Cody fails to satisfy this condition prior to accepting certified employment,

Agenda Book

Certificate Number 000024079 shall be administratively suspended until such condition has been satisfied.

Cody is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1504165 Terry Sweet

Accept Agreed Order stating Sweet voluntarily, knowingly, and intelligently surrenders Certificate Number 000012112, and agrees not to apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Sweet 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*

1512847 Minkah Baunjoko

Accept Agreed Order stating Baunjoko is not currently teaching nor does he plan on teaching in the future. Baunjoko voluntarily, knowingly, and intelligently surrenders his teaching certificate, 201151043, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Baunjoko 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*

1608497 Gabriel Burns

Accept Agreed Order admonishing Burns for conduct unbecoming a teacher. The Board reminds Burns that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Drinking any amount of alcohol on school property is not tolerated even if students are not present. The Board will tolerate no further incidents of misconduct by Burns.

On or before February 1, 2018, Burns shall submit written proof to the Board that he has successfully completed six

Agenda Book

(6) 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 Burns fails to satisfy this condition, Certificate Number 200404495, and any future endorsements or new areas of certification, shall be automatically suspended until Burns completes the required training and provides the appropriate written proof to the Board.

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

Vote: *Unanimous*

1703555 William Spoonamore

Accept Agreed Order admonishing Spoonamore for actions taken in the process of removing items from school property. Although Spoonamore had verbal permission from a previous school administration to remove equipment, he failed to properly inventory and document the items removed. The Board reminds Spoonamore that as a certified educator in the Commonwealth of Kentucky he has a duty to uphold the Professional Code of Ethics. The Board expects Spoonamore to uphold the Professional Code of Ethics in the future.

Spoonamore has retired and has no immediate plans to return to the education profession. Should Spoonamore decide to return to the classroom at some point in the future, he must comply with the following condition prior to accepting a certified position:

Spoonamore shall provide written proof to the Board that he has completed a course on Rebook Training.

Any expense involved in meeting these requirements shall be paid by Spoonamore. If Spoonamore fails to satisfy these conditions, Certificate Number 404089152 shall be automatically suspended until all conditions are met.

Spoonamore 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*

Agenda Book

1703589 Gavin Logsdon

Accept Agreed Order permanently revoking certificate number 201121501. Logsdon 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, Logsdon 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*

1611947 Joshua Zeller

Accept Agreed Order admonishing Zeller for not preventing a student from physically intervening with another student when the student picked up the other and placed him in his seat in Zeller's classroom. The Board reminds Zeller that as a certified educator in the Commonwealth of Kentucky he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board expects Zeller to uphold the Professional Code of Ethics in the future.

Furthermore, by February 28, 2018 Zeller shall submit written proof to the Board that he has completed twelve (12) hours of professional development training in the area of classroom management AND a course on the Professional Code of Ethics for Certified Personnel, as approved by the Board. Any expense required for said training shall be paid by Zeller. If Zeller fails to satisfy this condition, Certificate Number 000068129 shall automatically be suspended until Zeller completes the required training and provides the appropriate written proof to the Board.

Zeller 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*

1702157 Christine Lewis

Accept Agreed Order stating Case No. 1702157 is dismissed without prejudice.

Agenda Book

Lewis has provided written proof to the Board that she has completed three (3) hours of professional development/training in the area of classroom management.

Lewis is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

070479 Dianne Lavenson

Accept Agreed Order admonishing Lavenson for failure to take reasonable measures to protect the health, safety, and emotional well-being of students. As an educator, Lavenson must be aware of the proper discourse and procedures to be used with students, and must refrain from subjecting them to embarrassment or disparagement. The Board will not tolerate any further incidents of this misconduct from Lavenson.

Lavenson is not currently working in the education profession. Prior to returning to the classroom, Lavenson shall provide written proof to the Board that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by Lavenson.

Failure to comply with the training requirement prior to accepting a position which requires a Kentucky teaching certification will result in an automatic suspension of Lavenson's teaching certificate and it will remain suspended until she completes the training requirements contained in this Agreed Order.

Vote: *Unanimous*

1506431 George Donoghue

Accept Agreed Order admonishing Donoghue for neglect of duty. The Board reminds Donoghue that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. By jokingly placing food on a student's person, Donoghue unnecessarily subjected that student to public embarrassment. An educator must refrain from subjecting students to embarrassment or disparagement. Subjecting students to demeaning behavior is unacceptable conduct for an

Agenda Book

educator. The Board will not tolerate any further incidents of misconduct from Donoghue.

Furthermore, the Board directs and Donoghue acknowledges that he, like all teachers and school administrators, has a professional responsibility to treat colleagues and students with dignity and respect in all circumstances. Civilly articulated disagreements between educators are not undignified, disrespectful, unprofessional, or unethical, and do not violate the Professional Code of Ethics for Kentucky School Personnel.

Donoghue shall provide written proof to the Board that he has completed a course on professional development/training in the area of classroom management by December 1, 2017. Any expense required for said training shall be paid by Donoghue.

By December 1, 2017, Donoghue shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a comprehensive anger management evaluation, and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Donoghue shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Donoghue from treatment. Donoghue shall pay any expense incurred.

Should Donoghue fail to provide proof that he has met the above conditions, Certificate Number 200702530 shall be administratively suspended until Donoghue completes the requirements and provides the appropriate written proof to the Board.

Donoghue 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*

Agenda Book

07112377 Carlton Lee

Accept Agreed Order admonishing Lee for his lack of professional judgment in interactions with students both during and outside of school hours. Exchanging personal text messages with students is inappropriate no matter the intent. As an education professional, it is Lee's responsibility to set and maintain appropriate boundaries with all students. He must be ever vigilant to treat all students with fairness and equity careful never to single out a particular student for special treatment and/or friendship.

Lee's certificate has expired. Prior to renewal or reissuance of Lee's certificate, he be required to first show proof that he has completed 12 hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board, and a course on teacher/student boundary training, as approved by the Board. Failure to produce this proof prior to an application for renewal or reissuance will result in Lee's application being automatically denied.

Vote: *Unanimous*

1702123 Mary Balles

Accept Agreed Order admonishing Balles for exercising poor professional judgment, and for failing to follow the guidelines of 704 KAR 7:160. The Board reminds Balles of her ethical duties to provide professional education services in consonance with accepted best practice and to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board will not tolerate any further incidents of misconduct by Balles.

1. Balles has provided written proof to the Board that she has completed six (6) hours of educator ethics training.
2. Balles has provided written proof to the Board that she completed a twelve (12) hour professional development program titled "Behavior Institute" that was conducted by the Kentucky Council for Exceptional Children and the Kentucky Council for Children with Behavior Disorders.
3. Balles has provided written proof to the Board that she completed a three-day professional development program titled "TEACCH Autism"

Agenda Book

that was conducted by the University of North Carolina.

4. Balles has provided written proof to the Board that she has completed Safe Crisis Management training.

Balles is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1705914 Marnie Vanwinkle

Upon acceptance of this agreement by the Board, Certificate Number 200303123 shall be retroactively suspended from April 1, 2017 through April 30, 2017 and June 1, 2017 through July 30, 2017, a total of ninety (90) days.

1. Vanwinkle has provided written proof to the Board that she has completed a seven (7) week Intensive Outpatient Program, and is compliant with all treatment recommendations.
2. By October 1, 2018, Vanwinkle shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Vanwinkle shall pay any expense incurred. If Vanwinkle fails to satisfy this condition by October 1, 2018, Certificate Number 200303123 shall be administratively suspended until such condition is satisfied.

Additionally, Certificate Number 200303123 shall be subject to the following probationary conditions for a period of three (3) years:

1. By January 1st and June 1st of each year of the probation, Vanwinkle shall provide written proof to the Board from her current treatment provider or Alcoholics Anonymous sponsor that she is maintaining her sobriety. Vanwinkle shall pay any expense incurred. If Vanwinkle fails to satisfy this condition, Certificate Number 200303123 shall be administratively suspended until such condition is satisfied.

Agenda Book

2. Vanwinkle shall not receive any disciplinary action for use of drugs or alcohol from any school district in which she is employed. If Vanwinkle fails to satisfy this condition, Certificate Number 200303123 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, 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 including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Vanwinkle is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1011756 Robin Gilliland

Accept Agreed Order stating Gilliland shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 200141302, Professional Certificate For Teaching English, Grades 8 Through 12; and Endorsement For Teaching Instructional Computer Technology, Primary Through 12. Additionally, upon the expiration of Certificate Number 200141302 on June 30, 2021, Gilliland shall neither apply for, nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. If Gilliland violates this agreement, Certificate Number 200141302 shall be automatically permanently revoked and/or any application for certification shall be denied.

Vote: *Unanimous*

Agenda Book

1605345 Curtis Bennett

Accept Agreed Order stating Bennett voluntarily, knowingly, and intelligently surrenders Certificate Number 00060369, and agrees not to apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Bennett 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 (Dr. Hedgepath recused)*

1308623 Greg Rafferty

Accept Agreed Order suspending Certificate Number 201132082 for a period of thirty (30) days.

Furthermore, upon acceptance of this agreement by the Board, Rafferty is admonished for conduct unbecoming an educator and violating student-educator boundaries. The Board reminds Rafferty that educators must maintain the dignity and integrity of the profession at all times. He must strive to uphold the responsibilities of the profession and uphold the Professional Code of Ethics in the future and the Board will tolerate no further incidents of misconduct by Rafferty.

Upon acceptance of this agreement by the Board, Certificate Number 201132082 shall be on probation for a period of five (5) years subject to the following probationary conditions:

- 1) By July 31, 2018, Rafferty shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified Teachers with an emphasis on student-educator boundaries, as approved by the Board. Any expense required for said training shall be paid by Rafferty. If Rafferty fails to satisfy this condition, Certificate Number 201132082 shall automatically be suspended until Rafferty completes the required training and provides the appropriate written proof to the Board;
- 2) During the probationary period, Rafferty shall submit an AOC background check to the Board by July 31 of every year;

Agenda Book

- 3) During the probationary period, Rafferty shall not receive any criminal convictions. If Rafferty fails to satisfy this condition, Certificate Number 201132082 shall automatically be suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120;
- 4) During the probationary period, Rafferty shall not receive any disciplinary actions from any school district in the Commonwealth of Kentucky for inappropriate relationship with students or violation of student/educator boundaries. "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 the tribunal and/or arbitration process. If Rafferty fails to satisfy this condition, Certificate Number 201132082 shall be automatically and permanently revoked.

Rafferty 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*

1506297 David Welch

Accept Agreed Order admonishing Welch for exercising poor classroom management and for making physical contact a student. The Board reminds Welch that he has a duty to protect the health and safety of students and to set a positive example for his students. The Board will not tolerate any further incidents of misconduct from Welch.

1. Welch shall provide written proof to the Board by December 1, 2017 that he has completed professional development or training on classroom management/de-escalation techniques, as approved by the Board. Welch shall pay any expense incurred. If Welch fails to provide written proof by December 1, 2017, Certificate Number 000046559 shall be administratively suspended until proof is provided to the Board.

Agenda Book

Welch 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 (Mr. Morgan recused)*

1208534 Victoria Lacy

Accept Agreed Order stating Lacy has retired and has no immediate plans to return to the education profession. However, if Lacy returns to the Kentucky public school system in any capacity that requires certification, she shall first comply with the following conditions:

1. Lacy shall provide written proof to the Board that she has completed professional development or training on educator ethics, as approved by the Board. Lacy shall pay any expense incurred. If Lacy fails to satisfy this condition prior to accepting certified employment, Certificate Number 200009727 shall be administratively suspended until such condition is satisfied.
2. Lacy shall provide written proof to the Board that she has completed professional development or training on special education documentation, as approved by the Board. Lacy shall pay any expense incurred. If Lacy fails to satisfy this condition prior to accepting certified employment, Certificate Number 200009727 shall be administratively suspended until such condition is satisfied.

Upon returning to the Kentucky public school system, Certificate Number 200009727 shall be subject to the following probationary condition:

3. Lacy shall not receive any disciplinary action for incompetency or neglect of duty from any school district in which she is employed. If Lacy fails to satisfy this condition, Certificate Number 200009727 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if

Agenda Book

requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Lacy is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF17888 Wade McCallum

Accept Agreed Order stating McCallum 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. McCallum 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 submit written evidence that he has complied with the assessment process. McCallum shall pay any expense incurred.
2. McCallum shall submit written proof to the Board that he has completed educator ethics training, as approved by the Board. McCallum shall pay any expense incurred.

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

1. If McCallum's chemical dependency counselor makes any treatment recommendations, McCallum shall comply with the treatment recommendations. McCallum shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. McCallum shall pay any expense incurred. If McCallum fails to comply with this condition, any

Agenda Book

and all certificates issued to him shall be administratively suspended until he is in compliance.

2. McCallum shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If McCallum is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, he shall submit this information to the Board, in writing, within thirty (30) days. If McCallum fails to comply with this condition in its entirety, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. McCallum 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). McCallum shall pay any expense incurred. If McCallum fails to comply with this condition, his application for renewal and/or additional certification(s) shall be denied until he is in compliance.

Vote: *Unanimous*

CF17987 Angela Byassee

Accept Agreed Order stating Byassee 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. Byassee 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 submit written evidence that she has complied with the assessment process. Byassee shall pay any expense incurred.
2. Byassee shall submit written proof to the Board that she has completed educator ethics training, as

Agenda Book

approved by the Board. Byassee shall pay any expense incurred.

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

1. If Byassee's chemical dependency counselor makes any treatment recommendations, Byassee shall comply with the treatment recommendations. Byassee shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Byassee shall pay any expense incurred. If Byassee fails to comply with this condition, any and all certificates issued to her shall be administratively suspended until she is in compliance.
2. Byassee shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Byassee is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, she shall submit this information to the Board, in writing, within thirty (30) days. If Byassee fails to comply with this condition in its entirety, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.
3. Byassee 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). Byassee shall pay any expense incurred. If Byassee fails to comply with this condition, her application for renewal and/or additional certification(s) shall be denied until she is in compliance.

Vote: *Unanimous*

1203205 Tracey Sparks

Accept Agreed Order admonishing Sparks for conduct unbecoming a teacher, neglect of duty, and breach of contract. The Professional Code of Ethics for Kentucky Certified School Personnel requires Sparks to exemplify

Agenda Book

behaviors which maintain the dignity and integrity of the profession and forbids Sparks from abandoning her position as an educator. The Board reminds Sparks that she has an ethical duty to treat colleagues with dignity and respect. The Board will not tolerate any further incidents of misconduct from Sparks.

Certificate Number 200405878 is currently expired and Sparks is not currently teaching. Prior to renewing any certification, Sparks shall provide the following:

1. Sparks shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. Sparks shall provide proof that she has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide written progress reports to the Board until she has been released from treatment by the counselor. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent. Failure to comply will be reason to deny any application for certification.
2. Sparks shall provide written proof to the Board that she has successfully completed twelve (12) hours of training, as approved by the Board, in anger and/or conflict management. Any expense incurred for said training shall be paid by Respondent. Failure to comply will be reason to deny any application for certification.
3. Sparks shall provide written proof to the Board that she has successfully completed twelve (12) hours 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. Failure to comply will be reason to deny any application for certification.

From the date of acceptance of any teaching and/or administrative position in the Commonwealth of Kentucky, Certificate Number 200405878, and any future endorsements or new areas of certification, shall be subject

Agenda Book

to the following probationary condition for a period of ten (10) years:

Sparks shall receive no disciplinary action from any school district in which she is employed during the probationary period. If Sparks fails to satisfy this condition, Certificate Number 200405878 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, 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, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Sparks is aware that should she violate KRS 161.120, either during or following this ten (10) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1703593 Kenna Brown

Accept Agreed Order admonishing Brown for exercising poor professional judgment. The Board reminds Brown of her ethical duty to take reasonable measures to protect the health, safety and emotional well-being of her students. The Board will not tolerate any further incidents of misconduct from Brown.

On or before March 1, 2018, Brown shall submit written proof to the Board that she has successfully completed twelve (12) hours of educator ethics professional development or training, as approved by the Board. Any expense incurred for said training shall be paid by Brown. Should Brown fail to satisfy this condition by March 1, 2018, Certificate Number 201157420 shall be administratively suspended until such condition is satisfied.

Agenda Book

Brown is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1702117 Jean Williams

Accept Agreed Order admonishing Williams for exercising poor professional judgment and for failing to properly manage a student's behavior. The Board recognizes that students are going to misbehave and disrupt the classroom setting, but an educator must remain aware of the line between appropriate and inappropriate physical intervention when interacting with a student. The Board reminds Williams that she has a duty to protect the health and safety of students and to set a positive example for her students. The Board will not tolerate any further incidents of misconduct from Williams.

Upon acceptance of this agreement by the Board, Certificate Number 27755 is suspended for the period of February 25, 2017 to June 30, 2017.

Williams has provided proof that she has completed a course on classroom management with a focus on de-escalation, as approved by the Board.

Williams has provided proof that she has completed a course of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board.

Certificate Number 27755 shall be subject to a permanent probation with the following condition:

1. Williams shall receive no disciplinary action during the probationary period. "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 Williams fails to satisfy this condition, Certificate Number 27755 shall be administratively suspended pending Board review and disposition.

Agenda Book

Williams is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1702141 Jemilla Barakaat

Accept Agreed Order admonishing Barakaat for failing to use appropriate means of discipline and discourse with students. The Board reminds Barakaat that as an educator it is her duty to protect the health, safety and emotional well-being of each and every student in her classroom and to refrain, no matter how difficult the situation, from embarrassing or disparaging those in her care.

Barakaat shall provide written proof to the Board that she has completed six (6) hours of professional development/training in the area of classroom management by December 1, 2017. Any expense required for said training shall be paid by Barakaat.

By December 1, 2017, Barakaat shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that she has complied with a comprehensive anger management evaluation, and is fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Barakaat shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Barakaat from treatment. Barakaat shall pay any expense incurred.

Should Barakaat fail to provide proof that she has met the above conditions, Certificate Number 201123826 shall be administratively suspended until Barakaat completes the requirements and provides the appropriate written proof to the Board.

Barakaat is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Agenda Book

Vote: *Unanimous*

16121097 Dawn Lader

Accept Agreed Order admonishing Lader for her failure to adequately supervise students in her classroom, leading to her being unaware that a female student had inappropriately touched a male student in her class. As an educator, Lader has a duty to be cognizant of any misbehavior that is occurring in the classroom in which she is teaching. The Board further reminds Lader that she has a statutory responsibility to report all incidents of abuse, neglect, or dependency of a child to law enforcement or the Cabinet for Health and Family Services. The Board expects Lader to uphold the Professional Code of Ethics for Kentucky Certified School Personnel going forward.

Certificate 11587 is retroactively suspended for the period of June 1, 2017 to June 30, 2017.

Furthermore, Certificate 11587 shall be subject to the following probationary condition for two (2) years:

1. Lader shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which she is employed. If Lader fails to satisfy this condition, Certificate Number 11587 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, 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, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Additionally, Lader shall submit written proof that she has completed professional development/ training in the area of

Agenda Book

sexual abuse awareness, as approved by the Board, by December 31, 2017. Any expense for this training shall be paid by Lader. If Lader fails to satisfy this condition, certificate number 200231139 shall be automatically suspended until Lader completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous (Mr. Morgan recused)*

1705952 Candace Graves

Accept Agreed Order stating Graves is retired and has no plans to return to the teaching profession. Should Graves decide to return to the profession in the future, she must complete the following conditions prior to accepting a position which requires Kentucky certification:

Graves shall submit written proof to the Board that she has completed a course of professional development/training in the area of classroom management. Any expense for this training shall be paid by Graves. If Graves fails to satisfy this condition, Certificate Number 19295 shall be automatically suspended until such time as Graves satisfies this condition.

Graves shall submit written proof to the Board that she has completed a course of professional development/training on the Professional Code of Ethics for Kentucky School Certified Personnel. Any expense for this training shall be paid by Graves. If Graves fails to satisfy this condition, Certificate Number 19295 shall be automatically suspended until such time as Graves satisfies this condition.

Vote: *Unanimous*

1705900 Kristi Blakemore

Accept Agreed Order admonishing Blakemore for conduct unbecoming a teacher. The Board reminds Blakemore that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Using profanity in front of students disrespects this dignity and integrity and sets a bad example for the students in her classroom. The Board will tolerate no further misconduct from Blakemore.

Upon acceptance of this Agreed Order by the Board, Certificate Number 200303437 shall be on a two (2) year probation and subject to the following probationary condition:

Agenda Book

1. Blakemore shall receive no disciplinary action regarding the use of inappropriate language in the classroom during the probationary period. "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.

Blakemore is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1205298 Deonna Adams

Accept Agreed Order admonishing Adams for conduct unbecoming a teacher. As an educator, Adams has a duty to protect the health, safety, and emotional welfare of students. As a teacher of students with special needs, Adams must be especially cognizant of the language and amount of force used when disciplining and assisting her students. The Board will not tolerate any further incidents of misconduct from Adams.

Adams is retired. Should Adams decide to return to the classroom in the future, she must complete the following conditions prior to accepting a position which requires Kentucky certification:

1. Adams shall submit written proof to the Board that she has completed twelve (12) hours of professional development training on classroom management relating to Exceptional Child Education, as approved by the Board. Any expense required for said training shall be paid by Adams; and
2. Adams shall submit written proof to the Board that she has received twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by Adams.

Should Adams violate these conditions, certificate number 000080217, including any and all endorsements, shall be automatically suspended until Adams completes the

Agenda Book

required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1611951 Edward Munn

Accept Agreed Order admonishing Munn for conduct unbecoming a teacher. The Board reminds Munn that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Being under the influence of alcohol at school sets a bad example for students, and failing to follow school procedure relating to absences and maintaining lesson plans inhibits the ability of students to receive a quality and effect education. The Board will tolerate no further misconduct by Munn.

Munn is retired and has no plans to return to the teaching or school administration profession in Kentucky. Should Munn decide to return to the profession in the future, he must complete the following conditions prior to accepting a position which requires Kentucky certification:

1. Munn shall provide written proof from a licensed and Board approved alcohol/substance abuse counseling program that she has been assessed and complied with all recommended treatment. Any expense for said assessment and treatment shall be paid by Munn. Failure to complete this requirement prior to accepting a position requiring certification will result in Munn's certificate being suspended until he provides the necessary proof.
2. Munn shall provide written proof that he has completed a course of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense for said training shall be paid by Munn. Failure to complete this requirement prior to accepting a position requiring certification will result in Munn's certificate being suspended until he provides the necessary proof.

If Munn should decide to return to a teaching or school administration position which requires Kentucky certification, he shall be under probation for a period of three (3) years from the start date of his employment. Under the terms of this probation:

Agenda Book

1. Munn 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 Munn 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 any certificate issued to Munn being automatically suspended pending Board review and disposition.
2. Munn shall receive no disciplinary action during the probationary period. "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 Munn receives disciplinary action during the three (3) year period, Certificate Number 200306302 will be automatically suspended for one (1) year.

Vote: *Unanimous*

Recommended Order

Case Name

1108603 Debra Jordan

Decision

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 000024093 is permanently revoked. Jordan shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Jordan 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*

CF16750 Robert Rister

The hearing officer's Findings of Fact, Conclusions of Law and Recommended Order are remanded to the hearing

Agenda Book

officer for further proceedings in accordance with KRS 13B.120(2).

Vote: *Unanimous*

1104256 Samantha Coleman

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 69800 is expired. In the event Coleman should apply for any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky, such application submitted by her or on her behalf, shall be DENIED.

Vote: *Unanimous*

Motion made by Mr. Steven Thomas seconded by Dr. Aaron Thompson to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 4:57 p.m.

Next Meeting: December 11, 2017
 9:00 AM
 EPSB Board Room
 Frankfort, Kentucky

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Consent Item B

Action Item:

Campbellsville University – Interdisciplinary Early Childhood Education, Birth to Primary (Initial Graduate Level - MAT traditional and Option 6)

Applicable Statutes and Regulation:

KRS 161.028; KRS 161.030

16 KAR 2:010; 16 KAR 5:010; 16 KAR 5:020; 16 KAR 5:040; 16 KAR 5:050; 16 KAR 9:080

Applicable Goal:

Goal 1: Every approved educator preparation program meets or exceeds all accreditation standards and prepares knowledgeable, capable teachers and administrators who demonstrate effectiveness in helping all students reach educational achievement.

Issue:

Should the EPSB approve the following educator preparation program additions?

CAMPBELLSVILLE UNIVERSITY

1.0 INTERDISCIPLINARY EARLY CHILDHOOD EDUCATION

12.0 ALTERNATIVE ROUTE TO CERTIFICATION

Interdisciplinary Early Childhood Education

Background:

The Master of Arts in Teaching Interdisciplinary Early Childhood Education (IECE) (traditional and Option 6 routes) programs proposed by Campbellsville University (CU) is designed to provide instructional opportunities that empower candidates to be effective teachers in their respective disciplines. The degree program includes two routes to certification: a 36-hour traditional route and a 33-hour alternative route (Option 6). The programs will be delivered by early childhood education faculty in collaboration and partnership with area school district personnel. The program includes low candidate to faculty ratio; curriculum based on needs of 21st century classrooms and designed around intentional field experiences; excellent, hands-on advising; systematic mentoring for alternative certification candidates; and, a small core faculty that work together to create opportunities for promoting academic excellence, preparing candidates for lifelong learning in the teaching profession and continued scholarship. Courses will be taught in online and hybrid formats. This program is designed for coursework and requirements to be completed in seven 8-week graduate terms. Typically, candidates begin either KTIP (Kentucky Teacher Internship Program) or student teaching during the second year.

The IECE MAT program consists of education and special teaching methods coursework, as well as a research component. A semester long (16-week) student-teaching experience (SED 608) is required for the traditional route candidates and a requisite practicum/Seminar course (ED 607) for candidates pursuing the alternative route to certification (Option 6) while serving in a

Agenda Book

teaching role. After Option 6 candidates have completed two-thirds of the coursework and passed the licensure exam, the University notifies the employing District/s that Option 6 candidates can begin KTIP. Successful completion of KTIP is required to complete the Option 6 program.

The assessment plan for candidates in the Campbellsville University (CU) Master of Arts in Teaching (MAT) IECE program involves three candidate assessment points (CAPs): CAP 5 – admission to the program; CAP – 6 – midpoint check, candidacy for degree; CAP 7 – program exit. The CAPS include criteria for academic achievement; disposition assessments; critical assessments, including portfolios for student teaching and for exit that document proficiency on the Kentucky IECE Teacher Standards; and, commitment to the *Kentucky Code of Ethics* for teachers. For program evaluation, CAP data and graduate survey data are summarized for analysis and reviewed during annual unit retreats. In addition, surveys of graduates will provide assessment data valuable to program improvement efforts.

KRS 161.028 and KRS 161.030 provide for the EPSB to establish curricula for educator preparation programs in Kentucky and approve such programs at institutions of higher education. The Division of Educator Preparation, Assessment and Internship, Content Area Program Review Committees, and the Reading Committee evaluated the program review documents submitted for approval against performance-based program certification guidelines established by the EPSB. These program proposals meet all the requirements set forth by the EPSB. A Letter of Support from the Academic Dean of Campbellsville University and an Executive Summary are included in the program review document that is available on the EPSB secure website.

Groups/Persons Consulted:

Content Area Review Committee
Reading Committee

Potential Actions:

1. Approve the proposed educator preparation program additions.
2. Do not approve the proposed educator preparation program additions.

Recommendation:

Potential Action 1

Rationale:

The proposed educator preparation program follows the appropriate regulations (16 KAR 5:010; 16 KAR 9:080) outlining program requirements for program approval as established by EPSB.

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Date:

December 11, 2017

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD

STAFF NOTE

Consent Item C

Action Item:

University of Kentucky – English as a Second Language P-12 Endorsement (Master’s for Rank II, Master’s for Rank I, Certification Only)

Applicable Statutes and Regulation:

KRS 161.028; KRS 161.030

16 KAR 2:010

16 KAR 5:010; 16 KAR 5:020; 16 KAR 8:010; 16 KAR 8:020

Applicable Goal:

Goal 1: Every approved educator preparation program meets or exceeds all accreditation standards and prepares knowledgeable, capable teachers and administrators who demonstrate effectiveness in helping all students reach educational achievement.

Issue:

Should the EPSB approve the following educator preparation program additions?

UNIVERSITY OF KENTUCKY

8.0 ENDORSEMENTS

English as a Second Language P-12

9.0 CONTINUING EDUCATION

Master of Arts in Education for Rank II and Rank I: English as a Second Language

Background:

The English as a Second Language (ESL) endorsement programs proposed by the University of Kentucky are designed to prepare currently certified Kentucky teachers to become certified in ESL for grades P-12 in order to teach English Learners in language and content classes as well as become leaders in their schools in the education of culturally and linguistically diverse students. The programs will focus on skills relating to English language acquisition and specific subject matter development. Candidates will develop new competencies in second language learning, cross-cultural education, the English language, and ESL pedagogy. The proposal includes three program options – a 21 credit hour endorsement (certification only) program, a 36 credit hour master’s plus endorsement program for Rank 2, and a 36 credit hour master’s plus endorsement program for Rank I. The courses in the programs are organized around three areas of knowledge: Linguistics, Second Language Acquisition, and Teaching Methods. Candidates will participate in multiple field experiences, observing and assisting or teaching in ESL programs, providing direct instruction to English learners. Each course in the programs demonstrates alignment with the appropriate specialty professional association standards (TESOL) and the Kentucky Teacher Standards. Courses will be taught in both a campus-based and online format and be supported by four full-time and tenured university faculty members. Two are members of the Department of

Agenda Book

Modern and Classical Languages, one is a member of the Department of Hispanic Studies, and one is a member of the Department of Curriculum and Instruction in the College of Education.

The program documents identified five key assessments that will be used for program evaluation as well as the description of the Quality Assurance System employed by UK's College of Education. The five key assessments are Praxis II exam, leadership project, MCL 690 course portfolio, ESL unit and lesson plans, and a curriculum unit project in TSL 515. The programs will conduct a variety of program assessments each year in order to evaluate program effectiveness using the five key assessments. Other candidate data items will be collected to track candidates through three transition points (program admission, retention, and exit) to record and monitor candidate performance on the applicable standards (TESOL, KTS, and ILA). The program will focus on critical assessment data such as GPA, the five key assessments, candidate end-of-year program survey, and course performance, including fieldwork in ESL settings.

KRS 161.028 and KRS 161.030 provide for the EPSB to establish curricula for educator preparation programs in Kentucky and approve such programs at institutions of higher education. The Division of Educator Preparation, Assessment and Internship, Content Area Program Review Committees, and the Reading Committee evaluated the program review documents submitted for approval against performance-based program certification guidelines established by the EPSB. These program proposals meet all the requirements set forth by the EPSB. A Letter of Support from the Dean of the College of Education at the University of Kentucky and an Executive Summary are included in the program documents that are available on the EPSB secure website.

Groups/Persons Consulted:

Content Area Review Committee
Reading Committee

Potential Actions:

1. Approve the proposed educator preparation program additions.
2. Do not approve the proposed educator preparation program additions.

Recommendation:

Potential Action 1

Rationale:

The proposed educator preparation programs follow the appropriate regulations (16 KAR 2:010, 16 KAR 5:010, 16 KAR 5:020; 16 KAR 8:010; 16 KAR 8:020) outlining program requirements for program approval as established by the EPSB.

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Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item A

Action Item:

Career Progression Charter and creation of a task force to review and develop a new career development system for 21st century educators

Applicable Statutes and Regulation:

KRS 161.1211 Classification of teachers

16 KAR 8:010 Rank I classification

16 KAR 8:020 Planned Fifth-Year Program

16 KAR 8:030 Continuing education option for certificate renewal and rank change

16 KAR 8:040 Ranking of occupation-base career and technical education teachers

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Issue:

The current classification of teachers outlined in KRS 161.1211, is based on a model that uses additional education as a proxy for competency, despite more recent research challenging this idea. The costs of that additional education have grown drastically leaving teachers with student loan debt, while salaries have not increased.

Background:

During the October 2017 meeting of the Board, Mr. Terry Hibpshman presented details of his research, *Toward a Coherent Kentucky Teacher Career Ladder*, October 2017, which can be found on the EPSB website at <http://www.epsb.ky.gov/mod/data/view.php?id=7&rid=331>.

Also during the Board meeting, it was determined that a Career Progression Charter and recommendations for a task force would be presented to the Board for consideration at the December 2017 Board meeting.

A brief summary of the information presented by Mr. Hibpshman included research findings with these details:

The current classification of teachers outlined in KRS 161.1211, is based on a model that was first introduced in 1921. The standard teacher compensation approach for the United States has been the “single salary schedule,” also known as “step and lane” compensation, and since the middle of the 20th century, more than 90% of US teachers have been subject to this model. Teachers subject to the single salary schedule are paid primarily on the basis of years of experience and education level, two characteristics of teachers that have, at best, shown a weak relationship with student achievement.

Kentucky’s rank system has been in existence since at least the 1960’s. A teacher who completes preparation at the bachelor’s level is normally hired at Rank III, and is expected to acquire, within 10 years of initial certification, a master’s degree or its equivalent. Acquisition of the

Agenda Book

master's degree will usually result in eligibility for Rank II. Teachers who have achieved Rank II and complete at least an additional 30 college credit hours are then eligible for Rank I. Both Rank II and Rank I result in salary enhancements. Districts maintain separate salary schedules for ranks III, II, and I. The magnitude of the salary enhancement for each rank change is established by individual districts, but amounts to a median improvement for Rank II of \$4168 in annual salary. National Board certification generally makes a teacher eligible for Rank I.

Master's degree requirements have increasingly come into question as the cost of higher education has risen in recent years and the most common means of paying the cost has become student loans. Thus, both at the undergraduate and graduate levels, college-educated persons increasingly accumulate large debts by the time they complete programs.

National Board certification and teacher leadership have been imposed on the existing single salary schedule in Kentucky with no obvious attempt to re-engineer the system to accommodate these initiatives. Additionally, Kentucky's one attempt at pay-for-performance, the School Rewards Trust Fund, required special funding that was rescinded in 2004.

Groups/Persons Consulted:

- Kentucky Department of Education – Dr. Stephen Pruitt, Commissioner of Education
- Council on Postsecondary Education – Bob King, President; and Dr. Aaron Thompson, Executive Vice President
- Kentucky Association of School Administrators – Wayne Young, Executive Director
- Kentucky Education Association – Mary Ruble, Executive Director
- Kentucky Association of School Superintendents – Dr. Tom Shelton, Executive Director
- Deans of Public Universities' Colleges of Education
- Kentucky General Assembly – Sen. Mike Wilson, Chair of Senate Education Committee, Representative John Carney, Chair of House Education Committee, Leadership of the Kentucky Senate
- Association of Independent Kentucky Colleges and Universities – Dr. Gary Cox, President
- Education and Workforce Development Cabinet – Hal Heiner, Secretary

Potential Actions:

1. Approve the Career Progression Charter and creation of the task force.
2. Do not approve the Career Progression Charter and creation of the task force.
3. Modify the Career Progression Charter and creation of the task force.

Staff Recommendation:

Potential Action 1

Rationale:

A new career progression system should:

1. redirect existing elements (e.g., National Board certification, rank, teacher leadership, etc.) to conform to a new model of teacher capability development based on a coherent model of teacher competency; and

Agenda Book

2. call for no new sources of funding, redirecting existing sources of funding to recognize accomplishment along the continuum of the new teacher effectiveness model.

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December 11, 2017

Agenda Book

Agenda Book

CHARTER Career Progression Task Force

Background

The current teacher classification system outlined in KRS 161.1211 Classifications of teachers, is based on a model first introduced in 1921.

During recent years, much attention to educator salary and career progression has been given at both the state and national levels. Asked to study the current situation as it relates to Kentucky educators, Mr. Terry Hibpshman presented details of his research, *Toward a Coherent Kentucky Teacher Career Ladder*, October, 2017 at the meeting of the Board held October 9, 2017 (<http://www.epsb.ky.gov/mod/data/view.php?d=7&rid=331>). A synopsis of his findings are included: “Since 1921, when the Denver and Des Moines public school systems first adopted it (Hassel, 2002) the standard teacher compensation approach for the United States has been the “single salary schedule,” also known as “step and lane” compensation (Boston Teaching Policy Fellows, 2011). Since the middle of the 20th century, more than 90% of US teachers have been subject to this model (Booker & Glazerman, 2008; Pham et al., 2017). Teachers subject to the single salary schedule are paid primarily on the basis of years of experience and education level (Figlio & Kenny, 2006; Podgursky & Springer, 2006), two characteristics of teachers that have, at best, shown a weak relationship with student achievement.”

“Kentucky’s rank system has been in existence since at least the 1960’s . There are a number of ranks, beginning with Rank V, but for our purposes only Ranks III, II, and I are germane. A teacher who completes preparation at the bachelor’s level is normally hired at Rank III, and is expected to acquire, within 10 years of initial certification, a master’s degree or its equivalent. Acquisition of the master’s degree will usually result in eligibility for Rank II. Teachers who have achieved Rank II and complete at least an additional 30 college credit hours are then eligible for Rank I. Both Rank II and Rank I result in salary enhancements. Districts maintain separate salary schedules for ranks III, II, and I. The magnitude of the salary enhancement for each rank change is established by individual districts, but amounts to a median improvement for Rank II of \$4168 in annual salary (Adams, 2017). National Board certification generally makes a teacher eligible for Rank I.”

“The single salary schedule was implemented nation-wide at a time when little was known about factors associated with exemplary teaching. At that time, the operative assumption was that teachers are more or less interchangeable (Hess, 2009; Weisberg et al, 2009), and the only question at issue was how to pay them equitably. Pay scales based on years of experience were common at the time. Additional education was assumed without proof to be evidence of greater competence. At the time that the single salary schedule was implemented, many teachers did not even have bachelor’s degrees (Hakel et al., 2008; Loeb & Béteille, 2008). Experience and education level were thus proxies for what we would have really liked to measure, the capabilities of the individual teacher.”

“Master’s degree requirements have increasingly come into question as the cost of higher education has risen in recent years. Since 1985, the Consumer Price Index has risen by about 115%, while inflation in the cost of college has been at about 500% (Odland, 2012). Concurrent with the rapidly-increasing cost of college, the most common means of paying the cost has

Agenda Book

become student loans (Avery & Turner, 2012; Amromin & Eberly, 2016). Thus, both at the undergraduate and graduate levels, college-educated persons increasingly accumulate large debts by the time they complete programs.”

“A number of States, public school districts, individual schools, and foundations...have conducted experiments in teacher career policy. ...Programs were discontinued for a variety of reasons, but...two predominate:

1. Career ladder elements imposed on existing systems with little effort to integrate them with existing elements;
2. The use of special funding, rather than redirection of existing funding, making them vulnerable to rescission in times of austerity.”

“Kentucky has to some extent recapitulated the errors of these experimental systems, to equally unimpressive effect. National Board certification and teacher leadership have been imposed on the existing single salary schedule with no obvious attempt to reengineer the system to accommodate these initiatives, and Kentucky’s one attempt at pay-for-performance, the School Rewards Trust Fund, required special funding that was rescinded in 2004.”

All quotes are from the work of Mr. Terry Hibpshman, *Toward a Coherent Kentucky Teacher Career Ladder*, October, 2017, which can be found on the EPSB website at <http://www.epsb.ky.gov/mod/data/view.php?d=7&rid=331>.

Purpose

Develop a task force to review and develop a new career progression system for 21st century educators.

Committees of the Task Force

The Task Force shall consist of at least three committees:

1. Steering Committee
2. Research and Technical Advisory Committee
3. Unintended Consequences Committee

Membership of the Committees

The following groups are suggested as potential members:

- Association of Independent Kentucky Colleges and Universities (AIKCU)
- Counsel on Postsecondary Education
- Education and Workforce Development Cabinet
- Education Cooperatives
- Education Professional Standards Board
- Independent Education Preparation Program Faculty Members
- Kentucky Association of Professional Educators
- Kentucky Association of School Administrators
- Kentucky Association of School Superintendents

Agenda Book

- Kentucky Board of Education
- Kentucky Department of Education
- Kentucky Education Association
- Kentucky School Boards Association
- Kentucky School Counselor Association
- Legislative Education Committees
- Nation Board Certified Teachers
- Prichard Committee
- Public Deans
- Public Education Preparation Program Faculty Members

Scope of Operation

The Board charges the task force with reviewing and developing a new career progression system for 21st century educators and making recommendations for consideration.

The task force shall remain within statutory boundaries, but it may recommend regulatory, statutory, and policy changes to the Board.

All task force members are expected to make a time commitment to the work. EPSB staff will provide support to the task force and provide the necessary resources for the task force to complete its work.

Objectives

A new career progression system should:

1. redirect existing elements (e.g., National Board certification, rank, teacher leadership, etc.) to conform to a new model of teacher capability development based on a coherent model of teacher competency; and
2. call for no new sources of funding, redirecting existing sources of funding to recognize accomplishment along the continuum of the new teacher effectiveness model.

Time Frame

Once it commences, the task force will submit update reports of the new system to the Board and related recommendations will be submitted to the Board within one (1) year after its first meeting.

Agenda Book

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item B

Action Item:

American Intercontinental University – Planned Fifth-year Program (Master of Education)

Applicable Statutes and Regulation:

KRS 161.028; KRS 161.030; KRS 164.540
13 KAR 4:010; 16 KAR 5:020; 16 KAR 8:020

Applicable Goal:

Goal 1: Every approved educator preparation program meets or exceeds all accreditation standards and prepares knowledgeable, capable teachers and administrators who demonstrate effectiveness in helping all students reach educational achievement.

Issue:

Should the EPSB approve the following educator preparation program addition?

AMERICAN INTERCONTINENTAL UNIVERSITY

9.0 CONTINUING EDUCATION

Master of Education for Rank II

Background:

Beginning December 1, 2016, Kentucky became a member of the State Authorization Reciprocity Agreement (SARA). This agreement among member states, districts and territories establishes comparable national standards for interstate offering of postsecondary distance education courses and programs. It is intended to make it easier for students to take online courses offered by postsecondary institutions based in another state. SARA is overseen by a National Council and administered by four regional education compacts (i.e, SREB). In order for the EPSB to approve educator preparation programs, which are located out-of-state or are exclusively offered online, the educator preparation program has to demonstrate compliance with the following Kentucky requirements:

1. Demonstrate that the program of preparation has been approved by the provider's state or origin.
2. Demonstrate that the entity has been regionally accredited.
3. Demonstrate that the entity has been accredited by the Council for Accreditation of Educator Preparation (CAEP).
4. Demonstrate that the program of preparation is not based only upon the completion of a written or verbal assessment.

Agenda Book

5. Demonstrate that the program of preparation has a selection and admission process that meets the requirements of 16 KAR 5:020.

American InterContinental University School of Education has submitted a Master of Education (M.Ed.) program with four specializations for advanced education and rank change opportunities for Kentucky teachers. The specializations are Curriculum and Instruction, Elementary Education, Instructional Design and Technology, and Secondary Education. Candidates who seek the Elementary or Secondary Education specialization must present evidence of active teaching credentials as part of the admissions process. The program includes the following activities and outcomes:

- Analyze research findings to respond to academic, physical, social and cultural differences in educating students and recommend method modifications based on research results;
- Design educational programs that effectively address objectives integrating the appropriate use of various instructional media and technologies for learning;
- Develop educational programs that use the appropriate criteria for selecting curricular content, organization of content, and methods of curriculum evaluation;
- Create a plan for implementation of learning content in various education settings;
- Evaluate the opportunities and challenges involved in the organizational development and delivery of learning programs using formative and summative instruments;
- Evaluation of education situations and problems in order to develop and substantiate solutions using learning and management strategies; and
- Demonstrate advanced discipline and appropriate communication skills in written and presentation formats.

The 48 credit hour curriculum is divided into two 24-hour credit blocks of the division core and the specialization options. For the Curriculum and Instruction and Instructional Design and Technology programs the division core is four courses (24 credit hours) addressing analysis, assessment, technology, integrative design and evaluation, and applying learning theories. The Curriculum and Instruction specialization component (24 credit hours) addresses principles of curriculum improvement, designing curricula, and evaluating curricula. The Instructional Design and Technology specialization component (24 credit hours) addresses foundations and models of instructional design, instructional media and learning environments, and design and development of online learning and computer mediated learning. The Elementary and Secondary Education core is composed of 24 credit hours addressing education leadership, educational standards and ethics, research resources for the classroom, and a culminating educational specialty capstone. The specialization components address student development, the diverse classroom, data applications, and managing the learning environment.

Letters of program approval and regional accreditation issued by the Illinois Board of Higher Education and the Higher Learning Commission were submitted as evidence of state program approval and regional accreditation. The Master of Education program is TEAC/CAEP accredited for three years (beginning October 2015 through October 2018). Program documents demonstrating regulatory compliance with 16 KAR 5:020 as well as the other EPSB requirements are available on the secure website.

Agenda Book

Potential Actions:

1. Approve the proposed educator preparation program addition.
2. Do not approve the proposed educator preparation program addition.
3. Modify and approve the proposed educator preparation program addition.

Staff Recommendation:

Potential Action 1

Rationale:

The proposed educator preparation program submitted written evidence of compliance with the EPSB requirements under the SARA legislation for program approval.

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Agenda Book

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item C

Action Item:

16 KAR 2:010. Kentucky Teaching Certificates, Amendment, Notice of Intent

Applicable Statutes and Regulation:

KRS 161.020, 161.028, and 161.030

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Issue:

Should the Education Professional Standards Board approve the update of 16 KAR 2:010 Kentucky Teaching Certificates, Amendment, Notice of Intent?

Background:

16 KAR 2:010 identifies the process by which the Education Professional Standards Board issues certificates to applicants seeking certification through a traditional route and an alternate route.

The proposed amendments to 16 KAR 2:010 are being brought forward largely because the Board will be considering amendments to 16 KAR 5:030 (Proficiency Evaluation). The Board will need to consider amendments to 16 KAR 2:010 in order to effectuate the intent of 16 KAR 5:030. In addition to those proposed amendments, the Board will also be considering amendments including, but not limited to, the following:

- Revisions as a result of recent amendments to KRS 161.010 and KRS 161.048 by the General Assembly in the 2017 Legislative Session;
- Revisions necessary to eliminate the need to incorporate by reference an application form;
- Elimination of the criminal background check requirement; and
- Revisions as a result of the changes made to federal law.

Groups/Persons Consulted:

Educator Preparation Provider Deans and Faculty
EPSB Staff
KDE Staff

Potential Actions:

1. Approve the recommended regulation as presented.
2. Do not approve the recommended regulation as presented.

Agenda Book

3. Modify the recommended regulation.

Staff Recommendation:

Potential Action 1

Rationale:

The Board will need to consider amendments to 16 KAR 2:010 in order to effectuate the intent of 16 KAR 5:030.

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December 11, 2017

Agenda Book

1 EDUCATION AND WORKFORCE DEVELOPMENT CABINET

2 Education Professional Standards Board

3 (Amendment)

4 16 KAR 2:010. Kentucky Professional and Provisional Teacher Certificates [~~teaching~~
5 ~~certificates.~~]

6 RELATES TO: KRS [~~58.6451, 160.380,~~] 161.020, 161.028(1), 161.030

7 STATUTORY AUTHORITY: KRS 161.028(1)(a), [~~(b),~~](f), 161.030

8 NECESSITY, FUNCTION, AND CONFORMITY: KRS 161.028(1)(a) requires the
9 Education Professional Standards Board (EPSB) to establish the standards for obtaining and
10 maintaining a teaching certificate. KRS 161.028(1)(b) requires the board to set standards for
11 programs for the preparation of teachers and other professional school personnel. KRS
12 161.028(1)(f) requires the board to issue and renew any certificate. This administrative
13 regulation establishes the Kentucky certification to be issued for teaching positions.

14 Section 1. Definitions.

15 (1) "Approved program of preparation" means a program which has been approved by the
16 [~~Education Professional Standards~~] board pursuant to 16 KAR 5:010 for a specific certification
17 [~~or which has been approved for certification by the state education agency of another state~~].

18 (2) [~~"Assessments" means the tests of knowledge and skills authorized by KRS 161.030 and~~
19 ~~established in 16 KAR 6:010.~~

20 (3) "Base certificate" means a professional certificate that allows a teacher [~~stand-alone~~
21 ~~license~~] to teach [~~which encompasses authorization to teach~~] introductory and interdisciplinary
22 courses in related fields.

Agenda Book

1 (3) "Restricted base certificate" means a certificate that allows a teacher to teach in a specific
2 limited content area. [~~(4) "Beginning teacher internship" means one (1) year of supervision,~~
3 ~~assistance, and assessment required by KRS 161.030 and established in 16 KAR 7:010.]~~

4 ~~(4) [(5)]~~ "Certificate endorsement" means an addition to a base or restricted base certificate,
5 which is limited in scope. [~~and awarded on the basis of completion of an endorsement program~~
6 ~~or a combination of educational requirements, assessments, and experience as outlined in Section~~
7 ~~3(3) [5] of this administrative regulation.]~~

8 ~~(5) [(6)]~~ "Certificate extension" means an additional base or restricted base certificate in a
9 content area or grade range.

10 [~~(7) "Kentucky teacher standards" means the standards established in 16 KAR 1:010 that~~
11 ~~identify what a Kentucky teacher shall know and be able to do.~~

12 ~~(8) "Major" means an academic area of concentration consisting of at least thirty (30) hours~~
13 ~~of coursework.~~

14 ~~(9) "Professional teaching certificate" means the document issued to:~~

15 ~~(a) An individual upon successful completion of the beginning teacher internship; or~~

16 ~~(b) An applicant for whom the testing and internship requirement is waived under KRS~~
17 ~~161.030 based on preparation and experience completed outside Kentucky.~~

18 ~~(10) "Provisional teaching certificate" means the document issued to an individual for the~~
19 ~~duration of the beginning teacher internship program.~~

20 ~~(11) "Restricted base certificate" means a stand-alone license to teach in a specific subject~~
21 ~~area of certification which is the only subject area that can be taught under this limited~~
22 ~~certificate.]~~

Agenda Book

1 (6) (12) "Statement of eligibility" means a candidate has met the requirements necessary to
2 receive a provisional certificate. [the document issued to an applicant upon completion of an
3 approved program of preparation and successful completion of the assessments.]

4 Section 2. Types of Certificates Issued.

5 (1) Provisional certificate;

6 (a) Conditional Certificate;

7 (b) Provisional internship certificate-one (1) year certificate;

8 (c) Temporary provisional certificate;

9 (d) Probationary provisional certificate;

10 (e) Proficiency provisional certificate;

11 (f) Occupation-based career and technical education provisional certificate;

12 (g) One-year provisional alternative certificate;

13 (h) Adjunct certificate;

14 (i) Emergency certificate;

15 (j) Temporary certificate for Instructional Leadership;

16 1. In-state;

17 2. Out-of-state;

18 (k) Temporary certificate; and

19 (l) Provisional certificate for "other school professionals"

20 (2) Professional certificate.

21 (a) Initial certificate-four (4) year certificate;

22 (b) Initial certificate- five (5) year certificate;

23 (c) Renewal certificate - five (5) year certificate;

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Agenda Book

1 (d) Occupation-based career and technical education professional certificate;

2 (e) Professional certificate for “other school professionals”.

3 (3) Junior Reserve Officer Training Corps (JROTC) Certificate.

4 (4) Additional Certification;

5 (a) Certificate extension;

6 (b) Certificate endorsement; and

7 (5) Substitute teaching certificate;

8 (a) Certified substitute certificate; and

9 (b) Emergency substitute certificate;

10 (6) All other existing certificates shall remain valid and the terms for renewal shall be
11 determined by the laws and regulations in effect at the time the certificate was issued pursuant to
12 KRS 161.020.

13 Section 3. Certificate Issuance.

14 (1) Prior to the issuance of a certificate or statement of eligibility, the applicant shall disclose
15 certain background information as outlined in Section 7 of this administrative regulation. If the
16 applicant answers “yes” to any of the questions set forth in Section 7(1)(a)-(f), the EPSB may
17 still issue a certificate or statement of eligibility for that applicant, but the board shall retain final
18 authority to deny a request for certification or statement of eligibility if the board so chooses.

19 (2) The EPSB shall issue a statement of eligibility to a teacher candidate who:

20 (a) Has successfully completed a traditional initial preparation program that resulted in
21 the issuance of a bachelor’s degree or higher with either:

22 1. a cumulative grade point average of 2.75 on a 4.0 scale; or

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Agenda Book

1 2. a grade point average of 3.0 on a 4.0 scale on the last thirty (30) hours of credit
2 completed, including undergraduate and graduate coursework.

3 3. Grade point average (GPA) shall be calculated by beginning with the most recent
4 course completed and proceeding backward for two semesters in the order the grades fall on the
5 transcript to accumulate the last thirty (30) hours completed for determining the GPA.

6 4. If it is necessary to go back further than two (2) semesters then the courses in the third
7 semester shall be chosen based on the highest grades earned during that third semester;

8 (b) Earns a passing score on all assessments required for the certification sought as set
9 forth in Chapter 6 of this title;

10 1. If the teacher candidate is unable to earn a passing score on all assessments required
11 for the certification sought, the EPSB may consider issuing that teacher candidate a conditional
12 certificate; and

13 (c) Receives a recommendation from an educator preparation provider (EPP) for
14 certification.

15 (3) All certificates issued shall either be a base or restricted base certificate in accordance
16 with Section 4 of this administrative regulation.

17 (4) Provisional Certificates.

18 (a) Conditional Certificate.

19 1. The EPSB may issue a conditional certificate to a teacher candidate unable to earn a
20 passing score on all assessments required for the certification sought pursuant to KRS
21 161.030(3)(b), if the teacher candidate meets the requirements of 16 KAR 2:180.

22 2. A teacher candidate with only a conditional certificate is not eligible to participate in
23 the Kentucky Teacher Internship Program (KTIP).

Agenda Book

1 (b) Provisional Internship Certificate. The EPSB shall issue a provisional internship
2 certificate to a teacher candidate who has completed a traditional preparation program upon
3 confirmation of employment in an assignment for the grade level and content area identified on
4 an unexpired statement of eligibility for the duration of the KTIP.

5 (c) Temporary Provisional Certificate.

6 1. The EPSB shall issue a temporary provisional certificate in accordance with KRS
7 161.048 with a grade level and content area recommended by the institution that will be valid for
8 employment in the area of certification sought.

9 2. The certificate shall be issued at the appropriate rank in accordance with the
10 requirements established in 16 KAR 8:020.

11 3. Prior to issuance of the certificate, in accordance with chapter 9 of this title the:

12 a. teacher candidate shall submit to the EPSB an official transcript from each college or
13 university attended; and

14 b. the institution shall submit to the EPSB a mentoring collaboration agreement with the
15 district if the teacher candidate is seeking certification through the enrollment of a university-
16 based alternative certification program.

17 4. The EPSB shall renew the temporary provisional certificate yearly upon the
18 recommendation of the institution. The institution shall base its recommendation pursuant to
19 KRS 161.048 and chapter 9 of this title.

20 5. A teacher candidate shall be eligible for KTIP upon completion of all program
21 requirements and after successfully passing all applicable assessments in accordance with 16
22 KAR 6:010.

23 (d) Probationary Provisional Certificate.

Agenda Book

1 1. A probationary provisional certificate shall be initiated by the school district to fill an
2 area of need.

3 2. The EPSB shall issue a probationary provisional certificate in accordance with 16
4 KAR 2:110, 16 KAR 2:130, 16 KAR 2:140, 16 KAR 2:150, 16 KAR 2:160, 16 KAR 2:170, 16
5 KAR 2:200, 16 KAR 3:030, or 16 KAR 3:040.

6 (e) Proficiency Provisional Certificate.

7 1. The EPSB shall issue a proficiency provisional certificate in accordance with a grade
8 level and content area recommended by the university that will be valid for employment in the
9 area of certification sought.

10 2. The certificate shall be issued at the appropriate rank in accordance with the
11 requirements established in 16 KAR 8:020.

12 3. Prior to issuance of the certificate, in accordance with 16 KAR 5:030 the:

13 a. Teacher candidate shall submit to the EPSB an official transcript from each college or
14 university attended; and

15 b. college or university shall submit to the EPSB an educator learning plan (ELP); and

16 c. candidate shall have a written offer of employment in the content area in which
17 certification is being sought.

18 4. The EPSB shall renew the proficiency provisional certificate yearly upon the
19 recommendation of the college or university. The college or university shall base its
20 recommendation on the ELP in accordance with 16 KAR 5:030.

21 (f) Occupation-based Career and Technical Education Provisional Certificate. The EPSB
22 shall issue an occupation-based career and technical education provisional certificate following
23 the completion of the appropriate requirements set forth in 16 KAR 2:020.

Agenda Book

1 (g) One-year Provisional Alternative Certificate. The EPSB shall issue a one-year
2 provisional alternative certificate to a teacher candidate who is enrolled in a local school district
3 training program following the completion of the appropriate requirements set forth in 16 KAR
4 9:050, 16 KAR 9:060, and 16 KAR 9:070.

5 (h) Adjunct Certificate. The EPSB shall issue an adjunct instructor certificate following
6 completion of the appropriate requirements set forth in 16 KAR 9:020.

7 (i) Emergency Certificate. The EPSB shall issue an emergency certificate in accordance
8 with 16 KAR 2:120.

9 (j) Temporary Certificate for Instructional Leadership.

10 1. In-state. The EPSB shall issue a temporary certificate for instructional leadership
11 pursuant to KRS 161.027(6) and 16 KAR 6:030 Section 8.

12 2. Out-of-state. The EPSB shall issue a temporary certificate for institutional leadership
13 pursuant to KRS 161.027(6).

14 (k) Temporary Certificate.

15 1. The EPSB shall issue a temporary certificate to out-of-state teachers with less than two
16 (2) years of experience pursuant to KRS 161.030(3)(c).

17 2. A temporary certificate may be issued for a period up to six (6) months, not to exceed
18 the end of the semester in which the temporary certificate is issues, during which the teacher
19 must successfully pass all required assessments pursuant to 16 KAR 6:010.

20 (l) Provisional Certificate for “Other School Professionals”. The EPSB shall issue a
21 provisional certificate for “other school professionals” in accordance with 16 KAR 2:060, 16
22 KAR 2:080, 16 KAR 2:090, or 16 KAR 3:060.

23 (5) Professional Certificates.

Agenda Book

1 (a) Initial Four (4) Year Certificate. The EPSB shall issue an initial four (4) year
2 certificate to a teacher candidate who has successfully completed KTIP while holding a
3 provisional internship certificate issued by the EPSB unless otherwise waived under KRS
4 161.030 based on preparation and experience completed outside of Kentucky.

5 (b) Initial Five (5) Year Certificate.

6 1. The EPSB shall issue an initial five (5) year certificate to a teacher candidate who has
7 successfully completed KTIP while holding a temporary provisional certificate issued by the
8 EPSB; or

9 2. To a teacher candidate based on preparation and experience completed outside of
10 Kentucky pursuant to KRS 161.030.

11 (c) Renewal Five (5) Year Certificate.

12 1. The first five (5) year renewal shall require:

13 a. completion of a minimum of fifteen (15) semester hours of graduate credit
14 applicable to the fifth-year approved program of preparation established in 16 KAR 8:020 by
15 September 1 of the year of expiration of the certificate; or

16 b. completion of the required components of the continuing education option for
17 initial certificate renewal as established in 16 KAR 8:030.

18 2. The second five (5) year renewal shall require:

19 a. completion of the fifth-year approved program of preparation established in 16
20 KAR 8:020 by September 1 of the year of expiration of the certificate; or

21 b. successful completion of the continuing education option as established in 16
22 KAR 8:030.

Agenda Book

1 3. Each subsequent five (5) year renewal shall require completion of the renewal
2 requirements established in 16 KAR 4:060.

3 (d) Occupation-based Career and Technical Education Professional Certificate. The
4 EPSB shall issue an occupation-based career and technical education professional certificate in
5 accordance with 16 KAR 2:020.

6 (e) Professional certificate for “Other School Professionals”. The EPSB shall issue a
7 professional certificate for other school professionals in accordance with 16 KAR 2:060, 16
8 KAR 2:070, 16 KAR 2:090, or 16 KAR 3:060.

9 (4) Junior Reserve Officer Training Corps (JROTC) Certificate. The EPSB shall issue a
10 JROTC certificate in accordance with 16 KAR 2:100.

11 (5) Certificate Extensions and Endorsements.

12 (a) A certificate extension may be issued to a certified teacher for any base or restricted
13 base certificate offered in Section 4(1) through Section 4(4) of this administrative regulation and
14 shall require:

15 1. An unexpired base or restricted base certificate, including a statement of eligibility;

16 2. Successful completion of the applicable assessments; and

17 3. Recommendation from an approved preparation program upon the demonstration of
18 competency in the relevant teaching methodology verified via coursework, field experience,
19 portfolio, or proficiency evaluation.

20 (b) A certificate endorsement may be issued for any area listed in Section 4(5) of this
21 administrative regulation and shall require:

22 1. An unexpired base or restricted base certificate, including statement of eligibility;

23 2. Successful completion of the applicable assessments; and

Agenda Book

1 3. Recommendation from an approved program of preparation upon the demonstration of
2 competency in the relevant teaching methodology verified via coursework, field experience,
3 portfolio, or proficiency evaluation.

4 (6) Substitute Certificates. The EPSB shall issue a certified substitute teaching certificate
5 or an emergency substitute certificate in accordance with 16 KAR 2:030 and 16 KAR 2:120
6 Section 2.

7 [~~Certificate Issuance. (1)(a) Until December 31, 2014, a statement of eligibility for a provisional~~
8 ~~teaching certificate shall be issued to an applicant who has submitted a completed TC-1~~
9 ~~application form and has successfully completed:~~

10 ~~1.a. At least a bachelor's degree with:~~

11 ~~(i) A cumulative grade point average of 2.50 on a 4.0 scale; or~~

12 ~~(ii) A grade point average of 3.00 on a 4.0 scale on the last sixty (60) hours of credit~~
13 ~~completed, including undergraduate and graduate coursework; or~~

14 ~~b. As required by Section 4(2)(g)6 of this administrative regulation, a master's degree with:~~

15 ~~(i) A cumulative grade point average of 2.50 on a 4.0 scale; or~~

16 ~~(ii) A grade point average of 3.00 on a 4.0 scale on the last sixty (60) hours of credit~~
17 ~~completed, including undergraduate and graduate coursework;~~

18 ~~2. An approved program of preparation; and~~

19 ~~3. The assessments corresponding to the certificate identified in Section 4 of this~~
20 ~~administrative regulation for which application is being made.~~

21 ~~(b) Beginning January 1, 2015, a statement of eligibility for a provisional teaching certificate~~
22 ~~shall be issued to an applicant who has submitted a completed CA-1 application form and has~~
23 ~~successfully completed:~~

Agenda Book

- 1 ~~1.a. At least a bachelor's degree with:~~
- 2 ~~(i) A cumulative grade point average of 2.50 on a 4.0 scale; or~~
- 3 ~~(ii) A grade point average of 3.00 on a 4.0 scale on the last sixty (60) hours of credit~~
- 4 ~~completed, including undergraduate and graduate coursework; or~~
- 5 ~~b. As required by Section 4(2)(g)6 of this administrative regulation, a master's degree with:~~
- 6 ~~(i) A cumulative grade point average of 2.50 on a 4.0 scale; or~~
- 7 ~~(ii) A grade point average of 3.00 on a 4.0 scale on the last sixty (60) hours of credit~~
- 8 ~~completed, including undergraduate and graduate coursework;~~
- 9 ~~2. An approved program of preparation;~~
- 10 ~~3. The assessments corresponding to the certificate identified in Section 4 of this~~
- 11 ~~administrative regulation for which application is being made; and~~
- 12 ~~4. A national and state criminal background check performed in accordance with KRS~~
- 13 ~~160.380(5) within twelve (12) months prior to the date of application.~~
- 14 ~~(2) Upon confirmation of employment in an assignment for the grade level and specialization~~
- 15 ~~identified on a valid statement of eligibility, a Provisional Teaching Certificate shall be issued~~
- 16 ~~for the duration of the beginning teacher internship established under KRS 161.030.~~
- 17 ~~(3) Upon successful completion of the internship, a Professional Teaching Certificate shall be~~
- 18 ~~issued, valid for a four (4) year period.~~
- 19 ~~Section 3. Professional Teaching Certificate Renewal. (1) The renewal shall require~~
- 20 ~~completion of a fifth-year approved program of preparation which is consistent with:~~
- 21 ~~(a) The Kentucky teacher standards established in 16 KAR 1:010; or~~

Agenda Book

1 ~~(b) The standards adopted by the Education Professional Standards Board for a particular~~
2 ~~professional education specialty and established in an applicable administrative regulation in~~
3 ~~KAR Title 16.~~

4 ~~(2) The first five (5) year renewal shall require:~~

5 ~~(a) Completion of a minimum of fifteen (15) semester hours of graduate credit applicable to~~
6 ~~the fifth year approved program of preparation established in 16 KAR 8:020 by September 1 of~~
7 ~~the year of expiration of the certificate; or~~

8 ~~(b) Completion of the required components of the continuing education option for initial~~
9 ~~certificate renewal as established in 16 KAR 8:030.~~

10 ~~(3) The second five (5) year renewal shall require:~~

11 ~~(a) Completion of the fifth year approved program of preparation established in 16 KAR~~
12 ~~8:020 by September 1 of the year of expiration of the certificate; or~~

13 ~~(b) Successful completion of the continuing education option as established in 16 KAR~~
14 ~~8:030.~~

15 ~~(4) Each subsequent five (5) year renewal shall require completion of the renewal~~
16 ~~requirements established in 16 KAR 4:060.~~

17 Section 4. Grade Levels and Specializations.

18 (1) Preparation for a teaching certificate shall be based on:

19 (a) The Kentucky teacher standards established in 16 KAR 1:010;

20 (b) The accreditation and program approval standards established in 16 KAR 5:010,
21 including the content standards of the relevant national specialty program associations; and

22 (c) The goals for the schools of the Commonwealth specified in KRS 158.6451 and the
23 student academic expectations established in 703 KAR 4:060.

Agenda Book

1 (2) A base certificate shall be issued specifying one (1) or more of the following grade levels
2 and specialization authorizations:

3 (a) Interdisciplinary early childhood education birth to primary, established in 16 KAR
4 2:040;

5 (b) Elementary school: primary through grade 5 to include preparation in the academic
6 disciplines taught in the elementary school.

7 1. The elementary certificate shall be valid for teaching grade 6 if grade 6 is taught in a self-
8 contained classroom or in a school organization in which grade 6 is housed with grade 5 in the
9 same building.

10 2. A candidate for the elementary certificate may simultaneously prepare for certification for
11 teaching exceptional children.

12 (c) 1. Middle school option 1: grades 5 through 9 with the equivalent of one (1) major to be
13 selected from:

14 a. English and communications;

15 b. Mathematics;

16 c. Science; or

17 d. Social studies; or

18 2. Middle school option 2: grades 5 through 9 with two (2) middle school teaching fields to
19 be selected from:

20 a. English and communications;

21 b. Mathematics;

22 c. Science; or

23 d. Social studies;

Agenda Book

1 (d) Secondary school shall be valid for teaching students in: grades 8 through 12 with one (1)

2 or more of the following majors:

3 1. English;

4 2. Mathematics;

5 3. Social studies;

6 4. Biology;

7 5. Chemistry;

8 6. Physics; or

9 7. Earth science;

10 (e) Grades 5 through 12 with one (1) or more of the following majors:

11 1. Agriculture;

12 2. Business and marketing education;

13 3. Family and consumer science;

14 4. Industrial education; or

15 5. Engineering and technology;

16 (f) All grade levels with one (1) or more of the following specialties:

17 1. Art;

18 2. A foreign language;

19 3. Health;

20 4. Physical education;

21 5. Integrated music;

22 6. Vocal music;

23 7. Instrumental music; or

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Agenda Book

1 8. School media librarian; or

2 (g) Grades primary through 12 for teaching exceptional children and for collaborating with
3 teachers to design and deliver programs for preprimary children, for one (1) or more of the
4 following disabilities:

5 1. Learning and behavior disorders;

6 2. Moderate and severe disabilities;

7 3. Hearing impaired;

8 4. Hearing impaired with sign proficiency;

9 5. Visually impaired;

10 6. Communication disorders, valid at all grade levels for the instruction of exceptional
11 children and youth with communication disorders, which shall require a master's degree in
12 communication or speech language pathology, in accordance with 16 KAR 2:050, Section 2; or

13 7. Communication disorders - SLPA only, valid at all grade levels for the instruction of
14 exceptional children and youth with communication disorders, which shall require a
15 baccalaureate degree in communication or speech language pathology, in accordance with 16
16 KAR 2:050, Section 3.

17 (3)(a) The grades 5 through 9 mathematics certificate issued under subsection (2)(c)1.b. or
18 2.b. of this section shall be valid for teaching Algebra I grades 10 and 11.

19 (b) A candidate who chooses to simultaneously prepare for teaching in the middle school and
20 for an additional base or restricted base certificate issued under subsection (2) or (4) of this
21 section, including certification for teaching exceptional children, shall be required to complete
22 one (1) middle school teaching field established in subsection (2)(c) of this section.

Agenda Book

1 (4) A restricted base certificate shall be issued specifying one (1) or more of the following
2 grade level and specialization authorizations:

3 (a) Psychology, grades 8-12;

4 (b) Sociology, grades 8 through 12;

5 (c) Journalism, grades 8 through 12;

6 (d) Speech/media communications, grades 8-12;

7 (e) Theater, primary through grade 12;

8 (f) Dance, primary through grade 12;

9 (g) Computer information systems, primary through grade 12; or

10 (h) English as a second language, primary through grade 12.

11 (5) An endorsement to a certificate identified in subsection (2) or (3) of this section shall be
12 issued specifying one (1) or more of the following grade level and specialization authorizations:

13 (a) Computer science, grades 8-12;

14 (b) English as a second language, primary through grade 12;

15 (c) Gifted education, primary through grade 12;

16 (d) Driver education, grades 8-12;

17 (e) Literacy specialist, primary through grade 12;

18 (f) Reading, primary through grade 12;

19 (g) Instructional computer technology, primary through grade 12;

20 (h) Teacher Leader, all grades;

21 (i) Other instructional services - school safety, primary through grade 12;

22 (j) Other instructional services - environmental education, primary through grade 12;

23 (k) Other instructional services - elementary mathematics specialist, primary through grade 5;

Agenda Book

1 (l) Learning and behavior disorders, grades 8 through 12. This endorsement shall be issued:

2 1. Following completion of the requirements of Section 5(2) of this administrative regulation;

3 and

4 2. Only to candidates with preparation and certification for a base or restricted base
5 certificate for the secondary grades 8-12; or

6 (m) American Sign Language, primary through grade 12.

7 Section 5. Certification through Proficiency Evaluation.

8 (1) Proficiency evaluations shall be conducted in accordance with 16 KAR 5:030 by a
9 Kentucky college or university with an approved educator preparation program.

10 (2) The EPSB may issue a proficiency provisional certificate or a professional certificate
11 to a certified teacher upon request pursuant to this section as long as the certified teacher meets
12 the requirements set forth in Section 3 of this administrative regulation or any certificate area
13 offered in Section 4 of this administrative regulation in accordance with 16 KAR 5:030.

14 (3)(a) A certified teacher may also obtain a certificate endorsement or a certificate
15 extension by a proficiency evaluation performed by a Kentucky college or university in
16 accordance with 16 KAR 5:030.

17 (b) The EPSB shall issue the proficiency provisional certificate and the professional
18 certificate for the certificate endorsement and the certificate extension upon request as long as
19 the certified teacher meets the requirements set forth in Section 3 of this administrative
20 regulation.

21 ~~Additional Certification. (1) A certificate extension may be issued for any base or restricted base~~
22 ~~certificate area offered in Section 4(2) or (4) of this administrative regulation and shall require:~~

23 (a) ~~A valid base or restricted base certificate, including a statement of eligibility;~~

Agenda Book

1 ~~(b) Successful completion of the applicable assessments; and~~

2 ~~(c) Recommendation from an approved preparation program upon demonstration of~~
3 ~~competency in the relevant teaching methodology verified via coursework, field experience,~~
4 ~~portfolio, or other proficiency evaluation.~~

5 ~~(2) A certificate endorsement may be issued for any area listed in Section 4(5) of this~~
6 ~~administrative regulation and shall require:~~

7 ~~(a) A valid base or restricted base certificate, including a statement of eligibility;~~

8 ~~(b) Successful completion of the applicable assessments; and~~

9 ~~(c) Recommendation from an approved preparation program upon demonstration of~~
10 ~~competency in the relevant teaching methodology verified via coursework, field experience,~~
11 ~~portfolio, or other proficiency evaluation.~~

12 ~~(3)(a) A professionally certified teacher may add a certificate endorsement or extension if the~~
13 ~~teacher meets the requirements established in paragraph (c) of this subsection.~~

14 ~~(b)1. Until December 31, 2014, an application for a certificate endorsement or extension shall~~
15 ~~be made on a Form TC-HQ.~~

16 ~~2. Beginning January 1, 2015, an application for a certificate endorsement or extension shall~~
17 ~~be made on a Form CA-HQ.~~

18 ~~(c) A certificate extension or certificate endorsement shall be issued if an educator:~~

19 ~~1. Holds a valid Kentucky professional teaching certificate;~~

20 ~~2. Submits proof that the educator has:~~

21 ~~a. Current employment in a certified position;~~

22 ~~b. A bona fide offer of employment in a certified position in a Kentucky public school; or~~

23 ~~c. Approval of the local district superintendent;~~

Agenda Book

- 1 ~~3. Successfully completed the applicable content assessments; and~~
- 2 ~~4. Has either:~~
- 3 ~~a. A declared major in the area of certification being sought; or~~
- 4 ~~b. A combination of education, experience, professional development, awards, and~~
- 5 ~~achievements in the area of certification being sought sufficient to demonstrate subject matter~~
- 6 ~~competency as evidenced by a score of ninety (90) points on the index contained within the~~
- 7 ~~application forms TC-HQ or CA-HQ.~~
- 8 ~~(i) Points shall be granted only for experience, professional development, awards, or~~
- 9 ~~achievements earned relative to the specific content area, student population taught, and grade~~
- 10 ~~range served.~~
- 11 ~~(ii) Coursework shall be validated on the application by a Kentucky college or university~~
- 12 ~~approved by the EPSB to serve as a "clearinghouse" for the purposes of this option.~~
- 13 ~~(iii) Successful completion of the appropriate content assessment or assessments for the~~
- 14 ~~certificate area being added shall count for forty five (45) points.~~
- 15 ~~(4) If a teacher currently holds a professional certificate in the secondary grades 8-12, and~~
- 16 ~~applies for a certificate extension or endorsement in the same content area for middle school~~
- 17 ~~grades 5-9, the teacher shall not be required to complete the content assessment.~~
- 18 ~~(5) A certificate extension or endorsement issued under the requirements established in~~
- 19 ~~subsection (3)(c) of this section shall be permitted in the areas of English, mathematics, sciences,~~
- 20 ~~foreign languages, or social studies. Health and physical education areas shall be added only if~~
- 21 ~~the teacher holds the correlative certificate.]~~

Agenda Book

1 Section 6. A candidate pursuing certification via an alternative route to certification shall
2 receive the same certificates delineated in Section 4 of this administrative regulation following
3 completion of the appropriate requirements specific to each alternative route.

4 Section 7. Disclosure of Background Information.

5 (1) Teachers and teacher candidates shall disclose certain background information to the
6 EPSB whenever those teachers and teacher candidates apply for the issuance and renewal of the
7 provisional certificate and the professional certificate by answering the following questions:

8 (a) Have you ever had a professional certificate, license, credential, or any document issued
9 for practice denied, suspended, revoked, or voluntarily surrendered? If you have had a
10 professional certificate, license, credential, or any other document issued for practice initially
11 denied by a licensing body, but later issued, you shall answer “yes.”

12 (b) Have you ever been suspended or discharged from any employment or military service
13 because of allegations of misconduct?

14 (c) Have you ever resigned, entered into a settlement agreement, or otherwise left
15 employment as a result of allegations of misconduct?

16 (d) Is any action now pending against you for alleged misconduct in any school district, court,
17 or before any educator licensing agency?

18 (e) Have you ever been convicted of or entered a guilty plea, an “Alford” plea, or a plea of
19 nolo contendere (no contest) to a felony or misdemeanor, even if adjudication of the sentence
20 was withheld in Kentucky or any other state? Minor traffic violations should not be reported.
21 Convictions for driving while intoxicated (DWI) or driving under the influence of alcohol or
22 other drugs (DUI) shall be reported.

23 (f) Do you have any criminal charges pending against you?

Agenda Book

1 (g) If you answered affirmatively to any of the questions in this Section, has the EPSB
2 previously reviewed the information?

3 (2) The EPSB shall provide teachers and teacher candidates with the opportunity to submit a
4 narrative to the board to consider before the board approves the request for issuance or renewal
5 of a provisional certificate or a professional certificate. The teacher or teacher candidate may
6 include in his/her narrative any dates, locations, school systems, court records, or any other
7 information the teacher or teacher candidate would like the board to consider.

8 ~~[(1) Until December 31, 2014, application for certification or additional certification shall be~~
9 ~~made on Form TC-1 and shall be accompanied by the fees required by 16 KAR 4:040.~~

10 ~~(2) Beginning January 1, 2015, application for certification or additional certification shall be~~
11 ~~made on Form CA-1 and shall be accompanied by the fees required by 16 KAR 4:040.~~

12 ~~Section 8. Incorporation by Reference. (1) The following material is incorporated by~~
13 ~~reference:~~

14 ~~(a) "Form CA-1", 03-14;~~

15 ~~(b) "Form CA-HQ", 03-14;~~

16 ~~(c) "Form TC-1", 10/05; and~~

17 ~~(d) "Form TC-HQ", 10/2009.~~

18 ~~(2) This material may be inspected, copied, or obtained, subject to applicable copyright law,~~
19 ~~at the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort,~~
20 ~~Kentucky 40601, Monday through Friday, 8 a.m. to 4:30 p.m.]~~

Agenda Book

Date

Rob Akers, Board Chair
Education Professional Standards Board

Agenda Book

Agenda Book

PUBLIC HEARING AND PUBLIC COMMENT PERIOD: A public hearing on this administrative regulation shall be held on January 23, 2018 at 9:00 a.m., at 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Individuals interested in being heard at this hearing shall notify this agency in writing by five workdays prior to the hearing, of their intent to attend. If no notification of intent to attend the hearing is received by that date, the hearing may be cancelled. This hearing is open to the public. Any person who wishes to be heard will be given an opportunity to comment on the proposed administrative regulation. A transcript of the public hearing will not be made unless a written request for a transcript is made. If you do not wish to be heard at the public hearing, you may submit written comments on the proposed administrative regulation. Written comments shall be accepted until January 31, 2018. Send written notification of intent to be heard at the public hearing or written comments on the proposed administrative regulation to the contact person.

Contact person: Lauren Graves, Executive Staff Advisor, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601, Lauren.Graves@ky.gov, telephone number (502) 564-4606, and facsimile (502) 564-7080.

Agenda Book

REGULATORY IMPACT ANALYSIS AND TIERING STATEMENT

Regulation Number: 16 KAR 2:010

Contact Person: Cassie Trueblood, Phone 502-564-4606, Email Cassie.Trueblood@ky.gov

(1) Provide a brief summary of

(a) What this administrative regulation does: This administrative regulation implements the Kentucky certification requirements for teachers as set forth in KRS 161.030. This administrative regulation also identifies the types of Kentucky professional and provisional teacher certificates available as well as the content areas associated with each certification. It also sets forth the different procedures that may be used to obtain a Kentucky teaching certificate.

(b) The necessity of this administrative regulation: This administrative regulation is necessary to provide notice to applicants, educator preparation providers, and administrators of Kentucky public school districts of the types of certificates issued by the Education Professional Standards Board (EPSB) as well as the content areas associated with each certificate. It also provides notice to applicants, educator preparation providers, and administrators of Kentucky public school districts of the different procedures that may be used to obtain a Kentucky teaching certificate.

(c) How this administrative regulation conforms to the content of the authorizing statutes: KRS 161.020 provides that no person shall be eligible to hold the position of a teacher for which a certificate may be issued, or receive a salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position. KRS 161.028 provides the EPSB with the authority and responsibility to establish standards and requirements for obtaining and maintaining a teaching certificate. KRS 161.030 provides that the EPSB alone has the authority to certify all teachers in public schools.

(d) How this administrative regulation currently assists or will assist in the effective administration of the statutes: This administrative regulation implements the Kentucky certification requirements for teachers as set forth in KRS 161.030. This administrative regulation also identifies the types of Kentucky professional and provisional teacher certificates available as well as the content areas associated with each certification. It also sets forth the different procedures that may be used to obtain a Kentucky teaching certificate.

(2) If this is an amendment to an existing administrative regulation, provide a brief summary of:

(a) How the amendment will change this existing administrative regulation:

This amendment has been brought forward primarily to remove certification barriers by adding additional processes and procedures for certification (proficiency evaluations by educator preparation providers and competency evaluation by the EPSB).

This amendment also includes a new section regarding certification types and requirements.

This amendment includes additions and revisions to the existing regulation as a result of recent 2017 Regular Legislative Session (SB17).

This amendment updates terms used.

This amendment removes references to application forms.

This amendment adds a section regarding background disclosure questions.

Agenda Book

This amendment removes the background check requirement.

(b) The necessity of the amendment to this administrative regulation:

This amendment has been brought forward primarily to remove certification barriers by adding additional processes and procedures for certification (proficiency evaluations by educator preparation providers and competency evaluation by the EPSB). This amendment also includes additions and revisions to the existing regulation as a result of recent 2017 Regular Legislative Session (SB17) and updates existing language.

(c) How the amendment conforms to the content of the authorizing statutes: KRS 161.020, 161.028, and 161.020 require that teachers hold legal qualifications for their respective positions to be issued upon completion of programs prescribed by the EPSB. KRS 161.030 sets forth basic requirements for certification.

(d) How the amendment will assist in the effective administration of the statutes: This amendment provides information relating to new and existing processes and procedures for certification.

(3) List the type and number of individuals, businesses, organizations, or state and local governments affected by this administrative regulation: This administrative regulation will potentially impact teacher candidate seeking a certificate to teach for the first time, teachers who already have a teaching certificate, all Kentucky public school, and approved providers of educator preparation programs.

(4) Provide an analysis of how the entities identified in question (3) will be impacted by either the implementation of this administrative regulation, if new, or by the change, if it is an amendment, including:

(a) List the actions that each of the regulated entities identified in question (3) will have to take to comply with this administrative regulation or amendment: There should be little, if any, additional action needed from the regulated entities identified in question (3) to comply with the implementation of this new regulation.

(b) In complying with this administrative regulation or amendment, how much will it cost each of the entities identified in question (3): There should be little, if any, cost associated the implementation of this new regulation.

(c) As a result of compliance, what benefits will accrue to the entities identified in question (3): Teaching quality is the most important school-based factor in determining student success and we must ensure that all Kentucky teachers enter their classroom prepared to excel. Compliance with this regulation will help Kentucky public schools fill positions that have been difficult to fill with new teachers and also with experienced teachers.

(5) Provide an estimate of how much it will cost to implement this administrative regulation:

(a) Initially: There will be no cost to the EPSB to implement this administrative

Agenda Book

regulation.

(b) On a continuing basis: There will be no cost to the EPSB to implement this administrative regulation.

(6) What is the source of the funding to be used for the implementation and enforcement of this administrative regulation: Funds appropriated by the General Assembly to the Education Professional Standards Board.

(7) Provide an assessment of whether an increase in fees or funding will be necessary to implement this administrative regulation, if new, or by the change, if it is an amendment: The EPSB does not anticipate an additional fee or funding increase.

(8) State whether or not this administrative regulation establishes any fees or directly or indirectly increases any fees: This administrative regulation does not establish any fees directly nor does it indirectly increase fees.

(9) TIERING: Is tiering applied? (Explain why or why not) No, tiering will not apply because all applicants for certification are required to meet the same requirements.

Agenda Book

FISCAL NOTE ON STATE OR LOCAL GOVERNMENT

Regulation Number: 16 KAR 2:010

Contact Person: Cassie Trueblood, Phone: (502) 564-4606, Email: Cassie.Trueblood@ky.gov

1. What units, parts or divisions of state or local government (including cities, counties, fire departments, or school districts) will be impacted by this administrative regulation? This administrative regulation will impact the Education Professional Standards Board, Kentucky institutions of higher education with approved preparation programs, Kentucky public school, and applicants for certification.

2. Identify each state or federal statute or federal regulation that requires or authorizes the action taken by the administrative regulation.

KRS 161.030 provides that the certification of all public school teachers in Kentucky is vested in the EPSB. KRS 161.028(1)(a) requires that the EPSB establish requirements for obtaining and maintaining a teaching certificate.

3. Estimate the effect of this administrative regulation on the expenditures and revenues of a state or local government agency (including cities, counties, fire departments, or school districts) for the first full year the administrative regulation is to be in effect.

There should be no effect.

(a) How much revenue will this administrative regulation generate for the state or local government (including cities, counties, fire departments, or school districts) for the first year?

No revenue will be generated.

(b) How much revenue will this administrative regulation generate for the state or local government (including cities, counties, fire departments, or school districts) for subsequent years?

No revenue will be generated.

(c) How much will it cost to administer this program for the first year? There will be no additional cost to administer this regulation.

(d) How much will it cost to administer this program for subsequent years? There will be no additional cost to administer this regulation.

Note: If specific dollar estimates cannot be determined, provide a brief narrative to explain the fiscal impact of the administrative regulation.

Revenues (+/-):

Expenditures (+/-):

Other Explanation:

Agenda Book

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item D

Action Item:

Intent to Amend 16 KAR 5:030. Proficiency Evaluation

Applicable Statutes and Regulation:

KRS 161.020, 161.028, 161.030

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Issue:

Should the Education Professional Standards Board approve the amending of 16 KAR 5:030 Proficiency Evaluation?

Background:

This administrative regulation establishes an alternate process by which an Educator Preparation Provider may recognize the competency and proficiency of a certified educator for an advanced certification based on something other than academic college credit.

Such an established alternate process will ensure there is a means by which a certified educator can establish proficiency and competency based on that certified educator's experience, past academic coursework, or professional skills that the educator has previously developed.

In consultation with EPP Deans and Chairs, the regulation amendment has been revised to clarify that the proficiency option is available only to those educators already holding initial certification and to assure that the individuals can meet the Kentucky Teacher Performance Standards relative to his or her discipline.

An Educator Preparation Provider that would like to administer proficiency evaluations will need to:

1. Notify the EPSB of its plans to conduct proficiency evaluations:
2. Provide the EPSB with a copy of the procedure it will use to conduct the proficiency evaluations;
3. Work with the currently certified educator to create a plan for obtaining the advanced certification; and
4. Recommend the currently certified educator for advanced certification.

The EPSB will need to receive and approve proficiency evaluation plans prior to implementation.

Agenda Book

Groups/Persons Consulted:

- Deans and Chairs of the Education Preparation Providers
- Kentucky Association of Colleges for Teacher Education
- Staff of the Kentucky Department of Education

Potential Actions:

1. Approve the recommended amended regulation as presented.
2. Do not approve the recommended amended regulation as presented.
3. Modify the recommended amended regulation.

Staff Recommendation:

Potential Action 1

Rationale:

16 KAR 5:030 establishes an alternate process by which an Educator Preparation Provider may recognize the competency and proficiency of a certified educator seeking to obtain advanced certification based on something other than academic college credit.

This administrative regulation will assist local school districts and certified educators when addressing unique needs and opportunities to better serve students. It will also guide the Educator Preparation Providers in the manner by which review procedures for proficiency evaluations can be established. Finally, it will assist in the board's ongoing effort to reduce teacher shortages in the various geographical locations in the Commonwealth.

Contact Person:

Dr. Ben Boggs, Director
Division of Educator Preparation, Assessment, and Internship
502-564-4606
E-mail: Ben.Boggs@ky.gov

Date:

December 11, 2017

Agenda Book

1 EDUCATION AND WORKFORCE DEVELOPMENT CABINET

2 Education Professional Standards Board

3 (Amendment)

4 16 KAR 5:030. Proficiency evaluation.

5 RELATES TO: KRS 161.020, [~~161.025,~~] 161.030

6 STATUTORY AUTHORITY: KRS [~~156.070,~~]161.030

7 NECESSITY, FUNCTION, AND CONFORMITY: KRS 161.020, [~~161.025,~~]and 161.030

8 require that educators [~~teachers~~] and other professional school personnel hold certificates of legal
9 qualifications for their respective positions to be issued upon completion of programs of
10 preparation [~~prescribed by the Kentucky Council on Teacher Education and Certification and~~
11 ~~approved by the State Board of Education~~]. The traditional [~~and formal~~] means of recognizing
12 competency and proficiency for educator [~~teacher~~] preparation is by earning academic [~~in terms of~~
13 ~~standard college credits and the teacher certification requirements are generally stated in terms of~~
14 ~~college~~] credits. This administrative regulation provides an alternate [~~a~~] means for recognizing
15 competency and proficiency [~~that might have been attained in some manner~~] other than academic
16 credit [~~college preparation~~] for educators already holding initial certification.

17 Section 1. Definition. (1) Approved program of preparation means a program approved by
18 the Education Professional Standards Board (EPSB) under 16 KAR 5:010 for a specific
19 certification.

20 (2) Comparable experience means professional activity of equivalent quality requiring
21 similar skills and knowledge.

22 (3) Educator preparation provider (EPP) for the purpose of this regulation means a Kentucky-
23 based college or university that offers educator preparation programs approved by the Board.

Agenda Book

1 (4) Proficiency evaluation means the process by which an EPP may evaluate an educator who
2 currently holds a valid Kentucky professional certificate in accordance with 16 KAR 2:010
3 seeking another certification area, endorsement, or extension to recognize competency and
4 proficiency. [A state accredited teacher education institution may evaluate and accept
5 competency for teacher certification purposes for any of the specific curriculum requirements
6 when the teacher candidate can demonstrate proficiency by reason of previous education,
7 unusual experience, or proficiency examination at a level comparable to the usual requirements
8 in that curriculum area.]

9 Section 2. (1) An EPP shall be required to meet the following requirements before
10 conducting proficiency evaluations:

11 (a) The EPP shall provide notice to the EPSB of its intent to conduct proficiency evaluations;
12 and

13 (b) The EPP shall provide to the EPSB a plan for approval that sets forth the process by
14 which the EPP shall conduct proficiency evaluations. The evaluation must assess a candidate's
15 attainment of the applicable educational program standards.

16 (2) Failure to satisfy the requirements of this administrative regulation may result in the
17 following action:

18 (a) The board may take action against the EPP's state accreditation; and

19 (b) The board may notify the Council of Postsecondary Education that the EPP has not met
20 the requirements of KRS 164.097.

21 Section 3. Educators holding a valid Kentucky certificate seeking another certification area
22 shall not be required to meet the admission requirements in 16 KAR 5:020 (1)(2)(b) and 16 KAR
23 5:020 (1)(3)(b).

Agenda Book

1 Section 4. The EPP shall only conduct proficiency evaluations for the EPP's existing
2 programs approved by the board.

3 Section 5. When conducting a proficiency evaluation, the EPP may assess proficiency by
4 considering any of the following factors: (1) Previous education;

5 (2) Comparable experience; or

6 (3) Proficiency assessment at a level comparable to the usual requirements in the content area
7 in which the educator is seeking certification.

8 Section 6. Additional certification for certified educators.

9 (1) After completing the proficiency evaluation, the EPP shall:

10 (a) Prepare an educator learning plan (ELP) for the certified educator outlining all necessary
11 requirements to complete a program for additional content area or grade range along with a
12 timeline for completion not to exceed two (2) years; and

13 (b) Recommend that the EPSB issue a one year provisional certificate in accordance with 16
14 KAR 2:010.

15 (2) Upon successful completion of the ELP, the EPP shall recommend that the EPSB issue
16 the educator a professional certificate, a certificate endorsement, or a certificate extension in the
17 additional area in accordance with 16 KAR 2:010, Section 4.

18 Section 7. (1) The EPSB shall issue a certificate endorsement or extension in accordance
19 with the process set forth in 16 KAR 2:010, Section 3 upon receipt of the educator's request for
20 certification; proof that the educator has successfully achieved a passing score on any required
21 assessment; and recommendation of the EPP.

Agenda Book

1 (2) The EPSB shall not require an educator to complete Kentucky Teacher Internship Program
2 (KTIP) for the issuance of an endorsement or an extension if the certified educator previously
3 completed KTIP for initial certification.

4 Section 8. Recency. (1) The certified educator seeking another certification shall submit a
5 request for certification no later than five (5) years after successfully completing all requirements
6 set forth in the ELP; or

7 (2) Within twelve (12) months after the EPP discontinues the educator preparation program
8 identified in the ELP, whichever occurs first.

Agenda Book

Date

Rob Akers, Board Chair
Education Professional Standards Board

DRAFT

Agenda Book

PUBLIC HEARING AND PUBLIC COMMENT PERIOD: A public hearing on this administrative regulation shall be held on January 23, 2018 at 9:00 a.m., at 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Individuals interested in being heard at this hearing shall notify this agency in writing by five workdays prior to the hearing, of their intent to attend. If no notification of intent to attend the hearing is received by that date, the hearing may be cancelled. This hearing is open to the public. Any person who wishes to be heard will be given an opportunity to comment on the proposed administrative regulation. A transcript of the public hearing will not be made unless a written request for a transcript is made. If you do not wish to be heard at the public hearing, you may submit written comments on the proposed administrative regulation. Written comments shall be accepted until January 31, 2018. Send written notification of intent to be heard at the public hearing or written comments on the proposed administrative regulation to the contact person.

Contact person: Lauren Graves, Executive Staff Advisor, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601, Lauren.Graves@ky.gov, telephone number (502) 564-4606, and facsimile (502) 564-7080.

Agenda Book

REGULATORY IMPACT ANALYSIS AND TIERING STATEMENT

Regulation Number: 16 KAR 5:030

Contact Person: Lauren Graves, Phone 502-564-4606, Email Lauren.Graves@ky.gov

(1) Provide a brief summary of

(a) What this administrative regulation does: This administrative regulation establishes an alternate process by which an educator preparation provider may recognize the competency and proficiency of a certified educator based on something other than college credit to recommend certification in another area.

(b) The necessity of this administrative regulation: This administrative regulation is necessary to ensure that there is a means by which a certified educator can establish proficiency and competency based on that certified teacher's teaching experience or past college coursework.

(c) How this administrative regulation conforms to the content of the authorizing statutes:

KRS 161.020 and 161.030 require that educators and other professional school personnel hold certificates of legal qualifications for their respective positions.

KRS 161.028 provides the EPSB with the authority and responsibility to establish standards and requirements for obtaining and maintaining a teaching certificate; and

KRS 161.028 also provides the EPSB with the authority and responsibility to set standards for and approve programs for the preparation of teachers.

(d) How this administrative regulation currently assists or will assist in the effective administration of the statutes: This administrative regulation sets forth the process by which an educator preparation provider must comply in order to recognize the competency and proficiency of a current educator through a means other than just completing college courses.

(2) If this is an amendment to an existing administrative regulation, provide a brief summary of:

(a) How the amendment will change this existing administrative regulation:

This amendment will update a regulation originally promulgated, in part, based on statutes that have been long since repealed (KRS 156.070 and KRS 161.025).

This amendment will provide a process for currently certified educators.

This amendment will provide the means by which the EPSB will exercise oversight authority over the proficiency evaluation process used by educator preparation providers.

This amendment will provide consequences to those educator preparation providers that fail to abide by the requirements of this regulation.

This amendment will provide an expedited process for currently certified educators to obtain certificate endorsements or certificate extensions.

Agenda Book

This amendment will allow currently certified educators to teach additional content areas or age ranges while taking the coursework needed for the additional areas.

This amendment will provide school districts with a greater pool of candidates to fill areas of teacher shortages.

(b) The necessity of the amendment to this administrative regulation:

This amendment is necessary because the regulation is based, in part, on statutes that have long since been repealed.

This amendment is necessary to provide current educators a means by which they can establish proficiency and competence for skills they previously developed outside of college coursework.

This amendment is necessary to help school districts fill local teaching shortages.

This amendment is necessary to set forth the process by which the EPSB will exercise authority over educator preparation providers and their use of this regulation.

This amendment is necessary to set forth the consequences for non-compliance by educator preparation programs.

(c) How the amendment conforms to the content of the authorizing statutes: KRS 161.020, KRS 161.020 and 161.030 require that educators and other professional school personnel hold certificates of legal qualifications for their respective positions.

KRS 161.028 provides the EPSB with the authority and responsibility to establish standards and requirements for obtaining and maintaining a teaching certificate; and

KRS 161.028 also provides the EPSB with the authority and responsibility to set standards for and approve programs for the preparation of teachers.

(d) How the amendment will assist in the effective administration of the statutes: This administrative regulation sets forth the process by which an educator preparation provider must comply in order to recognize the competency and proficiency of a current educator through a means other than just completing college courses.

(3) List the type and number of individuals, businesses, organizations, or state and local governments affected by this administrative regulation: This administrative regulation will impact the Education Professional Standards Board and all educator preparation programs. This administrative regulation will also impact currently certified teachers that choose to request proficiency evaluations from an accredited educator preparation provider, and all Kentucky public schools.

(4) Provide an analysis of how the entities identified in question (3) will be impacted by either the implementation of this administrative regulation, if new, or by the change, if it is an

Agenda Book

amendment, including:

(a) List the actions that each of the regulated entities identified in question (3) will have to take to comply with this administrative regulation or amendment:

An educator preparation provider that would like to do proficiency evaluations will need to: 1) notify the EPSB of its plans to conduct proficiency evaluations; 2) provide the EPSB with a copy of the procedure it will use to conduct the proficiency evaluations; 3) work with currently certified educators to create a plan for obtaining a certification; and 4) recommend currently certified educators for certification. The EPSB will need to receive, review, and approve proficiency evaluation plans.

There are no additional requirements placed on currently certified educators, and school districts by this regulation. This regulation is removing barriers to certification.

(b) In complying with this administrative regulation or amendment, how much will it cost each of the entities identified in question (3): The cost should be minimal to educator preparation providers. Some educator preparation providers charge currently certified educators to do proficiency evaluations. There will be a cost to currently certified educators, but the EPSB has no control over what an educator preparation provider charges for proficiency evaluations.

(c) As a result of compliance, what benefits will accrue to the entities identified in question (3): Currently certified educators will be able to obtain certificate endorsements and certificate extensions while teaching in the area in which they are seeking the certificate endorsement or the certificate extension.

(5) Provide an estimate of how much it will cost to implement this administrative regulation:

(a) Initially: The EPSB does not anticipate there being any cost associated with the initial implementation of this regulation.

(b) On a continuing basis: The EPSB does not anticipate there being any continuing cost associated with the implementation of this regulation.

(6) What is the source of the funding to be used for the implementation and enforcement of this administrative regulation: Funds appropriated by the General Assembly to the Education Professional Standards Board.

(7) Provide an assessment of whether an increase in fees or funding will be necessary to implement this administrative regulation, if new, or by the change, if it is an amendment: The EPSB does not anticipate a need for an additional fee or funding increase.

(8) State whether or not this administrative regulation establishes any fees or directly or indirectly increases any fees: This administrative regulation does not establish any fees directly not does it indirectly increase fees collected by the EPSB.

(9) TIERING: Is tiering applied? (Explain why or why not) No, tiering will not apply

Agenda Book

because all educator preparation providers are required to meet the same requirements.

DRAFT

Agenda Book

FISCAL NOTE ON STATE OR LOCAL GOVERNMENT

Regulation Number: 16 KAR 5:030

Contact Person: Lauren Graves, Phone: (502) 564-4606, Email: Lauren.Graves@ky.gov

1. What units, parts or divisions of state or local government (including cities, counties, fire departments, or school districts) will be impacted by this administrative regulation? This administrative regulation will impact the Education Professional Standards Board, educator preparation providers, currently certified educators, and Kentucky public school districts.

2. Identify each state or federal statute or federal regulation that requires or authorizes the action taken by the administrative regulation.

KRS 161.020 and 161.030 require that educators and other professional school personnel hold certificates of legal qualifications for their respective positions.

KRS 161.028 provides the EPSB with the authority and responsibility to establish standards and requirements for obtaining and maintaining a teaching certificate; and

KRS 161.028 also provides the EPSB with the authority and responsibility to set standards for and approve programs for the preparation of teachers.

3. Estimate the effect of this administrative regulation on the expenditures and revenues of a state or local government agency (including cities, counties, fire departments, or school districts) for the first full year the administrative regulation is to be in effect.

There should be no effect.

(a) How much revenue will this administrative regulation generate for the state or local government (including cities, counties, fire departments, or school districts) for the first year?

The EPSB does not anticipate that this regulation will result in revenue for state or local government in the first year.

(b) How much revenue will this administrative regulation generate for the state or local government (including cities, counties, fire departments, or school districts) for subsequent years?

The EPSB does not anticipate that this regulation will result in revenue for state or local government in the subsequent years.

(c) How much will it cost to administer this program for the first year?

The EPSB does not anticipate that there will be any additional cost to administer this program in the first year.

Agenda Book

(d) How much will it cost to administer this program for subsequent years?

The EPSB does not anticipate that there will be any additional cost to administer this program in subsequent years.

Note: If specific dollar estimates cannot be determined, provide a brief narrative to explain the fiscal impact of the administrative regulation.

Revenues (+/-):

Expenditures (+/-):

Other Explanation:

DRAFT

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item E

Action Item:

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Amendment

Applicable Statutes and Regulation:

KRS 161.020, 161.028, 161.030, 161.042

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Issue:

Should the Board approve the revised and amended administrative regulation 16 KAR 5:040 as presented?

Background:

The Board directed the EPSB staff to amend this regulation after receiving clarification from the Attorney's General office concerning compensation for student teaching.

The revised regulation allows:

- A. Student teachers to practice in the district in which they may currently be employed, and to be compensated for work not associated with the student teaching experience;
- B. Institutions unable to locate a placement for student teachers that align with grade level requirements to submit alternative placement requests to EPSB staff for approval. However, the process ensures that final authority remains with the Board; and
- C. University supervisors to perform remote observations of student teachers via technology, reducing costs in time and travel while also easing barriers to placements in rural districts.

Groups/Persons Consulted:

- The Deans and Chairs of the Education Preparation Providers
- The Kentucky Association of Colleges for Teacher Education
- The Student Teaching Coordinators Committee

Potential Actions:

1. Approve the amended regulation.
2. Do not approve the amended regulation.
3. Modify the amended regulation.

Agenda Book

Staff Recommendation:

Potential Action 1

Rationale:

This administrative regulation modernizes the process by which an Educator Preparation Provider shall oversee the admission, placement, and supervision of student teachers. The changes reflect efforts to address needs and challenges encountered by student teachers, local districts, and the Education Preparation Providers. Certain aspects related to cooperating teachers selection that have been deleted from regulation are expected to be incorporated into a general handbook, thus, enabling the process to be updated more easily and appropriately when needed.

Contact Person:

Dr. Ben Boggs, Director
Division of Educator Preparation, Assessment, and Internship
502-564-4606
E-mail: Ben.Boggs@ky.gov

Date:

December 11, 2017

Agenda Book

1 EDUCATION AND WORKFORCE DEVELOPMENT CABINET

2 Education Professional Standards Board

3 (Amendment)

4 16 KAR 5:040 Admission, placement, and supervision in student teaching

5 RELATES TO: KRS 161.020, 161.028, 161.030, 161.042

6 STATUTORY AUTHORITY: KRS 161.028, 161.030, 161.042

7 NECESSITY, FUNCTION, AND CONFORMITY: KRS 161.028 requires that an
8 educator preparation institution be approved for offering the preparation program corresponding
9 to a particular certificate on the basis of standards and procedures established by the Education
10 Professional Standards Board. KRS 161.030 requires that a certificate be issued to a person who
11 has completed a program approved by the Education Professional Standards Board. KRS
12 161.042 requires the Education Professional Standards Board to promulgate an administrative
13 regulation relating to student teachers, including the qualifications for cooperating teachers. This
14 administrative regulation establishes the standards for admission, placement, and supervision in
15 student teaching.

16 Section 1. Definition. "Cooperating teacher" means a teacher employed in a public school
17 or a nonpublic school which meets the state performance standards as established in KRS
18 156.160 or which has been accredited by a regional or national accrediting association who is
19 contracting with an educator preparation institution to supervise a student teacher for the purpose
20 of fulfilling the student teaching requirement of the approved educator preparation program.

21 Section 2. Cooperating Teacher Eligibility Requirements. (1) The cooperating teacher,
22 whether serving in a public or nonpublic school, shall have:

23 (a) A valid teaching certificate or license for each grade and subject taught; and

Agenda Book

1 (b) At least three (3) years of teaching experience as a certified educator.

2 (2) A teacher assigned to a teaching position on the basis of a provisional, [probationary], or
3 emergency certificate issued by the Education Professional Standards Board shall not be eligible
4 for serving as a cooperating teacher.

5 ~~[(3) The district and educator preparation program shall select teachers to be cooperating
6 teachers who demonstrate the following:~~

7 ~~—(a) Effective classroom management techniques that promote an environment conducive to
8 learning;~~

9 ~~—(b) Best practices for the delivery of instruction;~~

10 ~~—(c) Mastery of the content knowledge or subject matter being taught;~~

11 ~~—(d) Aptitude and ability to contribute to the mentoring and development of a preservice
12 educator;~~

13 ~~—(e) Usage of multiple forms of assessment to inform instruction; and~~

14 ~~—(f) Creation of learning communities that value and build upon students' diverse
15 backgrounds.~~

16 ~~—(4) An educator preparation program shall give a teacher who holds a teacher leader
17 endorsement pursuant to 16 KAR 5:010, Section 12(3), priority consideration when selecting a
18 cooperating teacher.]~~

19 (3) ~~[(5) Beginning September 1, 2013,]~~ Prior to student teacher placement, a cooperating
20 teacher shall receive training approved by the Education Professional Standards Board and
21 provided at no cost to the cooperating teacher by the educator preparation institution which shall
22 include the following components:

23 (a) Basic responsibilities of a cooperating teacher;

Agenda Book

1 (b) Best practice in supporting the student teacher; and

2 (c) Effective assessment of the student teacher.

3 ~~[(6) Beginning September 1, 2013, educator preparation programs shall maintain a pool of~~
4 ~~cooperating teachers who have met the requirements of this section.]~~

5 (4) ~~[(7) Beginning September 1, 2013,]~~ Each educator preparation institution shall file an
6 electronic report with the Education Professional Standards Board every semester which
7 identifies the following:

8 (a) Each candidate at the educator preparation institution enrolled in student teaching;

9 (b) The candidate's assigned school;

10 (c) The cooperating teacher assigned to each candidate;

11 (d) The cooperating teacher's area of certification;

12 (e) The cooperating teacher's years of experience as a certified or licensed educator; and

13 (f) The number of days the cooperating teacher supervised the student teacher during the
14 semester. ~~[The date the cooperating teacher completed the training required in subsection (5) of~~
15 ~~this section.]~~

16 Section 3. Admission to Student Teaching. ~~[In addition to the appropriate sections of the~~
17 ~~National Council for Accreditation of Teacher Education (NCATE) standards which are~~
18 ~~incorporated by reference in 16 KAR 5:010, each educator preparation institution shall determine~~
19 ~~minimum standards for admission to student teaching which shall include the procedures~~
20 ~~established in this section.]~~

21 Admission to student teaching shall include a formal application procedure for each teacher
22 candidate.

Agenda Book

1 ~~[(1) A record or report from a valid and current medical examination, which shall include a~~
2 ~~tuberculosis (TB) risk assessment, shall be placed on file with the admissions committee.]~~

3 (1) ~~[(2)]~~ Prior to and during the student teaching experience, the teacher candidate shall adhere
4 to the Professional Code of Ethics for Kentucky School Personnel established in 16 KAR 1:020.

5 (2) ~~[(3) Beginning September 1, 2013,]~~ Prior to admission to student teaching, each teacher
6 candidate shall complete a minimum of 200 clock hours of field experiences in a variety of
7 primary through grade 12 (P-12) school settings which allow the candidate to participate in the
8 following:

9 (a) Engagement with diverse populations of students which include:

10 1. Students from a minimum of two (2) different ethnic or cultural groups of which the
11 candidate would not be considered a member;

12 2. Students from different socioeconomic groups;

13 3. English language learners;

14 4. Students with disabilities; and

15 5. Students from across elementary, middle school, and secondary grade levels;

16 (b) Observation in schools and related agencies, including:

17 1. Family Resource Centers; or

18 2. Youth Service Centers;

19 (c) Student tutoring;

20 (d) Interaction with families of students;

21 (e) Attendance at school board and school-based council meetings;

22 (f) Participation in a school-based professional learning community; and

23 (g) Opportunities to assist teachers or other school professionals.

Agenda Book

1 (3) [(4)] The educator preparation institution [program] shall maintain electronic records that
2 confirm [that] all candidates enrolled in student teaching [after September 1, 2013,] have
3 fulfilled the field experiences required in subsection (2) [(3)] of this section. Beginning July 1,
4 2019, the educator preparation institution shall maintain electronic records in the Kentucky Field
5 Experience Tracking System (KFETS) that confirm all candidates enrolled in student teaching
6 have fulfilled the field experiences required in subsection (2) of this section.

7 Section 4. Cooperating Teacher to Student Teacher Ratio. The ratio of student teachers to
8 cooperating teachers shall be one (1) to one (1).

9 Section 5. University Supervisor. (1) The university supervisor shall conduct a minimum of
10 four (4) observations of the student teacher in the actual teaching situation, a portion of which
11 may be remote. Requests for remote observation(s) shall be submitted to and approved by EPSB
12 prior to observation(s). [The university supervisor shall make periodic observations of the
13 student teacher in the classroom and shall prepare a written report on each observation and share
14 it with the student teacher.]

15 (2) The observation reports shall be filed as a part of the student teacher record and used as a
16 validation of the supervisory function.

17 ~~[(3) A student teacher shall receive periodic and regular on-site observations and critiques of~~
18 ~~the actual teaching situation a minimum of four (4) times, excluding seminars and workshops.]~~

19 (3) [(4)] The university supervisors shall be available to work with the student teacher and
20 personnel in the cooperating school regarding any problems that may arise relating to the student
21 teaching situation.

22 ~~[(5) The educator preparation program shall select a clinical faculty member to serve as a~~
23 ~~university supervisor who demonstrates the following:~~

Agenda Book

- 1 ~~—(a) Effective classroom management techniques that promote an environment conducive to~~
2 ~~learning;~~
- 3 ~~—(b) Best practices for the delivery of effective instruction;~~
- 4 ~~—(c) Dispositions that contribute to the mentoring and development of a preservice educator;~~
- 5 ~~—(d) Knowledge and skills in the use of formative and summative assessments; and~~
- 6 ~~—(e) The ability to participate in a community of professionals committed to supporting the~~
7 ~~effective instructional practice of each student teacher.]~~

8 (4) ~~[(6) Beginning September 1, 2013,]~~ University supervisors shall receive training
9 approved by the Education Professional Standards Board and provided at no cost to the
10 university supervisor by the educator preparation institution which shall include the following
11 components:

- 12 (a) Basic responsibilities of a university supervisor;
- 13 (b) Best practice in supporting the student teacher; and
- 14 (c) Effective assessment of the student teacher.

15 ~~[(7) Beginning September 1, 2013, educator preparation programs shall maintain a pool of~~
16 ~~clinical faculty members who have met the requirements of this section.]~~

17 Section 6. Professional Experience. (1) ~~[In addition to the appropriate NCATE standards~~
18 ~~incorporated by reference in 16 KAR 5:010,]~~ The educator preparation institution shall provide
19 opportunities for the student teacher to assume major responsibility for the full range of teaching
20 duties, including extended co-teaching experiences, in a real school situation under the guidance
21 of qualified personnel from the educator preparation institution and the cooperating elementary,
22 middle, or high school. The educator preparation institution ~~[program]~~ and the school district
23 shall make reasonable efforts to place student teachers in settings that provide opportunities for

Agenda Book

1 the student teacher to develop and demonstrate the practical skills, knowledge, and professional
2 dispositions essential to help all P-12 students learn and develop.

3 (2) A student teacher shall not be placed in a setting that is not consistent with his or her
4 planned certification content and grade range.

5 (3) [~~Beginning September 1, 2013,~~] The student teacher placement shall provide the student
6 teacher with the opportunity to engage with diverse populations of students.

7 (4) [~~Beginning September 1, 2013,~~] Each educator preparation institution shall provide a full
8 professional semester to include a period of student teaching for a minimum of seventy (70) full
9 days, or its equivalent, in instructional settings that correspond to the grade levels and content
10 areas of the student teacher's certification program. Institutions unable to locate a placement
11 aligned with grade level requirements in this section shall submit an alternative placement
12 request to EPSB staff. EPSB staff may pre-approve the alternative placement request if the
13 alternative placement request includes:

- 14 (a) A description of the efforts of the institution to locate a placement aligned with
15 grade level requirements in this section;
16 (b) The rationale for the choice of the identified alternative placement;
17 (c) Statements of support for the alternative placement from the principal and the
18 cooperating teacher; and
19 (d) Evidence of the candidate's variety of field experiences prior to student teaching.

20 All alternative placement requests shall be placed on the consent agenda for the next regularly
21 scheduled meeting of the board and shall be contingent upon board approval. The EPSB waiver
22 committee may review submissions prior to the board meeting and recommend that the board
23 move items from the consent items to the action or waiver items on the agenda.

Agenda Book

1 Pre-approval shall not be granted if the alternative placement does not meet the criteria set forth
2 in this subsection. All alternative placements that are not eligible for pre-approval shall be placed
3 on the agenda of the next regularly scheduled meeting of the board as a waiver item for
4 consideration.

5 (a) Candidates pursuing a primary through grade 12 certificate shall have their student teaching
6 balanced between an elementary school placement and middle school or high school placement.

7 (b) Candidates pursuing an elementary certificate shall have their student teaching balanced
8 between a placement in primary through grade 3 and a placement in grade 4 or grade 5.

9 (c) Candidates seeking dual certification in either middle school or secondary content areas shall
10 have equal placements in both content areas.

11 ~~[(5) Beginning September 1, 2013, the educator preparation program shall support the~~
12 ~~student teacher's placement and classroom experiences by:~~

13 ~~—(a) Cooperating with the district in determining the specific placement of the student teacher;~~

14 ~~—(b) Collaborating with the district to provide necessary program resources and expertise;~~

15 ~~—(c) Using multiple performance assessments to document the student teacher's ability to~~
16 ~~support learning for all P-12 students;~~

17 ~~—(d) Requiring the use of technology by the student teacher to:~~

18 ~~—1. Enrich the learning of P-12 students; and~~

19 ~~—2. Support the student teacher's professional growth and communication; and~~

20 ~~—(e) Providing opportunities for the student teacher to:~~

21 ~~—1. Engage in extended co-teaching experiences with an experienced teacher;~~

22 ~~—2. Engage in reflective self-assessment that informs practice;~~

Agenda Book

- 1 —3. Maintain regular professional conversations with experienced teachers other than the
2 cooperating teacher;
- 3 —4. Participate in regular and extracurricular school activities;
- 4 —5. Participate in professional decision making; and
- 5 —6. Engage in collegial interaction and peer review with other student teachers.]

6 (5) [(6)] The educator preparation institution ~~program~~ shall use the Kentucky Teacher
7 Internship Program Teacher Performance Assessment documents [tasks] established in 16 KAR
8 7:010,~~Section 2, or a variation of these tasks to meet the requirement specified in subsection (5)~~
9 ~~of this section.]~~

10 (6) [(7)] A student teacher shall not have responsibility for the supervision or instruction of
11 P-12 students without the direct supervision of a certified educator.

12 (7) A student teacher shall not receive direct compensation for student teaching. [(8) A
13 student teacher shall not be employed within the school in which he or she is assigned concurrent
14 with student teaching.]

15 (8) [(9)] The educator preparation institution ~~program~~ shall maintain electronic records that
16 confirm that all students [admitted after September 1, 2013,] meet the requirements of this
17 section.

18 Section 7. Compensation of Cooperating Teachers. (1) The Education Professional Standards
19 Board may make arrangements with local school districts to compensate a cooperating teacher.

20 (2) (a) The educator preparation institution shall electronically submit a report of all
21 cooperating teachers and their corresponding student teachers to the Education
22 Professional Standards Board:

Agenda Book

1 1. On or before September 30 [~~October 15~~] for a cooperating teacher supervising a student
teacher 2 during the fall semester; or

3 2. On or before February 1 [~~15~~] for a cooperating teacher supervising a student teacher
4 during the spring semester.

5 (b) Each report shall include:

6 1. The number of contract weeks that the cooperating teacher is working with each student
7 teacher for that semester;

8 2. The cooperating teacher's full name and Social Security number;

9 3. The student teacher's full name, Social Security number, demographic data, and contact
10 information;

11 4. The student teacher's preparation and certification area by assigned certification code; and

12 5. The names of the school district and school where the cooperating teacher is employed and
13 the student teaching requirement is being fulfilled. If the certified cooperating teacher is
14 employed in a nonpublic school which meets the state performance standards as established in
15 KRS 156.160 or which has been accredited by a regional or national accrediting association, the
16 institution shall submit the name of the school.

17 (c) If an educator preparation institution fails to provide the report by the date established in
18 paragraph (a) of this subsection, the Education Professional Standards Board shall not be liable
19 for payment under this administrative regulation.

20 (3) [~~(a) Upon receipt of the report, the Education Professional Standards Board shall contact~~
21 ~~each cooperating teacher by electronic mail and forward a copy of the Instructions for Electronic~~
22 ~~Payment Vouchers to the cooperating teacher to provide instructions on how to create and~~
23 ~~electronically sign an electronic payment voucher.]~~

Agenda Book

1 (a) ~~(b)~~ The electronic ~~[payment]~~ voucher shall be electronically signed by the cooperating
2 teacher [~~building principal,~~] and the university college supervisor as verification of the
3 cooperating teacher's service to the student teacher and submitted to the Education Professional
4 Standards Board:

- 5 1. On or before December 15 during the fall semester; or
- 6 2. On or before May 1 during the spring semester.

7 (b) If a cooperating teacher fails to provide the completed electronic payment voucher by the
8 date established in paragraph (a) of this subsection, the cooperating teacher shall not be eligible
9 to receive any compensation available under this administrative regulation.

10 (4) (a) The payment to a cooperating teacher shall be determined based upon available
11 funding allocated under the biennial budget bill and the total number of days ~~[weeks]~~ served by
12 all cooperating teachers reported for the fiscal year.

13 (b) The payment shall be allocated to a cooperating teacher based upon the number of days
14 ~~[weeks]~~ the teacher supervised a student teacher as reported in subsections (2) and (3) of this
15 section~~[-]~~, not to exceed more than seventy (70) days in a semester.

16 (5) Payments to cooperating teachers shall be disbursed to the school districts or to
17 cooperating teachers in nonpublic schools by the Education Professional Standards Board:

- 18 (a) On an annual basis; and
- 19 (b) On or before June 30.

20 (6) Any payment of state funds under this administrative regulation shall:

- 21 (a) Be a supplement to the compensation provided by an educator preparation institution to a
22 cooperating teacher who is supervising an institution's student teacher; and
- 23 (b) Not supplant the educator preparation institution's compensation responsibility.

Agenda Book

1 Section 8. ~~Incorporation by reference. (1) "Instructions for Electronic Payment Vouchers",~~
2 ~~October 2011, is incorporated by reference.]~~

3 (1) [(2)] This material may be inspected, copied, or obtained, subject to applicable copyright
4 law, at the Education Professional Standards Board, 100 Airport Road, 3rd Floor,
5 Frankfort, Kentucky 40601, Monday through Friday, 8 a.m. to 4:30 p.m. (23 Ky.R. 4281;
6 eff. 8-4-97; Am. 27 Ky.R. 1082; 1475; eff. 12-21-2000; 28 Ky.R. 2077; 2347; eff. 5-16-
7 2002; Recodified from 704 KAR 20:706, 7-2-2002; 33 Ky.R. 838; 1274; eff. 12-1-06; 38
8 Ky.R. 637; 887; eff. 11-14-11.

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Agenda Book

Date

Rob Akers, Board Chair
Education Professional Standards Board

DRAFT

Agenda Book

REGULATORY IMPACT ANALYSIS AND TIERING STATEMENT

Regulation Number: 16 KAR 5:040

Contact Person: Lauren Graves, Phone 502-564-4606, Email Lauren.Graves@ky.gov

(1) Provide a brief summary of:

(a) What this administrative regulation does: This administrative regulation establishes requirements for admission, placement, and supervision for student teaching.

(b) The necessity of this administrative regulation: This administrative regulation is necessary to ensure that candidates for certification are prepared for student teaching, placed in appropriate settings for the specific certification being sought, and provided supervision and support during the student teaching experience.

(c) How this administrative regulation conforms to the content of the authorizing statutes:

KRS 161.028 requires that an educator preparation institution be approved for offering the preparation program corresponding to a particular certificate on the basis of standards and procedures established by the Education Professional Standards Board.

KRS 161.030 requires that a certificate be issued to a person who has completed a program approved by the Education Professional Standards Board.

KRS 161.042 requires the Education Professional Standards Board to promulgate an administrative regulation relating to student teachers, including the qualifications for cooperating teachers.

(d) How this administrative regulation currently assists or will assist in the effective administration of the statutes: This administrative regulation sets forth the requirements for educator preparation programs' student teaching component ensuring placement aligns with the certification being sought and proper training is required of supervisors.

(2) If this is an amendment to an existing administrative regulation, provide a brief summary of:

(a) How the amendment will change this existing administrative regulation:

This amendment will update language of the regulation previously promulgated to reflect current practices aligned with statutes.

This amendment allows for a portion of university supervisor observations to be conducted remotely upon approval from the EPSB.

This amendment will provide the means by which the EPSB staff may pre-approve placements outside of the certification grade range being sought when efforts from the educator preparation provider have been exhausted. The EPSB will have make the final decision at the closest

Agenda Book

following board meeting.

This amendment will require educator candidates to report all field experience hours to the EPSB via the Kentucky Field Experience Tracking System (KFETS).

(b) The necessity of the amendment to this administrative regulation:

This amendment is necessary to address technological changes allowing additional methods for observing and supporting a student teacher.

This amendment is necessary to ensure appropriate, meaningful placements of student teachers.

(c) How the amendment conforms to the content of the authorizing statutes:

KRS 161.028 requires that an educator preparation institution be approved for offering the preparation program corresponding to a particular certificate on the basis of standards and procedures established by the Education Professional Standards Board.

KRS 161.030 requires that a certificate be issued to a person who has completed a program approved by the Education Professional Standards Board.

KRS 161.042 requires the Education Professional Standards Board to promulgate an administrative regulation relating to student teachers, including the qualifications for cooperating teachers.

(d) How the amendment will assist in the effective administration of the statutes:

This administrative regulation sets forth the requirements for educator preparation programs' student teaching component ensuring placement aligns with the certification being sought and proper training is required of supervisors.

(3) List the type and number of individuals, businesses, organizations, or state and local governments affected by this administrative regulation: This administrative regulation will impact the Education Professional Standards Board and all educator preparation providers. This administrative regulation will also impact educator candidates, student teachers, and supervisors.

(4) Provide an analysis of how the entities identified in question (3) will be impacted by either the implementation of this administrative regulation, if new, or by the change, if it is an amendment, including:

(a) List the actions that each of the regulated entities identified in question (3) will have to take to comply with this administrative regulation or amendment:

The EPSB staff may pre-approve placements of student teachers when placements aligned with the regulations are not available; the EPSB may approve the placement at the closest following board meeting.

An educator preparation provider would be required to ensure admission, placement, and training of supervisors align with the regulation and are tracked for verification purposes.

Agenda Book

The university supervisor may conduct a portion of the required observations remotely.

Educator candidates will be required to report field experience hours completed prior to student teaching in the EPSB Kentucky Field Experience Tracking System (KFETS).

There are no additional requirements placed on educator candidates, student teachers, or supervisors.

(b) In complying with this administrative regulation or amendment, how much will it cost each of the entities identified in question (3): There is no additional cost to the entities.

(c) As a result of compliance, what benefits will accrue to the entities identified in question (3): There will be flexibility in placement of student teachers in grade ranges unavailable to ensure experience is gained for the certificate area being sought. University supervisors will be able to conduct a portion of observations remotely to continue support of student teachers when unable to conduct required observations in person. This may allow for placements in various districts across the state.

(5) Provide an estimate of how much it will cost to implement this administrative regulation:

(a) Initially: The EPSB does not anticipate there being any cost associated with the initial implementation of this regulation.

(b) On a continuing basis: The EPSB does not anticipate there being any continuing cost associated with the implementation of this regulation.

(6) What is the source of the funding to be used for the implementation and enforcement of this administrative regulation: Funds appropriated by the General Assembly to the Education Professional Standards Board.

(7) Provide an assessment of whether an increase in fees or funding will be necessary to implement this administrative regulation, if new, or by the change, if it is an amendment: The EPSB does not anticipate a need for an additional fee or funding increase.

(8) State whether or not this administrative regulation establishes any fees or directly or indirectly increases any fees: This administrative regulation does not establish any fees directly not does it indirectly increase fees collected by the EPSB.

(9) TIERING: Is tiering applied? (Explain why or why not) No, tiering will not apply because all educator preparation providers are required to meet the same requirements.

Agenda Book

FISCAL NOTE ON STATE OR LOCAL GOVERNMENT

Regulation Number: 16 KAR 5:030

Contact Person: Lauren Graves, Phone: (502) 564-4606, Email: Lauren.Graves@ky.gov

1. What units, parts or divisions of state or local government (including cities, counties, fire departments, or school districts) will be impacted by this administrative regulation? This administrative regulation will impact the Education Professional Standards Board, educator preparation providers, educator candidates, student teachers, and supervisors.

2. Identify each state or federal statute or federal regulation that requires or authorizes the action taken by the administrative regulation.

KRS 161.028 requires that an educator preparation institution be approved for offering the preparation program corresponding to a particular certificate on the basis of standards and procedures established by the Education Professional Standards Board.

KRS 161.030 requires that a certificate be issued to a person who has completed a program approved by the Education Professional Standards Board.

KRS 161.042 requires the Education Professional Standards Board to promulgate an administrative regulation relating to student teachers, including the qualifications for cooperating teachers.

3. Estimate the effect of this administrative regulation on the expenditures and revenues of a state or local government agency (including cities, counties, fire departments, or school districts) for the first full year the administrative regulation is to be in effect.

There should be no effect.

(a) How much revenue will this administrative regulation generate for the state or local government (including cities, counties, fire departments, or school districts) for the first year?

The EPSB does not anticipate that this regulation will result in revenue for state or local government in the first year.

(b) How much revenue will this administrative regulation generate for the state or local government (including cities, counties, fire departments, or school districts) for subsequent years?

The EPSB does not anticipate that this regulation will result in revenue for state or local government in the subsequent years.

(c) How much will it cost to administer this program for the first year?

The EPSB does not anticipate that there will be any additional cost to administer this program in

Agenda Book

the first year.

(d) How much will it cost to administer this program for subsequent years?

The EPSB does not anticipate that there will be any additional cost to administer this program in subsequent years.

Note: If specific dollar estimates cannot be determined, provide a brief narrative to explain the fiscal impact of the administrative regulation.

Revenues (+/-):

Expenditures (+/-):

Other Explanation:

DRAFT

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item, Waiver A

Action Item:

Waiver of 16 KAR 5:040 Section 3 (3) Admission, placement, and supervision in student teaching

Applicable Statutes and Regulation:

KRS 161.028; KRS 161.030

16 KAR 5:040

Applicable Goal(s):

Goal 1: Every approved educator preparation program meets or exceeds all accreditation standards and prepares knowledgeable, capable teachers and administrators who demonstrate effectiveness in helping all students reach educational achievement.

Issue:

Should the EPSB grant a waiver of 16 KAR 5:040 Section 3 (3) requiring a minimum of 200-field experience hours prior to student teaching for candidates in the following programs at Morehead State University: Biological Science 8-12, Chemistry 8-12, Earth Science 8-12, Mathematics 8-12, and Physics 8-12?

Background:

Dr. Christopher Miller, Dean of the College of Education at Morehead State University, submitted a request to waive 16 KAR 5:040 Section 3 (3) for all candidates admitted to MSU's Biological Science 8-12, Chemistry 8-12, Earth Science 8-12, Mathematics 8-12, and Physics 8-12 programs. The regulation requires that a candidate, as a prerequisite for admission to student teaching, have completed a minimum of 200 clock hours of field experiences in a variety of primary through grade 12 (P-12) school settings. Morehead State University has provided a table demonstrating its proposed 125 clinical hours prior to the culminating clinical experience. This table is located in the documented materials. Dr. Miller's request and supporting documentation are available for review on the EPSB secure website.

Potential Actions:

1. Approve the waiver request.
2. Do not approve the waiver request.
3. Approve the waiver request with conditions.

Contact Person:

Dr. Ben Boggs, Director
Division of Educator Preparation, Assessment, and Internship
502-564-4606
E-mail: Ben.Boggs@ky.gov

Agenda Book

Date:

December 11, 2017

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item, Waiver B

Action Item:

Waiver of 16 KAR 3:040 Section 2 (2) (b)

Applicable Statutes and Regulation:

KRS 161.028; KRS 161.030

16 KAR 3:040

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Issue:

Should the EPSB grant a waiver of the prerequisites of the Level I program of preparation for the initial professional certificate for Director of Special Education?

Background:

Dr. Ann Larson, Dean of the College of Education and Human Development at the University of Louisville (UofL), submitted a request to waive 16 KAR 3:040 Section 2(2)(b) for Dr. Scott Keith Hooper to be admitted to UofL's approved Alternative Route to Certification Director of Special Education program. The regulation requires that a candidate, as a prerequisite for admission to the program, has completed three (3) years of full-time experience as a teacher or school psychologist with a minimum of one (1) year as a teacher of exceptional children or school psychologist. Dr. Hooper has the minimum three (3) years of teaching experience; however, he does not have at least one (1) year of experience as a teacher of exceptional children. Dr. Hooper does have experience with students of special needs serving as the principal for three (3) years at Waller-Williams Environmental School, a school that services students with emotional and behavioral disabilities. Dr. Hooper's teacher certification is not in any certification area for exceptional children. As a result, UofL has designed a program plan to provide Dr. Hooper with appropriate coursework to introduce the foundational knowledge and skills on which the Director of Special Education program was built. Supporting documentation outlines this program plan and includes email correspondence with Jefferson County Public Schools stating their desire to hire Dr. Hooper for the position of Director of Special Education.

Potential Actions:

1. Approve the waiver request.
2. Do not approve the waiver request.
3. Approve the waiver request with conditions.

Agenda Book

Contact Person:

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Date:

December 11, 2017

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item, Waiver C

Action Item:

Approve applicant's other administrative experience for superintendent certification

Applicable Statutes and Regulation:

KRS 161.020, 161.028, 161.030

16 KAR 3:010

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Issue:

Should the Education Professional Standards Board approve the other administrative experience provided by the applicant for issuance of school superintendent certificate?

Background:

Dr. Jacob Bryant, a potential candidate for school superintendent certification, is requesting approval of his other administrative work experience as a Director of Athletics to fulfill the prerequisite of 16 KAR 3:010 Section 1 (c): At least two years of experience in a position of school principal, supervisor of instruction, guidance counselor, director of pupil personnel, director of special education, school business administrator, local district coordinator of vocational education, or a coordinator, administrator, or supervisor of district-wide services. Other administrative experience may be substituted for this requirement with the approval of the Education Professional Standards Board.

Dr. Bryant currently holds superintendent certification in Indiana through a doctoral degree from a CAEP-accredited school. He also holds Kentucky professional certificates for director of pupil personnel, middle grades social studies, middle grades English and communications, middle grades science, middle grades mathematics, instructional leadership-supervisor of instruction, social studies (8-12), and statement of eligibility for provisional certification for instructional leadership-principal.

Potential Actions:

1. Approve the waiver request.
2. Do not approve the waiver request.
3. Approve the waiver request with conditions.

Agenda Book

Contact Person:

Ms. Donna Brockman, Director
Division of Certification
502-564-4606
E-mail: Donna.Brockman@ky.gov

Date:

December 11, 2017

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item, Waiver D

Action Item:

Request to waive emergency certificate requirement that allows for only one issuance to the same person

Applicable Statutes and Regulation:

KRS 161.100

16 KAR 2:120 Section 2, (3)(b)

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Goal 4: Every credentialed educator participates in a high quality induction into the profession and approved educational advancement programs that support effectiveness in helping all students achieve.

Issue:

Should the EPSB grant a waiver of the emergency certificate regulation to allow for a subsequent emergency certificate?

Background:

Woodford County Public Schools is requesting the waiver for Donna McClure Rogers. Teachers with Visual Impairment certification are difficult to locate. This individual does not have certification; however, she has experience working in schools with VI students. She is currently working with VI students as a substitute teacher in Woodford County. She had two emergency certificates prior, in 2006-07 and 2007-08 (Fayette County), before the regulation was revised (2011) to allow only one emergency certificate. Ms. Rogers is currently enrolled in the VI program at UK but has not yet met the requirements to receive temporary provisional certification.

Potential Actions:

1. Approve the waiver request.
2. Do not approve the waiver request.
3. Approve the waiver request with conditions.

Contact Person:

Ms. Donna Brockman, Director
Division of Certification
502-564-4606
E-mail: Donna.Brockman@ky.gov

Agenda Book

Date:

December 11, 2017

Agenda Book

EDUCATION PROFESSIONAL STANDARDS BOARD STAFF NOTE

Action Item, Waiver E

Action Item:

Request a waiver of grade range requirements for Bell County middle grades certified teacher(s)

Applicable Statutes and Regulation:

KRS 161.020; KRS161.028

16 KAR 2:010, Section (4)

Applicable Goal(s):

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Issue:

Should the Education Professional Standards Board (EPSB) approve the grade level waiver(s) as requested by the Bell County Board of Education?

Background:

Bell County has four small K-8 schools in its district. While each of the school's configurations is K-8, they are structured as Primary (K-3) and Middle School (4 – 8). All Middle Schools in the district are on a seven period day. Three of these schools have only one class for each grade level.

The superintendent states that if middle school teachers with 5-9 certificates are limited to teaching only those grade levels in the current 4-8 configuration, they are only able to utilize four periods of their instructional day. By allowing them to teach a 4th grade class in their field of certification the schools can utilize these individuals for five of the seven periods. The remainder of the teachers' schedules would consist of a planning period and an RTI period so they can assist students who are struggling with content. The content specific teachers will be able to bring demonstrated content competency to the 4th grade level. It also will provide a unique situation where the school staff can assess the delivery of content across grades 4 – 8, allowing them to align curriculum across grade levels and track student progress for a period of five years.

Potential Actions:

1. Approve the waiver request.
2. Do not approve the waiver request.
3. Approve the waiver request with conditions.

Agenda Book

Contact Person:

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502-564-4606
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Date:

December 11, 2017