

CALIFORNIA COMMISSION ON TEACHER CREDENTIALING

MINUTES OF THE COMMISSION MEETING

March 6, 2003

Commission Offices, 1900 Capitol Avenue, Sacramento

COMMISSION MEMBERS

Kristen Beckner, Teacher
Chellyn Boquiren, Teacher
Margaret Fortune, Public Representative
Elaine C. Johnson, Public Representative
Carol Katzman, Public Representative, Chair
Stephen Lilly, Faculty Member
Lawrence Madkins, Jr., Teacher, Vice Chairman
Alberto Vaca, Teacher

COMMISSION MEMBERS ABSENT

Alan Bersin, Administrator
Beth Hauk, Teacher
Marilyn Whirry, Designee, Office of the Superintendent of Public Instruction

EX-OFFICIO REPRESENTATIVES

Carol Bartell, Association of Independent Colleges and Universities
Sara Lundquist, California Postsecondary Education Commission
Athena Waite, Regents, University of California
Bill Wilson, California State University

COMMISSION STAFF

Sam Swofford, Executive Director
Mary Armstrong, General Counsel, Director, Professional Practices Division
Linda Bond, Director, Office of Governmental Relations
Mary Butera, Director, Office of Human Resources
Dale Janssen, Director, Certification, Assignments and Waivers Division
Mary Vixie Sandy, Director, Professional Services Division
Leyne Milstein, Director, Information Technology and Support Management Division
Janet Vining, Staff Counsel, Professional Practices Division
Lee Pope, Staff Counsel, Professional Practices Division
Kimberly Hunter, Staff Counsel, Professional Practices Division
Larry Birch, Administrator, Professional Services Division
Elizabeth Graybill, Administrator, Professional Services Division
Amy Jackson, Administrator, Professional Services Division
Margaret Olebe, Administrator, Professional Services Division
Nicole Amador, Consultant, Professional Services Division
Joe Dear, Consultant, Professional Services Division
Marilynn Fairgood, Consultant, Professional Services Division

Philip Fitch, Consultant, Professional Services Division
Helen Hawley, Consultant, Professional Services Division
Karen Sacramento, Consultant, Professional Services Division
Cheryl Hickey, Consultant, Professional Services Division
Phyllis Jacobson, Consultant, Professional Services Division
Michael McKibbin, Consultant, Professional Services Division
Rod Santiago, Consultant, Professional Services Division
Marjorie Suckow, Consultant, Professional Services Division
Suzanne Tyson, Consultant, Professional Services Division
Jan Jones Wadsworth, Consultant, Professional Services Division
James Alford, Assistant Consultant, Professional Services Division
Mark McLean, Assistant Consultant, Professional Services Division
Nadine Noelting, Assistant Consultant, Professional Services Division
Diane Tanaka, Assistant Consultant, Professional Services Division
Yvonne Novelli, Program Analyst, Professional Services Division
Marilyn Errett, Consultant, Office of Governmental Relations
Dan Gonzales, Legislative Liaison, Office of Governmental Relations
Anne Padilla, Consultant, Office of Governmental Relations
Crista Hill, Manager, Information Technology and Support Management
Division
Darren Addington, Manager, Information Technology and Support
Management Division
Terri Fesperman, Assistant Consultant, Certification Division
Susan Browning, Manager, Certification Division
Stephen Burke, Research Analyst, Certification Division
Kathleen Beasley, Proceedings Document Recorder

Thursday, March 6, 2003

GENERAL SESSION

The general session was called to order by Chair Katzman. Roll was taken. Chair Katzman then shared with the Commission and audience how the potential for war in Iraq is personally affecting some staff. She introduced Susan Porter of the Professional Services Division, and Joseph Prassa, whose son, Corporal Jordan Prassa, has been activated by the Marine Corps Reserve and sent to Kuwait. She also introduced Nancy Passaretti of the Certification, Assignment and Waivers Division, whose son, Lance Corporal Xavier Cajucom, has been sent to Kuwait with his Marine Corps unit. She called them forward to lead the Pledge of Allegiance.

REPORT OF CLOSED SESSION ITEMS

Litigation

Potential Litigation was discussed and no action taken.

Petitions for Reinstatement or For Reduction of Penalty

The Commission reconsidered and denied the Petition for Reinstatement by Jeffrey Verschell.

Public Reapproval

The Commission took action to issue a public reapproval in the matter of Hudena James. The findings will be submitted at the April 2-3, 2003 Commission meeting for adoption.

Proposed Decisions

The Commission issued a decision and dismissed the accusation in the appeal of William Lincoln.

APPROVAL OF THE FEBRUARY 2003 COMMISSION MINUTES

A motion to approve and correct (indicating that Ex-Officio Representatives Lundquist and Waite were not considered absent February 5, 2003) the February 2003 Commission minutes was made (Madkins), seconded (Johnson) and carried without dissent.

APPROVAL OF THE MARCH 2003 AGENDA

A motion to approve the agenda for the March 2003 meeting with in-folder items (pertaining to LEG-1, FPPC-1, PREP-2 and C&CA-1) was made (Fortune), seconded (Madkins) and carried without dissent.

APPROVAL OF THE MARCH 2003 CONSENT CALENDAR

A motion to approve the March 2003 Consent Calendar was made (Fortune), seconded (Johnson) and carried without dissent.

RECOMMENDATIONS OF THE COMMITTEE OF CREDENTIALIALS

Education Code section 44244.1 allows the Commission to adopt the recommendation of the Committee of Credentials without further proceedings if the individual does not request an administrative hearing within a specified time.

1. **CLARK, Alan D.** Carlsbad, CA
All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of ten (10) days** for misconduct pursuant to Education Code section 44421.
2. **DIBERNARDO, Febronia** Santa Barbara, CA
All pending applications are **denied** for misconduct pursuant to Education Code section 44345.
3. **DIZDAR, Nick L.** Wildomar, CA
All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.
4. **FEEKES, Monte** Carmel, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of fifteen (15) days** for misconduct pursuant to Education Code section 44421.

5. **GREEN, Sarah J.** Oceanside, CA
Ms. Green is the subject of **public reproof** for misconduct pursuant to Education Code section 44421.

6. **HART, Mark J.** San Diego, CA
All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of sixty (60) days** for misconduct pursuant to Education Code section 44421.

7. **HENDERSON, Daniel J.** Anaheim, CA
All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of thirty (30) days** for misconduct pursuant to Education Code section 44421.

8. **JOHNSON, Jean L.** Joshua Tree, CA
Ms. Johnson is the subject of **public reproof** for misconduct pursuant to Education Code section 44421.

9. **KELLY, Douglas G.** Red Bluff, CA
The expired Single Subject Teaching Credential is **suspended for a period of thirty (30) days** for misconduct pursuant to Education Code section 44421.

10. **LANGDON, Paul G.** Oceanside, CA
All pending applications are **denied** for misconduct pursuant to Education Code section 44345.

11. **LATHAM, Norma G.** Oceanside, CA
All pending applications are **denied** for misconduct pursuant to Education Code section 44345.

12. **LAWRENCE, Kenneth R.** South San Francisco, CA
All pending applications are **denied** for misconduct pursuant to Education Code section 44345.

13. **LEWIS, Charlotte J.** Reno, NV
All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **revoked** and any pending applications are **denied** for misconduct pursuant to Education Code sections 44421 and 44345.

14. **MOORE, Edwin** Sacramento, CA
All pending applications are **denied** for misconduct pursuant to Education

Code section 44345.

15. **MYER, Richard** Madera, CA

Mr. Myer is the subject of **public reproof** for misconduct pursuant to Education Code section 44421.

16. **MYERS, Jerry L.** Stockton, CA

Mr. Myers is the subject of **public reproof** for misconduct pursuant to Education Code section 44421.

17. **PLEFKA, George F.** Riverside, CA

All pending applications are **denied** and the expired 30-Day Emergency Substitute Permit is **suspended for a period of thirty (30) days** for misconduct pursuant to Education Code section 44345 and 44421.

18. **SMITH, Darrel A.** Truckee, CA

All certification documents under the jurisdiction of the California Commission on Teacher Credentialing are **suspended for a period of ten (10) days** for misconduct pursuant to Education Code section 44421.

19. **WELLER, Douglas W.** Yucca Valley, CA

Mr. Weller is the subject of **public reproof** for misconduct pursuant to Education Code section 44421.

20. **WOOD, Franklin P.** Twentynine Palms, CA

Mr. Wood is the subject of **public reproof** for misconduct pursuant to Education Code section 44421.

CONSENT DETERMINATIONS

21. **AUSLEY, James W.** Twin Peaks, CA

The Proposed Consent Determination, which stipulates a **ninety (90) day suspension** of Mr. Ausley's expired Single Subject Teaching Credential, is adopted.

22. **GLICK-SCROGGINS, Beth A.** Alameda, CA

The Proposed Consent Determination, which stipulates that the Multiple Subject and the Specialist Teaching Credentials are **suspended for a period of thirty (30) days**, however, **the suspensions are stayed**, and Ms. Glick-Scroggins is placed on **probation for a period of 18 months**, is adopted.

23. **PFEFFER, Kent A.** Tehachapi, CA

The Proposed Consent Determination, which stipulates that the Administrative Services Credential and the Single Subject Teaching Credential are **revoked**, however, the revocation on the Single Subject Teaching Credential is **stayed**, and Mr. Pfeffer is placed on **probation for a period of three (3) years**, is adopted.

PRIVATE ADMONITIONS

Pursuant to Education Code section 44438, the Committee of Credentials recommends one (1) private admonitions for the Commission's approval.

PROPOSED DECISION

24. **JAVITT, Richard E.** Stanton, CA

The Administrative Law Judge's Proposed Decision, which reflects the Committee of Credentials' recommendation to **revoke** all credentials, life diplomas or other certification documents under the jurisdiction of the Commission, is adopted.

DIVISION OF PROFESSIONAL PRACTICES MANDATORY ACTIONS

All certification documents held by and applications filed by the following individuals are mandatorily revoked or denied pursuant to Education Code sections 44346, 44346.1, 44424, 44425 and 44425.5, which require the California Commission on Teacher Credentialing to mandatorily revoke the credentials held by individuals convicted of specified crimes and to mandatorily deny applications submitted by individuals convicted of specified crimes.

25. **BELFIORE, Ricky W.** Clearlake Oaks, CA

26. **BOOKER, John E.** Fresno, CA

27. **BUENROSTRO, Anthony R.** Belmont, CA

28. **COMPTON, Richard M.** Anaheim, CA

29. **DAVIS, Robert E.** Petaluma, CA

30. **FREED, Lawrence D.** Vista, CA

31. **GIVEHAND MITCHELL, Cheryl R.** Los Angeles, CA

32. **HADDEN, Tanya J.** San Bernardino, CA

33. **JAVAHERI, Cyrus** Pasadena, CA

34. **KRYKA, Barbara A.** Canon Lake, CA

35. **LIEN, Jonathan A.** Alhambra, CA

36. **MOORE, Pamela A.** Los Angeles, CA

37. **SWANSON, Frederick W.** Elk Grove, CA

38. **WILLIAMS, James T.** Palo Cedro, CA

39. **WITT, Corey W.** Murrieta, CA

AUTOMATIC SUSPENSIONS

All certification documents held by the following individual were automatically suspended because a complaint, information or indictment was filed in court alleging that the individual committed an offense specified in Education Code section 44940. His certification documents will remain automatically suspended until the Commission receives notice of entry of judgment pursuant to Education Code section 44940(d) and (e).

40. **ALLEN, Robert L.** Selma, CA

41. **CAVENESS, Allen A.** Los Angeles, CA

42. **JIMINEZ, Angelica J.** Baldwin Park, CA

43. **NEWMAN, Douglas R.** Arcata, CA

44. **WERRBACH, Scott R.** Los Angeles, CA

NO CONTEST SUSPENSIONS

All credentials held by the following individuals were suspended, pursuant to Education Code section 44424 or 44425, because a plea of no contest was entered to an offense specified in the above sections of the Education Code. The credentials will remain suspended until final disposition by the Commission.

45. **DEBAUCHE, Edward** Pomona, CA

TERMINATION OF AUTOMATIC SUSPENSIONS

Pursuant to Education Code section 44940(d), the automatic suspension of all credentials held by the following individuals is terminated and the matter referred to the Committee of Credentials for review.

46. **INGRAM, Henry L.** Stockton, CA

47. **VEGA, Augustine B.** Grand Terrace, CA

TERMINATION OF PROBATION

48. **FROST, Dennis J.** Santa Barbara, CA

Having successfully complied with the terms and conditions of probation contained in the Consent Determination and Order, which was adopted by the Commission on December 2, 1999, **the stay order has been made permanent and his credential is restored.**

DENIAL OF CREDENTIAL WAIVER REQUESTS

The Appeals and Waivers Committee having reviewed these waiver requests has recommended they be denied. The employing districts have not asked for reconsideration of the Committee's decisions.

1. Jose Acevedo/Lynwood Unified School District
2. Ruby Hampton/Pasadena Unified School District
3. Kymberly Williams/Rossier School (NPS)
4. Brian Latona/Evergreen Elementary School District
5. Lance Boullion/Turlock Joint Elementary School District
6. Pamela Jaskela/Turlock Joint Elementary School District
7. Robert Robinson/Advanced Education Services
8. Christina Frausto/Alum Rock Union Elementary School District
9. Anita Jones/Alum Rock Union Elementary School District
10. Shirley Ota/Alum Rock Union Elementary School District
11. Lucia Vega/Alum Rock Union Elementary School District
12. Donna Marshall/Mt. Diablo Unified School District
13. Guadalupe Aguirre/Alum Rock Union Elementary School District
14. Mark Yost/Macsa El Portal Leadership Academy
15. Katrina Budde/Mt. Pleasant Elementary School District
16. Arthur Meade/San Jose Unified School District

ANNUAL CALENDAR OF EVENTS

The annual calendar of events was provided as an information item.

CHAIR'S REPORT

Chair Katzman reported that she recently participated in a reading event at a south central Los Angeles elementary school in honor of the 99th birthday of Dr. Seuss. She said it was a wonderful opportunity to interact with young students and see their enthusiasm for reading. In addition, she noted that she and other representatives of the Commission attended a presentation in the Distinguished Speaker Educational Thinkers Seminar series at UC Davis. Patrick Shields addressed the topic of providing highly qualified teachers for all students, providing a solid historical perspective on the involvement of the federal government in education issues. Chair Katzman said she hopes Mr. Shields will be able to address the Commission in the future.

EXECUTIVE DIRECTOR'S REPORT

Dr. Swofford announced that Mary Vixie Sandy, Director of the Professional Services Division, is taking an educational leave to complete her graduate degree in Philosophy in Education at University of California, Davis. He said she has done an outstanding job leading the Division and that he looks forward to her return. In the meantime, Beth Graybill has been appointed to serve as the Interim Director of the Professional Services Division. She has served as an administrator in the division for the past year.

Chair Katzman added her congratulations from the Commissioners to both

Ms. Sandy and Ms. Graybill.

REPORT ON STATE BOARD OF EDUCATION MEETING

A summary of items from the State Board of Education's February meeting was provided in the agenda packet. The report included Board approval of:

1. funding for 12 more local education agencies and two consortia, as well as three new training providers, for Principal Training Programs under AB 75
2. a low-performing school grant under AB 961 to Stonehurst Elementary School in Oakland, and
3. a training provider for the Mathematics and Reading Professional Development Program under AB 466.

LEGISLATIVE COMMITTEE OF THE WHOLE

Commissioner Fortune convened the Legislative Committee of the Whole.

LEG-1: Status of Legislation of Interest to the Commission

Linda Bond, Director, Office of Governmental Relations, said that there is now a number for the second bill that the Commission has asked Senator Jack Scott to carry. SB 696 addresses process duplication in mental disability cases. SB 84 (Scott) is the Commission-sponsored bill to address alignment with No Child Left Behind. Ms. Bond noted that Senator McPherson has also indicated he wants to carry No Child Left Behind legislation. It is expected that Senate Education Chairman Vasconcellos will work with both authors to determine which bill will cover what issues.

LEG-2: Analyses of Bills of Interest to the Commission

Ms. Bond described AB 242 (Liu), which is sponsored by the Joint Committee to Develop a Master Plan for Education. Multi-faceted and complex, the bill contains some provisions that directly affect the Commission. The bill eliminates waivers and emergency permits and repeals the pre-internship program at an unspecified time but apparently in advance of the deadline set by No Child Left Behind for all teachers to be fully qualified (2005). It also requires the Commission to require programs of teacher preparation to address student diversity, an area that is covered to some extent already in the Commission's Standards of Quality and Effectiveness for Professional Teacher Induction Programs.

Ms. Bond said there will be tension between the Master Plan Committee and school districts, as well as other stakeholder organizations, that will be concerned about eliminating the teacher options in advance of a federal deadline that they already find daunting. She recommended that the Commission take a Watch position.

Commissioner Johnson, noting that a different portion of the bill removes health and welfare benefits from bargaining at the local level and turns it over to the state, questioned whether that was a recommendation in the original Master Plan report. Ms. Bond said staff is only prepared to address those items that affect the Commission, but that she does not recall such a

recommendation being in the report. Commissioner Johnson said she feared such a move would make teachers employees of the state. She also said she believes another bill provision, which requires school districts to match compensation policies to professional education that is specifically targeted, is already done by districts. Ms. Bond reiterated that staff is confining its review to elements that speak directly to the Commission's purview.

A motion to take a Watch position on AB 242 (Liu) was made (Johnson), seconded (Lilly) and carried without dissent.

FISCAL POLICY AND PLANNING COMMITTEE OF THE WHOLE

Commissioner Boquiren convened the Fiscal Policy and Planning Committee of the Whole.

FPFC-1: Overview of the Legislative Analyst's Review of the Proposed Governor's Budget for Fiscal Year 2003-04

As an information item, Leyne Milstein, Director, Information Technology and Support Management Division, presented a summary of items addressed by the Legislative Analyst that impact the Commission. The first set of Legislative Analyst recommendations was labeled "Improve Coherence, Maximize Flexibility and Increase Accountability Among CTCC's Local Assistance Programs". Under this set, a consistent rate of \$2,000 per participant would be established for the paraprofessional, pre-intern and intern programs. All funded programs would require a dollar for dollar local match. The Commission would be allowed to move money from program to program as needed. And the Commission would be required to report to the Legislature about the effects of its programs. Ms. Milstein said the information required apparently is already gathered by the Commission and will just have to be crafted in a way to respond to the recommendation.

A second set of recommendations was labeled "Leverage Federal Funds to Expand Services for Emergency Permit Holders". Under this, \$3.1 million in Title II funds from the Principal Training Program would be allocated for subject matter training programs for emergency permit holders.

FPFC-2: Second Quarter Report of Revenues and Expenditures for the 2002-03 Fiscal Year

Also for information only, Crista Hill, Manager, Information Technology and Support Management Division, presented a report that reflects revenues and expenditures for the period ending on December 31, 2002. Charts presented to the Commission indicate that revenues are on track, with the bulk of the Test Development and Administration Account funds expected to come in the spring. In addition, expenditures are on track when encumbrances that continue through the rest of the fiscal year are taken into account. A third chart indicated the Local Assistance expenditures. Because of mid-year budget reductions, some funds will have to be redirected from one area to another and it is anticipated that the remaining funding for alternative certification programs will be exhausted in the spring.

PREPARATION STANDARDS COMMITTEE OF THE WHOLE

Commissioner Johnson convened the Preparation Standards Committee of the Whole.

PREP-1: Approval of Subject Matter Preparation Programs Submitted by Colleges and Universities

Helen Hawley, Consultant, Professional Services Division, presented information about a single-subject art program at San Diego State University and a program of Elementary Subject Matter Preparation for Multiple Subject Teaching Credentials at California Lutheran University.

A motion to approve the programs was made (Lilly), seconded (Madkins) and carried without dissent.

PREP-2: Approval of Professional Teacher Induction Programs

Cheryl Hickey, Consultant, Professional Services Division and Karen Sacramento, Assistant Consultant, Professional Services Division, presented six teacher induction programs that have been reviewed and that are being recommended for approval. They are:

Kern County Superintendent of Schools BTSA, with 34 participating districts and serving 240 new teachers a year.

Kern High School District BTSA, a district with 28,000 students and a program that serves 140 new teachers a year.

Panama-Buena Vista Union School District BTSA, a district with 13,000 students and a program that serves 70 first- and second-year teachers.

Norwalk-La Mirada Unified School District BTSA, a district with 24,000 students and a program that serves 80 new teachers a year.

Riverside, Inyo, Mono, San Bernardino (RIMS) BTSA, a collaboration of four county offices of education that serves 55 school districts and 1,400 new teachers a year.

San Luis Obispo County Office of Education BTSA, a consortium that serves nine school districts and 110 teachers a year.

Commissioner Johnson asked for the advantages and disadvantages of consortia vs. single-district programs. Teri Clark, Consultant, Professional Services Division, said that of 150 BTSA programs, 87 are single district. The consortia usually occur because the districts involved are not large enough to provide individualized support. Commissioner Lilly noted that the consortia in many cases are working closely with universities to build their BTSA efforts on the foundation of the newly revised teacher preparation programs.

Ex-Officio Representative Bartell asked how districts are coping with the funding uncertainty around BTSA. Ms. Clark said that districts are concerned but are moving forward and writing the documents required to have their programs approved.

A motion to approve the six programs was made (Madkins), seconded

(Vaca) and carried without dissent.

PREP-3: Comparability Studies of the Early Childhood Emphasis, Middle Level Emphasis, And Crosscultural Language and Academic Development (CLAD) Emphasis Requirements with Those of Other States

Dr. Phil Fitch, Consultant, Professional Services Division, presented a final report from the comparability study on requirements in other states. The last report under the Educational Testing Service contract indicates that 44 states are comparable in Early Childhood emphasis, 43 states are comparable in Middle Level emphasis and 45 are comparable in CLAD. In other states, all of the programs are in addition to basic credentials and are viewed as advanced programs. He recommended that the Commission approve the findings.

There was discussion about the rubric used to determine comparability and how it led to scores of 83, 92 and 100. Dr. Fitch said that the cut-off point for determining comparability was set at 80 percent.

Commissioner Lilly asked about the implications of the study being completed before the latest credential requirements were put in place. Terri Fesperman, Assistant Consultant, Certification Division, noted that individuals coming from out of state and seeking credentials based on their out-of-state experience will be given Ryan-type credentials because the comparability study was conducted under the Ryan standards. Ex-Officio Representative Bartell asked how long Ryan credentials will be issued and at what point will new comparability studies be undertaken. Dr. Fitch replied that the authorizing legislation suggested a three-year cycle but that there is no funding allocated at this time. He said staff will be bringing forward a plan to address this issue. Regarding the Ryan credential, he said he believes such credentialing will be allowed until the Commission takes action to change the authorization.

Commissioner Lilly said he finds it noteworthy that other states think the Middle Level of teaching is important enough and distinctive enough to require advanced study and a special credential. He said he hopes that California addresses this area at some point.

A motion to accept the final comparability report was made (Madkins), seconded (Fortune) and carried without dissent.

PREP-4: Proposed Standards for the Professional Administrative Services Credential

Mary Vixie Sandy, Director, Professional Services Division, pointed out that the Commission in December 2002 adopted a new structure for advanced preparation requirements for the California Professional Administrative Services Credential. The new structure includes five options:

1. completing an AB 75 training program
2. demonstrating mastery of fieldwork through a Commission-accredited

program that involves no coursework

3. passing a national administrator performance assessment
4. completing an alternative program that meets Commission guidelines and is sponsored by a postsecondary institution, local education agency or professional organization, or
5. completing a university-based, Commission-accredited program, as is currently allowed in the Education Code.

Ms. Sandy also noted that the agenda item includes proposed standards that would govern programs under option 4, as well as the mastery of fieldwork component of option 2. She said staff is collecting input on the standards and would like to bring the standards back for Commission consideration in May, a delay of one month over what staff originally envisioned.

Commissioner Johnson said two members of the audience had submitted requests to speak, including:

Delores Lindsey, professor of educational administration at Pepperdine University's graduate school of educational psychology. She is also a member of the Association of California School Administrators and the California Association of Professional Education Administrators. As a member of the design team that worked on the standards for both tiers of the administrative services credential, she said she was pleased to see standards that would guide the local education agencies and professional organizations in developing Option 4 programs.

Sharon Robison, representative for the Association of California School Administrators. She said her purpose was not to address the standards themselves, which ACSA only recently received, but to ask for a delay that would allow her organization and others more time to review the standards and provide meaningful feedback. She reminded the Commission that Tier 2 - the level addressed by the standards presented by Ms. Sandy - was the most contentious part of the administrative services credential when people first pressed the Commission to take action and revise the credential process. Many feel that today it is not relevant and, in fact, redundant after Tier 1 is completed. Ms. Robison said that last fall it appeared staff was recommending an individualized process that would allow districts complete flexibility and require district boards to certify that a meaningful course of professional development and mentoring had been completed. This would have been governed by guidelines that staff proposed to develop. Now, standards are being put forth instead, with little time for the extensive field review that should be conducted. Ms. Robison said there should not be an emphasis on speed, but on getting standards and a process that will make a difference in the part of the credential that people most wanted changed.

Ms. Sandy said that the structure for the new administrative services credential has not changed, but that it was decided to use standards instead of guidelines because that is what the Commission does for all other

programs that it accredits. She said the standards allow district flexibility but ensure the Commission's two priorities: aligning with the CPSEL standards and requiring mentoring/support/assistance regardless of the option used. She said the standards are similar in construction to others the Commission uses, with the following general outline:

Standard 1 requires a sound program design that is based on a defined knowledge base.

Standard 2 addresses development of the required induction plan.

Standard 3 addresses the content of professional development and its alignment with the CPSELS.

Standard 4 requires the integration of theory and practice, building on what the candidate learned in the preliminary credential program.

Standard 5 defines the mentoring support that is required.

Standard 6 addresses the qualifications of mentors.

Standard 7 requires that expectations be set for a candidate's performance.

Standard 8 requires a formal assessment to determine if expectations have been met.

Ms. Sandy said that staff is already conducting outreach and meetings with stakeholders, and that staff is willing to engage in a number of activities to ensure adequate field review of the standards prior to adoption.

Ex-Officio Representative Wilson said that because all of the options are so very different, it seems reasonable to devote any needed time to making sure the standards will work under all of the options. He asked if there is any deadline for adopting the standards.

Executive Director Swofford reminded the Commission that the whole process has involved a great deal of public input and that nothing has been rushed. Ms. Sandy agreed, saying that the process has been focused and expeditious. She said there is no deadline, and that three of the options - 1, 2 and 5 - are already available now.

Vice Chair Madkins said one of the things that he and Chair Katzman promised when seeking the Chair/Vice Chair positions was a commitment to listen and gather input from the field. He said he would like to see a 60-day time frame before the standards are finalized and brought back to the Commission so that everyone has time to comment. Chair Katzman agreed that providing additional time seems reasonable since there has been a shift from guidelines to standards.

There was consensus to bring the standards back at the June meeting. Ms. Sandy said staff will continue to gather input; the standards have been circulated and are also up on the Commission's web site.

Ex-Officio Representative Bartell said she applauds the move back to standards. She asked if Option 5 is only temporary since a university can

submit a new program under Option 4. Ms. Sandy said it continues to remain an option since it is in the Education Code. She said that the market will influence whether universities stick with Option 5 or develop new programs.

As a fairly new member of the Commission, Ex-Officio Representative Lundquist asked staff to be sure to provide a summary of the background and the context for the proposed changes when the item returns in June.

Commissioner Johnson asked whether funding will be available for Option 1 (AB 75) and if not, would the programs remain? Ms. Sandy said even if funding disappears, the programs may still continue if costs are covered in other ways.

Commissioner Beckner commented on Standard 5, drawing Commissioners' attention to the requirement that activities be balanced to provide awareness across a full range of administrative responsibilities. She said she recommends that five areas be specifically called out as useful no matter what administrative job a person holds:

1. decision-making/managing change
2. use of evidence to improve instruction in the classroom
3. supervision and evaluation process
4. effective communications; and
5. allocation of resources to benefit schools.

She said focusing on those areas will make the Tier 2 level more meaningful.

Commissioner Johnson thanked her for the comments. She reiterated the decision to return with the item in June.

PREP-5: Proposal to Hold a Public Hearing On Title 5 Regulation Amendments for Pupil Personnel Services Credential

Dr. Joe Dear, Consultant, Professional Services Division, recommended that the Commission direct staff to set a public hearing on regulations proposed in October 2000 regarding pupil personnel services credential requirements.

A motion to proceed with setting the public hearing was made (Lilly) and seconded (Madkins). Commissioner Johnson indicated that there was one request to speak:

Bruce Kitchen, representing school district personnel and human resource administrators in San Diego and San Bernardino counties. He thanked the Commission for delaying the standards addressed in PREP-4. He said his purpose in addressing PREP-5 was to alert the Commission that when the public hearing occurs, there will be many questions raised. He said the requirements contain a significant increase in the number of fieldwork hours and coursework units that must be taken. Since it is already difficult to hire people in these positions, the new tougher requirements will only make the job more difficult.

Commissioner Johnson thanked him. The Commission then voted without dissent to set a public hearing on the matter.

PERFORMANCE STANDARDS COMMITTEE OF THE WHOLE

Commissioner Lilly convened the Performance Standards Committee of the Whole.

PERF-1: (Bilingual) Crosscultural, Language and Academic Development Examinations: Proposed Contract Amendment

Mark McLean, Assistant Consultant, Professional Services Division, explained that the current contract for administering CLAD and BCLAD examinations will expire at the end of the 2002-2003 testing year. Staff is recommending that the contract be extended for one year at an additional cost of \$1,589,724 while a job analysis and validity study is conducted as a prelude to a possible revision of the test. The allocation is recouped through examination fees, and the contractor is only paid for tests actually administered.

Commissioner Johnson asked how many take the test annually. Mr. McLean replied that in December, the number was up about 40 percent from the prior fall testing. About 13,000 exams are expected to be administered in the summer testing, but that represents six sections of the exams rather than the number of examinees.

A motion to extend the contract was made (Johnson), seconded (Fortune) and carried without dissent.

PERF-2: Proposed Passing Standard for the School Leaders Licensure Assessment

Jim Alford, Assistant Consultant, Professional Services Division, and Ms. Sandy presented information about setting a passing standard for the newly adopted School Leaders Licensure Assessment. The test was administered for the first time in January and was taken by 61 candidates. Staff originally recommended setting the passing rate at 167. This was based on three sources of information:

1. results of a standard-setting study involving current California administrations (recommendation: 173)
2. passing standards adopted by other states using the test (161 was the highest passing score), and
3. scores obtained by examinees in the first test administration in California.

Staff selected 167 as a passing rate that would be high enough to ensure competence yet reasonable enough to ensure that taking the test is a viable option. Both the Association for California School Administrators and the Executive Director's design team, however, recommended a standard of 173, a recommendation that staff said is reasonable.

Ms. Sandy explained that a standard of 173 indicates that a candidate would have to score at least at the mid point on all questions, indicating competency in all areas. A standard of 167 would allow scores on some questions to be lower as long as other scores were higher. She said other states use the test in conjunction with preparation programs, serving as a final element of assessment. Since California is using it as an option that allows a credential to be obtained without coursework or demonstration of fieldwork mastery, it is reasonable to set California's standard higher than other states do.

Sharon Robison, Association of California School Administrators, withdrew her request to speak based on the presentation by staff that ACSA's support for 173 as a reasonable standard.

Vice Chair Madkins said he is comfortable with a rationale that requires a candidate to demonstrate competence across a wide range of abilities and, in essence, to have a minimum amount of knowledge.

Chair Katzman said she is happy to see a higher standard in a case where a single assessment is being substituted for coursework. She said California should have high expectations of administrators, especially for those who are credentialed without going through a program.

Ms. Sandy pointed out that the candidates will be a self-selected pool of those who choose to take the test option, rather than the more general pool of all candidates for credentials.

Dr. Swofford asked what will happen when candidates from other states with lower passing standards come to California and expect reciprocity. Mr. Alford said that the vast majority of candidates from other states will have completed coursework leading to a credential, which means they can qualify for the preliminary credential in California based on provisions for comparability defined in the Education Code.

Commissioner Fortune noted that if a passing standard of 173 were established, only 57.7 percent of candidates nationwide would pass, but 72.1 percent of those taking the first test in California would qualify. She asked if the scores had been disaggregated by race. Mr. Alford said the numbers were very small and it was impossible to draw conclusions about the differentiation by race.

A motion to adopt 173 as the passing rate was made (Madkins), seconded (Johnson) and carried without dissent.

CREDENTIALING AND CERTIFICATED ASSIGNMENTS COMMITTEE OF THE WHOLE

Commissioner Vaca filled in for Commissioner Hauk, convening the Credentialing and Certificated Assignments Committee of the Whole.

C&CA-1: Preliminary Report: Emergency Permit Holders Earning Teacher Credentials in California

Steve Burke, Research Analyst, Certification Division, presented an information item about emergency permit holders earning teaching credentials. When emergency permit holders are tracked for a five-year period, 63 percent earn their teaching credential by the end of the period. This contradicts the common perception that most individuals who have emergency permits never go on to complete their full teaching credentials. It also points to future pool of fully qualified teachers. For example, of the 32,000 emergency permits issued in 2000-2001, it is reasonable to expect almost 22,000 to become fully credentialed teachers by 2005-06.

Mr. Burke also presented information about the type of credentials received (of those given an emergency permit for multiple subject, 70 percent go on to get a full credential; for single subject, the rate was 60 percent; and for special education the rate was 56 percent). Another chart showed that only 7 to 8 percent of multiple subject emergency permit teachers and 15 to 16 percent of single subject teachers dropped out after the first year of teaching. The figures regarding special education are more variable; in 1996-97 27 percent dropped out after the first year vs. only 17 percent in 1999-2000.

Ex-Officio Representative Wilson said he appreciated the information from the ongoing study collaboration by EDD and the Commission. He said it is difficult to understand exactly what the figures mean since there is no way of determining how close the emergency-permit teacher was to obtaining a credential when they begin. But he said looking at such information gives the Commission a better understanding of what is going on in the emergency permit program.

Ex-Officio Representative Bartell asked for the comparable rate of completion by those entering the intern program. Dale Janssen, Director, Certification, Assignments and Waivers Division, said it is about 85 percent. She said that the intern route is preferable, not only because of the higher completion rate but also because participants have a shorter time frame and more support while they are in the classroom having an impact on students.

Mr. Janssen said that staff did not intend the report to be viewed as an endorsement of emergency permits, but rather as data that would help the Commission see what happens to these teachers over time. He agreed that the intern program is a better route, but that it is good to know that the emergency permit population also moves on to full credentials at a fairly high rate. He said it is also interesting to note that California's emergency permit teachers have a higher rate of first-year retention than fully qualified teachers nationwide do.

Vice Chair Madkins asked if there is any data to indicate whether people are

moving from emergency permits to intern programs. Janssen said such information is available but was not readily at hand. Ex Officio Representative Bartell said that there is a notable surge in people shifting from emergency permits into intern programs because school district human resources personnel are pushing the concept.

Commissioner Vaca thanked staff for the presentation and the Committee of the Whole was concluded.

RETURN TO THE GENERAL SESSION

The Commission returned to the General Session.

REPORT OF THE APPEALS & WAIVERS COMMITTEE

A&W-1: Approval of the February 5, 2003 Appeals & Waivers Minutes

It was moved, seconded and carried (Madkins) that the Commission approve the minutes of the February 5, 2003, Appeals & Waivers Committee meeting.

A&W-2: Waivers: Reconsideration of Waiver Denials

It was moved, seconded and carried (Madkins) that the Commission approve the 2 waiver reconsideration requests on the Consent Calendar.

A&W-3: Waivers: Consent Calendar

It was moved, seconded and carried (Madkins) that the Commission approve the 345 waiver requests on the Consent Calendar.

A&W-4: Waivers: Conditions Calendar

It was moved, seconded and carried (Madkins) that the Commission approve the 6 waiver requests on the Conditions Calendar with the specific conditions attached to each.

A&W-5: Waivers: Denial Calendar

The Committee voted to recommend a preliminary denial of the 12 Waiver Requests on the Denial Calendar. These items will be brought to the Commission for action at the April 2003 meeting.

Commission Member Reports

Commissioner Johnson reported that she attended a Committee on Credentials meeting and was impressed by the fair, thoughtful and rigorous consideration applied to the cases. She also represented the Commission at the 7th Annual California Curriculum Correlating Council Summit, a professional development umbrella organization. She said they had many questions about No Child Left Behind and its impact on teachers. They also called on the Commission to create a code of ethics for teachers. Commissioner Johnson said she also attended the UC Davis presentation by Patrick Shields that the Chair had noted in her report.

Commissioner Fortune updated the Commission on her efforts to create

Sacramento Charter High School. The Sacramento City Unified School District board approved the charter earlier that week and were considering two other charters the following week. She also thanked Commission staff for noting her father's retirement as Superintendent of the Center Unified School District by including an article about his career in the in-folder items.

Ex-Officio Representative Carol Bartell introduced Noel Craig, Cal Lutheran's credential analyst, who was in the audience.

Audience Presentations

Sara I. Ramirez, associate director of the Office of Governmental Affairs for California State University, drew the Commission's attention to a letter from Kerry Mazzoni, Secretary for Education, and Senator Dede Alpert that expresses concern about the cost of implementing the model Teacher Performance Assessment (TPA) at a time when budgets for higher education are being cut. She said the university system is committed to the concept but cannot implement the TPA at this time. She said the university wants to work with the Commission and others to find a way to postpone the requirement for using the TPA until such time as funding is allocated to implement these equivalency performance assessment instruments.

Chair Katzman said the Commission appreciates the input and the offer to work together to find a solution.

Old Business

The quarterly agenda for April, May and June 2003 was presented for information only.

New Business

None.

Adjournment

The meeting adjourned. The next meeting will be held on April 2 and 3, 2003 at the California Commission on Teacher Credentialing Office, 1900 Capitol Avenue, Sacramento, California.