

**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 Meeting Agenda  
Kentucky Department of Education  
300 Sower Boulevard, 5<sup>th</sup> Floor, Frankfort, KY 40601**

**Monday, December 9, 2019**

**EPSB Waiver Committee**

**8:30 AM ET – Conference Room 516**

**EPSB Regular Meeting Agenda**

**9:00 AM ET – State Board Room**

**Call to Order**

**Roll Call**

**Open Speak**

**Approval of Consent Items**

- A. Approval of October 28, 2019, EPSB Meeting Minutes
- B. Approval for the Kentucky Education Association’s Cultural Diversity Training (Ms. Chelsea Young)
- C. Northern Kentucky University Program Approval: Elementary Math Specialist Endorsement (Ms. Allison Bell)

**Report of the Commissioner**

- A. Report from the Education and Workforce Development Cabinet
- B. Report from the Council on Postsecondary Education
- C. Report of the Associate Commissioner
- D. Other Updates

**Information/Discussion Items**

- A. Praxis Core Academic Skills for Educators Mathematics (Mr. Rob Akers)

**Action Items**

- A. Priorities for the 2020 Regular Session of the Kentucky General Assembly (Mr. Akers)

- B. 16 KAR 9:010, Exceptional Work Experience, Amendment (Ms. Crystal Hord)
- C. 16 KAR 9:060, The District Training Program for Preparation of Candidates for Initial Teacher Certification, Amendment (Ms. Bell)
- D. 16 KAR 9:071, Notice of Repeal of 16 KAR 9:050 and 9:070 (Ms. Cassie Trueblood)
- E. Request for SARA Approval for Western Governors University's Learning and Behavior Disorders P-12 Initial Certification Program (Ms. Sharon Salsman)

**Waivers**

- A. 16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements for Jackie Brosky (Ms. Cathy Jackson)
- B. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Amanda Covert (Ms. Hord)
- C. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Maria Miles (Ms. Hord)
- D. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Valerie Skillman (Ms. Hord)
- E. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Marianne Trimble (Ms. Hord)
- F. 16 KAR 2:120. Request to Waive Required GPA for Issuance of an Emergency Certificate for Anderson County Schools (Ms. Hord)
- G. 16 KAR 2:010. Request to Waive Grade Level Restrictions for Mechelle Morgan (Ms. Hord)
- H. 16 KAR 3:060. Request to Allow Other Experience to Meet the Requirement of Two Years of School Counselor Experience for LaShala Goodwin (Ms. Hord)

**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.*

**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 10, 2020  
300 Sower Blvd  
Frankfort, KY 40601

*The actions delineated below were taken in open session of the EPSB at the October 28, 2019, 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), 300 Sower Boulevard, 5<sup>th</sup> Floor, Frankfort, KY 40601.*

**Education Professional Standards Board (EPSB)  
Minutes  
Kentucky Department of Education  
300 Sower Boulevard, 5<sup>th</sup> Floor, Frankfort, KY 40601**

**Call to Order**

Chair Donna Hedgepath called the meeting to order at 9:07 a.m. ET. She read the mission statement to the EPSB and audience.

**Swearing in of New EPSB Members**

Former Court of Appeals Judge Robert Johnson administered the oath and swore in the new EPSB members: David Dalton, Johnathan Gay, Melinda Goble, Adam Smith, and Ashley Vice.

**Roll Call**

The following Board members were present during the October 28, 2019, EPSB meeting:

Kim Chevalier, David Dalton, Jonathan Gay, Melinda Goble, Donna Hedgepath, Justin Mitchell, Daniel Morgan, Ellen Murphy, Shad Sletto, Adam Smith, Elizabeth Smith, Steven Thomas, Ashley Vice, and Rachel Watson.

CPE: Melissa Bell

Cabinet: Michael Nemes

**Report from the Nominating Committee**

Steven Thomas, Chair of the Nominating Committee, thanked Kim Chevalier and Ellen Murphy for assisting in the work to nominate a Chair and Vice-Chair to the EPSB. Mr. Thomas announced that after careful consideration, the Committee nominated Donna Hedgepath for Chair and Justin Mitchell for Vice-Chair.

**Election of Chair and Vice-Chair**

Donna Hedgepath was nominated as Chair and Justin Mitchell was nominated as Vice Chair to serve a one-year term. There were no further nominations from the floor.

**Vote:** *Unanimous*

**Open Speak**

There were no requests for Open Speak.

## **Approval of Consent Items**

Approval of August 19, 2019, EPSB Meeting Minutes

Approval for the Kentucky Education Association's Ethics for Educators and Ethical Use of Technology & Student Confidentiality Trainings

Emergency Non-Certified Personnel Program

**2019-067**

*Motion made by Ms. Kim Chevalier, seconded by Mr. Steven Thomas, to approve the consent agenda items.*

**Vote:** *Unanimous*

## **Report of the Commissioner**

Report from the Education and Workforce Development Cabinet

Deputy Secretary Nemes congratulated the new EPSB members. He reported on the Cabinet's proposed budget, provided an update on the reorganization and spoke about the additional funds requested for KYSTATS. Deputy Secretary Nemes reported that the Cabinet is in the process of relocating to a new building. He also reported on the implementation of a 4-year plan to move Kentucky forward through workforce training and development.

Report from the Council on Postsecondary Education

Dr. Melissa Bell stated that CPE is working on the biennial budget request, and will provide updates at the next EPSB meeting. She stated that the data portal on the CPE website has been updated to be more user-friendly and encouraged everyone to view this page.

Report of the Associate Commissioner

Associate Commissioner Rob Akers welcomed the new EPSB members and congratulated the Chair and Vice-Chair on their election. He provided an overview of the Office of Educator Licensure and Effectiveness (OELE). Mr. Akers stated that during the summer certification rush, between May to September, OELE processed around 25-30,000 certification updates. Associate Commissioner Akers reported that the cloud based application suite is on track for a soft opening around December 2020 with a full implementation planned by May 2021. Mr. Akers talked about the continued work with educator preparation providers on accreditation and discussed the work of the University Principal Preparation Initiative. He stated that OELE is the lead for the Go Teach KY initiative to fill the pipeline with highly qualified and effective teachers. Dr. Marty Park and Crystal Hord joined Associate Commissioner Akers to provide updates on certification for Computer Science.

Other Updates

Commissioner Lewis congratulated Chair Hedgepath and Vice-Chair Mitchell on their appointments. He welcomed all new EPSB members and thanked members for their willingness to serve on the board.

Dr. Lewis spoke on the critical shortage of teachers in Kentucky and the alternative routes to certification. He stated the EPSB will review changes to the regulations on the Option 1 and Option 2 alternative routes to certification.

Dr. Lewis thanked OELE staff for their work. He commented on Dr. Park's presentation and stressed the importance of this initiative. He asked the EPSB to allow flexibility for increasing the pipeline of eligible applicants to fill vacancies in Kentucky schools. He explained the structure of the OELE within the Kentucky Department of Education and noted there was no change in the statutory authority of the EPSB.

### **Report of the Chair**

Dr. Hedgepath presented a plaque in honor of David Graham's service to the EPSB. Vice-Chair Mitchell accepted the plaque on Mr. Graham's behalf.

Dr. Hedgepath reappointed Mitch Bailey, Sharon Bixler, Laura Clarke, Shawn Faulkner, Lori Henderson, Karen Karp, Tony Kirchner, Amy Lingo, Andrea Peach, Christy Petroze, Alesa Walker, Kim White and David Young to the Program Review Committee for a term through December 2023. Jennifer Carroll, Coletta Parsley, Teresa Wallace, and Emily Zucarro were also appointed as new committee members to serve through December 2023.

### **Information/Discussion Items**

#### **16 KAR 9:010, Exceptional Work Experience, Amendment**

Ms. Crystal Hord presented the proposed amendment to 16 KAR 9:010. The amendment removes the grade level restrictions and aligns the regulation with the statute. This was the first reading of the amended regulation.

#### **16 KAR 9:060, The District Training Program for Preparation of Candidates for Initial Teacher Certification, Amendment**

Ms. Allison Bell presented the proposed amendment to 16 KAR 9:060. This amendment combines three regulations into one and aligns the regulation with the statutes. This was the first reading of the amended regulation.

#### **16 KAR 9:0 , Notice of Repeal of 16 KAR 9:050 and 9:070**

Ms. Cassie Trueblood presented information on the repeal of 16 KAR 9:050 and 9:070. The relevant portions of these regulations were streamlined into the amendments for 16 KAR 9:060. This was the first reading of this repealer.

### **Action Items**

#### **Guidelines for Submitting an Application to Provide an Alternative Route to Certification Institute, Option 7**

#### **2019-068**

*Motion made by Mr. Shad Sletto, seconded by Mr. Daniel Morgan, to approve.*

**Vote:** *Unanimous*

2020-2022 Biennial Budget Request

**2019-069**

*Motion made by Ms. Chevalier, seconded by Mr. Mitchell, to approve.*

**Vote:** *Unanimous*

Request for SARA Approval for Liberty University's Submitted Programs

**2019-070**

*Motion made by Mr. Sletto, seconded by Mr. Johnathan Gay, to approve.*

**Vote:** *Unanimous*

Request for SARA Approval for Marshall University's School Psychology Program

**2019-071**

*Motion made by Ms. Ellen Murphy, seconded by Mr. Sletto, to approve.*

**Vote:** *Unanimous (Mr. Morgan recused)*

**Waivers**

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements for Grant Stinger

**2019-072**

*Motion made by Mr. David Dalton, seconded by Mr. Morgan, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Debra Manganaro

**2019-073**

*Motion made by Ms. Ashley Vice, seconded by Mr. Morgan, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Brittany Olvera-Vancini

**2019-074**

*Motion made by Mr. Mitchell, seconded by Mr. Adam Smith, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Mary Pfeiffer

**2019-075**

*Motion made by Ms. Murphy, seconded by Mr. Mitchell, to approve the waiver.*

**Vote:** *Unanimous (Ms. Chevalier and Mr. Morgan recused)*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for April Martin

**2019-076**

*Motion made by Ms. Murphy, seconded by Mr. Dalton, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 2:120. Request to Waive Required GPA for Issuance of an Emergency Certificate for Covington Independent Schools

**2019-077**

*Motion made by Ms. Chevalier seconded by Mr. Gay, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 2:120. Request to Waive Required GPA for Issuance of an Emergency Certificate for Bullitt County Schools

**2019-078**

*Motion made by Ms. Vice, seconded by Mr. Thomas, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Requirements for Candy Partin (Ms. Hord)

**2019-079**

*Motion made by Mr. Mitchell, seconded by Mr. Sletto, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Requirements for Tina Tipton

**2019-080**

*Motion made by Ms. Chevalier, seconded by Mr. Smith, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator Natalie Schmitt

**2019-081**

*Motion made by Mr. Sletto, seconded by Ms. Murphy, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator Brendan Houston

**2019-082**

*Motion made by Mr. Sletto, seconded by Ms. Chevalier, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 3:090. Request to Allow Instructional Experience as a School Social Worker to Meet the Requirement of Three Years Teaching Experience for Issuance of Principal Certification for Jacquelyn Scruggs

**2019-083**

*Motion made by Mr. Gay, seconded by Ms. Murphy, to approve the waiver.*

Board members discussed Ms. Scruggs' instructional experience prior to the vote.

**Vote:** *The motion passed with a majority voice vote. (Ms. Chevalier, Mr. Dalton, Mr. Morgan, Ms. Smith and Mr. Sletto voted nay.)*

**Alternative Route to Certification Applications**

Leigh Russell, English as a Second Language, All Grades (Ms. Hord)

**2019-084**

*Motion made by Mr. Mitchell, seconded by Mr. Sletto, to approve the certification.*

**Vote:** *Unanimous*

Kerri Stec, Japanese, All Grades (Ms. Hord)

**2019-085**

*Motion made by Mr. Sletto, seconded by Ms. Rachel Watson, to approve the certification.*

**Vote:** *Unanimous*

**Board Comments**

Members discussed the need for school districts to devote resources to help teachers certified through the alternative routes to certification to obtain more classroom experience. The number of emergency certifications, especially within the area of special education, was a great concern to the EPSB.

*Motion made by Mr. Sletto, seconded by Ms. Chevalier, 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 Mr. Dalton, seconded by Mr. Sletto, to return to open session.*

**Vote:** *Unanimous*

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

Kim Chevalier, David Dalton, Melinda Goble, Donna Hedgepath, Ellen Murphy, Shad Sletto, Adam Smith, Elizabeth Smith, Steven Thomas, Ashley Vice, and Rachel Watson.

Attorneys present were Deanna Durrett, Luke Gilbert, BreAnna Listermann, Norah Softic, Cassie Trueblood, and Chelsea Young.

**Initial Case Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
1903309	Dismissed
1908759	Dismissed
1905529	Admonish & Training
1906607	Dismissed

1906605	Attorney Review	
1906609	Attorney Review	
1906639	Attorney Review	
1908777	Admonish	
1906625	Attorney Review	
1906643	Admonish & Training	
1906633	Dismissed	
1906631	Dismissed	
1905503	Attorney Review	
1906637	Attorney Review	
1906651	Dismissed	
1906673	Admonish & Training	
1906647	Admonish & Training	
1906627	Admonish & Training	
1906653	Admonish	
1906599	Attorney Review	
1906601	Admonish & Training	
1908775	Attorney Review	
1906611	Admonish & Training	<i>(Ms. Smith recused)</i>
1906641	Attorney Review	<i>(Mr. Dalton recused)</i>
1908793	Defer for Training	
1906679	Dismissed	
1906659	Admonish	
1908795	Admonish & Training	
1904417	Admonish & Training	
1906675	Defer for Training	
1906665	Defer for Training	
1906671	Dismissed	
1906579	Dismissed	
1902187	Admonish & Training	
1906687	Defer for Training	
1906663	Admonish & Training	<i>(Mr. Sletto dissented)</i>
1906669	Admonish & Training	
1906657	Dismissed	
1902225	Defer for Training	
1906587	Defer for Training	
1905543	Dismissed	
1906661	Dismissed	
1906681	Dismissed	
1906597	Dismissed	
1908767	Dismissed	
1906595	Dismissed	
1906593	Dismissed	
1906621	Dismissed	
1906619	Defer for Training	
1908763	Attorney Review	

1906615	Defer for Training	
1908787	Dismissed	
1906583	Attorney Review	
1906585	Dismissed	
1906589	Attorney Review	
1905537	Attorney Review	(Mr. Sletto dissented)
1908799	Dismissed	
1906617	Admonish & Training	
1906683	Admonish & Training	(Mr. Sletto dissented)
1906677	Dismissed	
1905531	Attorney Review	
1905539	Attorney Review	
1906613	Attorney Review	
1908757	Dismissed	
1905499	Attorney Review	
1111862	Refer to Hearing	
1305307	Refer to Hearing	
18071045	Refer to Hearing	
1307563	Refer to Hearing	
1405247	Refer to Hearing	
1506313	Refer to Hearing	
1506305	Refer to Hearing	
1508589	Refer to Hearing	
1506377	Refer to Hearing	
1604259	Refer to Hearing	
1804603	Refer to Hearing	
18081113	Refer to Hearing	
18081089	Refer to Hearing	
1207401	Refer to Hearing	
19019	Refer to Hearing	
1904355	Dismissed	
18111363	No Further Action	
1906655	No Further Action	
18081119	No Further Action	
18111327	Dismissed	
18111383	Dismissed	
1905517	Dismissed	
1905519	Dismissed	
1904371	Dismissed	
1904367	Dismissed	
1904341	Dismissed	
190125	Dismissed	

**Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
191434	Approve

191300	Approve
191483	Approve
191497	Approve
191032	Deny
191563	Approve
191519	Approve
191541	Approve
191577	Approve
191589	Approve
191467	Approve
191618	Approve
191627	Approve
191658	Approve
191647	Approve
191535	Approve
191441	Approve
191451	Approve
191460	Approve
191461	Approve
191462	Approve
191473	Approve
191489	Approve
191484	Approve
191496	Approve
191503	Approve
191525	Approve
191528	Approve
191403	Approve
191555	Approve
191561	Approve
191603	Approve
191606	Approve
191607	Approve
191608	Approve
191590	Approve
191612	Approve
191635	Approve
191631	Approve
191641	Approve
191585	Approve
191538	Approve
191633	Approve
191644	Approve
191667	Approve
191668	Approve
191677	Approve

*(Mr. Dalton dissented)*

191673	Approve
191678	Approve
191681	Approve
191665	Approve
191168	Approve
191707	Approve
191702	Approve
191712	Approve
191706	Approve
191719	Approve
191728	Approve
191709	Approve
191693	Approve
191666	Approve
191671	Approve
191691	Approve
191670	Approve
191683	Approve
191626	Approve
191729	Approve
191558	Approve
191733	Approve

**Agreed Orders**

**Case Number**

**Decision**

1805801 Kristain Pile

Accept Agreed Order stating Pile shall provide written proof to the Board that she has completed educator ethics training by January 1, 2020. Any expense shall be paid by Pile. If Pile fails to complete the training by January 1, 2020, Certificate Number 200234613 shall be administratively suspended until such condition is satisfied.

***Vote: Unanimous***

18101263 Cody Harper

Accept Agreed Order suspending Certificate Number 201125184 for a period of two (2) years. Harper shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

Prior to accepting any position in Kentucky that requires certification, Harper shall provide written proof he has complied with the following:

1. Harper shall provide written proof that he has completed a course on educator ethics and a course on appropriate student teacher boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Harper.

2. Harper shall provide written proof to the Board that he has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill his duties as an educator. Harper shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide written progress reports to the Board until he has been released from treatment by the counselor. Harper shall pay any expense incurred.

If Harper fails to satisfy these conditions, Certificate Number 201125184 shall be suspended until such conditions are satisfied in their entirety.

Certificate Number 201125184 shall be subject to the following permanent probationary condition.

During the probationary period, Harper shall not receive any disciplinary action involving student/teacher boundaries from any school district he is employed. "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. If Harper fails to satisfy this condition, Certificate Number 201125184 shall be automatically suspended pending review and disposition by the Board.

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

**Vote:** *Unanimous*

17121705 Katricia Melzer

Accept Agreed Order retroactively suspending Certificate Number 201120260 from January 11, 2018 through February 24, 2018, a period of forty-five (45) days.

1. Melzer has provided written proof to the Board that she has undergone a comprehensive substance abuse assessment by a Kentucky licensed chemical dependency counselor, that she has successfully completed any and all treatment recommendations and that she is competent to fulfill her duties as an educator.

2. Melzer has provided written proof from a Kentucky licensed physician that she is fit to perform the essential functions of an educator.

3. Melzer has provided written proof to the Board that she has completed six (6) hours of graduate coursework on Behavior Management for LBD Students and Field Studies in LBD, which included components on preparation/planning, assessment, and differentiation.

Certificate Number 201120260 shall be subject to the following probationary condition for a period of two (2) years:

1. Melzer shall not refuse or fail any drug test or breath alcohol test requested by any school district in which she is employed. Melzer shall not receive any disciplinary action from any school district in which she is employed.

“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. If Melzer fails to satisfy this condition in its entirety, Certificate Number 201120260 shall be administratively suspended pending Board review and disposition.

Melzer 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*

17121713 Damon Horning

Accept Agreed Order stating by January 1, 2020, Horning shall provide written proof to the Board that he has completed Diversity/Cultural Sensitivity training and Educator Ethics training, as approved by the Board. If Horning fails to submit proof of training by January 1, 2020, any and all certificates shall be administratively suspended until such condition is satisfied. Horning 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*

18101285 Samuel Groves

Accept Agreed Order stating Certificate Number 69311 is currently expired. Prior to renewing a certificate and/or applying for a new certificate, Groves shall first provide written proof to the Board that he has completed De-escalation training or another classroom management training that covers the topic of de-escalation, as approved by the Board. Groves shall pay any expense incurred. If Groves fails to provide proof of completion of the above training with his next application, then his application for certification shall not be processed until the Board receives proof of training. Groves 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*

1803159 Kevin Hubbard

Accept Agreed Order stating Certificate Number 200237676 is expired. Hubbard shall not apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky until on or after July 1, 2020. Any application submitted by Hubbard, or on his behalf, prior to July 1, 2020 shall be denied.

In addition to any educational and assessment requirements necessary for certification at the time, prior to reissuance of Certificate Number 200237676 Hubbard shall provide proof of the following conditions:

1. Verification of his sobriety, such as proof of continued attendance of AA/NA meetings.
2. Completion of eighty hours of community service.
3. Completion of a new FBI/BCI background check.

4. Completion of an alcohol/substance abuse assessment by a licensed counselor and proof of continued treatment if required.

If Hubbard fails to satisfy any of these conditions, Certificate Number 200237676 shall not be reissued until such conditions are satisfied.

Upon reissuance, Certificate Number 200237676 and any endorsements or new areas of certification shall be subject to the following permanent probationary condition.

1. Hubbard 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 Hubbard 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 Hubbard fails to satisfy this condition in its entirety, Certificate Number 200237676 shall be automatically suspended pending review and disposition by the Board

Upon reissuance, Certificate Number 200237676 and any endorsements or new areas of certification shall be subject to the following probationary condition for a period of three (3) years:

1. Hubbard shall submit to random drug/alcohol tests at the Board's request. Hubbard shall not refuse or fail any drug test requested by any the Board. If Hubbard fails to satisfy this condition in its entirety, Certificate Number 200237676 shall be automatically suspended pending review and disposition by the Board.

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

**Vote:** *Unanimous*

1703485 James Baker-Noren Accept Agreed Order stating Baker-Noren is currently on KTRS Disability Retirement. Prior to his return to a position that requires Kentucky certification, Baker-Noren shall provide written proof that he is no longer on KTRS Disability Retirement, and that he has completed a course on classroom management, as approved by the Board. Baker-Noren shall pay for any expense incurred. Failure to complete the above conditions prior to accepting a certified position will result in the administrative suspension of Baker-Noren's certificate until such conditions are completed. Baker-Noren 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*

1903297 Aaron Etherington Accept Agreed Order suspending Certificate Number 200135920 for the period of July 1, 2019, to July 31, 2019, a period of one (1) month.

Etherington is admonished for consuming alcohol prior to attending a school function. The use of intoxicating substances prior to an official school event not only sets a bad example for students, but also presents a safety risk should a certified individual need to respond to an emergency situation. The Board will tolerate no further misconduct from Etherington.

Etherington has provided proof to the Board that he has undergone a comprehensive substance abuse assessment by a Kentucky license and/or certified chemical dependency counselor, as approved by the Board and has been found to be fit and competent to fulfill his duties as an educator.

On or before July 1, 2020, Etherington shall provide proof to the Board that he has taken three (3) hours of training/professional development on the subject of educator ethics. Any cost for said training shall be paid for by Etherington. Failure to provide this proof prior to July 1, 2020 will result in certificate number 200135920 being automatically suspended until such time as Etherington provides the proof.

Beginning on July 31, 2019, the end of the suspension period, Certificate Number 200135920 shall be subject to a

two (2) year probation and subject to the following condition:

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

Etherington 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*

1903275 Joshua Romine

Accept Agreed Order admonishing Romine for exhibiting a temporary lapse of professional judgment. The use or appearance of using intoxicating substances at an official school event and leaving a student supervisory post without notice could present safety risks to students. The Board reminds Romine that, as an educator, he must maintain a professional approach and be cognizant of his duty to students and parents under the Professional Code of Ethics. The Board will not tolerate any further incidents of misconduct from Romine.

On or before August 1, 2020, Romine shall provide written proof to the Board that he has undergone a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Romine. Failure to provide said written proof prior to August 1, 2020 will result in Certificate Number 201130181 being administratively suspended until such time as Romine provides the proof.

If Romine's chemical dependency counselor makes any treatment recommendations, Romine shall comply with the treatment recommendations. Romine shall submit quarterly written progress reports from his counselor to the Board until

such time as the counselor releases him from treatment. Any expense for the treatment and/or written reports shall be paid by Romine. Failure to comply with this condition will result in Certificate Number 201130181 being administratively suspended until Romine is in compliance.

On or before August 1, 2020, Romine shall provide written proof to the Board that he has taken three (3) hours of training on the subject of educator ethics, as approved by the Board. Any cost for said training shall be paid by Romine. Failure to provide the proof on or before August 1, 2020 will result in Certificate Number 201130181 being administratively suspended until such time as Romine provides the proof.

From the date the Board approves this Order, Certificate Number 201130181 shall be under to a four year probationary period and subject to the following condition:

Romine shall not receive any discipline involving controlled substances or alcohol from any school district in which he is employed. If Romine fails to satisfy this condition, any and all certificates issued to him or on his behalf shall be automatically suspended pending Board 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 upholds the disciplinary action, the disciplinary action, if a termination, suspension or public reprimand shall be considered a violation of this condition.

Romine 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*

17101455 Jimmie Masden

Accept Agreed Order stating Masden shall be issued a teaching certificate in Kentucky only after completing a traditional educator preparation program or meeting the requirements for issuance of an alternative certificate under KRS 161.048. Masden shall not be eligible for an emergency teaching certificate or emergency substitute certificate until

he has been issued either a statement of eligibility or a temporary provisional certificate.

Additionally, at the time of application for certification, Masden shall provide written proof that he has completed the following conditions:

1. Masden 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.

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

Failure to meet any of these conditions will result in the denial of Masden's application for certification. Masden 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*

1904421 Van Duncan

Accept Agreed Order stating Duncan has resigned and has no plans to return to the classroom. Duncan shall neither apply for, nor accept a position that requires certification in the Commonwealth of Kentucky at any time in the future. Should Duncan fail to satisfy this condition, Certificate Number 200133881 shall be automatically and permanently revoked.

Duncan 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*

1904377 Daniel Whitesides Accept Agreed Order stating Whitesides has resigned and has no plans to return to the classroom. Whitesides shall neither apply for, nor accept a position that requires certification in the Commonwealth of Kentucky at any time in the future. Should Whitesides fail to satisfy this condition, Certificate Number 199803062 shall be automatically and permanently revoked.

**Vote:** *Unanimous*

1904343 Reggie Hamilton Accept Agreed Order stating Hamilton has provided proof that he has taken a course of training on the Administration Code of Kentucky's Educational Assessment Program and a course of training on the Procedures for the Inclusion of Special Populations in the State-Required Assessment and Accountability Programs.

From the date the Board approves this Order, Certificate Number 200102607 will be placed under a two year probationary period and subject to the following condition:

Hamilton shall not receive any disciplinary action from any school district in which he is employed. If Hamilton fails to satisfy this condition, Certificate Number 201137819 shall be administratively suspended pending Board review and disposition.

“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, including any appeal therefrom.

Hamilton 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*

1506323 Jamie Roy Accept Agreed Order suspending Certificate Number 200203473 for thirty (30) days beginning June 1, 2020 to July 1, 2020.

Prior to reinstatement of certificate number 200203473, Roy shall comply with the following conditions:

1. Roy shall submit written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, with an emphasis on appropriate teacher/student boundaries, as approved by the Board. Roy shall pay any expense incurred. If Roy fails to satisfy this condition, certificate number 20023473 shall not be reinstated until such condition is satisfied.

Upon reinstatement, certificate number 200203473 shall be subject to the following five (5) year probationary condition:

1. Roy shall have no disciplinary action for violation of the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed.

“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 suspension, termination, or public reprimand shall be considered a violation of this condition.

If Roy fails to satisfy this condition, Certificate Number 200203473 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Roy is aware that should he violate any provision of KRS 161.120 in the future, the Board shall initiate a disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1404220 Lindsey Dettwiller

Accept Agreed Order suspending Certificate Number 201123996 for two (2) years. Dettwiller shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period.

Dettwiller is admonished for her lack of professional judgment in interactions with students. Exchanging personal text messages with students is inappropriate no matter the intent. As an education professional, it is Dettwiller's responsibility to set and maintain appropriate boundaries with all students. She must be ever vigilant to ensure she maintains the dignity and integrity of the profession.

In addition to the standard requirements of the application process, before Dettwiller shall be reinstated, she must comply with the following:

1. Dettwiller shall provide written proof to the Board that she has successfully completed twelve (12) hours of ethics training, as approved by the Board, which shall include instruction on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid for by Dettwiller. Certificate Number 201123996 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 201123996 shall be on permanent probation with the following condition:

1. Dettwiller shall have no further disciplinary action in regards to inappropriate relationship/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 a tribunal and/or arbitration process.

Failure to abide by this condition shall result in an administrative suspension pending further Board review and disposition.

Dettwiller 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*

1902189 Rita Troxell

Accept Agreed Order suspending Certificate number 200211826 for a period of sixty (60) days from June 1, 2019 to July 30, 2019.

Troxell is admonished for using inappropriate physical force and demeaning tactics to control a student's behavior. The Board reminds Troxell that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Troxell should be more cognizant of appropriate techniques to gain student behavior compliance and focus.

Troxell shall submit written proof, by January 1, 2020, that she has completed twenty-four (24) hours in professional development training focusing on Classroom Management, Professional Code of Ethics, and Behavior Intervention. All expenses incurred in order to complete the required training shall be the responsibility of Troxell. Failure to comply with this condition shall result in an administrative suspension until such condition is satisfied.

Upon reinstatement, Certificate Number 200211826 and any future endorsements or new areas of certification, shall be subject to a three (3) year probationary period with the following conditions:

1. Troxell shall not receive any disciplinary action from any school district in which she is employed.

“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 suspension, termination, or public reprimand shall be considered a violation of this condition.

Failure to abide by this condition shall result in an automatic suspension pending Board review and disposition.

Troxell 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*

1407475 Sherrill King

Accept Agreed Order revoking Certificate Number 200008334 from August 28, 2014 until August 28, 2029 for a period of fifteen (15) years. King shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd. Fifth Floor, Frankfort, Kentucky 40601.

In addition to any educational and assessment requirements necessary for certification at the time, King shall comply with the following conditions prior to reissuance of Certificate Number 200008334:

1. King shall provide written proof to the Board that he has successfully completed the terms and conditions as set forth in United States of America v. King. King shall pay any expense incurred. If King is unable to provide proof that he successfully completed all terms and conditions, Certificate Number 200008334 shall not be reissued, and King shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.

2. King shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. King shall submit written proof to the Board that he has complied with the assessment process and has successfully completed any and all treatment recommendations, if any, by the end of the revocation period. If King is unable to complete all treatment recommendations by the end of the revocation period, he shall submit written progress reports from his chemical dependency counselor on January 1st and July 1st until such time as the counselor releases him from treatment. Each progress report shall certify that King is continuing to comply with any and all treatment recommendations, and that he remains fit and competent to fulfill her duties as an educator. King shall pay any expense incurred. If King fails to satisfy this condition, Certificate Number 200008334 shall not be reissued until such condition is satisfied.

3. King shall submit written proof to the Board that he has completed twelve (12) hours of educator ethics training, as approved by the Board. King shall pay any expense incurred. If King fails to satisfy this condition, Certificate Number 200008334 shall not be reissued until such condition is satisfied.

4. King shall submit a copy of his current criminal record, dated within three (3) months of the date of application, as prepared by the Administrative Office of the Courts to the Board. If King fails to satisfy this condition, Certificate Number 200008334 shall not be reissued until such condition is satisfied. If King has received any criminal convictions, other than minor traffic violations in which no jail time can be imposed, since Case No. 15-CR-00030, Certificate Number 200008334 shall not be reissued, and King shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Upon reissuance, Certificate Number 200008334 and any new endorsements or new areas of certification shall be subject to the following permanent probationary conditions:

1. King 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 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. If King fails to satisfy this condition, Certificate Number 200008334 shall be administratively suspended pending Board review and disposition.

2. In accordance with KRS 161.175, King shall submit to random drug testing to be administered by a provider approved by the Board, and shall receive

no drug test that is positive for any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. King shall pay any expense incurred. If King fails to satisfy this condition, Certificate Number 200008334 shall be administratively suspended pending Board review and disposition.

3. King shall have no further criminal convictions. King shall submit to the Board a copy of his current criminal record, as prepared by the Administrative Office of the Courts, by June 30th of every year he holds an active certificate during the probationary period. King shall pay any expense incurred. If King fails to submit the criminal background report by the due date, Certificate Number 200008334 shall be administratively suspended until such condition is satisfied. If King is convicted of any crime other than a minor traffic violation, Certificate Number 200008334 shall be administratively suspended pending Board review and disposition. A violation is not considered a minor traffic violation if it is a violation in which jail time may be imposed.

**Vote:** *Unanimous*

1903307 Benjamin Wright

Accept Agreed Order permanently revoking Certificate Number 201149967. Wright shall immediately surrender the original and all copies of this certificate to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601. Wright shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky for the remainder of his lifetime.

Wright 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*

190111 Jordan Johnson

Accept Agreed Order revoking Certificate Number 200303099 for a period of five (5) years. Johnson shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., Fifth Floor, Frankfort, Kentucky 40601.

Prior to reinstatement of Certificate Number 200303099, Johnson shall comply with the following conditions:

1. Johnson shall provide written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, with an emphasis on appropriate educator/student boundaries, as approved by the Board. Johnson shall pay any expense incurred. If Johnson fails to satisfy this condition, Certificate Number 200303099 shall not be reinstated until such condition is satisfied.

2. Johnson shall provide at least two (2) letters of recommendation stating that he is morally and ethically fit to hold a teaching certificate. The letters of recommendation shall be written by educators who hold valid Kentucky teaching certificates that are in good standing at the time. If Johnson fails to satisfy this condition, Certificate Number 200303099 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200303099 shall be subject to the following probationary condition for a period of five (5) years:

1. Johnson shall not receive any disciplinary action for inappropriate interactions with students or inappropriate educator/student boundaries from any school district in which he is employed.

“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.

2. Johnson shall take a class on appropriate student—teacher boundaries each year of his probationary period and provide written proof of completion by October 1, of each year. Johnson shall pay for any expense incurred. If Johnson fails to satisfy this condition, Certificate Number 200303099 shall be administratively suspended until such condition is satisfied.

If Johnson fails to satisfy this condition, Certificate Number 200303099 shall be automatically suspended pending Board review and disposition.

Johnson 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*

18111353 Matthew Hensley

Accept Agreed Order admonishing Hensley for failing to exemplify behaviors which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. The Board will not tolerate any further incidents of misconduct from Hensley.

Certificate Number 61618, shall be subject to a five (5) year probationary period with the following conditions:

Undergo a substance abuse assessment by a Board approved provider and comply with any treatment recommendations. Hensley shall submit written proof to the Board that he has completed the assessment by November 1, 2019. Any expense required for said assessment and follow-up shall be paid for by Hensley. Failure to abide by this condition shall result in an administrative suspension until such condition is satisfied.

Hensley shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Hensley is convicted of, or enters a guilty or no contest plea, to any criminal charge, Hensley shall submit such documentation to the Board within thirty (30) days. Failure to abide by this condition shall result in an administrative suspension until such condition is satisfied.

Hensley shall submit to the Board by June 30th of each year in which he holds an active certificate, a copy of his current criminal record, as prepared by the Administrative Office of the Courts. Hensley shall pay any expense incurred. Failure to abide by this condition shall result in an administrative suspension until such condition is satisfied.

Hensley shall not receive any disciplinary action involving alcohol/controlled substance/criminal behavior from any school district in which he is employed.

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

If Hensley fails to satisfy this condition, Certificate Number 61618, shall be administratively suspended pending Board review and disposition.

Hensley 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*

1904419 Amy Hamilton

Accept Agreed Order permanently revoking Certificate Number 200229438. Hamilton shall neither 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, Hamilton shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1904435 Patrick Morrissey

Accept Agreed Order dismissing Case No. 1904435. Morrissey has provided proof to the Board that he has taken a course of professional development/training on the topic of Safe Crisis Management.

**Vote:** *Unanimous*

190153 Jacqueline Robinson

Accept Agreed Order stating Robinson is reminded that an educator is required to strive to uphold the responsibilities of the education profession which includes ensuring she is healthy and ready to carry out her responsibilities. Robinson is also reminded that this includes the responsibility to communicate with the district regarding health issues.

Robinson has submitted proof to the Board that she has completed 12 hours of professional development training on Increasing Student Achievement Through the Use of High Leverage Practices.

Robinson has submitted proof to the Board that she has completed 3 hours on Student Quality for Alternate Assessment.

Robinson has submitted proof to the Board that she has completed 3 hours on Strategies for Working with Students with Complex Needs.

Robinson has submitted proof to the Board that she has completed 6 hours on Instructional Practices that make a difference.

Robinson has submitted proof to the Board that she has completed confidentiality training.

Robinson has submitted written proof to the Board that she has successfully completed a fit-for-duty assessment by a Board approved provider. She is fit to perform her essential duties and responsibilities without limitations or restrictions.

Certificate Number 200004110 and any future endorsements or new areas of certification, shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. Robinson shall receive no disciplinary action from any school district in which she is employed during the probationary period. If Robinson fails to satisfy this condition, Certificate Number 200004110 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.

Robinson 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*

1905521 Shannon Taylor

Accept Agreed Order revoking Certificate number 200233391 for a period of four (4) years. Taylor shall neither apply for nor be reissued a certificate during the revocation period.

Prior to reissuance, Taylor shall:

1. Submit written proof to the Board that she has completed eighteen (18) hours of professional development training in the areas of professionalism, educator ethics, appropriate student teacher boundaries and/or classroom management, as approved by the Board. Any expense required for said training shall be paid by Taylor. Failure to abide by this condition will result in Taylor's certificate not being reissued.

Further upon accepting a certified position, Taylor's teaching certificate shall be on probation for a period of ten (10) years and subject to the following probationary conditions:

1. During the probationary period, Taylor shall not receive any disciplinary action from any school in the Commonwealth.

"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 tribunal or arbitration process.

If Taylor fails to satisfy any of the above conditions, certificate number 200233391 shall be automatically suspended and subject to additional sanctions by the Board pursuant to KRS 161.120.

Taylor 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*

1405353 Dana Brown

Accept Agreed Order suspending Certificate number 000046779, including any and all endorsements, for a period of two (2) years. Brown shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the suspension period.

Furthermore, Brown is admonished for failing to exemplify behaviors which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. The Board will not tolerate any further incidents of misconduct from Brown.

In addition to any educational requirements, reinstatement of Certificate Number 000046779, shall be conditioned upon the following:

Brown shall submit written proof to the Board that she has complied with a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. Brown shall pay any expense incurred. Failure to satisfy this condition, shall result in her certificate not being reinstated.

Brown shall submit written proof to the Board that she has successfully completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Brown shall pay any expense incurred. Failure to satisfy this condition, shall result in her certificate not being reinstated.

Upon reinstatement, Certificate Number 000046779, shall be subject to a five (5) year probationary period with the following conditions:

Brown shall submit to the Board by January 1st and July 1st of each year in which she holds an active certificate, documentation from her current treatment provider or Alcoholics Anonymous sponsor stating that she is maintaining sobriety and still seeking support and continued assistance in maintaining her sobriety. Brown shall pay any expense incurred. Failure to satisfy this condition shall result in an administrative suspension until such condition is satisfied.

Brown shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Brown is convicted of, or enters a guilty or no contest plea, to any criminal charge, Brown shall submit such documentation to the Board within thirty days. Failure to do so shall result in an administrative suspension until such condition is satisfied.

Brown shall submit to the Board by June 30th of each year in which she holds an active certificate, a copy of her current criminal record, as prepared by the Administrative Office of the Courts. Brown shall pay any expense incurred. Failure to do so shall result in an administrative suspension until such condition is satisfied.

Brown shall not receive any disciplinary action involving alcohol/controlled substance/criminal behavior from any school district in which she is employed.

“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.

If Brown fails to satisfy this condition, Certificate Number 000046779, shall be administratively suspended pending Board review and disposition.

Brown 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*

1207423 Brian Jenkins

Accept Agreed Order admonishing Jenkins for his failure to report to the proper authorities that a male student had inappropriately touched a female student in his class. The Board reminds Jenkins that he 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 will not tolerate further acts of misconduct from Jenkins.

Additionally, Jenkins shall submit written proof that he has completed professional development/training in the area of sexual abuse awareness, as approved by the Board, prior to accepting a certified position. Any expense for this training shall be paid by Jenkins. If Jenkins fails to satisfy this condition, certificate number 200231139 shall be automatically suspended until Jenkins completes the required training and provides the appropriate written proof to the Board.

**Vote:** *Unanimous*

190117 Rachel Fields (Merry)

Accept Agreed Order admonishing Fields for failing to exemplify behaviors which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. The Board will not tolerate any further incidents of misconduct from Fields.

Fields shall submit written proof to the Board, by January 1, 2020, that she has successfully completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Fields shall pay any expense incurred. If Fields fails to submit proof of training by

January 1, 2020, her certificate shall be administratively suspended until such condition is satisfied.

Fields has submitted written proof that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has completed the recommendations.

Certificate Number 201127324, shall be subject to a five (5) year probationary period with the following conditions:

Fields shall submit to the Board on January 1st and July 1st of each year, beginning January 1, 2020, in which she holds an active certificate, documentation from her current treatment provider or Alcoholics Anonymous sponsor stating that she is maintaining sobriety. Fields shall pay any expense incurred. If Fields fails to satisfy any portion of this condition, Certificate Number 201127324, shall be administratively suspended until such condition is satisfied.

Fields shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Fields is convicted of, or enters a guilty or no contest plea, to any criminal charge, Fields shall submit such documentation to the Board within thirty (30) days. If Fields fails to satisfy any portion of these condition, Certificate Number 201127324, shall be administratively suspended pending Board review and disposition.

Fields shall submit to the Board by July 1st of each year in which she holds an active certificate, a copy of her current criminal record, as prepared by the Administrative Office of the Courts. Fields shall pay any expense incurred. If Fields fails to satisfy any portion of this condition, Certificate Number 201127324, shall be administratively suspended until such condition is satisfied.

Fields shall not receive any disciplinary action involving alcohol/controlled substance/criminal behavior, as prohibited by KRS 161.120, from any school district in which she is employed.

“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.

If Fields fails to satisfy this condition, Certificate Number 201127324, shall be administratively suspended pending Board review and disposition.

Fields 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*

1904425 Johnnie Dials

Accept Agreed Order revoking Certificate Number 201132871. Dials shall immediately surrender the original and all copies of this certificate to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601. Dials shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky for the remainder of his lifetime.

Dials 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*

1803157 Clinton Bell

Accept Agreed Order permanently revoking Certificate Number 000071035. Bell shall neither 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, Bell shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

191220 Michael Conner

Accept Agreed Order issuing a Kentucky teaching certificate only after complying with the following conditions:

1. Conner shall provide written proof that he has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Conner shall pay any expense incurred.

Conner has provided written proof to the Board that he completed a course on Professional Ethics with the Illinois Education Association on March 28, 2019.

2. Conner shall after provide written proof to the Board that he has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill his duties as an educator. Conner shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide written progress reports to the Board until he has been released from treatment by the counselor. Conner shall pay any expense incurred. If Conner fails to provide proof of compliance with treatment recommendations, if applicable, his certificate shall be administratively suspended pending Board review and disposition.

Any and all certificates issued to Conner shall be subject to the following condition for a period of five (5) years:

1. Conner shall provide written proof to the Board that he has completed one course on student-teacher boundaries, by September 1, of each year of the probationary period, beginning September 1, 2020. Failure to adhere to this condition shall result in an administrative suspension of his certificate until such condition is satisfied.

Any and all certificates issued to Conner shall be subject to a permanent probation with the following conditions:

1. Conner shall have no disciplinary action for violation of the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. "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 upholds the disciplinary action, the disciplinary action, if a termination, suspension or public reprimand shall be considered a violation of this condition. If Conner fails to satisfy this condition, his certificate shall be administratively suspended pending Board review and disposition.

2. Conner shall not receive any criminal convictions. If Conner is convicted of, enters a guilty or no contest plea, to any criminal charge(s) other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Conner fails to satisfy this condition, his certificate shall be administratively suspended pending Board review and disposition.

**Vote:** *Unanimous*

1806925 Bryan Bentley

Accept Agreed Order revoking Certificate Number 201113404, from November 17, 2017, through November 17, 2024, a period of seven (7) years. Bentley shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

In addition to any educational and assessment requirements necessary for certification at the time, Bentley shall comply with the following conditions prior to reissuance of Certificate Number 201113404:

1. Bentley shall submit written proof to the Board that he has successfully completed the terms and conditions as set forth in *The State of Ohio vs. Bentley, Bryan.*, Case No. 2018-CR-00508, Court of Common Pleas, Clermont County, Ohio. Bentley shall pay any expense incurred. If Bentley is unable to provide proof that he successfully completed all terms and conditions, Certificate Number 201113404 shall not be reissued, and Bentley shall neither apply for nor be issued a teaching,

administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.

2. Bentley shall submit written proof to the Board from a licensed or certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a comprehensive evaluation, and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. If Bentley fails to satisfy this condition, Certificate Number 201113404 shall not be reissued until such condition is satisfied.

3. Bentley shall submit written proof to the Board that he has completed twelve (12) hours of educator ethics training, as approved by the Board. Bentley shall pay any expense incurred. If Bentley fails to satisfy this condition, Certificate Number 201113404 shall not be reissued until such condition is satisfied.

4. Bentley shall submit a copy of his current criminal record, dated within three (3) months of the date of application, as prepared by the Federal Bureau of Investigation to the Board. If Bentley fails to satisfy this condition, Certificate Number 201113404 shall not be reissued until such condition is satisfied. If Bentley has received any criminal convictions, other than minor traffic violations in which no jail time can be imposed, since Case No. 2018-CR-00508, Certificate Number 201113404 shall not be reissued, and Bentley shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Upon reissuance, Certificate Number 201113404 and any new endorsements or new areas of certification shall be subject to the following probationary conditions for a period of five (5) years:

1. If the evaluating psychiatrist or mental health

professional recommends ongoing treatment, Bentley shall submit quarterly written progress reports to the Board, beginning three (3) months after the initial assessment that he is compliant with all treatment recommendations until he is released from treatment or the conclusion of the probationary period, whichever occurs first. Bentley shall pay any expense incurred. If Bentley fails to satisfy this condition, Certificate Number 201113404 shall be administratively suspended until such condition is satisfied.

2. Bentley shall have no more convictions. Bentley shall submit to the Board a copy of his current criminal record, as prepared by the Federal Bureau of Investigation, by June 30th of every year he holds an active certificate during the probationary period. Bentley shall pay any expense incurred. If Bentley fails to submit the criminal background report by the due date, Certificate 201113404 shall be administratively suspended until such condition is satisfied. If Bentley is convicted of, or enters a guilty or no contest plea, to any criminal charge, other than a minor traffic violation, Certificate 201113404 shall be administratively suspended pending Board review and disposition. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed.

Bentley 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*

18081085 Rebecca Smith

Accept Agreed Order revoking Certificate Number 200188414 from January 1, 2019 through January 1, 2024, a period of five (5) years. Smith shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

In addition to any educational and assessment requirements necessary for certification at the time, Smith shall comply with the following conditions prior to reissuance of Certificate Number 200188414.

1. Smith shall submit written proof to the Board that she has complied with a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. Smith shall pay any expense incurred. Certificate Number 200188414 shall not be reissued until such condition is satisfied.

2. Smith 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. Smith shall provide proof that she has complied with any treatment recommendations proposed by the mental health counselor. Smith shall pay any expense incurred. Certificate Number 200188414 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 200188414 and any new endorsements or new areas of certification shall be subject to the following probationary conditions:

1. Smith shall submit to random drug testing to be administered by a provider approved by the Board and shall receive no drug test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Smith shall pay any expense incurred. If Smith fails to satisfy any portion of this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.

2. Smith shall submit to the Board by July 1st of each year in which she holds an active certificate, a copy of her current criminal record, as prepared by the Administrative Office of the Courts. Smith shall pay any expense incurred. If Smith fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended until such condition is satisfied.

3. Smith shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Smith is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol/controlled substance, she shall submit this information to the Board, in writing, within thirty (30) days. If Smith fails to satisfy any portion of this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.

4. Smith shall not receive any disciplinary action involving the use and/or possession of alcohol/controlled substance, from any school district in which she is employed. If Smith fails to satisfy this condition, any and all certificates issued to her 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.

Smith 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*

1509699 Kenneth Alford

Accept Agreed Order revoking Certificate Number 200217950 from July 1, 2017 to June 30, 2021, a period of four (4) years. Alford shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky, 40601.

In addition to any testing and/or educational requirements necessary for issuance at the time, reissuance of Certificate Number 200217950 shall be conditioned on successful completion of the following conditions:

1. Alford shall provide written proof to the Board that he has completed the thirty (30) hours of training required by the Final Order in Dr. Kenneth Alford vs. Ohio County Schools, Administrative Action Number 15-EDE-0199. At least nine (9) of the required thirty (30) hours shall be on the Professional Code of Ethics for Kentucky Certified School Personnel. Certificate Number 200217950 shall not be reissued until such condition is satisfied.

2. Alford shall provide written proof to the Board that he has provided the agreed upon restitution to the Ohio County Education Association and he is not currently a member of the association. Certificate Number 200217950 shall not be reissued until such condition is satisfied.

3. Alford shall provide a current background check, dated within three months of submission, prepared by the Administrative Office of the Courts. Alford shall pay any expense incurred. Certificate Number 200217950 shall not be reissued until such condition is satisfied. If Alford has received any criminal convictions related to theft or financial mismanagement during the revocation period, Certificate Number 200217950 shall not be reissued, and Alford shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.

4. Alford shall provide written proof to the Board that he has undergone a comprehensive fit for duty assessment by a Kentucky licensed and/or certified mental health professional, as approved by the Board. Alford shall also provide written proof that he is compliant with any and all treatment recommendations proposed by the mental health professional and is fit to perform the essential functions of an educator. Certificate Number

200217950 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 200217950 shall be subject to the following probationary conditions:

1. If the evaluating mental health professional recommends ongoing treatment, Alford shall provide the Board with semi-annual progress reports, due January 1st and July 1st, until he is released from treatment. Alford shall pay any expense incurred. If Alford fails to satisfy this condition, Certificate Number 200217950 shall be administratively suspended until such condition is satisfied.

2. Alford shall not receive any criminal convictions. If Alford is convicted of, enters a guilty or no contest plea, to any criminal charge(s) other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Alford fails to satisfy this condition, Certificate Number 200217950 shall be administratively suspended until such condition is satisfied. If Alford receives any criminal convictions, Certificate Number 200217950 shall be administratively suspended pending Board review and disposition.

3. Alford shall not accept a certified position in Ohio, Breckinridge, Butler, Daviess, Grayson, Hancock, McLean or Muhlenberg counties. If Alford fails to satisfy this condition, he shall notify the Board, in writing, within thirty (30) days, and Certificate Number 200217950 shall be administratively suspended pending Board review and disposition. If Alford fails to notify the Board that he has accepted a certified position in Ohio County or any adjacent Kentucky County, Certificate Number 200217950 shall be automatically permanently revoked.

4. Alford shall not receive any disciplinary action from any school district in which he is employed. If Alford fails to satisfy this condition, Certificate Number 200217950 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.

Alford 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*

*Motion made by Mr. Thomas seconded by Ms. Chevalier to adjourn the meeting.*

Vote: Unanimous

Meeting adjourned at 2:56 p.m.

## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Consent Item:**

Board Approval for the Kentucky Education Association's (KEA) Cultural Diversity Training

#### **Commissioner's Recommendation:**

The Commissioner recommends approval of the proposed course as training for educators with cases before the Education Professional Standards Board (EPSB).

#### **Rationale:**

Staff has reviewed the proposed training and has found that the course will address the needs of educators referred for specific training in cultural competency, and diversity. The EPSB routinely requests that educators before them complete cultural sensitivity training to address misconduct allegations that stem from an educator's misunderstanding of the cultural differences in his or her own classroom. This training will teach those educators how to become more self-aware, how to respond appropriately and how to create a more inclusive classroom to improve student learning. Finally, this training will be conducted in-person rather than online for a more intensive option, and will include resources for educators to use in the future.

#### **Action Question:**

Should the EPSB approve the Cultural Diversity Training for individuals with cases before the Board?

#### **Applicable Regulation:**

KRS 161.028, KRS 161.120, 16 KAR 1:020, 16 KAR 1:030

#### **History/Background:**

***Existing Policy:*** Pursuant to KRS 161.120(1), the EPSB may impose probationary or supervisory conditions upon any certificate issued by the EPSB. The EPSB has used this authority to require educators to attend specific training to address the alleged misconduct and prevent further incidents. The EPSB's *Procedures Relating to Action on an Educator's Certification* also includes a Deferral for Training option that allows an educator the opportunity to complete a recommended training and submit written proof to the EPSB for a dismissal of his/her case. The EPSB currently has seven pre-approved providers offering dozens of trainings; however, the proposed training will provide an additional training on the topics of cultural competency, and diversity.

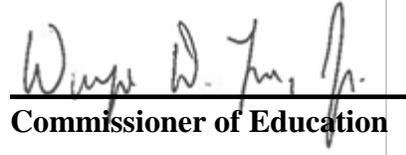
***Summary:*** KEA is requesting approval for their in-person Cultural Diversity Training. Enclosed under separate cover is the course syllabus, information on the course developers, a bibliography, and the presentation that will be used.

***Budget Impact:*** There is no budgetary impact, as educators are responsible for the cost of any training they are required to complete for the EPSB.

**Contact Person:**

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Office of Legal Services  
(502) 564-4606

Email: [chelsea.young@education.ky.gov](mailto:chelsea.young@education.ky.gov)



Wayne D. Jones  
Commissioner of Education

**Date:**

December 9, 2019

## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Action/Discussion Item:**

Northern Kentucky University Program Approval: Elementary (P-5) Math Specialist Endorsement

#### **Commissioner's Recommendation:**

The Commissioner recommends that the Education Professional Standards Board (EPSB) approve Northern Kentucky University's submitted program.

#### **Rationale:**

The proposed educator preparation program follows the appropriate regulations outlining the requirements for program approval as established by the EPSB. The program courses demonstrate the appropriate alignment with state and national standards and include integration of the Kentucky Academic Standards. The program assessments are aligned with the advanced teacher performance areas of content knowledge, professional skills and dispositions, clinical practice, integration of technology in the discipline, and data and research-driven decision making skills. The documentation also identifies appropriate program faculty. The program has completed three stages of review and received a recommendation for approval from the Program Review Committee.

#### **Action Question:**

Should the EPSB approve the educator preparation program submitted by Northern Kentucky University?

#### **Applicable Statute or Regulation:**

KRS 161.028, KRS 161.030, 16 KAR 2:010, 16 KAR 5:020

#### **History/Background:**

*Existing Policy:* KRS 161.028 and KRS 161.030 require the EPSB to establish curricula for educator preparation programs in Kentucky and approve such programs for educator preparation providers. The Division of Educator Preparation and Certification, the Content Area Program Review Committee, and the Program Review Committee evaluated the program review documents submitted for approval against performance-based program certification guidelines established by the EPSB. This program proposal meets all the requirements set forth by the EPSB.

*Summary:* The Elementary (P-5) Math Specialist Endorsement program proposed by Northern Kentucky University is designed to provide advanced teacher candidates the three essential areas of development for an Elementary Math Specialist. The program's first focus is on math pedagogies for grades K-2, grades 3-5 and interventions across grades K-5. The program's second focus addresses mathematical content that is relevant for elementary school teachers including number and operations, algebra and functions, geometry and measurement, and data analysis and probability. The third focus of the program is in leadership development to aid in

the support of other math teachers in their own building and beyond to improve their practices in structured and unstructured settings. The graduate level coursework may be used by candidates as part of other advanced programs such as the Master of Arts in Education (MAEd.), Education Specialist (Ed.S.), and Rank I non-degree program.

The six-course, 16-hour program will be delivered online and include multiple assignments that must be conducted in the teacher's classroom and demonstrate how the theories and concepts of the coursework connects to the professional setting. The assessment process for the program includes three transition points: (1) Program Entry which requires evidence of a bachelor's or master's degree with a cumulative 2.75 GPA or 3.0 on the last 30 hours of credit completed, teacher certification or Statement of Eligibility in Elementary Education and Special Education, employment as an elementary teacher teaching mathematics or as a mathematics intervention teacher, evidence of professional goals aligned with the 21<sup>st</sup> Century Skills, and a signed Code of Ethics; (2) Midpoint which includes the monitoring of candidate GPA throughout the course sequence and performance-based evidence collected from course assessments; and (3) Program Exit which requires successful completion of all courses with a minimum 3.0 GPA and evidence of mastery on the KTPS and NCTM standards.

A letter of support from the Dean of the College of Education at Northern Kentucky University and the program review documents, which include an Executive Summary, are available on the EPSB secure website.

***Budget Impact:*** There is no budgetary impact.

**Groups Consulted and Brief Summary of Responses:**

Staff, content specialists, and the Program Review Committee have reviewed Northern Kentucky University's proposed Elementary Math Specialist Endorsement and determined that the proposal has met the requirements for approval.

**Contact Person:**

Allison Bell, Branch Manager  
Division of Educator Preparation and Certification  
Office of Educator Licensure and Effectiveness  
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**Commissioner of Education**

**Date:**

December 9, 2019

## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Information/Discussion Item:**

Praxis Core Academic Skills for Educators (CASE) Mathematics

#### **Rationale:**

Educational Testing Services (ETS) administers the CASE, and has made updates to the Mathematics portion of the assessment. ETS now offers the CASE Mathematics (5732) and Mathematics (5733). The Education Professional Standards Board (EPSB) has the authority to set the standards for educator preparation programs including the standards for admission. An ETS representative will present on both Mathematics assessments so that the EPSB can ensure that it is selecting the best assessment for admission to Kentucky's educator preparation programs.

#### **Applicable Statute or Regulation:**

KRS 161.028, 161.030, 161.048, 16 KAR 5:020

#### **History/Background:**

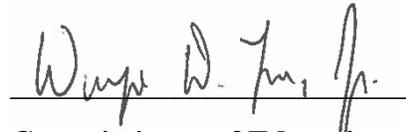
*Existing Policy:* KRS 161.028(1)(b) requires the EPSB to set the standards for educator preparation programs. As part of those standards, the EPSB has promulgated 16 KAR 5:020, Standards for Admission to Educator Preparation. 16 KAR 5:020, Section 1(2)(b) sets the CASE as the assessment for admission to an approved undergraduate initial certification educator preparation program. Passage of the CASE or the Graduate Record Exam is required for admission to an approved graduate level initial certification educator preparation program. Applicants taking the CASE for admission into an educator preparation program are required to complete the CASE Mathematics (5732) exam. This is a fifty-six question exam that covers four content categories: Number and Quantity, Algebra and Functions, Geometry and Statistics, and Probability.

*Summary:* ETS has updated the Mathematics portion of the CASE and now offers CASE Mathematics (5733). This assessment is also fifty-six questions and covers three major content categories: Number and Quantity, Data Interpretation and Representation, Statistics, and Probability, and Algebra and Geometry. All skills assessed have been identified as needed for college and career readiness, in alignment with the Common Core State Standards for Mathematics. Monica Beane from ETS will be present at the December 9<sup>th</sup> EPSB meeting to present on the two mathematics exams and field questions.

*Budget Impact:* There is no budgetary impact.

**Contact Person:**

Rob Akers, Associate Commissioner  
Office of Educator Licensure and Effectiveness  
(502) 564-4606  
E-mail: [rob.akers@education.ky.gov](mailto:rob.akers@education.ky.gov)

A handwritten signature in black ink, appearing to read "Wayne D. Lewis", is written over a horizontal line.

**Commissioner of Education**

**Date:**

December 9, 2019

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Action Item:**

Priorities for the 2020 Regular Session of the Kentucky General Assembly

### **Commissioner's Recommendation:**

The Commissioner recommends approval of the priorities for the 2020 Regular Session.

### **Rationale:**

The proposed priorities align with the Education Professional Standards Board's (EPSB) recent initiatives around promotion of the alternative routes to certification, expansion of Rank II and updating the regulations on administrative certification.

### **Action Question:**

Should the EPSB approve the legislative priorities?

### **Applicable Statute or Regulation:**

KRS 161.017, KRS 161.027, KRS 161.048, KRS 161.1211

### **History/Background:**

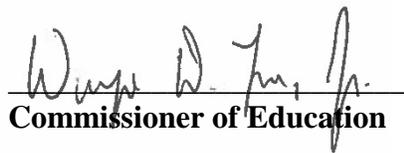
*Existing Policy:* Per Executive Order 2019-464 and KRS 161.017, the Commissioner is responsible for carrying out policy and program directives of the EPSB. Recent initiatives of the EPSB include promotion of the alternative routes to certification, expansion of Rank II and updating the regulations on administrative certification. The EPSB has encountered some statutory limitations to this work, and the proposed priorities would address those limitations.

*Summary:* The Kentucky General Assembly will open its Regular Session in January 2020. At the December 9, 2019 meeting, policy items will be considered and reviewed for inclusion in the EPSB's legislative priorities for the session. A summary of items will be included under separate cover.

*Budget Impact:* There is no budgetary impact.

### **Contact Person:**

Rob Akers, Associate Commissioner  
Office of Educator Licensure and Effectiveness  
(502) 564-4606  
E-mail: [rob.akers@education.ky.gov](mailto:rob.akers@education.ky.gov)

  
Commissioner of Education

### **Date:**

December 9, 2019

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Action Item:**

16 KAR 9:010, Professional Certificate for Exceptional Work Experience, Amendment

### **Commissioner's Recommendation:**

The Commissioner recommends approval of the amendments to 16 KAR 9:010.

### **Rationale:**

The proposed amendment would allow the Education Professional Standards Board (EPSB) to issue certificates to Exceptional Work Experience candidates for all grade levels.

### **Action Question:**

Should the EPSB approve the amendments to 16 KAR 9:010?

### **Applicable Statute or Regulation:**

KRS 161.048, 16 KAR 9:010

### **History/Background:**

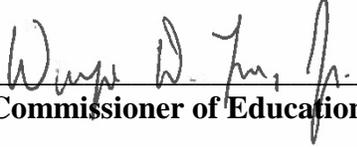
**Existing Policy:** KRS 161.048(2) establishes the Exceptional Work Experience alternative route to certification. Through this route an individual with exceptional work experience who has an offer of employment from a school district, can obtain certification if they meet the degree and GPA requirements and have an academic major or a passing score on the academic content assessment. 16 KAR 9:010 sets forth the regulatory requirements for this route to certification, and limits certification through this route to grade levels 9-12.

**Summary:** The proposed amendment to the regulation would remove the restriction that certification obtained through the Exceptional Work Experience route is limited to grades 9-12. KRS 161.048 does not place such a limitation on the route. In reviewing applications for certification, the EPSB has chosen to waive the grade level restriction and issue middle grades and K-12 certification based on exceptional work experience. The proposed amendment aligns 16 KAR 9:010 with the EPSB's current practice. Since the first reading, staff has updated the amendment to specify how the route will apply to population based certificates. Specifically, to meet the requirements of KRS 161.048(2)(c)(3), candidates seeking a population based certificate will be required to pass the applicable assessment. Population based certificates include certificates for teaching elementary, exceptional children or interdisciplinary early childhood education. The proposed amended regulation is included for review.

**Budget Impact:** There is no budgetary impact.

### **Contact Person:**

Crystal Hord, Branch Manager  
Office of Educator Licensure and Effectiveness  
Division of Educator Licensure and Quality  
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E-mail: [crystal.hord@education.ky.gov](mailto:crystal.hord@education.ky.gov)

  
Commissioner of Education

**Date:**

December 9, 2019

1 EDUCATION AND WORKFORCE DEVELOPMENT CABINET

2 Education Professional Standards Board

3 (Amendment)

4 16 KAR 9:010. Professional certificate for exceptional work experience [~~limited to secondary~~  
5 ~~education~~].

6 RELATES TO: KRS 161.028, 161.030, 161.048

7 STATUTORY AUTHORITY: KRS 161.028, 161.030, 161.048

8 NECESSITY, FUNCTION, AND CONFORMITY: KRS 161.048 establishes the eligibility  
9 requirements for a candidate seeking to participate in an alternative teacher preparation program.

10 This administrative regulation establishes the requirements for issuance and renewal of a  
11 professional certificate [~~for secondary education~~] based on exceptional work experience.

12 Section 1. Definitions. (1) "Exceptional work experience" means a person with **significant**  
13 **knowledge**, [~~recognized superiority as compared with others in rank, status, and attainment or~~  
14 ~~superior knowledge and~~] skill, **and experience** in comparison with the generally accepted  
15 standards in the area in which certification is sought.

16 **(2) "Population based certificate" means a certificate for teaching elementary, exceptional**  
17 **children or interdisciplinary early childhood education.**

18 [~~(2) "Secondary education" means the area in which certification is sought in a subject taught in~~  
19 ~~grades 9–12 in a Kentucky school.~~]

20 Section 2. Verification of exceptional qualifications of an applicant for certification, in a field of  
21 endeavor taught or service practiced in a public school of Kentucky, shall include:

1 (1) Sufficient documentation that demonstrates to the local school district and the Education  
2 Professional Standards Board that an applicant is one who has exceptional work experience as  
3 defined in Section 1 of this administrative regulation and has talents and abilities commensurate  
4 with the ~~[new]~~ teacher standards, established in 16 KAR 1:010;

5 (2) Documentation ~~[of achievement that]~~ may include advanced degrees earned, distinguished  
6 employment, evidence of related study or experience, publications, professional **awards,**  
7 achievement, or recognition attained for contributions to an applicant's field of endeavor; and  
8 **recommendations** ~~[(3) Recommendations]~~ from professional associations, former employers,  
9 professional colleagues, or any other individual or group whose evaluations shall support  
10 exceptional work in the field.

11 Section 3. Certification Requirements. **(1)** An eligible candidate who meets the requirements of  
12 **KRS 161.048(2)** ~~[KRS 161.048(1)]~~ **and 16 KAR 2:010, Section 3(1),** ~~[and character and fitness~~  
13 ~~review established in KRS 161.040]~~ shall be issued ~~[the provisional]~~ **a** certificate ~~[-limited to~~  
14 ~~secondary education and valid for one (1) year]. [Upon successful completion of the Kentucky~~  
15 ~~Teacher Internship Program as established in KRS 161.030(5) to (8), the professional certificate,~~  
16 ~~limited to secondary education, shall be issued and shall be valid for an additional four (4)~~  
17 ~~years.] **(2) Candidates seeking a population based certificate shall pass the applicable**~~  
18 **assessments prescribed in 16 KAR 6:010 to satisfy the requirement of KRS**  
19 **161.048(2)(c)(3).**

20 ~~[Section 4. Renewal Requirements. Each five (5) year renewal of the professional certificate~~  
21 ~~identified in Section 3 of this administrative regulation shall meet the renewal requirements es-~~  
22 ~~tablished in 16 KAR 4:060.]~~

## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Action/Discussion Item:**

16 KAR 9:060, The District Training Program for Preparation of Candidates for Initial Teacher Certification, Amendment

#### **Commissioner's Recommendation:**

The Commissioner recommends approval of the amendments to 16 KAR 9:060.

#### **Rationale:**

The amended regulation would streamline the requirements of the District Training Program into one regulation and revise the regulation to conform to the statutory requirements of this alternative route to teacher certification.

#### **Action Question:**

Should the Education Professional Standards Board (EPSB) approve the amendments to 16 KAR 9:060?

#### **Applicable Statute or Regulation:**

KRS 161.048, KRS 161.049, 16 KAR 9:050, 16 KAR 9:060 and 16 KAR 9:070

#### **History/Background:**

*Existing Policy:* KRS 161.048(3) and KRS 161.049 establish the District Training Program as an alternative to the college teacher preparation program as a means of acquiring teacher certification. Per KRS 161.048(3), a local school district or group of districts may seek approval for a training program from the EPSB. Candidates must possess a bachelor's degree or a graduate degree with a minimum cumulative GPA of 2.75 or 3.0 on the last thirty hours of credit, a passing score on the academic content assessment and an offer of employment from a district with an EPSB approved district training program. Upon meeting the participation criteria, candidates will be issued a one-year provisional certificate to complete the program. KRS 161.049 sets forth the requirements that the District Training Program contain two hundred fifty hours of formal instruction over three phases led by a professional support team consisting of a school principal, an experienced teacher, a college or university faculty member, and an instructional supervisor. The EPSB has promulgated 16 KAR 9:050, 16 KAR 9:060 and 16 KAR 9:070, to provide the regulatory requirements of this route. This route to certification has only been utilized by the Jefferson County Public Schools, and that program was closed in 2018.

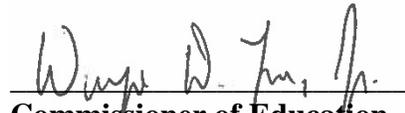
*Summary:* Staff is proposing an amendment to 16 KAR 9:060 that would streamline the requirements of the District Training Program by placing all applicable requirements in one regulation. The proposed amended regulation contains eleven sections covering: general information, the district plan, candidates, the professional development plan, the professional support team, the district training plan framework, informal observation and critique, formal observation and evaluation, evaluation report of the candidate, the district training program

evaluation, and continuance of program approval. The proposed amended regulation is included for review.

**Budget Impact:** Staff time will be required to provide technical assistance to applicants, review programs, and prepare submissions for EPSB review and/or approval.

**Contact Person:**

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E-mail: [allison.bell@education.ky.gov](mailto:allison.bell@education.ky.gov)

  
\_\_\_\_\_  
**Commissioner of Education**

**Date:**

December 9, 2019

1 EDUCATION AND WORKFORCE DEVELOPMENT CABINET

2 Education Professional Standards Board

3 (Amendment)

4 16 KAR 9:060. The **district** [alternative] training program for preparation of candidates for initial  
5 teacher certification.

6 RELATES TO: KRS 161.028, 161.030, 161.048, 161.049

7 STATUTORY AUTHORITY: KRS 161.028, 161.030, 161.048, 161.049

8 NECESSITY, FUNCTION, AND CONFORMITY: KRS 161.048 **and KRS 161.049** directs the  
9 Education Professional Standards Board to adopt administrative regulations establishing standards **and**  
10 **procedures** for local **school** district training programs and the approval [~~and evaluation process~~] for  
11 these programs. This administrative regulation establishes the required elements of a local district  
12 **training** program, outlines the training and responsibilities required of the professional support team,  
13 and establishes the training which a candidate for alternative certification shall be provided. In addition,  
14 the administrative regulation establishes the process for evaluation of the candidate **and evaluation of**  
15 **the district training program.**

16 Section 1. The **district** [alternative] training program as defined in KRS 161.048 and 161.049 is an  
17 alternative **certification** program to prepare a candidate for initial teacher certification **at any grade**  
18 **level.** A local district or a group of districts may seek approval to offer the **district training** program in  
19 all instructional fields [~~for middle grade teachers as identified in 704 KAR 20:080 and TEC 35.0 of the~~  
20 ~~Kentucky Standards for the Preparation-Certification of Professional School Personnel incorporated by~~  
21 ~~reference in 16 KAR 5:013 and for secondary classroom teachers as identified in 704 KAR 20:070 and~~

1 ~~TEC 40.2]~~ **including interdisciplinary early childhood education**, except for the preparation of  
2 teachers of exceptional children.

3 Section 2. District Plan. (1) The local school district or **group of districts** [~~consortium~~] shall submit  
4 a plan for the **district** [~~alternative~~] training program for approval by the Education Professional Stand-  
5 ards Board, to include the following:

6 (a) Written evidence that the district has sought **joint** sponsorship of the program with an accredited  
7 college **or university**.

8 (b) The names of a four (4) member professional support team for each candidate, as described in  
9 Section 4 of this administrative regulation.

10 (c) The names and qualifications of personnel **in addition to** [~~other than~~] the four (4) member pro-  
11 fessional support team, **if any**, who will provide formal instruction as described in Section 5 of this  
12 administrative regulation.

13 (d) The training program for the support team, as described in Section 6 of this administrative regu-  
14 lation.

15 (e) The **professional development plan** [~~training program~~] for each candidate, as described in Sec-  
16 tion 5 of this administrative regulation.

17 [~~(f) A tentative budget to include expected personnel costs, for the period of time for which the dis-  
18 trict is requesting approval of the proposal, which may not exceed five (5) years.]~~]

19 **(f)** [~~(g)~~] Name, title, address and telephone number of program director.

20 [~~(h) Appeal process.~~]

21 ~~—1. The sponsoring district or consortium shall establish an appeals process for candidates in the al-  
22 ternative training program and shall notify the Education Professional Standards Board of this process  
23 at the time of application for approval of the program.~~

1 —2. ~~Complaints relative to failure of the sponsoring district or consortium or the professional support~~  
2 ~~team to comply with and follow all prescribed statutory and regulatory requirements and procedures of~~  
3 ~~an approved alternative training program shall be directed to and assessed by the superintendent or de-~~  
4 ~~signee of the sponsoring district or consortium.~~

5 —3. The district shall notify the Education Professional Standards Board of all appeals and actions  
6 ~~taken as a result of appeals.]~~ (g) [(i)] Roles and expectations for the professional support team during  
7 the eight (8) week training and the two (2) subsequent eighteen (18) week training sessions.

8 (2) The proposed **district training program** plan [for an alternative training program] shall be  
9 **submitted to** [reviewed by staff of] the **EPSB** [Kentucky Department of Education] **for review by**  
10 **staff**. Staff shall review the district **training program** plan in terms of the following criteria:

11 (a) Compliance of the proposed program with requirements and standards set forth in **KRS 161.048,**  
12 **KRS 161.049,** [16 KAR 9:050] and this administrative regulation.

13 [~~(b) Evidence that sufficient financial and staff resources are available to the program for its effec-~~  
14 ~~tive implementation.]~~

15 (b) [(e)] Qualifications of program staff in the areas of instruction and supervision for which they  
16 have responsibility, including qualifications described in Section 6 of this administrative regulation.  
17 The district **training program** plan [for the proposed alternative certification program] shall provide  
18 evidence to the satisfaction of the Education Professional Standards Board in support of the [three  
19 (3)]criteria listed above. Staff shall recommend acceptance or denial of the plan to the EPSB which  
20 shall include supporting [the] rationale for the recommendation. The EPSB shall review the staff rec-  
21 ommendations, shall approve or deny each plan and shall transmit the decision and rationale for the de-  
22 cision to the district. The district may revise and resubmit a plan that has been denied. Any approval  
23 granted by the Education Professional Standards Board shall specify the period of approval of the **dis-**

1 **trict** training program, which shall not exceed **seven (7)** [~~five (5)~~ years]. Districts may apply for an ex-  
2 tension of approval as outlined in Section 11 of this administrative regulation.

3 (3) The district shall offer employment **pursuant to KRS 161.048(3)(d)** to a candidate seeking cer-  
4 tification only after the district [~~plan for an alternative~~] training program has been approved by the Edu-  
5 cation Professional Standards Board.

6 (4) For each candidate seeking certification through an approved **district** [~~alternative~~] training pro-  
7 gram, the district shall [~~submit~~] **maintain a file, either in hardcopy format or electronic format,**  
8 **which contains** the following **and shall be made available to EPSB upon request:**

9 (a) Evidence of a criminal **background** [~~records~~] check **and clear C/AN check in compliance with**  
10 **KRS 160.380(4).**

11 [~~(b) Transcripts of all college work undertaken by the candidate.~~

12 [~~(c) Three (3) recent letters of reference from persons not related to the candidate who are familiar~~  
13 ~~with the candidate's professional work.]~~

14 **(b)** [~~(d)~~] Identification of the [~~school, or an accurate description of another~~] location[~~;~~] in which the  
15 candidate shall be trained during the first eight (8) weeks of training. [~~Reasons for selecting a non-school~~  
16 ~~site shall be provided.]~~

17 **(c)** [~~(e)~~] Identification of the school, or an accurate description of another location, in which the can-  
18 didate shall teach and be trained during the two (2) subsequent eighteen (18) week periods of training.

19 **(d)** [~~(f)~~] A **proposed** list of grade levels and classes the candidate will teach.

20 **(e)** [~~(g)~~] The proposed daily workload and schedule of the candidate for each phase of the training.

21 [~~(h) A copy of the official letter offering employment to the candidate.~~

22 [~~(i) Evidence that the candidate has accepted the offered employment.]~~

23 **(f)** [~~(j)~~] The names and **titles** [~~positions~~] of the members of the four (4) person professional support

1 team to include evidence that each member has successfully completed training and testing for partici-  
2 pation in the Kentucky teacher internship program [~~or the required update as established in 704 KAR~~  
3 ~~20:320~~].

4 **Section 3. Candidates. An eligible candidate who meets the requirements of KRS 161.048**  
5 **(3)(a)-(d) and 16 KAR 2:010, Section 3 (1), shall be issued a one-year provisional teaching certifi-**  
6 **cate to participate in the district training program. (2) The candidate shall apply to the Educa-**  
7 **tion Professional Standards Board and provide:**

8 **(a) Official transcripts of all college work undertaken by the candidate establishing proof of a**  
9 **bachelor's degree or graduate degree and grade point average;**

10 **(b) Proof of a passing score on the academic content assessment, as established in 16 KAR**  
11 **6:010, in the area in which certification is being sought;**

12 **(c) Documentation of the candidate's employment history, including a position description**  
13 **that shows a direct connection to the academic content area for which certification is being**  
14 **sought; and**

15 **(d) Written evidence of an offer of employment by a school district with an approved district**  
16 **training program.**

17 **(3) A candidate must be issued a one-year provisional teaching certificate prior to participa-**  
18 **tion in the district training program.**

19 **Section 4** [~~Section 3~~]. [~~Orientation and~~]Professional Development Plan for Candidate. **A** [~~An ori-~~  
20 ~~entation and a~~] professional development plan **to** [~~for~~] assist[~~ing~~] each candidate **in achieving a rec-**  
21 **ommendation for approval** [~~toward proficiency~~] shall be **created and maintained** [~~provided~~] by the  
22 local school district as follows:

23 (1) The four (4) member professional support team and the candidate, **or a small cohort of candi-**

1 **dates**, shall meet before the candidate(s) begins Phase I training ~~to~~ [and shall] be oriented to the **district**  
2 [approved] training **program** [proposal] and to the responsibilities and expectations for each team  
3 member and the candidate(s).

4 (2) The professional support team shall **adopt** [draft] an individual professional development plan  
5 for the candidate **which addresses** [to cover] all phases of the training. [The candidates' professional  
6 development plan shall be consistent with the district plan for assisting a teacher toward proficiency as  
7 described in KRS 156.101(6)(c)6 and with the district's approved alternative certification proposal, and  
8 shall be fully discussed with the candidate.] (3) The candidate's professional development plan shall

9 be **maintained by the district and shall be made available to EPSB upon request** [submitted to the  
10 Education Professional Standards Board for review and approval, along with documentation of each  
11 team member's knowledge and skills as described in Section 6 of this administrative regulation and the  
12 candidate's application for candidacy as described in Section 3 of 16 KAR 9:050. If the board's judg-  
13 ment is that the professional development plan is not consistent with the approved district plan, the  
14 board may refuse to approve the individual plan and may deny the candidacy until a professional devel-  
15 opment plan is approved].

16 **Section 5** [Section 4]. Professional Support Team. **Each member of the professional support**  
17 **team shall provide to the district documented evidence of that he or she possess knowledge and**  
18 **skills in field and clinical supervision, mentoring, conferencing, student assessment, evaluation of**  
19 **curricula and teaching skills, and dealing with a variety of students. Documentation of these**  
20 **competencies shall be maintained by the district and made available to EPSB upon request.** A

21 four (4) member professional support team [who have successfully completed the training identified in  
22 Section 6 of this administrative regulation] shall be identified by the local school district for each can-  
23 didate seeking certification through **the district training program** [an approved alternative training

1 ~~program~~] as follows:

2 (1) School principal. The principal of a [the] school **in the district** where the candidate will be  
3 **employed** [~~initially assigned to teach~~] shall chair the professional support team. He **or she** shall keep  
4 records of the following:

5 (a) All informal visits and critiques;

6 (b) All formal visits and evaluations; and

7 (c) Documented changes made in the candidate's professional development plan. At regular inter-  
8 vals, the chair shall convene the **professional support** team in order to discuss with the candidate his  
9 **or her** professional progress and appropriate modifications in the professional development plan.

10 (2) Experienced teacher. The teacher shall hold current certification valid for the grade range and  
11 subject area or a [~~closely~~] related subject area for which the candidate is seeking certification. The  
12 teacher shall hold Rank I or II, and shall have at least four (4) years of full-time teaching experience. At  
13 least one (1) year of the prior teaching experience shall be in the district that has employed the candi-  
14 date.

15 (3) Instructional supervisor. The instructional supervisor shall hold a valid Kentucky certificate for  
16 supervision of instruction and shall have at least one (1) year of prior experience in the district that has  
17 employed the candidate. If an instructional supervisor is not available, the district shall assign a person  
18 who has held the full-time position of supervisor of instruction for at least one (1) year within the prior  
19 three (3) years and who holds a valid Kentucky certificate for supervision of instruction.

20 (4) College or university faculty member. The faculty member shall be a [~~full-time~~] faculty member  
21 of an **EPSB** accredited [~~senior~~] college or university [~~who is associated with the teacher preparation~~  
22 ~~program and~~] whose academic field is the same or closely related to the field in which the candidate is  
23 seeking certification. If a faculty member is not available, the district shall assign a person approved by

1 **an EPSB accredited** ~~[senior]~~ college or university who has held the ~~[full-time]~~ position of college fac-  
2 ulty member within the prior three (3) years ~~[and whose academic field is the same as or closely related~~  
3 ~~to the area in which the candidate is seeking certification]~~.

4 **Section 6** ~~[Section 5].~~ **District Training Plan Framework** ~~[Training for the Candidate]~~. A three (3)  
5 phase training program for each candidate, as established in KRS 161.049 shall occur to ensure imple-  
6 mentation of the candidate's professional development plan and a minimum of 250 hours of formal in-  
7 struction. Formal instruction shall be for the purpose of ensuring that the candidate acquires the compe-  
8 tencies established in **16 KAR 1:010** ~~[704 KAR 20:070, Sections 2, 3, 4, 5, 6 and 8]~~ and shall relate  
9 directly to the candidate's professional development plan ~~[and to the knowledge base of the Kentucky~~  
10 ~~teacher internship program]~~. Formal instruction shall include:

11 (1) Phase I training. Phase I shall include a full-time seminar and practicum of no less than eight (8)  
12 weeks' duration prior to the time the candidate assumes responsibility for a classroom and shall comply  
13 with the following:

14 (a) The **district** training program shall include an introduction to basic teaching skills through su-  
15 pervised teaching experiences with students.

16 ~~[(b) The training program shall integrate the candidate's supervised teaching experience with formal~~  
17 ~~instruction in human growth and development, basic teaching skills, classroom management, dealing~~  
18 ~~with diverse learning styles of diverse student populations, student assessment, and the knowledge base~~  
19 ~~for the Kentucky teacher internship program.]~~

20 ~~[(e)]~~ **(b)** The district shall provide a formal orientation to the policies, organization, **and** curriculum  
21 ~~[and student characteristics]~~ of the employing district. ~~[The orientation shall be supervised by, or pro-~~  
22 ~~vided by, one (1) or more members of the professional support team.]~~

23 ~~[(d)]~~ **(c)** During the last week of Phase I training, evaluations shall be performed by or supervised by

1 one (1) or more members of the professional support team, **which** [~~and~~] shall include written tests [~~and~~  
2 ~~observations of the candidate's classroom performance~~]. The candidate's understanding in the areas of  
3 formal instruction [~~outlined in Section (5)(1)(b)~~] and the candidate's performance in the competency  
4 areas established in the designated sections of **16 KAR 6:010** [~~704 KAR 20:070~~] shall be evaluated,  
5 along with the candidate's understanding of policies, organization and curriculum of the employing  
6 school district. Evaluation results in written form shall be shared with all members of the professional  
7 support team and shall be used to modify and improve the candidate's professional development plan.  
8 The revised professional development plan shall be discussed with the candidate and **maintained by**  
9 **the district** [~~forwarded to the Kentucky Department of Education~~].

10 (2) Phase 2 training. Phase 2 shall include eighteen (18) weeks of formal instruction, informal ob-  
11 servations and critiques of the candidate during which time the candidate shall have responsibility for  
12 one-half (1/2) time classroom assignment. Formal instruction, informal observations, critiques and  
13 evaluations shall relate directly to the candidates' professional development plan and to the competen-  
14 cies established in **16 KAR 1:010** [~~704 KAR 20:070~~]. Phase 2 training shall comply with the follow-  
15 ing:

16 (a) Prior to or during the first week of Phase 2 training the team shall discuss with the candidate the  
17 purpose and expectations of informal observations, critiques, formal observations and evaluations, as  
18 defined in Sections 7 and 8 of this administrative regulation.

19 (b) Informal observation and critique. The candidate shall be visited, informally observed, and cri-  
20 tiqued at least one (1) time per week by one (1) or more members of the professional support  
21 team. [~~Over the eighteen (18) week period, each member of the team shall visit, informally observe and~~  
22 ~~critique no less than five (5) times.~~]

23 (c) Formal observation. Each team member shall schedule a formal observation of the candidate at

1 least one (1) time during the first five (5) weeks, one (1) time during the second five (5) weeks, and one  
2 (1) time during the last eight (8) weeks.

3 (d) Formal evaluation. The team shall meet to formally evaluate the candidate at the end of five (5)  
4 weeks, at the end of ten (10) weeks, and at the end of eighteen (18) weeks. After each ~~[set of]~~ formal  
5 evaluation[s], the team shall meet with the candidate to discuss evaluation results which may lead to  
6 modifications of the candidate's professional development plan.

7 (3) Phase 3 training. Phase 3 training shall include eighteen (18) weeks of formal instruction, infor-  
8 mal visits and critiques ~~[of classroom assignment]~~, and at least two (2) formal observations and evalua-  
9 tions during which time the candidate may ~~[shall]~~ have full-time classroom assignment. Phase 3 train-  
10 ing shall comply with the following:

11 (a) Each member of the professional support team shall informally visit and critique the candidate at  
12 least one (1) time per month. Each informal observation shall last no less than one (1) ~~[a]~~ full class pe-  
13 riod.

14 (b) The ~~[district plan shall show time and personnel allocations to permit the]~~ candidate shall ~~[to]~~  
15 spend at least one (1) class period per week observing an experienced teacher. Teachers selected for  
16 observation shall represent a variety of classroom subjects and levels, and shall be chosen for their abil-  
17 ity to demonstrate a variety of exemplary teaching techniques and strategies.

18 (c) Each member of the professional support team shall formally observe and evaluate the candidate  
19 at least two (2) times during Phase 3. No more than two (2) months shall pass ~~[eight (8) weeks shall~~  
20 ~~occur]~~ without a formal observation.

21 ~~[(d) Formal instruction shall continue during this period.]~~

22 (d) ~~[e)]~~ The candidate shall take the pedagogy assessment ~~[professional knowledge portion of the~~  
23 ~~core battery of the NTE]~~ no earlier than the Phase 3 training period. The score required of the candidate

1 is established in 16 KAR 6:010. The professional support team shall not recommend approval for a  
2 candidate until a passing score is achieved.

3 ~~[Section 6. Training for the Professional Support Team. (1) Each member of the professional sup-~~  
4 ~~port team shall successfully complete the training to prepare classroom observers for the Kentucky~~  
5 ~~teacher internship program. Each member of the team shall successfully complete the written and cod-~~  
6 ~~ing tests for the Kentucky teacher internship program before undertaking service on a professional sup-~~  
7 ~~port team. In no case shall training for a team member occur after the start of Phase I training.]~~

8 ~~[(2) In addition, each member of the professional support team shall provide documented evidence~~  
9 ~~of possessing knowledge and skills in field and clinical supervision, mentoring, conferencing, student~~  
10 ~~assessment, evaluation of curricula and teaching skills, and dealing with a variety of students including~~  
11 ~~children of diverse cultural backgrounds and exceptional children. Documentation of these competen-~~  
12 ~~cies shall accompany the district proposal.]~~

13 ~~[(3) Prospective team members who have successfully completed the training and testing for the~~  
14 ~~Kentucky teacher internship program, but who lack documented evidence of knowledge and skills in~~  
15 ~~one (1) or more of the areas specified in subsection (2) of this section, shall successfully complete train-~~  
16 ~~ing in these areas. The training shall be completed prior to Phase I of the district's approved program,~~  
17 ~~and shall be provided through, or approved by, the Kentucky Department of Education.]~~

18 Section 7. Informal Observation and Critique. (1) During an informal observation visit, each team  
19 member shall record observations regarding the candidate's performance **in relation to the teacher**  
20 **standards identified in 16 KAR 1:010** ~~[in relation to the Kentucky teacher internship knowledge ba-~~  
21 ~~se] and the performance of students in the classroom. [Team members may use the classroom observa-~~  
22 ~~tion instrument of the Kentucky teacher internship program.]~~ Each informal observation leading to a  
23 critique shall be no less than twenty (20) minutes. Visits for informal observations shall be scheduled

1 and unscheduled, and over the period of eighteen (18) weeks shall cover the range of times and activi-  
2 ties for which the candidate is responsible for the classroom.

3 (2) At a critiquing session following an informal observation, results **and feedback** shall be shared  
4 with the candidate. The critique shall occur as soon as possible after the observation in order to assist  
5 the candidate to improve his classroom performance and the performance of his **or her** students.

6 Section 8. Formal Observation and Evaluation. (1) Formal observations shall be scheduled in ad-  
7 vance with the candidate and shall last no less than one (1) class period. [~~Team members shall use the~~  
8 ~~classroom observation instrument of the Kentucky teacher internship program during each formal ob-~~  
9 ~~servation and shall share observation results with the candidate as soon as possible after the end of the~~  
10 ~~formal observation.~~]

11 (2) As a part of the formal evaluation, team members shall review the candidate's progress as rec-  
12 orded on observation instruments, notes and other documents relating to the candidate's classroom per-  
13 formance.

14 (3) Each formal evaluation shall consist of the team's written assessment of the candidate's perfor-  
15 mance as measured through formal and informal observations.

16 (4) Following each set of formal evaluations, the team shall meet with the candidate to discuss eval-  
17 uation results, which may lead to modification of the candidate's professional development plan. The  
18 team and the candidate shall plan together for the candidate's professional growth over the following  
19 training periods.

20 Section 9. Evaluation Report of the Candidate. (1) At the conclusion of the **district** [~~alternative~~]  
21 training program for each candidate, the chair of the professional support team shall prepare a compre-  
22 hensive evaluation report on the candidate's performance. The professional support team shall by ma-  
23 jority vote recommend one (1) of the following actions to the Education Professional Standards Board:

1 (a) Approved. The professional support team recommends issuance of the **teaching certificate**  
2 [statement of eligibility] for the candidate [~~, who may seek a teaching position and undertake the Ken-~~  
3 ~~tucky teacher internship program established under 704 KAR 20:320~~].

4 (b) Insufficient. The professional support team recommends that the candidate be allowed to seek  
5 reentry into a district **training** [~~alternative teacher preparation~~] program. The team shall identify areas  
6 of insufficiency and shall attach to the recommendation a suggestion for remediation in each area. The  
7 team shall also recommend a point of reentry to a district **training** [~~alternative preparation~~] program. **A**  
8 **provisional certificate shall be reissued for a second year if the candidate is employed by a dis-**  
9 **trict for participation in its approved training programs for a subsequent year.**

10 (c) Disapproved. The professional support team recommends that the candidate not be permitted to  
11 enter a district **training** [~~alternative teacher preparation~~] program. The team shall identify specific rea-  
12 sons for this recommendation and shall document the evidence used by the team to reach its decision.  
13 Reasons for the recommendation [~~of disapproval~~] shall be **submitted with** [~~attached to~~] the recom-  
14 mendation form, and shall be directly related to one (1) or more of the areas of formal instruction, test-  
15 ing, and classroom performance specified in Sections 5, 7 and 8 of this administrative regulation.

16 (2) [~~All team members shall vote on the final recommendation. If the professional support team fails~~  
17 ~~to achieve a majority vote (3-1 or 4-0) for any recommendation, the decision shall be interpreted as fall-~~  
18 ~~ing under the insufficient category. The team chair shall prepare a narrative describing the vote. Team~~  
19 ~~members may attach an individual position statement to any recommendation. All documents shall be~~  
20 ~~forwarded for review by the Education Professional Standards Board.] **If team members cannot**  
21 **reach a majority agreement concerning a recommendation under this section, the recommenda-**  
22 **tion shall be submitted as insufficient. The team shall provide a statement in the evaluation re-**  
23 **port addressing the dispute among team members about the recommendation.**~~

1 (3) The chair shall forward the recommendation form and all observation and evaluation documents  
2 to the Education Professional Standards Board.

3 Section 10. **District Training** Program Evaluation. (1) The district or **group of districts** [consorti-  
4 um] **plan** [proposal] for a **district training** [an alternative teacher preparation] program shall include a  
5 schedule for short-range program evaluation to include, but not be limited to, an evaluation of the effec-  
6 tiveness of the formal instruction in relation to acquisition by the candidate of the knowledge and com-  
7 petencies specified in **16 KAR 1:010** [Section 5 of this administrative regulation], the supervised [stu-  
8 dent] teaching, the assistance provided by the professional support team, and the effectiveness of the  
9 candidate in the classroom during the two (2) eighteen (18) week training sessions.

10 (2) The plan shall include a schedule for long-range program evaluation to include, but not be lim-  
11 ited to, the goals of the alternative preparation program and the effectiveness of the program in meeting  
12 these goals.

13 [~~(3)(a) The Education Professional Standards Board shall conduct periodic reviews of the district  
14 training programs which shall include on-site evaluations to verify the quality of the programs. The on-  
15 site evaluations shall be scheduled in advance with the district to allow sufficient time for the district to  
16 provide evaluation results and other necessary records and documents, ensure availability of program  
17 staff and candidates and provide other facilities for the conduct of the evaluation.] [(b) The Educa-  
18 tional Professional Standards Board shall provide a copy of its evaluation report to the district within  
19 thirty (30) working days of the site visit. The district shall provide a written response to all program  
20 weaknesses identified in the board's report and shall forward this response to the board within thirty  
21 (30) working days of receipt of the board's evaluation report. The board shall review the report and re-  
22 sponse and shall take appropriate action.]~~

23 [(e)] **(4) The board may conduct on-site evaluations of any approved district training program**

1 **to evaluate the quality of the programs.** If in the judgment of the board **a district** [~~an alternative~~]  
2 training program exhibits continuing [~~and insurmountable~~] weaknesses, the board may direct termina-  
3 tion of the program at the end of the current school year.

4 Section 11. **Continuance** [~~Extension~~] of Program Approval. (1) [~~Over the signature of the appropri-~~  
5 ~~ate superintendent or superintendents, a~~] **A district** or **group of districts** [~~consortium of districts~~] may  
6 apply for **continuance** [~~an extension~~] of an approved **district** [~~alternative~~] training program for an addi-  
7 tional period of time not to exceed **seven (7)** [~~five (5)~~] years. The request for **continuance** [~~extension~~]  
8 shall reference program evaluation results described under Section 10 of this administrative regulation,  
9 and shall specify significant changes in program components that have occurred since the training pro-  
10 gram received prior board approval and that are planned for implementation in subsequent training pe-  
11 riods.

12 (2) The request for **continuance** [~~extension~~] shall [~~specify how program costs in terms of salaries,~~  
13 ~~training personnel, staff time and district facilities shall be accommodated within the district's budget,~~  
14 ~~and shall~~] provide [~~other assurances of~~] **specific examples of demonstrating** program quality [~~as may~~  
15 ~~be requested by the Education Professional Standards Board~~]. **The request for continuance shall set**  
16 **forth statistical information related to teacher retention for all prior candidates who have com-**  
17 **pleted the training program.** Standards for program approval and program quality specified under  
18 Sections 2 through 10 of this administrative regulation shall be maintained under any program exten-  
19 sion.

**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action Item:**

16 KAR 9:071, Notice of Repeal of 16 KAR 9:050 and 9:070

**Commissioner's Recommendation:**

The Commissioner recommends approval of the repeal of 16 KAR 9:050 and 16 KAR 9:070.

**Rationale:**

The applicable requirements of 16 KAR 9:050 and 9:070 are being incorporated into the amendments of 16 KAR 9:060. Therefore, 16 KAR 9:050 and 9:070 are no longer necessary and should be repealed.

**Action Question:**

Should the Education Professional Standards Board (EPSB) approve 16 KAR 9:071 to repeal 16 KAR 9:050 and 9:070?

**Applicable Statute or Regulation:**

KRS 161.048, KRS 161.049, 16 KAR 9:050, 16 KAR 9:060, 16 KAR 9:070

**History/Background:**

*Existing Policy:* KRS 161.048(3) and KRS 161.049 establish the District Training Program as one of the alternative routes to certification. The EPSB has promulgated 16 KAR 9:050, 16 KAR 9:060 and 16 KAR 9:070, to provide the regulatory requirements of this route.

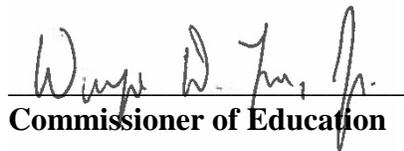
*Summary:* Staff has proposed an amendment to 16 KAR 9:060 that would streamline the requirements of the District Training Program by placing all applicable requirements in one regulation. The amendment for 16 KAR 9:060 is also being presented to the EPSB for review. Therefore, staff has drafted 16 KAR 9:071 to repeal 16 KAR 9:050 and 9:070. The proposed repealer is included for review.

*Budget Impact:* There is no budgetary impact.

**Contact Person:**

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Commissioner of Education

**Date:**

December 9, 2019

1 EDUCATION AND WORKFORCE DEVELOPMENT CABINET

2 Education Professional Standards Board

3 (Repealer)

4 16 KAR 9:071. Repeal of 16 KAR 9:050 and 9:070

5 RELATES TO: KRS 13A.310

6 STATUTORY AUTHORITY: KRS 161.020, KRS 161.048, KRS 161.049

7 NECESSITY, FUNCTION, AND CONFORMITY: KRS 161.020 requires a certificate of le-  
8 gal credentials for any public school position for which a certificate is issued. KRS 161.048 re-  
9 quires the Education Professional Standards Board to promulgate administrative regulations es-  
10 tablishing standards and procedures for the alternative certification including the school district  
11 training program. KRS 13A.310 allows repeal of administrative regulations if the promulgating  
12 body desires. This administrative regulation repeals administrative regulations that are included  
13 in the amendments to 16 KAR 9:060.

14 Section 1. The following administrative regulations are hereby repealed:

15 (1) 16 KAR 9:050, Alternative training program eligibility requirements for middle school  
16 and secondary school teachers; and

17 (2) 16 KAR 9:070, Kentucky Primary Alternative Certification Program.

## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Action/Discussion Item:**

Request for SARA Approval of Western Governors University's Learning and Behavior Disorders P-12 Initial Certification Program

#### **Commissioner's Recommendation:**

The Commissioner recommends SARA approval of Western Governors University's Learning and Behavior Disorders P-12 initial certification program as submitted.

#### **Rationale:**

Western Governors University has met the Education Professional Standards Board's (EPSB) requirements under the State Authorization Reciprocity Agreement (SARA) for program approval. Those requirements include: state, regional and CAEP accreditation; demonstration that the programs of preparation are not based solely upon the completion of a written or verbal assessment; compliance with the program admission requirements established in 16 KAR 5:020. Initial programs must also demonstrate compliance with 16 KAR 5:040 as it relates to the admission, placement and supervision of teacher educator candidates in student teaching, subject to the field experience limitations set forth under SARA.

#### **Action Question:**

Should the EPSB approve the Learning and Behavior Disorders P-12 initial certification program submitted by Western Governors University?

#### **Applicable Statute or Regulation:**

KRS 161.028, KRS 161.030, 16 KAR 2:010, 16 KAR 4:020, 16 KAR 5:020, 16 KAR 5:040

#### **History/Background:**

*Existing Policy:* Beginning December 1, 2016, Kentucky became a member of 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 is administered by four regional education compacts (i.e., SREB). In order for the Board to approve educator preparation programs that are NC-SARA members, located out-of-state and offered exclusively online, the educator preparation program has to demonstrate compliance with the applicable Kentucky requirements.

*Summary:* Western Governors University developed from an initiative of the Western Governors Association in 1997. It was created to serve non-traditional students who need a flexible educational model. The Teachers College of Western Governors University has a goal to prepare professional educators by cultivating life experiences into the quality of nurturing practitioners. Western Governors University is accredited regionally by the Northwest

Commission on Colleges and Universities, and received CAEP accreditation in 2018. As evidenced by the application, Western Governors University is recognized to grant degrees by the State of Utah Department of Commerce.

Western Governors University is requesting approval for the Learning and Behavior Disorders P-12 initial certification program. The submitted documentation demonstrates alignment with all applicable Kentucky regulations.

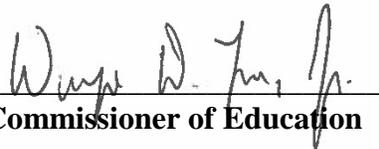
***Budget Impact:*** There is no budgetary impact.

**Groups Consulted and Brief Summary of Responses:**

Staff has reviewed Western Governors University's application and determined that the program has met the requirements for approval.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements for Jackie Brosky

**Action Question:**

Should the Education Professional Standards Board (EPSB) approve the request from the University of Louisville (UL) for Jackie Brosky?

**Applicable Statute or Regulation:**

KRS 161.028, KRS 161.042, 16 KAR 5:040

**History/Background:**

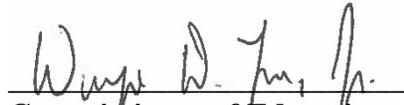
*Existing Policy:* 16 KAR 5:040, Section 1 (1)(b), requires a Cooperating Teacher to have at least three (3) years of teaching experience as a certified educator.

*Summary:* UL has requested that one of their student teachers be placed in Ms. Jackie Brosky's classroom in the Spring 2020. At that time, Ms. Brosky will have two and one half of the required three years of teaching experience as a certified educator. According to the attached letters of support, she has proven to be an exceptional teacher and she demonstrates the qualifications that the University of Louisville requires for their student teachers. Also, she has demonstrated a high degree of competency in her practice and the qualities needed for mentoring.

*Budget Impact:* There is no budgetary impact.

**Contact Person:**

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Amanda Covert

**Action Question:**

Should the Education Professional Standards Board approve the request that the requirements of 16 KAR 2:120 be waived for a second issuance of an emergency certification?

**Applicable Statute or Regulation:**

KRS 161.028, KRS 161.100, 16 KAR 2:120

**History/Background:**

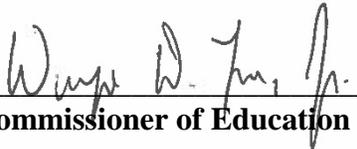
*Existing Policy:* 16 KAR 2:120 only allows issuance of a subsequent emergency certification if the first emergency certificate was issued after February 15<sup>th</sup> of a school year or if it was issued for less than (50) percent of the person's class schedule.

*Summary:* Scott County High School has been unable to find a qualified candidate for a secondary mathematics position. Ms. Covert applied for the position, but currently holds certification for middle school math (grades 5-9). She is in the process of trying to add the secondary math certification through the CA-HQ route, but is seeking emergency certification until she can meet the requirements of this pathway. Ms. Covert previously held emergency certification for math during the 2015-2016 school year in another district. Scott County Schools is requesting a second emergency certificate for this teacher.

*Budget Impact:* There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Maria Miles

**Action Question:**

Should the Education Professional Standards Board approve the request that the requirements of 16 KAR 2:120 be waived for a second issuance of an emergency certification?

**Applicable Statute or Regulation:**

KRS 161.028, KRS 161.100, 16 KAR 2:120

**History/Background:**

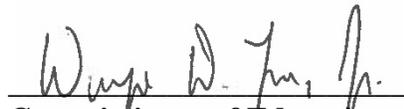
*Existing Policy:* 16 KAR 2:120 only allows issuance of a subsequent emergency certification if the first emergency certificate was issued after February 15<sup>th</sup> of a school year or if it was issued for less than (50) percent of the person's class schedule.

*Summary:* Hart County Schools has been unable to find a qualified candidate for a Special Education (LBD) position that has been posted since September 27, 2019. Ms. Miles has a Master's in Special Education, but was unable to meet renewal requirements for her LBD certificate, which expired in 2018. She is planning to take six additional graduate hours to renew this certificate, but is seeking emergency certification until she can meet this requirement. Ms. Miles previously held emergency certification during the 2005-2006 school year in another district. Hart County Schools is requesting a second emergency certificate for this teacher.

*Budget Impact:* There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Valerie Skillman

**Action Question:**

Should the Education Professional Standards Board approve the request that the requirements of 16 KAR 2:120 be waived for a second issuance of an emergency certification?

**Applicable Statute or Regulation:**

KRS 161.028, KRS 161.100, 16 KAR 2:120

**History/Background:**

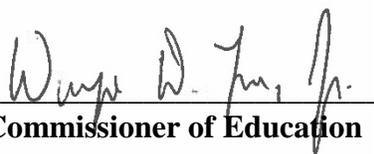
*Existing Policy:* 16 KAR 2:120 only allows issuance of a subsequent emergency certification if the first emergency certificate was issued after February 15<sup>th</sup> of a school year or if it was issued for less than (50) percent of the person's class schedule.

*Summary:* Nelson County Schools has not been able to find a qualified candidate for a high school chemistry position. Ms. Skillman is currently certified in secondary biology and is in the process of trying to add chemistry certification through the CA-HQ route. She is seeking emergency certification until she can meet the requirements of this pathway. Ms. Skillman previously held emergency certification for chemistry and physics during the 2006-2007 school year in another district. Nelson County Schools is requesting a second emergency certificate for this teacher.

*Budget Impact:* There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Marianne Trimble

**Action Question:**

Should the Education Professional Standards Board approve the request that the requirements of 16 KAR 2:120 be waived for a second issuance of an emergency certification?

**Applicable Statute or Regulation:**

KRS 161.028. KRS 161.100, 16 KAR 2:120

**History/Background:**

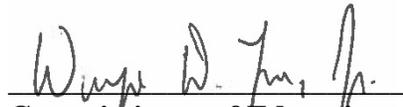
*Existing Policy:* 16 KAR 2:120 only allows issuance of a subsequent emergency certification if the first emergency certificate was issued after February 15<sup>th</sup> of a school year or if it was issued for less than (50) percent of the person's class schedule.

*Summary:* Whitley County Schools operates Bell-Whitley Head Start which is a blended head start program. Since it is a blended program and receives state funding, program is required to have certified teachers. Bell-Whitley Head Start posts vacant positions for a minimum of 30 days; however, there were no applicants for this preschool position. Ms. Trimble previously held emergency certification for interdisciplinary early childhood education during the 2018-2019 school year. Whitley County is requesting a second emergency certificate for this teacher.

*Budget Impact:* There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 2:120. Request to Waive Required GPA for Issuance of an Emergency Certificate for Anderson County Schools

**Action Question:**

Should the Education Professional Standards Board (EPSB) approve Anderson County's request to waive the grade point average requirement for issuance of an emergency certificate?

**Applicable Statute or Regulation:**

KRS 161.028, KRS 161.100, 16 KAR 2:120

**History/Background:**

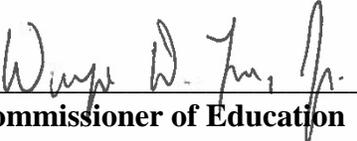
*Existing Policy:* 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative grade point average of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

*Summary:* Anderson County Schools has been unable to find a qualified teacher for a Special Education position. The district has a candidate who is working with an institution of higher education to meet the requirements for admission to the Option 6 program for certification, but does not currently meet the GPA requirements for admission. She also does not meet the GPA requirement for issuance of an emergency certificate. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate while she works to meet the admission requirements for an Option 6 program.

*Budget Impact:* There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action Item:**

16 KAR 2:010. Request to Waive Grade Level Restrictions for Mechelle Morgan

**Action Question:**

Should the Education Professional Standards Board approve the district's request that the grade level restriction requirements of 16 KAR 2:010 be waived and allow Ms. Morgan down to 4<sup>th</sup> grade in her content area?

**Applicable Statute or Regulation:**

KRS 161.020, KRS 161.028, 16 KAR 2:010

**Background:**

*Existing Policy:* 16 KAR 2:010 Section 4(2)(c) allows for middle school certified teachers to teach their content in grades 5-9.

*Summary:* Murray Independent Schools has been unable to find a qualified teacher to teach STEM courses to all grades in their middle school, which is configured as a 4-8 school. Ms. Morgan is certified to teach science, grades 5-9 and the district is requesting that she be approved to teach 4<sup>th</sup> grade in her content area during the 2019-2020 school year.

*Budget Impact:* There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 3:060. 16 KAR 3:060. Request to Allow Other Experience to Meet the Requirement of Two Years of School Counselor Experience for LaShala Goodwin

**Action Question:**

Should the Education Professional Standards Board approve the request to allow Ms. Goodwin's experience working at the KentuckianaWorks College Access Center (KCAC) to meet the two years of employment experience required for the standard school counseling certificate?

**Applicable Statute or Regulation:**

KRS 161.028, 16 KAR 3:060

**History/Background:**

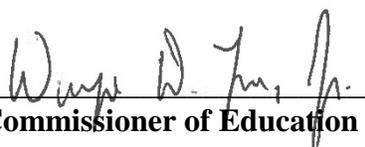
*Existing Policy:* 16 KAR 3:060, Section 3(1)(b), requires school counselors who do not have certified teaching experience to complete a minimum of two years of employment as a provisionally certified school counselor.

*Summary:* LaShala Goodwin completed a Master's degree in School Counseling at Indiana University Southeast in 2015. Her degree was a 54 hour program and resulted in school counselor certification in the state of Indiana. Ms. Goodwin also applied for school counselor certification in Kentucky upon completion of her program. Her out of state program was equivalent to Kentucky's minimum requirements for provisional school counselor certification and the additional coursework required for the standard school counselor certificate. Ms. Goodwin has worked as the Executive Director of KCAC from 2015 to present. In this role, she works directly with many Title I schools and underserved populations in the Jefferson County Schools (JCPS) for college and career readiness. Ms. Goodwin has been offered a counseling position in JCPS and is requesting that her experience in her role with KCAC meet the requirement of two years of school counseling experience to be issued the standard school counseling certificate.

*Budget Impact:* There is no budgetary impact.

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