

MEMORANDUM

TO: The Education Professional Standards Board
COPY: EPSB Education Partners
EPSB Staff
FROM: Phillip S. Rogers, Executive Director
DATE: October 3, 2011
SUBJECT: October 2011 EPSB Update

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.

Worth Remembering

"Nothing has more strength than dire necessity."

-- Euripides

EPSB Annual Report

The 2010-2011 EPSB Annual Report can be found here:

http://www.epsb.ky.gov/documents/BoardInfo/AnnualReport/2010-11_Annual_Report.pdf.

EPSB Customer Satisfaction Survey

EPSB staff sent its customer satisfaction survey out to its constituent groups in mid-September. This survey is sent to stakeholders every two years to solicit comments and areas of improvement each two years, last being sent in June 2009. The survey proved to be a valuable tool for division directors in its first use in 2009, and a high response rate was obtained. IHE deans, chairs, certification officers, KTIP coordinators and district HR, LEAD and KTIP coordinators, principals, and superintendents were surveyed.

Because the survey closed out today, the results have not been analyzed by the EPSB Leadership Team; however, the responses show a similar high satisfaction rate as was seen in the 2009 survey. High marks were given to the EPSB staff for courtesy, knowledge level, timeliness and willingness to work on problems. Accessibility of staff was also highly rated, but annotated comments showed that not being able to immediately reach a live person immediately, especially during the summer months, was a concern. Of the nearly 600 respondents, 94% had contacted the Division of Certification within the past 12 months, 37% contacted Legal, 55% contacted Ed Prep, 62% contacted PLA, and 39% contacted Technology. The Leadership Team will begin looking at the results and comments during October to see how staff may respond to improve services.

Kentucky Teacher Internship Program

As of September 30, 2011, 262.5 slots are remaining for new teachers for the 2011-2012 academic year. The staff members of the division of Professional Learning and Assessment want to express appreciation to school districts for entering the COEs as quickly as possible. This is assisting committees in starting in a timely manner.

Kentucky Specialty Test of Instructional and Administrative Practices

Educational Testing Service (ETS) is now administering the Kentucky Specialty Test of Instructional and Administrative Practices (KYPT). Principal certification requires successful completion of the KYPT and the School Leaders Licensure Assessment (SLLA). The link to locate a date and register for the tests is <http://www.ets.org/sls/register/dates>.

The first administration of the test occurred on Sept 17. Due to district and university need, EPSB staff worked with ETS to schedule an additional fall administration occurring on November 12 at five regional universities: UL, MoSU, MuSU, NKU, and EKU. The registration window for this date is open until October 13. The next administration of the KYPT will occur in January 2012 and be offered in both paper/pencil and computer versions.

Transitioning Toward CAEP

Allison Bell attended “The First CAEP Conference: Raising the Bar for Accreditation” in September. The conference provided more details about the transition from NCATE and TEAC as separate organizations to a consolidated organization, the Council for the Accreditation of Educator Preparation, CAEP. Members of the EPSB staff are actively involved with NCATE/CAEP developments and will ensure Kentucky’s accreditation processes remain aligned with our national accrediting organization. When CAEP is formally recognized as the national accrediting body, EPSB staff will submit the appropriate regulatory revisions to reflect that change.

EPSB and Preparation Programs Partner for Higher Admission Standards

The board has approved revisions to two regulations that affect teacher preparation programs as they work to produce the most effective classroom teachers for Kentucky classrooms, 16 KAR 5:020 and 16 KAR 5:040. The changes place increased emphasis on recruiting and retaining candidates who demonstrate suitable academic skills in reading, writing, and mathematics; successful academic performance in college coursework; appropriate dispositions for educators; and “the four C’s” of critical thinking, communication, creativity, and collaboration. In addition, the revisions ensure a broad range of clinical experiences for teacher candidates throughout the preparation process, including a focus on the skills for co-teaching during the student teacher experience.

FYI: Disciplinary Review Process

The EPSB Division of Legal Services is constantly reviewing internal procedures to shorten the length of time it takes to resolve these cases while still ensuring that respondents have appropriate due process and are treated fairly. In the last two years, staff has reduced the case load down from approximately 300 pending cases to the current number of 174. Below is a short description of how the process works, but for more information, please contact Alicia Sneed at alicia.sneed@ky.gov.

When there is sufficient evidence to open a misconduct case against an educator, the educator is immediately notified via certified mail. Upon receipt of the notice, the

educator has 30 days to file a response or rebuttal to the allegations in the initial complaint or report. Once staff receives the rebuttal or after 30 days, whichever comes first, the case is prepared for initial review by the EPSB.

The EPSB initially reviews every case that is opened to determine whether the allegations need to be fully investigated. At the initial review, the EPSB may choose to dismiss the case, offer the educator remedial training for a dismissal of the case, or issue an admonishment. If the EPSB dismisses the case or issues an admonishment, the case is finished; however, if the educator is referred to remedial training, the case remains open until the educator provides proof of completion of the suggested training. If the EPSB decides the case merits further investigation, the case is assigned to one of the EPSB's prosecuting attorneys.

The EPSB's prosecuting attorneys work diligently to investigate cases as quickly as possible. Upon completion of an investigation, the educator is notified and a settlement agreement is proffered. Most disciplinary cases are resolved through the negotiations with the educator by an agreed order which is presented to the EPSB for approval. If the EPSB rejects the agreed order or if settlement negotiations are not fruitful, the case will go to an administrative hearing.

Since there are no required time lines for EPSB hearings, hearings are scheduled at the convenience of the hearing officer's calendar. Once the hearing is completed, a transcript must be completed. A court reporter has 30 days to finish the transcript and the hearing officer has 60 days from the date he or she receives the transcript to issue a recommended order. The recommended order is then presented to the EPSB at its next meeting where it issues a final order.

Therefore, it can take several months for cases to be initially reviewed by the EPSB. If a case is referred to a full investigation, then it is possible that the case may take several months to be finally resolved. The goal of this process is to ensure that each educator reported to the EPSB is treated fairly; therefore, the staff does not rush to remove educators from the profession without a careful review of all the evidence.

FYI:

The EPSB reviewed 299 disciplinary cases during 2010. The EPSB dismissed 50 cases (17%), voted to hear 126 cases (42%), and deferred 60 cases (20%) for training or more information. The EPSB voted to admonish 63 educators (21%).

EPSB Directors Meet with KY Human Resources Group

On September 16, EPSB directors spoke to the Kentucky Association of School Human Resources Managers during its annual meeting in Lexington. Alicia Sneed was the keynote speaker at the meeting, discussing the importance of ethics by all state educators, along with other related legal issues. Mike Carr addressed the group on the Top 10 Pitfalls of Certification and also talked about trending topics facing the EPSB in the upcoming year. Wayne Eccles, Troops to Teachers coordinator, was also on hand to distribute information concerning his program and how it can help in finding teaching candidates. The meeting drew nearly 100 HR professionals from across the state.

Summer Rush Passes Smoothly in Certification

September 15 always marks a big day to educators across the state as it represents the date on which rank (salary) is to be determined. This brings a flurry of visitors and other activity to the Division of Certification, and this year was no exception. All completed applications for rank change that were received in the division were processed by the September 15 date. Many thanks to all the IHE certification staffs as well as EPSB staff members for once again completing a successful summer season. This summer shows a typical work load from May 1-September 15 with approximately 30,000 educator credentials being edited or created (many certificates have more than one credential.) The 2010-11 fiscal year saw 28,212 applications received by the Division of Certification. So far in the 2011-12 fiscal year, 7609 had been received as of September 15.

Pilot Program to be Expanded for TC-4 Applications

Thanks to the cooperation of the HR staffs in Jefferson and Fayette counties, EPSB staff has worked through the initial pilot phase for the on-line certification of emergency substitute teachers (TC-4) in those two districts. We will solicit comments from those districts in the near future for moving forward in using this process in all of the state's public school districts. The plan for full implementation is set for the spring of 2012 when districts typically begin securing board order numbers and applications for this group of employees for the upcoming school year.

As of September 15, Jefferson County had 988 emergency subs certified via the system, while Fayette County had 624. It is interesting to note that while over 1612 individuals completed the certification process, nearly that many, 1328, chose not to complete the certification process, thus ending their pursuit of employment in emergency sub positions. Possible reasons for this will be discussed with the pilot districts. FYI, 26 applicants required review by the Board for a Character/Fitness issue.

Regulations Update

The EPSB currently has three (3) regulations going through the promulgation process: [16 KAR 2:040](#), [16 KAR 5:040](#), and [16 KAR 9:090](#). 16 KAR 9:090 is a new regulation that will govern the University-based alternative certification programs for world languages. Proposed amendments to 16 KAR 5:040, the student teaching regulation, contain the CRACE recommendations for student teaching which will go into effect September 1, 2013. Finally, the proposed amendments to 16 KAR 2:040, the IECE regulation, merely correct out of date language.

These regulations will be reviewed on October 11, 2011 at 1:00 by the Administrative Regulations Review Subcommittee. For more information regarding these regulations, please contact Alicia Sneed at alicia.sneed@ky.gov.

Ethics Seminars

EPSB Legal Services will be presenting ethics presentations at the following locations this month:

October 3	Kentucky Wesleyan College
October 6	FEA Regional Conference, Morehead University

If you would like to schedule an ethics seminar for your class, school, or institution, please contact Elise Borne in the EPSB Division of Legal Services at elise.borne@ky.gov.

New Hire In Professional Learning and Assessment

We want to welcome Ashley Wink as a new staff member of EPSB. Ashley comes to us with seven years of teaching experience holding a master's degree in special education. Her primary duty is to serve as the program consultant for teacher and administrator assessments. For questions and assistance, please contact Ashley at Ashley.wink@ky.gov.

FYI: Meetings, Conferences, Etc.

- October 3 – Customer Satisfaction Survey closes
- October 3 – Ethics seminar at Kentucky Wesleyan University
- October 3-7 – EPSB Staff Appreciation Week
- October 5 – Kentucky Board of Education Meeting
- October 6 – EPSB Staff Leadership meeting
- October 7 – First Lady's Graduate Kentucky meeting
- October 11 – Interim Joint Committee on Education meeting
- October 12 – Northern Kentucky Cooperative for Educational Services meeting
- October 16/18 – Spalding University accreditation visit
- October 17 – EPSB regular meeting
- October 18/21 – NASDTEC Professional Practices Institute
- October 19 – Kentucky Education Development Corporation meeting
- October 19/20 – New telephone system installed at EPSB
- October 23/15 – Morehead State University accreditation visit
- October 25 – Educational Testing Service Client meeting
- October 26 – Western Kentucky Educational Cooperative meeting
- October 26 – Kentucky Valley Education Cooperative meeting
- October 30/ November 2 – Mid-continent University accreditation visit