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## Action

*General Session*

### Approval of the September 2013 Minutes

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**Executive Summary:** The Executive Director recommends that the Commission approve the minutes of the September 2013 meeting of the Commission.

**Recommended Action:** Approve the minutes of the September 2013 meeting.

**Presenter:** None

#### Strategic Plan Goal

##### *III. Communication and Engagement*

- ◆ Continue to refine the coordination between Commissioners and staff in carrying out the Commission's duties, roles and responsibilities.

December 2013

## Commission on Teacher Credentialing Minutes of the September 26-27, 2013 Meeting

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### Commission Members Attending

Linda Darling-Hammond, Faculty Member, Chair  
Kathleen Harris, Teacher Representative, Vice Chair  
Kirsten Barnes, Non-Administrative Services Representative  
Constance Blackburn, Teacher Representative  
C. Michael Cooney, Public Representative  
Charles Gahagan, Teacher Representative  
Mary Jones, Administrative Services Representative  
Shane Martin, Ex-Officio, Association of Independent California Colleges and Universities  
Nancy Ramirez, Public Representative (9/26 only)  
Ref Rodriguez, Public Representative  
Tine Sloan, Ex-Officio, University of California  
Juliet Tiffany-Morales, School Board Member  
Alicia Williamson, Teacher Representative  
Beverly Young, Ex-Officio, California State University  
Richard Zeiger/Michelle Zumot, Designee, Superintendent of Public Instruction

### Commission Members Absent

Erick Casallas, Teacher Representative  
Eddie Cuevas, Teacher Representative

### General Session

Chair Linda Darling-Hammond convened the September 26-27, 2013 General Session of the Commission on Teacher Credentialing at 9:32 a.m. Roll call was taken and the Pledge of Allegiance was recited.

Chair Darling-Hammond announced that Commissioner Constance Blackburn would chair the Professional Services Committee due to Commissioner Erick Casallas' absence and Commissioner Charles Gahagan would chair the Fiscal Policy and Planning Committee due to Commissioner Eddie Cuevas' absence.

### 2A: Approval of the August 2013 Minutes

Commissioner Cooney moved approval of the August 2013 Minutes. Commissioner Blackburn seconded the motion. The motion carried without dissent.

### 2B: Approval of the September 2013 Agenda

Commissioner Blackburn moved approval of the September 2013 Agenda with agenda inserts 1A, 2C and 4C. Commissioner Williamson seconded the motion. The motion carried without dissent.

## **2C: Approval of the September 2013 Consent Calendar**

Commissioner Barnes moved approval of September 2013 Consent Calendar with an amendment to withdraw items 68. Alice Rosenthal, 69. Timothy Rothengass to be reviewed during Closed Session. Commissioner Blackburn seconded the motion. The motion carried without dissent.

## **2D: Chair's Report**

Chair Darling-Hammond talked about the impact on the implementation of the Common Core State Standards which were passed by the Legislature and the newly approved Next Generation of Science Standards by the State Board of Education. Chair Darling-Hammond also discussed AB 5 which would provide more flexibility for programs to organize the content for learning to teach. Lastly, she spoke on the issues regarding induction for all teachers and administrators.

## **2E: Executive Director's Report**

Executive Director Sandy provided an update on the Commission's recent activities. She announced that Crista Hill would be working the Division of Professional Practices as a Regulation's Manager and welcomed Bill O'Neill serving as the Interim Manager in the Fiscal Business Section for the Commission.

Executive Director Sandy also shared a letter with the Commission which was written by a high school student who thanked the Commission for its support and effort to prepare teachers and administrators in addressing bias, positive school discipline and social emotional learning of all students.

## **2F: Commission Member Reports**

Commissioner Martin introduced Veronica Villalobos Cruz as the Vice President of External Affairs for the Association of Independent California Colleges and Universities.

## **2G: Liaison Reports**

Sue Burr, State Board of Education Liaison, updated the Commission on the State Board's recent actions at its September meeting and the work around the implementation of the Local Control Funding Formula.

Commissioner Harris thanked the State Board from the field for the actions taken at their September meeting.

Commissioner Blackburn shared her thoughts regarding the transitional kindergarten (TK) program as a TK class teacher.

## **2H: Update on Induction Programs**

Teri Clark, Director, Gay Roby and Karen Sacramento, Consultants, Professional Services Division, presented this item which provided an overview of California's history with induction, recommendations from the Teacher Preparation Advisory Panel (TAP) regarding needed changes in induction policy, and identified a set of policy questions for Commission discussion.

**Daniel Humphrey and Julia Koppich, SRI**, presented information from their recent report, *California's Beginning Teachers: The Bumpy Path to a Profession*; **Liam Goldrick and Wendy Baron, Santa Cruz New Teacher Center**, shared research and best practices in Induction; and

**Barbara Howard, Riverside County Office of Education**, shared the perspective of a BTSA Induction program leader.

**Peter Birdsall, California County Superintendents Educational Services Association**, submitted a written letter which supported that the Commission should use this opportunity to ensure a coherent and ongoing system of support and assessment where preliminary and clear programs are fully aligned to state and local initiatives, such as the Common Core State Standards, and suggested the Commission work with stakeholders to determine whether the preliminary credential should be limited to only those employers who participate in an approved induction program to assure equitable access to developmentally appropriate support and assessment for all educators at each tier of preparation. The letter also raised the concern of the validity of using program measures for local evaluation processes.

**Lisa Danielson, Statewide Infrastructure**, raised concerns regarding the instability of the Local Control Funding Formula (LCFF) and the field expectation regarding the early completion option model. She also stated that it is critically important that we engage our new teachers in induction models that are based on their classroom practices and raised concern regarding the equitable access to the induction program for all teachers within the state.

**Rigel Massaro, Public Advocates**, voiced concerns about the access disparity of induction programs, especially in districts serving disproportionate numbers of high needs students which tend to be the ones with disproportionate numbers of new teachers. These districts would likely pass on the cost of induction to their candidates, creating disincentives to teach in these high need districts. She suggested the Commission pursue regulatory and statutory options to ensure all preliminary credential holders have access to induction. She also agreed it would undermine the quality of induction for all to expand the eligibility to include individuals who have not yet earned the preliminary credential. She stated that induction should be made more rigorous so candidates are required to demonstrate comprehensive competence before earning their clear credential.

**Harold Acord, California Teachers Association**, voiced concerns regarding mixing the credentialing process, including induction with evaluation, and stated that there should be funding for induction and equity of access for all teachers going through the induction program. He supported the two-year probationary period for educators which allows sufficient time for administrators to observe teachers and make decisions based on what they do in the classroom. He also conveyed that two years would provide sufficient time for teachers to show what they are able to do in the classroom.

**David Simmons, California County Superintendents Educational Services Association**, supported the TAP panel's recommendations for a two-year, job embedded, non-duplicative learning induction program and agreed that the Commission should require a developmentally appropriate determination of candidate competence at each tier of preparation for administrators and teachers. He suggested that the Commission should go through a process similar to what was done for interns to determine whether the preliminary credential should be limited to only those employers who participate in an approved induction program. He also talked about the difference between data which is collected by the program and that which is collected by the employer and emphasized interest in strengthening the relationships between the candidate, the employer, and the preparation program.

**Kim Uebelhardt, Ventura County Office of Education**, shared her experience and data regarding induction.

**Janet Davis, California Federation of Teachers**, spoke in favor of expanding the eligibility for participation in induction and raised concerns regarding the lack of support for preliminary credential holders. She stated that teachers should not be paying for their induction program and the district should value investment in their new teachers and provide the support they need.

**Deborah Miller, California Teachers Association Student Liaison**, raised concern regarding the financial challenge a teacher preparation program student would face to complete induction.

The Commission directed staff to work with stakeholders to explore additional guidance on the challenges regarding induction to ensure that new teacher induction requirements are responsive to the needs of teachers, employers and the current conditions of schooling.

### **Fiscal Policy and Planning Committee**

Acting Committee Chair Charles Gahagan convened the Fiscal Policy and Planning Committee.

#### **3A: Commission on Teacher Credentialing Budget**

Beth Graybill, Chief Deputy Director, Executive Office, and Bill O'Neill, Interim Manager, Fiscal Business Section, presented this item which provided an overview of the Commission's budget for the 2013-14 fiscal year, reviewed the fiscal constraints that are projected to impact the operations of the agency, and presented options for improving the long-range fiscal outlook for the Commission.

**Ken Burt, California Teachers Association**, requested the Commission look at the possibility of having other entities or the General Fund pay for the mandates that have no direct relation to the mission of the Commission; look for ways to cut services; and encourage new teacher enrollment to help with the Commission's funding issues.

Chair Darling-Hammond moved to approve staff's recommendations listed on page 3A-9. Commissioner Cooney seconded the motion. The motion carried without dissent.

### **Professional Services Committee**

Acting Committee Chair Constance Blackburn convened the Professional Services Committee.

#### **4A: Proposed Cost Recovery Plan for Accreditation Activities and Draft Regulatory Language**

Teri Clark, Director, and Catherine Kearney, Consultant, Professional Services Division, Tammy Duggan, Consultant, Certification Division, presented this item which proposed policies focusing on cost recovery for accreditation activities for Commission consideration and provided draft regulatory language that addresses cost recovery for some accreditation activities consistent with the 2013-14 state budget for the Commission.

Commissioner Jones moved to approve the staff recommendations listed on page 4A-12. Commissioner Cooney seconded the motion. The motion carried without dissent.

The Commission also directed staff to bring back a report on the progress of the cost recovery plan for Commission review next year.

#### **4B: Potential Approval of an Additional Teaching Performance Assessment**

Chair Linda Darling-Hammond recused herself from this item.

Phyllis Jacobson, Administrator, Professional Services Division, provided recommendations concerning the potential approval of an additional teaching performance assessment known as the “edTPA,” and policy issues relating to statewide implementation of teaching performance assessments for the Commission’s discussion.

**Nicole Merino and Andrea Whittaker, Stanford Center for Assessment, Learning, and Equity (SCALE), and Nathan Estel, Evaluation Systems group of Pearson,** assisted staff in presenting this item.

**Rigel Massaro, Public Advocates,** voiced support of the focus on English learners in teaching candidates’ tasks and content areas as well as having scores demonstrate the expertise in the instruction of English learners. She also supported the discussion of the policy issues including the balance of the benefits of faculty scoring their own candidates’ performance assessments and suggested the Commission pursue the model of using both local scoring and national scoring.

**Edmundo Litton, Loyola Marymount University,** supported the idea of national TPA such as the edTPA, but raised concern regarding issues surrounding English learners and how assessment modifications only made for California would affect the TPA when it compares across the states.

**Janet Davis, California Federation of Teachers,** echoed the same concern regarding English learners.

Commissioner Harris moved to approve the staff recommendations listed on page 4B-7. Commissioner Williamson seconded the motion. The motion carried without dissent.

#### **4C: Overview of the Early Completion Intern Program Option and Recommendation for Adoption of a Replacement for the Teaching Foundations Examination**

Phyllis Jacobson, Administrator, Professional Services Division, provided an overview of the Early Completion Intern Program Option (ECO), a recommendation for the Commission’s consideration and potential action concerning a replacement for the Teaching Foundations Examination (TFE) used as part of the statutory requirements for candidates participating in the ECO option, and a further discussion of the recommendations concerning the ECO made by the Teacher Preparation Advisory (TAP) panel.

**Rigel Massaro, Public Advocates,** voiced support of replacing the TFE with a more rigorous two-part exam that includes standardized common core written assessment along with the content specific pedagogy task of the applicable TPA model and streamlining the administration of the ECO within preparation programs. She also spoke in support of requiring ECO candidates to complete their TPA within the first year and providing additional clarification on the mentoring and supervision for all interns.

**Edmundo Litton, Loyola Marymount University,** voiced support of the idea of a new examination and allowing candidates to finish the TPA within a year. He also supported the idea of providing support to all interns but raised concerns about limited funding.

**Bill Lucia, Ed Voice**, supported staff recommendations on this item and advised the Commission be cautious when drafting the regulatory language regarding intern credential holders getting support under EC §44468.

**David Simmons, Ventura County Office of Education**, raised concerns regarding the inadequate, unequal outcome, and non-transparency of ECO candidates. He supported the idea of having the ECO for induction.

Chair Darling-Hammond moved to approve staff recommendations 1, 2, 3, 4 and 6 listed on page 4C-14 and revised recommendation 5 on agenda insert page 4C Insert-1. Commissioner Gahagan seconded the motion. The motion carried without dissent.

### **Recess**

Chair Darling-Hammond recessed the General Session to go into Closed Session at 4:10 p.m. to consider pending litigation: *Carroll v. Commission on Teacher Credentialing* (U.S. District Court, Eastern District 2:13-CV-00249-KMJ-KJN) pursuant to Government Code section 11126(e); and adverse actions, petitions for reinstatement and requests for reconsideration in discipline cases pursuant to California Education Code sections 44245 and 44248.

*Friday, September 27, 2013*

### **General Session**

Chair Darling-Hammond reconvened the General Session of the Commission at 8:33 a.m. and roll call was taken.

### **Professional Services Committee**

Acting Committee Chair Constance Blackburn reconvened the Professional Services Committee.

### **4F: Proposed Adoption of Standards and Preconditions for Preliminary Administrative Services Credential Preparation Programs**

Gay Roby, Consultant, Professional Services Division, presented this item which provided proposed program standards, preconditions, and proposed revised Content Expectations for the Preliminary Administrative Services Credential for Commission consideration.

**Rebecca Cheung, Administrative Services Credential Program Standards Writing Group**, assisted staff in presenting this item.

**Todd Handler, American Foundation for Suicide Prevention California Chapters**, submitted a written letter which reiterated the support of the recommendation made by the California State Superintendent of Public Education's Student Mental Health Policy Work Group (SMHPW) that all credentialed classroom teachers and administrators receive mental health and wellness training.

**Heather Freitas, representing herself**, submitted a written letter which requested the Commission consider the mental health and wellness credential requirement for all teachers and administrators.

**Graciela Espindola, California Pupil Services Coalition**, submitted a written letter which supported the recommendation of the SMHPW to keep the language as submitted in their

Recommendation #2: *Understand the role of support staff such as school psychologists, school social workers, school counselors, school nurses, child welfare and attendance supervisors, and other trained mental health professionals.*

**Barrie Becker, Fight Crime: Invest in Kids California; Ted Lempert, Children Now; Carolyn Laub, Gay-Straight Alliance Network; Castle Redmond, The California Endowment; Laura Faer, Public Counsel; Debra Watkins, California Alliance of African American Educators;** submitted a written letter which suggested the Commission incorporate the language into one of the proposed expectations to ensure that administrators understand the detrimental outcomes of policies that remove children from school.

**Ken Burt, California Teachers Association,** submitted a written letter which provided modifications of the language in Appendix F: Places where the Preliminary ASC Standards Address English Learners for Commission consideration.

**Brad Strong, Children Now,** suggested the Commission incorporate the language into one of the existing bullets on Expected Content Knowledge to acknowledge the importance of keeping children in school as a priority.

**Beth Helmsin, Fight Crime: Invest in Kids California,** spoke in support of the comment made by Mr. Strong.

**Danette Brown, California Teachers Association,** provided suggestions for Appendix F for the Proposed Adoption of Standards and Preconditions for Preliminary Administrative Services Credential Preparation Programs which she believed would clarify and enrich those areas regarding English learners.

**David Simmons, California County Superintendents Educational Services Association,** voiced support of the suggestions made by Children Now and the California Teachers Association.

**Doug Gephart, Association of California School Administrators,** echoed the same support for the modifications made by Children Now and the California Teachers Association.

Commissioner Zeiger moved to agree in principle, subject to wording changes, to program standards, preconditions, and content expectations initially proposed. Commissioner Harris seconded the motion. The motion carried without dissent.

The Commission also directed staff to bring back the final modifications at the December Commission meeting for adoption.

#### **Credentialing and Certificated Assignments Committee**

Chair Darling-Hammond announced that Commissioner Beverly Young would chair the Credentialing and Certificated Assignments Committee due to Commissioner Nancy Ramirez's absence.

Committee Chair Beverly Young convened the Credentialing and Certificated Assignments Committee.

**5A: Proposed Amendments to Title 5 of the California Code of Regulations to Establish a Special Teaching Authorization in Physical Education for Holders of Designated Subjects Special Subjects Teaching Credentials**

Tammy Duggan, Consultant, and Terri Fesperman, Director, Certification Division, presented this item which provided proposed amendments to Title 5 of the California Code of Regulations §80037 to establish a special teaching authorization in physical education for holders of Designated Subjects Special Subjects Teaching Credentials in Basic Military Drill and Reserve Officer Training Corps.

**Mark Ryan, California Cadet Corps**, spoke in support of this agenda item and addressed some concerns that were raised by the physical education community.

**Heather Deckard, California Association for Health, Physical Education, Recreation and Dance**, raised concerns regarding establishing a special physical education authorization for holders of Designated Subjects Special Subjects Teaching Credentials in Basic Military Drill and Reserve Officer Training Corps and talked about the differences between Physical Education Content Standards and Junior Reserve Officer Training Corps (JROTC) course content.

**Brigadier General Jim Gabrielli, California Military Department**, explained the oversight responsibilities of the California Military Department over the California Cadet Corps instructors and stated their effort to ensure the Commission that their instructors are prepared to meet the requirements to earn this credential.

**Lieutenant Colonel Brian Anderson, California Military Department**, urged the Commission to approve the proposed amendments and allow basic military drill and training classes to count towards physical fitness education.

**Jenny Teresi, Riverside and San Bernardino Counties**, voiced concerns regarding limiting the flexibility to allow districts to utilize the option to go to their school board and place teachers on other assignment options if this becomes the only route to meet the physical education requirement.

**Teri Burns, California School Boards Association**, echoed the same concern that was raised by Ms. Teresi and requested the Commission continue to allow the local authority and advised that there is an alternative pathway to grant this where needed.

**Danette Brown, California Teachers Association**, questioned the necessity of adding this credential.

**David Simmons, California County Superintendents Educational Services Association**, explained the reason why a bachelor degree is not necessarily required for all designated subjects credentials.

In addition, 52 correspondences in support of establishing a special physical education authorization for holders of Designated Subjects Special Subjects Teaching Credentials in Basic Military Drill and Reserve Officer Training Corps and 81 correspondences in opposition were received.

Chair Darling-Hammond moved to approve the proposed amendments to Title 5 of the California Code of Regulations pertaining to Designated Subjects Special Subjects Teaching Credentials in

order to schedule a public hearing following the required 45-day response period. Commissioner Gahagan seconded the motion. The motioned carried with Commissioner Zeiger in opposition.

### **Professional Services Committee**

Acting Committee Chair Constance Blackburn reconvened the Professional Services Committee.

#### **4E: Update on Administrator Performance Assessments**

Phyllis Jacobson, Administrator, Professional Services Division, presented this item which provided an update on administrator performance assessments and options concerning the development and implementation of an administrator performance assessment for all Preliminary Administrative Services Credential candidates.

**Rigel Massaro, Public Advocates**, voiced support of the development of an administrator performance assessment for all Preliminary Administrative Services Credential candidates. She also suggested that expedited route candidates and program route candidates should take the same performance assessment and expedited route candidates should be required to take an additional assessment that measures their content knowledge. She raised concerns regarding a performance assessment that is based only on hypothetical scenarios.

Chair Darling-Hammond moved to adopt the staff's recommendation to establish passage of an administrator performance assessment (APA) approved by the Commission that is aligned with the Commission's adopted Administrator Content and Performance Expectations as a credential requirement for all candidates for the Preliminary Administrative Services Credential. Commissioner Gahagan seconded the motion. The motion carried without dissent.

Commissioner Gahagan moved to adopt a new examination structure for the expedited route that includes a content component and a performance component. Chair Darling-Hammond seconded the motion. The motion carried without dissent.

The Commission directed staff to explore the options of developing the performance assessment and content examination for Commission consideration. The Commission also directed staff to work with stakeholders to examine the Connecticut Administrator Test scoring processes and bring an agenda item back for Commission discussion.

#### **4G: Annual Report Card on California Teacher Preparation Programs for the Academic Year 2011-2012 as Required by Title II of the Higher Education Act**

Marjorie Suckow, Consultant, and Teri Clark, Director, Professional Services Division, presented this item which provided the thirteenth *Annual Report Card on California Teacher Preparation Programs for the Academic Year 2011-2012* which included a description of credentialing requirements to teach in California public schools, qualitative and quantitative information on teacher preparation programs, and pass rate data for examinations used by the state for credentialing purposes.

**Rigel Massaro, Public Advocates**, suggested the Commission also report candidate results on the TPA for each institution to the federal government.

Commissioner Williamson moved to approve the 2011-2012 Annual Report Card on California Teacher Preparation Programs for transmitting the reformatted web-based reporting system of the U.S. Department of Education. Commissioner Harris seconded the motion. The motion carried without dissent.

**4D: Field Experience Requirements for the Preliminary Teaching Credential**

This item was tabled by the Commission.

**Professional Practices Committee**

Committee Chair Michael Cooney convened the Professional Practices Committee.

**6A: Division of Professional Practices Workload Report**

Michael Barth, Assistant Chief Counsel, Division of Professional Practices, presented this item which provided an update on the Division of Professional Practices' current workload.

**Legislative Committee**

Committee Chair Kathleen Harris convened the Legislative Committee.

**7A: Status of Legislation**

Erin Sullivan, Assistant Consultant, Office of Governmental Relations, presented this item which provided updates on the status of bills on which the Commission has adopted a position and bills of interest to the Commission.

**Reconvene General Session**

Chair Darling-Hammond reconvened the General Session.

**2I: Report of Closed Session Items**

Chair Darling-Hammond reported that staff briefed the Commission on the case of *Kathleen Carroll v. CTC* and no reportable action was taken.

The Commission granted the following Petitions for Reinstatement:

- Daniel Heckmyer
- Kathryn Melbon
- Rashay Ealy

The Commission denied the Petition for Reinstatement in the matter of Mariam Hernandez.

The Commission adopted the following Proposed Decisions:

- Donald Morgan
- Cynthia Summers

The Commission *granted* the request for reconsideration in the matter of Joshua Collins and sustained its previous decision.

The Commission *denied* the Petition for Reduction of Penalty in the matter of David Peters.

The Commission discussed the matter of Alice Rosenthal and remanded the matter back to the Committee of Credentials.

The Commission discussed the matter of Timothy Rothengass and accepted the Committee of Credentials recommendation.

**2J: Report of Executive Committee**

Chair Darling-Hammond reported the Executive Committee appointed Chanel Martins to serve as the Educator Preparation Student Liaison to the Commission for one year beginning October 1, 2013.

**2K: New Business**

The Quarterly Agenda was presented.

**Denise Roscoe and Edith Thiessen, Credential Counselors and Analysts of California**, provided information on the upcoming 35<sup>th</sup> Annual CCAC Conference at the DoubleTree Hotel in Sacramento.

Executive Director Mary Sandy announced that the election for the Chair and Vice Chair of the Commission for 2014 would take place at the December Commission meeting.

**Adjournment**

There being no further business, Chair Darling-Hammond adjourned the meeting at 11:50 a.m.