



Education Professional Standards Board

February 2018
Update Memo

EPSB Mission

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.

The EPSB Goals, Strategies, Policies, Procedures, Strategic Plan and Annual Report may be found at <http://epsb.ky.gov> under Board Information.

In this Update Memo

The Proposed Budget and the Kentucky Teacher Internship Program	1
Student Teachers must have a letter from the Cabinet for Health and Family Services.....	2
The Professional Standards for Educational Leaders (PSEL).....	2
Regulations Currently Under Board Consideration	3
New National Board Certified Teachers Recognition Event	3
Statement of Eligibility Report.....	4
Career Progression Charter and Creation of Task Force.....	4
Kentucky Teacher Internship Program (KTIP).....	4
Certification Applications (CA-TP and CA-1) and Certificates Going Online	5
Code of Ethics Review Committee.....	5
Staff Update	5
Approved Educator Preparation Programs and Providers	6
Meetings Across the State	6

The Proposed Budget and the Kentucky Teacher Internship Program

House Bill 200 includes the proposed budget that is before the legislature. This proposal removes seventy (70) state programs, including the Kentucky Teacher Internship Program (KTIP). At the end of this Update Memo is an information document prepared by the EPSB staff. Our goal is to help everyone understand the importance of KTIP as a mentoring and support program for young teachers, as well as a cost savings for our state by reducing teacher attrition. Please feel free to share this information with your legislators.



Education Professional Standards Board

February 2018
Update Memo

Student Teachers must have a letter from the Cabinet for Health and Family Services

Recently the EPSB has received questions regarding the requirement that student teachers have a letter from the Cabinet for Health and Family Services verifying that the individual has no findings of child abuse or neglect against them. Kentucky Revised Statute (KRS) 160.380(4) states “No superintendent shall employ in any position in the district any person who is a violent offender or has been convicted of a sex crime as defined by KRS 17.165 which is classified as a felony or persons with a substantiated finding of child abuse or neglect in records maintained by the Cabinet for Health and Family Services.”

Section 5(a) of the statute goes on to say, “A superintendent shall [...] require a letter, provided by the individual, from the Cabinet for Health and Family Services indicating the individual is clear to hire based on no findings of substantiated child abuse or neglect found through a background check of child abuse and neglect records maintained by the Cabinet for Health and Family services on all new certified hires in the school district and **student teachers assigned within the district.**” These updates to KRS 160.380 become effective July 1, 2018.

Please be aware that EPSB is not involved with the letters from the Cabinet for Health and Family Services. This is being distributed for information purposes only. You may wish to consult the full text of KRS 160.380 or contact the Cabinet for Health and Family Services with any questions.

The Professional Standards for Educational Leaders (PSEL)

The Board will be presented with the Professional Standards for Educational Leaders (PSEL) for adoption on February 12, 2018. The PSEL standards were developed and adopted in 2015 by the National Policy Board for Educational Administrators (NPBEA). Member organizations of NPBEA involved with the development, piloting and adoption of the standards include the American Association of Colleges of Teacher Education (AACTE), the American Association of School Administrators (AASA), the Council for the Accreditation of Educator Preparation (CAEP), the Council of Chief State School Officers (CCSSO), the National Association of Elementary School Principals (NAESP), the National Association of Secondary School Principals (NASSP), the National Council of Professors of Educational Administration (NCPEA), the National School Boards Association (NSBA), and the University Council for Educational Administration (UCEA).

The purpose of the adoption of the PSEL standards is for all advanced educational leadership preparation providers in Kentucky to align their programs and have candidates demonstrate the competencies associated within the ten standards. The PSEL standards articulate the knowledge and skills expected of school leaders. These standards have a systemic view of leadership that cross all domains and elements of leadership work, all roles of administrative leaders, all contexts (school and community), and all levels of the educational system (school and district level). The PSEL standards provide a strong foundation linking research and practice by incorporating a theory of leadership to



Education Professional Standards Board

February 2018
Update Memo

learning and focusing on central domains of leadership work. They express a vision of leadership for the future with a stronger, clearer emphasis on students and student learning and well-being.

As a part of the standard setting process, EPSB involved all educational cooperatives, educator preparation providers with leadership programs, the Kentucky Department of Education, KASA, KASS, KASSP, KAESP, CPE, Chamber of Commerce, Education Workforce Cabinet, Prichard Committee, and practitioners representative of all educational leadership positions. The intent is for these standards to replace the previously adopted ISLLC and TSSA standards and the Dimensions and Dispositions for Educational Leaders.

Regulations Currently Under Board Consideration

The Board has held two readings on the following Kentucky Administrative Regulations:

- 16 KAR 2:010 Kentucky Professional and Provisional Teacher Certificates
- 16 KAR 5:030 Proficiency Evaluation
- 16 KAR 5:040. Admission, placement, and supervision in student teaching

The EPSB has received comments concerning 16 KAR 2:010 and 16 KAR 5:030. Based on those comments, staff will recommend to the Board to keep the Highly Qualified route for certification in place and to allow the Proficiency Evaluation to include a route for initial certification.

Staff has also received inquiries stating that “Option 6: University-Based Alternative Route” as outlined in KRS 161.048 may be removed. There is no intent to change this route to alternative certification from the EPSB. It is important to clarify that the intent of KRS 161.048 is for initial certification for those individuals who are currently not in the teaching profession and seek to enter it. Therefore, all eight (8) alternative routes to certification in KRS 161.048 are for initial certification only. The intent of 16 KAR 5:030 Proficiency Evaluation is for those individuals who hold a Kentucky Teaching Certificate to demonstrate current knowledge and obtain an additional certificate.

New National Board Certified Teachers Recognition Event

On Tuesday, February 20, 2018, teachers who earned National Board Certification in December 2017 will be honored during a recognition ceremony at the Kentucky State University in Frankfort at 5:00 p.m. (EST). The recognition will begin at the Capitol Building at 700 Capital Avenue at approximately 2:00 p.m. where resolutions to honor their attainment will be read in the chambers of the Kentucky House of Representatives and Senate. Each newly certified National Board Teacher will be invited to bring a guest. Letters of invitation and event details will be mailed in February to all new NBCTs. Questions may be directed to Suzanne Farmer at suzanne.farmer@ky.gov.



Education Professional Standards Board

February 2018
Update Memo

Statement of Eligibility Report

The EPSB has released a new report for superintendents and district human resource directors within the Kentucky Education Certificate Inquiry (KECI) system to assist in recruiting applicants. This new report lists all educators who have received a Statement of Eligibility (SOE) from the EPSB beginning July 1, 2017, who have not been employed in the area of certification.

To access the report,

- log into the KECI system using your EPSB account;
- click on Reports; and
- click on the “Export to File” to download the information in an Excel worksheet.

The report includes the educator's name, email, city, and type of certificate issued along with the effective date.

Career Progression Charter and Creation of Task Force

During the October 2017 meeting of the Board, Mr. Terry Hibpshman presented details of his research, *Toward a Coherent Kentucky Teacher Career Ladder*, October 2017, which can be found on the EPSB website at <http://www.epsb.ky.gov/mod/data/view.php?d=7&rid=331>. The Board approved the Career Progressions Charter and recommendations for the Task Force at its December 11, 2017, meeting.

The scope of operation for the Task Force is to:

- review and develop a new career progression system for 21st century educators and make recommendations for consideration.
- remain within statutory boundaries, but may recommend regulatory, statutory, and policy changes to the Board.
- make a time commitment to the work with support from the EPSB staff to complete its task.

The objectives for a new Career Progression System should:

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

Kentucky Teacher Internship Program (KTIP)

Only teachers on Temporary Provisional certificates who have been recommended by their university will be enrolled in KTIP for the spring semester. Please submit the electronic Confirmation of Employment (COE). All others will be denied for budget; therefore, we need a hard copy of their COEs (fax or scan).



Education Professional Standards Board

February 2018
Update Memo

Fall time sheets were due December 20, 2017; therefore, any time sheets not submitted at this time will be changed to full year. We anticipate fall payments to be disbursed around the first of February. Spring and full year time sheets are due by May 1, 2018.

All fall, 2nd semester interns, Cycle 3 Record of Teacher Internship Year (RTIY) should already be completed and submitted. Please ensure Orientation and Cycle 1 are completed all full year interns.

Anyone whose Temporary Provisional Statement of Eligibility expired 12/31/17, must renew in order to remain enrolled in KTIP.

Certification Applications (CA-TP and CA-1) and Certificates Going Online

Two webcasts have been offered for the new online application process for CA-TP and CA-1 that will go live in the next few weeks. If you missed either of these, the webcasts recordings can be accessed on the EPSB website at these links:

Education Preparation Providers - <http://www.epsb.ky.gov/mod/url/view.php?id=191&forceview=1>

District HR Personnel - <http://www.epsb.ky.gov/mod/url/view.php?id=192>

The new online process will allow certificate holders to download and print a copy of their certificate, and will also allow the applicant, Education Preparation Provider, and district personnel with Kentucky Educator Certificate Inquiry (KECI) access to see application status online.

Code of Ethics Review Committee

The Board will be considering three recommendations from the Code of Ethics Review Committee at the February 12, 2018, meeting. The Committee is recommending that the Board endorse the Model Code of Ethics for Educators for use by school districts, and educator preparation program providers. The Committee is also recommending that staff examine how the Model Code of Ethics for Educators can be incorporated into the Kentucky Teacher Internship Program.

Staff Update

Ms. Elise Borne will be leaving the EPSB to accept a new position on February 1, 2018. Ms. Borne has been in the Division of Educator Ethics (formerly the Division of Legal Services) for nine years. Questions related to filing a complaint or submitting training should now be directed to the Division Director at chelsea.young@ky.gov.

Additionally, Ms. Lauren Graves has accepted a new position and will be leaving the EPSB in her role as the Executive Staff Advisor/Legislative Liaison. Ms. Graves has been with the EPSB for five years.



Education Professional Standards Board

February 2018
Update Memo

We wish both Ms. Borne and Ms. Graves the best of luck in their new positions.

Approved Educator Preparation Programs and Providers

It has been brought to the attention of the EPSB that the University of South Carolina has been advertising directly to Kentucky educators for master and doctorate level programs. Programs that could lead to educator certification or licensure in Kentucky must be approved by the EPSB. The programs offered by the University of South Carolina have NOT been approved by the EPSB. All providers with approved programs are listed on the front page of the EPSB website (<http://www.epsb.ky.gov>). Please notify your staff that, while the EPSB has been and is in communication with the University of South Carolina, their programs have NOT been approved to operate in the state of Kentucky.

Meetings Across the State

2/1/2018	Legislature	Senate Education Committee Meeting
2/6/2018	Legislature	House Education Committee Meeting
2/6/2018	KY Teacher Hall of Fame	Induction at Capitol Rotunda
2/7/2018	KBE	Board Meeting
2/8/2018	SESC	Board Meeting
2/8/2018	Legislature	Senate Education Committee Meeting
2/12/2018	EPSB	Board Meeting
2/13/2018	Legislature	House Education Committee Meeting
2/14/2018	KEDC	Board Meeting
2/14/2018	NKCES	Board Meeting
2/15/2018	Legislature	Senate Education Committee Meeting
2/20/2018	Legislature	House Education Committee Meeting
2/21/2018	CKEC	Board Meeting
2/22/2018	Legislature	Senate Education Committee Meeting
2/27/2018	Legislature	House Education Committee Meeting
2/28/2018	KVEC	Board Meeting
2/28/2018	OVEC	Board Meeting
2/28/2018	WKEC	Board Meeting

The next regularly scheduled meeting of the EPSB is Monday, February 12, 2018, at 10:00 AM (Eastern Time) in Conference Room A, 100 Airport Road, 3rd Floor, Frankfort, Kentucky.

EPSB meeting agendas may be found one week prior to the meeting on the EPSB website (<http://epsb.ky.gov>) under Board Information.

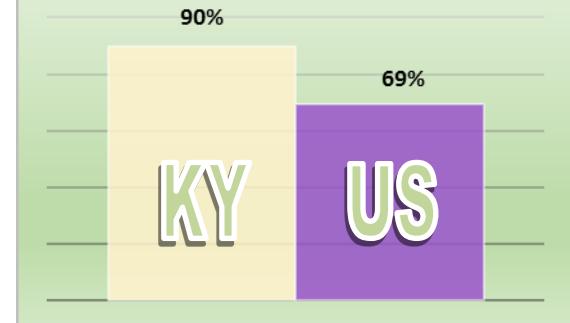
Kentucky Teacher Internship Program

32-Year National Model

KTIP was established in 1985 to:

- ♦ Reduce attrition rate of early-career teachers
- ♦ Support new teachers in the classroom
- ♦ Assist new teachers in learning skills beyond teacher preparation

Teacher Retention Rates
within the First 3 Years of
Entering the Profession^{1, 2}



Estimated Cost of Attrition

Between \$4,400 and \$6,200

- ♦ This is the cost to replace one teacher, exclusive of the loss of student achievement and other adverse effects of teacher turnover.³
- ♦ Students in schools with high teacher turnover rates score significantly less in both mathematics and reading than in low-turnover schools.⁴

Teacher and Principal

Nearly 60% of a school's impact on student achievement is attributable to principal (25%) and teacher (33%) effectiveness.⁵



Internships are Cost Effective

Based on the reduced costs for teacher replacement and improvements in student achievement, for every \$1 spent on internships, there is an estimated cost/benefit of \$1.66.⁶

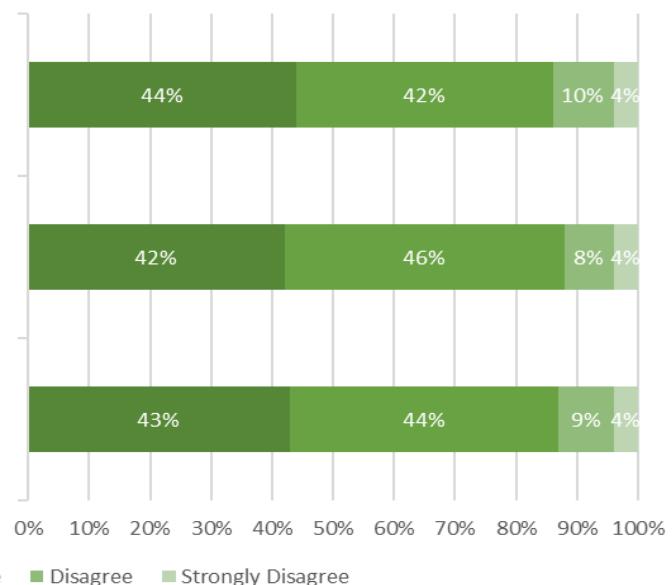
2017 TELL Survey New Teacher Support⁷

Through KTIP an average of 2,420 first-year teachers receive
mentoring and support each year⁸

Overall, the additional support I received as a new teacher during this current school year has been important in my decision to continue teaching at this school.

Overall, the additional support I received as a new teacher during this current school year has helped me to impact my students' learning.

Overall, the additional support I received as a new teacher during this current school year improved my instructional practice.



Activities with Mentor

- Aligning lesson plan with state and local curriculum
- Reflecting on and discussing effectiveness of teaching practice
- Addressing student or classroom behavioral issues
- Reviewing results of students assessments

1. Perda, D. 2013. *Transitions Into and Out of Teaching: A Longitudinal Analysis of Early Career Teacher Turnover*. PhD Dissertation, University of Pennsylvania.
2. Lochmiller, C. R., Sugimoto, T. J., & Muller, P. A. (2016). Teacher retention, mobility, and attrition in Kentucky public schools from 2008 to 2012 (REL 2016-116). Washington, DC: U.S. Department of Education, Institute of Education Sciences, National Center for Education Evaluation and Regional Assistance, Regional Educational Laboratory Appalachia. Retrieved from <http://ies.ed.gov/ncee/edlabs>.
3. Barnes, G., Crowe, E., & Schaefer, B. (2007). The cost of teacher turnover in five school districts: A pilot study. National Commission on Teaching and America's Future.
4. Ronfeldt, M., Loeb, S., & Wyckoff, J. (2013). How teacher turnover harms student achievement. *American Educational Research Journal* 50(1), 4-36.
5. Kane, T. J., & Staiger, D. O. (2008). Estimating teacher impacts on student achievement: An experimental evaluation. Cambridge, MA: National Bureau of Economic Research.
6. Villar, A & Strong, M (2007). Is mentoring worth the money? A benefit-cost analysis and five-year rate of return of a comprehensive mentoring program for beginning teachers. *ERS Spectrum*, 25(3), 1-17.
7. KY TELL Survey 2017 <https://tellkentucky.org/results/report/543/166526>
8. EPSB 2016-2017 Annual Report