



Education Professional Standards Board

March 2016 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://www.epsb.ky.gov/boardinfo/mission.asp>.

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New National Board Certified Teachers Recognition Event

On Tuesday, March 8, 2016, teachers who earned National Board Certification in December 2015 will be honored during a recognition ceremony in the State Capitol Rotunda and will be recognized by the General Assembly. Each newly certified National Board Teacher has been invited to bring his or her principal or superintendent to this event as a special guest. Letters of invitation and event details were mailed in February to all new NBCTs. Questions may be directed to Marcie Lowe at Marcie.Lowe@ky.gov.

Kentucky Teacher Distribution

At different times this year, various superintendents have expressed concern that they were unable to find certified teachers to fill open positions. As part of that question, I have been asked if we have a teacher shortage in Kentucky. Let me say that, currently, we do not have a teacher shortage in our state. We have a distribution problem.

Based on data concerning the number of teachers coming out of educator preparation programs, we have enough certified teachers to fill open positions. Additionally, we produce more elementary teachers than we have need. The problem is that certified teachers are not choosing to seek positions



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where the job vacancies exist. This, by no means, takes away the concern that a superintendent may have in filling open positions.

Here is what we know. In Kentucky,

- A little over 38% of student teachers were hired in the district in which they student taught.
- About 27% of educators employed within KY were employed in their district of origin.
- And about 64% of individuals who found jobs teaching within KY were employed in the same geographical region as their Educator Preparation Program.

Based on that information, I encourage districts to consider the following ideas:

- If you currently do not have student teachers in your district, contact your regional independent and public educator preparation programs and become a district that hosts student teachers.
- Identify areas of need early in the year. Some districts collect an "Intent to Return" form to assist in identifying teachers who may decide to retire or not return to their position.
- Contact your regional educator preparation programs and make them aware of your needs and get contact information for potential candidates.
- If you identify areas of need early enough, request student teachers in the area(s) of need.
- If the regional educator preparation programs do not have candidates in your area(s) of need, contact the other educator preparation programs that are not in your region.
- Attend job fairs in all regions and recruit candidates.

The EPSB is working with the Kentucky Center for Education and Workforce Statistics (KCEWS) to produce a supply and demand study. Our goal is to have the ability to annually project five to eight years in the future and help you, as districts, recognize the needs you may have.

With that in mind, the EPSB is encouraging districts to:

- Adopt a "grow your own" philosophy and encourage students in your schools to pursue a teaching major in those identified areas of need.
- Consider implementing an Educators Rising (formerly Future Teachers of America) programs in your schools as these can be an avenue to encourage and support potential candidates to enter our profession.

Kentucky Ranks Third (3rd) in the Country for Principal Preparation Program Approval and Licensure

The University Council for Educational Administration (UCEA) recently released a report on the potential impact of the state on the quality of principal preparation. [A Policymaker's Guide: Research-Based Policy for Principal Preparation Program Approval and Licensure](#) offers the first research to comprehensively capture policies from primary sources across all 50 states and the District of Columbia.



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UCEA's website states that the report while *"Intended as a formative assessment tool, this guide provides detailed, individual state profiles and state-to-state comparisons of 8 policy areas and 21 policy criteria that support the development of effective leaders. There are five high-leverage policy areas: (a) program selection, (b) clinically rich internship, (c) university-district partnerships, (d) program oversight, and (e) licensure experience requirements, and three regulatory policy areas: (e) program standards, (f) licensure assessment, and (g) licensure renewal."*

USA Today Article Concerning Educator Discipline

On February 14, 2016, the USA Today printed an article titled, "[Broken Discipline Tracking System Let Teachers Flee Troubled Pasts.](#)" Both the [Louisville Courier-Journal](#) and the [Cincinnati Enquirer](#) had follow up articles.

The Courier-Journal reported that "Kentucky earned a C, just barely missing a B score by 1 point" which placed our state 17th in the country. As a state, Kentucky earned high marks for strong state-level screenings and district reporting of teacher misconduct. Credit for that reporting goes to the school districts and superintendents for your diligence in reporting and your commitment to the safety of our students.

Areas in which the article said our state could improve included transparency, specifically "very little information online about teacher disciplinary actions" and for not sharing teacher misconduct with other states. In talking with the reporters from the two regional publications, I disputed the latter. Kentucky is a member of the National Association of State Directors of Teacher Education and Certification (NASDTEC) and we do report educator misconduct to the NASDTEC Clearinghouse once the board has taken final action in certificate suspension or revocation.

NBCT Applicants May Qualify for Reimbursement

The Kentucky Network to Transform Teaching (KYNT3) is offering financial assistance to teachers pursuing National Board certification who are from schools without National Board Certified Teachers. To help achieve the goal outlined in a Kentucky statute of having one National Board Certified Teacher in every Kentucky school by 2020, KYNT3 will reimburse qualified candidates up to \$275 in out-of-pocket expenses after the submission of one NBCT component for as long as grant funding allows and in the order applications are received. Click [here](#) for an application, or email [Suzanne Farmer](#) for more information.



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Combatting Inappropriate Student-Teacher Relationship Task Force

The Combating Inappropriate Student-Educator Relationships Task Force will meet on Tuesday, March 15, 2016, at 10:00 a.m. EDT at the EPSB offices in Frankfort. The task force made tremendous progress during its first two meetings. The purpose of the task force is to review current practices and policies relating to inappropriate student-educator relationships and make recommendations to combat such relationships.

Online Educator Complaint System

This is a reminder to all district superintendents and human resource directors that the Online Educator Complaint System is up and running. This electronic reporting system is designed to assist districts with filing educator complaints and will expedite the process for resolving complaints within our Division of Legal Services. Superintendents now have access to the system and have the ability to assign a person within the district (e.g., a human resource director) to be her/his designee to submit items. We ask that you start using this system to report educator misconduct. When a report is submitted, the person filing the report receives a confirmation email. Access to the system is through the [EPSB web login](#).

Meetings Across the State

3/1/2016	Legislature	House Education Committee Meeting
3/2/2016	KACTE	Hill Day
3/2/2016	GRREC	Board Meeting
3/3/2016	Legislature	Senate Education Committee Meeting
3/8/2016	Legislature	House Education Committee Meeting
3/8/2016	EPSB	NBCT Recognition Day
3/9/2016	NKCES	Board Meeting
3/9/2016	KY Rising	KY Rising Educator Preparation Committee Meeting
3/10/2016	SESC	Board Meeting
3/10/2016	Legislature	Senate Education Committee Meeting
3/15/2016	Legislature	House Education Committee Meeting
3/15/2016	EPSB	Combating Inappropriate Student Educator Relationships Task Force
3/16/2016	CKEC	Board Meeting
3/16/2016	KEDC	Board Meeting
3/17/2016	Legislature	Senate Education Committee Meeting
3/17-18/2016	KASA	Education Law and Financial Institute
3/22/2016	Legislature	House Education Committee Meeting
3/23-25/2016	CAEP	CAEP Conference
3/23/2016	KVEC	Board Meeting
3/23/2016	WKEC	Board Meeting
3/24/2016	Legislature	Senate Education Committee Meeting



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3/30/2016	GRREC	Board Meeting
3/30/2016	OVEC	Board Meeting

The next regularly scheduled meeting of the EPSB is Monday, April 11, 2016, at 9:00 AM (EDT) in Conference Room A, 100 Airport Road, 3rd Floor, and Frankfort, Kentucky.

EPSB meeting agendas may be found one week prior to the meeting at <http://www.epsb.ky.gov/boardinfo/meetingagendas.asp>.