

MINUTES OF THE MEETING OF THE PROFESSIONAL STANDARDS COUNCIL (PSC)

Department of Public Instruction (GEF 3) - Conference Call
125 South Webster Street
Madison, WI
May 2, 2017

The Professional Standards Council (PSC) convened Tuesday, May 2, 2017. The meeting was called to order at 3:30 p.m. by Mike Thompson.

Roll Call of members present:

Deb Dosemagen, Margaret Doering, Kimberly Marsolek, Heather Strayer, Andrea Pasqualucci, Katie Roberts, Joanna Rizzotto, Sherita Kostuck, Lisa Benz, Amy Traynor, Carmen Manning

Members Not Present:

Brad Peck, Gus Knitt, Diana Callope, Amy Traynor, Michael Uden, Karla Schoofs, Peggy Hill Breunig, Rachel Hellrood

Others Present:

David DeGuire, DPI; Ariana Baker, DPI; Sheila Briggs, DPI; Mike Thompson, DPI; Kim Kohlaas, ATF; Carole Trone, WAICU

It was noted that the public meeting notice was posted.

Mike Thompson, Deputy State Superintendent, began the meeting with a brief discussion on the background on how various groups have come together to address school staffing issues. The process began with the creation of a strategic plan, which the PSC worked on. From the recommendations that came out of the strategic plan, a small work group convened in the summer of 2016 to review the recommendations and from those recommend licensing options that lead to emergency rules which have just recently been made permanent rules. The strategic plan from the PSC covered five goal areas:

- Attracting people to the profession
- Preparing future teachers and leaders
- Review the states licensing rules and practices
- Retaining people who are already in the profession
- Data collection

Recently the State Superintendent worked with WASDA to discuss and further move along more recommendations from the strategic plan, these discussions are what lead to the Leadership group on school staffing issues. When the group came together they began with goal three, review the states licensing rules and practices, as there was a sense of urgency from various stakeholders around the state relating to this area. The Leadership group will be looking at all five goal areas.

When the leadership group convened they met under the principals of wanting to maintain the integrity of the teaching profession and licensing in Wisconsin, the preparation of Wisconsin Educator Preparation Programs (EPP), and the education provided to the students of Wisconsin. When looking at and discussing recommendations the group wanted to move forward with a consensus around particular issues. With regards to licensing rules and practices the group agreed upon 5 strategy areas, which the PSC was provided to review and provide feedback on in January.

Question: It seems that the PSC members are a bit confused, because there are several groups coming together to work on the same thing. Can you clarify why that is?

- There are several groups working on school staffing issues.
- We brought the Leadership group together to convene the principal members of each group.
- The PSC provided the foundation and the Leadership group was going to review the recommendations and move those to the next level.

The first strategy the Leadership group recommended was to consolidate the licensing categories. Through surveys and discussions it has become apparent that educators want an easier way to develop in categories other than what they hold their license in. The recommendation is to offer three categories: Birth – grade 3, Kindergarten – grade 9, and subject level licenses grades 4-12. Special Education licenses would be slightly different: Birth to grade 3, grades 4-12, and Early Childhood to Adolescence.

The second strategy the Leadership group recommended was to consolidate subject licenses, meaning rather than having specific subjects, such as Biology, Chemistry, Physics, there would just be one license that covers Science. The reasoning behind this is it allows school districts to be more flexible with assignments and allows candidates to have a broader preparation.

Question: The PSC had input about a few of the different subject areas, has the Leadership group received these?

- Yes, they received input from the PSC and from other groups

Question: The Leadership group is meeting on Thursday, May 4, 2017 to finalize their recommendations, correct?

- Yes

Question: Will the PSC get to provide feedback on the final recommendations before it goes to administrative rule?

- No, we were not planning on gathering anymore feedback on these recommendations.
- The PSC already provided their feedback, so we will not seek further feedback on the final recommendations, we will move forward with consensus from the Leadership group, and then keep the process moving.

Question: What is the usual process for making licensing changes?

- The administrative rule process.
- A response to change in legislation which requires a rule change.

Question: From the PSC's meeting in April, it seems that questions are arising because the PSC is being referenced in these recommendations, implying that the PSC has more authority, when in reality the PSC is one of many organizations that weighed it.

- You are correct, many groups weighed in.

Question: The PSC had questions about the K-9 license option, it seemed to be a large spread?

- We currently have an MC-EA license that covers grades 1-8, we wanted to add grade 9 because of the possibility for middle school students to gain High School credit.
- Kindergarten was added because of the expansion of K4.

Question: Does this mean that all K-9 licenses will require a minor?

- We do not think so, however that is a detail that will not be decided until permanent rule.
- The emergency rule gives us the chance to make changes through the evolution of the administrative rule process.

Mike reviewed the remaining recommendations:

- Provide a dual license in the areas where two licenses seem redundant, example pupil services, where people have a DSPS license and a DPI license.
 - After having discussions with various groups, the Leadership group has agreed that preparation between the two licenses does vary and a dual license is not feasible.
- Simplify and better understand the current licensing structure by breaking it into tiers.
- Provide other options for endorsement rather than just having testing requirements, such as using a GPA in place of Praxis II.
- Allow people to add on additional subjects by taking a content test.
- Allow people to move pedagogical levels through school district supervision.
- Allow EPPs to establish their own policies for admission.
- Eliminate the "double dipping" rule for retired teachers.

Comments: The conversation today occurred due to the group's discussion at our April meeting, we wanted to understand the PSC's purpose in relation to the Leadership group. When we were originally told about the Leadership's group recommendations in January, we were told that we could take these recommendations to our peers and colleagues to get feedback, however we were told to wait until we received the document with the recommendations, and it seemed that other groups received the document before the PSC did. It seems there was miscommunication around the role of the PSC and other groups, and we just want to agree that in the future we are very careful about this to make sure it doesn't happen this way again.

- We apologize for the miscommunication, and we will do our best to make sure we do a better job of communicating in the future.

Question: Can the PSC be notified electronically of the Leadership group's final recommendations?

- Yes

Question: Can you provide the PSC 2-3 days to review the Leadership group's recommendations?

- Yes

Question: How fast will the Leadership group's final recommendations be moved to administrative rule?

- We are hoping it will move fast, however it is a process and it will need to move to a hearing.

Comment: In order for EPPs to make changes to developmental levels and broad field subject areas we will need time, we need to make sure that there is an understanding of this timeline as this moves forward.

- Yes, we agree.
- We have been in conversations with WACTE and Barbara Bales and we will have EPPs involved in the conversation.

Motion to adjourn

M/S/C

anb