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# 2A

## Action

*General Session*

### Approval of the February 2014 Minutes

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**Executive Summary:** The Executive Director recommends that the Commission approve the minutes of the February 2014 meeting of the Commission.

**Recommended Action:** Approve the minutes of the February 2014 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.

April 2014

## Commission on Teacher Credentialing Minutes of the February 13-14, 2014 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 (2/13 only)  
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  
Ref Rodriguez, Public Representative  
Tine Sloan, Ex-Officio, University of California  
Alicia Williamson, Teacher Representative  
Beverly Young, Ex-Officio, California State University  
Richard Zeiger/Michelle Zumot, Designee, Superintendent of Public Instruction

### Commission Members Absent

Juliet Tiffany-Morales, School Board Member

### General Session

Chair Linda Darling-Hammond convened the February 13-14, 2014 General Session of the Commission on Teacher Credentialing at 9:03 a.m. Roll call was taken and the Pledge of Allegiance was recited.

Chair Darling-Hammond announced that Commissioner Erick Casallas stepped down from the Commission because he took an administrative position and was no longer eligible to serve as a teacher representative. Chair Darling-Hammond also shared a thank you letter that was written by Commissioner Casallas.

Chair Darling-Hammond announced that Commissioner Constance Blackburn will serve as the acting Professional Service Committee Chair on Thursday and Commissioner Mary Jones will serve on Friday. Chair Darling-Hammond appointed Commissioner Ref Rodriguez as chair of the Fiscal Policy and Planning Committee for 2014.

### 1A: Approval of the December 2013 Minutes

Commissioner Gahagan moved approval of the December 2013 Minutes with a correction of the motion listed on page GS 1A-3 under item 2A to approve the amended Program Standard 4 to add a new sentence: "The program ensures candidates understand pedagogical approaches that recognize and build on students' strengths and assets, and that candidates assist others to recognize and

implement these approaches to support all students, including English learners and students with special needs.” Commissioner Jones seconded the motion. The motion carried without dissent.

**1B: Approval of the February 2014 Agenda**

Commissioner Blackburn moved approval of the February 2014 Agenda with agenda inserts 1H, 3A, 5B, 6B and 6C. Commissioner Barnes seconded the motion. The motion carried without dissent.

**1C: Approval of the February 2014 Consent Calendar**

Commissioner Cooney moved approval of February 2014 Consent Calendar with an amendment to withdraw items 32. David Flint, 36. John Gaumer, Jr., 51. Debra Henton, 74. Sue Melton, 75. Victor Mendoza, 96. James Roberts, III and 101. Guadalupe Serna to be reviewed during Closed Session. Commissioner Gahagan seconded the motion. The motion carried without dissent.

**1D: Chair’s Report**

Chair Linda Darling-Hammond provided a preview of the meeting agenda.

**1E: Executive Director’s Report**

Executive Director Sandy introduced Philip Chen as the new director of the Administrative Services Division-Fiscal and Business Services Section.

Executive Director Sandy shared the Commission’s goals for 2014.

**1F: Commission Member Reports**

Commissioner Cooney reported that he attended the January 2014 Committee of Credentials and encouraged the Commissioners to do the same.

Commissioner Martin congratulated Chair Darling-Hammond on her ranking in the 2014 RHSU Edu-Scholar Public Influence Rankings.

**1G: Liaison Reports**

Sue Burr, State Board of Education Liaison, updated the Commission on the State Board’s recent activities with respect to the curriculum framework and the work taking place on the Local Control Funding Formula.

Chanel Martins, Student Liaison, reported that the cohort in her credential program was excited about the discussions the Commission is having regarding dance and theater credentials.

**Fiscal Policy and Planning Committee**

Committee Chair Ref Rodriguez convened the Fiscal Policy and Planning Committee.

**2A: Update on the Governor’s Proposed 2014-15 Budget**

Beth Graybill, Chief Deputy Director, Executive Office, presented this item which provided an overview of the budget proposed for the Commission for the 2014-15 fiscal year and an update on the status of the Commission’s current-year budget.

**2B: Proposal to Increase the Credit Card Convenience Fee**

Beth Graybill, Chief Deputy Director, Executive Office, presented this item which provided a proposal to increase the credit card convenience fee for applying for or renewing credentials through the Commission's online system.

Commissioner Harris moved to adopt the policy that sets the credit card convenience fee at \$2.50, equal to the current transaction fee the Commission pays the vendor hosting the online payment system. Commissioner Jones seconded the motion. The motion carried without dissent.

**Legislative Committee**

Committee Chair Kathleen Harris convened the Legislative Committee.

**3A: Status of Legislation**

Erin Sullivan, Consultant, Office of Governmental Relations, presented this item which provided updates on the status of bills of interest to the Commission.

**Professional Practices Committee**

Committee Chair Michael Cooney convened the Professional Practices Committee.

**4A: Division of Professional Practices Workload Report**

Nanette Rufo, Director, Division of Professional Practices, presented this item which provided an update on the Division of Professional Practices' current workload.

**Credentialing and Certificated Assignments Committee**

Committee Chair Nancy Ramirez convened the Credentialing and Certificated Assignments Committee.

**5A: Certification Division Workload Report for Fiscal Years 2011- 2012 and 2012-2013**

Terri Fesperman, Director, Certification Division, presented this item which provided workload data concerning the intake, review, and processing of credential applications and data related to other core functions of the Certification Division for fiscal years 2011-12 and 2012-13.

**5B: Assignment Monitoring and Compliance Activities**

Roxann Purdue, Consultant, Professional Services Division, presented this item which provided for discussion and potential Commission direction ways in which the Commission's assignment monitoring and compliance activities might be streamlined and strengthened to provide appropriate oversight.

**Rigel Massaro, Public Advocates**, urged the Commission to consider improving the data system that would help identify misassignments earlier in the school year for correction and hold school districts accountable for doing so before the March-May current timeline when the school year is almost over. She also voiced support of comparing the processes of other states as well as hearing from the field on this issue and suggested that any reconsideration of the misassignment system should include a more comprehensive review.

**Jenny Teresi, California County Superintendents Educational Services Association**, requested the Commission to engage stakeholders in conversations to determine if there are better solutions that

make more sense in today's context for addressing concerns surrounding the issues of uncorrected misassignments and non-compliance.

**Harold Acord, California Teachers Association**, raised a question regarding the qualifications of two practicing teachers for the Committee on Authorized Assignment.

The Commission directed staff to move forward with options 2-4 listed on page C&CA 5B-11 for streamlining and improving assignment monitoring compliance activities. The Commission also directed staff to work closely with the Department of Education and State Board of Education on informing this work and to find ways to update this process to better fit current conditions in the field.

### **Professional Services Committee**

Acting Committee Chair Constance Blackburn convened the Professional Services Committee.

### **6A: Proposed Modification of the Commission's General Preconditions and Credential Program Specific Preconditions for Educator Preparation Programs**

Cheryl Hickey, Administrator, Professional Services Division, presented this item which provided an update on the field review of the proposed General Preconditions and Credential Program Specific Preconditions and the revised final draft for Commission review and potential adoption.

Commissioner Jones moved to adopt the proposed General Preconditions listed in Appendix B and the relocation of the four proposed General Preconditions identified in this agenda item into the Credential Program Specific Preconditions listed in Appendix C. Commissioner Williamson seconded the motion. The motion carried without dissent.

The Commission also directed staff bring back a list of criteria for Precondition 9: Faculty and Instructional Personnel Participation for Commission discussion.

### **6B: Proposed Adoption of the Updated California Professional Standards for Educational Leaders (CPSEL)**

Gay Roby, Consultant, Professional Services Division, presented this item which provided proposed updates to the California Professional Standards for Educational Leaders (CPSEL) for Commission consideration and potential adoption.

**Karen Kearney, WestEd**, assisted staff in presenting this item.

**Ken Burt, California Teachers Association**, submitted a written letter which supported the adoption of the updated CPSEL as reflected in this item.

**Executive Council 2013-14, California Association of Professors of Educational Administration**, submitted a written letter which supported the adoption of the updated CPSEL.

**David Nylund, Nancy Markowitz, James Bell, Delaine Eastin, Cruz Reynoso, Stella Levy, Scott Wood, John Winslade, Diane Rosenblum, Gerald Monk, Ernest Isaacs, Tenzin Dorjee, Ken Magdaleno, Richard Cohen, Rita Alfred, Eric Vega, Lisa Bertaccini, Kandace Forrester, Jonathan Rothchild and Debra Watkins**, submitted a written letter which asked the Commission

to support the schools in the implementation of positive, proven alternatives that will end the school-to-prison pipeline.

**Peg Winkelman, California Association of Professors of Educational Administration**, expressed appreciation of the work that had been done on revising the standards.

**Stella Levy, Restorative Schools Vision Project**, requested that the Commission include social emotional learning and restorative justice as a qualification for teacher credentialing to ensure all teachers and administrators get this type of mandatory training.

**Richard Cohen, Restorative Schools Vision Project**, suggested the elements and indicators for the standards also be distributed to the school districts to ensure all teachers, administrators and other school employees get the training in positive, non-punitive discipline to implement effective school discipline and classroom management strategies.

**Ken Magdaleno, California Association of Professors of Educational Administration**, thanked the Commission for addressing the issues of race, culture and equity in the updated CPSEL.

**Danette Brown, California Teachers Association**, urged the Commission to approve the updated CPSEL.

**Brad Strong, Children Now**, urged the Commission to adopt the updated CPSEL standards with the elements and indicators presented in the agenda insert (Appendix C).

**Claudia Anderson, representing herself**, applauded the work that had been done on revising the CPSEL, especially the inclusion of the example indicators.

**Tiffany Mok, American Civil Liberties Union**, voiced the support of including the example indicators to the updated CPSEL.

**Teri Burns, California School Boards Association**, voiced the support of the updated CPSEL.

**Castle Redmond, The California Endowment**, thanked the Commission for the incredible work that had been done on this item and suggested the Commission adopt the updated CPSEL standards with the example indicators.

**Beth Helmsin, Fight Crime Invest in Kids**, echoed the same support and asked the Commission to formally adopt the example indicators with the updated CPSEL.

Chair Darling-Hammond moved to adopt the updated CPSEL standards and publish them with the example indicators listed in Appendix C of the agenda insert with the following corrections: C2. Implement a positive and equitable student responsibility and behavior system with teaching, intervention and prevention strategies and protocols that are clear, fair, incremental, restorative, culturally responsive, and celebrate student and school achievement on page PSC 6B Insert-5; and Element 6B: Professional Influence, Leaders use their understanding of social, cultural, economic, legal and political contexts to shape policies that lead all students to graduate ready for college and

career on page PSC 6B Insert-8. Commissioner Harris seconded the motion. The motion carried without dissent.

**6C: Proposed Adoption of Program Standards for Administrative Services Credential (ASC) Clear Induction Programs**

Gay Roby, Consultant, Professional Services Division, presented this item which provided proposed program standards for the Administrative Services Credential Clear Induction program for possible adoption.

**Executive Council 2013-14, California Association of Professors of Educational Administration (CAPEA)**, submitted a written letter which raised the following concerns: 1) the requirement for 40 hours of in-person, job-embedded on-site coaching each year, 2) the continuation of engaging professional learning that focused on research-based practices, and 3) the cycle of inquiry and continuous improvement of the assessment process design.

**Peg Winkelman, California Association of Professors of Educational Administration**, spoke about the concerns listed on the letter that was submitted by CAPEA.

**Michael Bossi, Association of California School Administrators**, raised concerns regarding the changes that were made under Coaching listed on the agenda insert and provided suggested language.

Commissioner Barnes moved to adopt the proposed revised Program Standards for the Clear Induction Administrative Services Credential Programs, Appendix B, as presented in this agenda item with the following correction: under Coaching, the second paragraph should read: The coaching based induction program provides a minimum of forty hours of job-embedded coaching activities, including site visits, face-to-face meetings, and electronic conversations (e.g., telephone, computer applications) to support the development of leadership competencies in response to the complexity of the candidate's administrative position, experience, background, and IIP goals. In order to provide each candidate with the coaching service needed to attain program outcomes, additional coaching hours may be required. Coaching is regular, consistent, and ongoing throughout each year of the two-year program. Coaching is enhanced with technology support, however it should be primarily in person and at the site. Commissioner Jones seconded the motion. The motion carried without dissent.

**6D: The Teaching Performance Assessment: Implementation Update and Proposed Process for Moving Forward**

Phyllis Jacobson, Administrator, Professional Services Division, presented this item which provided an overview of the current status of the statewide implementation of Teaching Performance Assessment (TPA) and a potential plan for updating the teaching performance assessment process consistent with the Commission's strategic plan and priorities for Commission consideration.

**Rigel Massaro, Public Advocates**, voiced support of the Commission moving forward with a statewide TPA model that would lead to scores that are better calibrated, more reliable and allow for comparisons across programs and states.

**Harold Acord, California Teachers Association**, requested the Commission include stakeholders in the discussion of the TPA and to allow stakeholders time to share the information with those they represent before the Commission makes a decision.

**6E: Impact of SB 5 and Related Information on Undergraduate and Blended Teacher Preparation**

Katie Croy, Consultant, and Teri Clark, Director, Professional Services Division, presented this item which provided a discussion on the implications of SB 5 for Preliminary Multiple and Single Subject teacher preparation programs and information on the requirements related to undergraduate and blended teacher preparation in California.

**6F: Annual Report on Passing Rates of Commission-Approved Examinations from 2008-2009 to 2012-2013**

Michael Taylor, Consultant, Professional Services Division, presented this item which provided the passing rates for Commission-approved examinations over the past five years, 2008-2009 through 2012-2013, including the purpose of each examination, the structure, the scoring process, the volume, and the first-time and cumulative passing rates.

**Rigel Massaro, Public Advocates**, stated that the Commission should only use tests that truly assess the skills that are required and to make sure the tests do not have a disparate impact on candidates of color.

**Recess/Closed Session**

Chair Darling-Hammond recessed the General Session to go into Closed Session at 3:45 p.m. to consider pending litigation: *Carroll v. Commission on Teacher Credentialing* (Sacramento Superior Court, 2012-00135527-CU-OE); complaint investigation by the U.S. Department of Education, Office for Civil Rights 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, February 14, 2013*

**General Session**

Chair Darling-Hammond reconvened the General Session of the Commission at 8:35 a.m. and roll call was taken.

**1I: Proposed Amendments to Title 5 of the California Code of Regulations Pertaining to Designated Subjects Special Subjects Teaching Credentials**

Chair Darling-Hammond opened the public hearing.

Tammy Duggan, Consultant, 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 (ROTC) including general clean-up of outdated language in the existing regulation.

**Mark Ryan, California Cadet Corps**, voiced support of the amended regulations and addressed some of the concerns that were made in the opposition statements.

**Chad Fenwick, United Teachers of Los Angeles**, voiced opposition to amend the regulations and believed that it would drastically reduce the rigor that had been done to improve physical education programs. He also stated that it would cause a lot of confusion about credentialing at the district level.

**Cindy Lederer, California Association of Health, Physical Education, Recreation and Dance (CAHPERD)**, talked about her personal experience regarding this topic.

**Michael Wright, CSU Sacramento**, voiced concern about the amendments and stated it would create the opportunity to circumvent the system and allow people who don't go through that rigor to become a part of the teaching of mandated curriculum in California.

**Joanie Verderber, CAHPERD**, spoke in opposition to the proposed amendments.

**Ken Burt, California Teacher Association**, submitted a written letter and voiced opposition of the proposal.

**Lieutenant Colonel Brian Anderson, California Military Department**, suggested the Commission adopt the proposed language pertaining to the Designated Subjects Special Subjects Teaching Credentials.

**Jenny Teresi, San Bernardino and Riverside Counties**, stated that the amended regulations will not have much impact on how the local district makes decisions as to whether to offer PE credit or not and supported allowing an additional pathway for those teachers to demonstrate their knowledge and skills.

**Brendan Twohig, California Center for Public Health Advocacy**, voiced opposition to the proposal.

Commissioner Harris moved to accept the proposed amended regulations with the amendment proposed in footnote 5 of the letter from CTA “(3) The Special Teaching Authorization in Physical Education authorizes the holder to teach physical education courses in basic military drill and physical fitness training in grades 12 and below, and classes organized primarily for adults. Nothing contained herein is intended to otherwise limit or in anyway modify the authority of a local governing board under Education Code section 51225.3(b).” Commissioner Jones seconded the motion. The motion failed with the vote of 6-4 against the motion.

Commissioner Harris moved to approve the recommendations on the clean-up language in the regulation. Commissioner Barnes seconded the motion. The motion carried without dissent.

### **Professional Services Committee**

Acting Committee Chair Mary Jones reconvened the Professional Services Committee.

**6G: Update on Induction Programs**

Karen Sacramento, Consultant, Katie Croy, Consultant, and Teri Clark, Director, Professional Services Division, presented this item which provided an update on information gathered during fall 2013 regarding Induction programs and identified options for beginning teachers if the employer is not sponsoring or partnering with a Commission-approved Induction program.

**Lisa Danielson, BTSA Induction Program**, raised concerns regarding funding issues and the challenges for districts to support induction programs.

**Jeanne Gahagan, RIMS BTSA**, stated the induction programs are effective for supporting ongoing professional learning, for increasing teacher retention in the state of California, and that Commission-approved induction programs assure equitable access to developmentally appropriate support at each level of preparation. She suggested the Commission work with all stakeholders to limit the hiring of preliminary credential holders to those agencies that provide an approved induction program and requested that the cost of the support not be passed onto the beginning teachers.

**David Simmons, Ventura County Office of Education**, stated that the Commission should seek stakeholders' input on the needs of holders of preliminary credentials to assure equitable access to developmentally appropriate support assessment for all educators at each tier of preparation.

**Deborah Mill, California Teachers Association Student Liaison**, talked about the difficulty a new teacher candidate faces financially and suggested that the Commission find ways to fund this activity.

**Karen McLaughlin, Tri County Induction Program**, shared her experience with induction and raised a concern regarding the funding to support the program.

**Ken Burt, California Teachers Association**, spoke about the issue regarding local competition due to the Local Control Funding Formula.

**Derek Ramage, Los Angeles Unified School District**, provided an update on their district's induction program.

**Reconvene General Session**

Vice Chair Harris reconvened the General Session.

**1I: Report of Closed Session Items**

Vice Chair Harris reported that staff briefed the Commission on the case of *Kathleen Carroll v. CTC* and a complaint from the Office of Civil Rights and no reportable action was taken.

The Commission granted Justin Riley's Petition for Reinstatement.

The Commission denied the following Petitions for Reinstatement:

- Michael McCurdy
- Robert McEwen

The Commission granted the following requests for reconsideration and sustained its previous decisions:

- Yesmin Arevalo DeAnda
- Duane Flanigan
- William Smith
- Matthew Stone

The Commission discussed the following matters and *accepted* the recommendations of the Committee of Credentials in the matters of:

- David Flint
- Sue Melton
- James Roberts, III

The Commission discussed and *rejected* the recommendations of the Committee of Credentials and remanded the following matters back to the Committee of Credentials:

- John Gaumer, Jr.
- Debra Henton
- Guadalupe Serna

The Commission pulled the following matters from the Consent Calendar:

- Victor Mendoza
- Karen Richie

### **1J: New Business**

The Bimonthly Agenda was presented.

### **Audience Presentation**

**Steve Zeltzer, Linda Cooks, Lonetta Spears, Carrie Clark, and Betty Souch**, voiced their concern regarding a hearing at the January 2014 meeting of the Committee of Credentials; concerns about discipline of educators; and concerns about conflict of interest.

### **Adjournment**

There being no further business, Vice Chair Kathleen Harris adjourned the meeting at 11:10 a.m.