

MINUTES
of the meeting of the
**COMMISSION ON PROFESSIONAL STANDARDS
IN EDUCATION**

May 18, 2016

The Commission on Professional Standards in Education (COPS) held a public meeting on May 18, 2016 at 8:00 am. The sites were connected by video conference at the locations below.

Department of Education
9890 South Maryland Pkwy
Board Room
Las Vegas, NV 89183

and

Department of Education
700 East Fifth Street
Board Room
Carson City, NV 89701

Members Present:

Melissa Burnham
Frances McGregor
Karen DeLuce
Ramona Esparza
David Wilson
Jennifer Carvalho

Members Not Present:

Michelle Gallivan-Wallace
Kapua Maruyama
Ana Zeh

Department Staff Present:

Dena Durish, Educator Effectiveness and Family Engagement Division
Jason Dietrich, Office of Educator Licensure
Kim Bennett, Office of Educator Licensure

Legal Counsel:

Greg Ott, Deputy Attorney General (arrived at 8:52 am)

Las Vegas Audience in Attendance:

Andre Yates, Clark County School District
Pat Skorkowsky, Clark County School District
Andre Long, Clark County School District
Zane Gray, Sierra Nevada College
Cynthia Kimball-Davis, Southern Utah University
Mark Atkinson, Southern Utah University
Deborah Rickey, Grand Canyon University
Mike Gentry, Clark County School District
Michael Robison, University of Phoenix
Pat Cooper, Sierra Nevada College
Shannon Dangl, Southern Utah University

Chad Buckendahl, ACS Ventures
Ruben Murillo, Nevada State Education Association
Allison Smith, University of Nevada-Las Vegas
Allison Aliaga, TNTP
Rob Askey, Touro University
Monte Bay, National University

Carson City Audience in Attendance:

Joyce Hilley, Nevada Department of Education
Russ Smithson, McDonald Carano
Tom Reagan, Great Basin College
Anna Savala, Washoe County School District

Agenda Item #1 – Call to Order; Roll Call; Pledge of Allegiance

President Burnham called the meeting to order at 8:19 am.
Roll call attendance was taken as reflected above. It was determined a quorum was met.
Commissioner Wilson led the Commission in the Pledge of Allegiance.

Agenda Item #2 – Public Comment #1

1. **Ruben Murillo**, President, Nevada State Education Association (NSEA), acknowledges there is a teacher shortage in Nevada. He is concerned that teachers brought in through this method may not have the support, or will be challenged with the support that they may have. They are calling on school districts and other local partners to make sure these teachers have the support they need to be successful in the classroom. It will be a challenge for them; they don't want to set them up for failure, and at the same time we have to acknowledge this is a bandage being placed on the wound. The real problem is lack of teachers coming through the process in order to become eligible to teach in our classrooms. That points fingers in a lot of direction, but ultimately it takes a look at our institutions of higher education and how they are able to recruit students, to find students, or to encourage people, not necessarily young people, but people from all over to come and teach in our classrooms. They are calling for this to be a temporary solution. They would love for it to not have a life that lives on forever, but it has a certain timeframe and would like to come back and see what that looks like. They are concerned about this process, but they understand the dire needs of our schools all across the state, not only Clark County, but Washoe County and our rural counties as they travel the state. He asked what the teacher shortage looked like; all over it was consistent. They just want to make sure that we take a look at what we can do to find additional teachers and have them go through our traditional routes if we can, if not he understands the need for this rule. He also made comment regarding the increase of fees on our teachers in terms of licensees. Across the board, talking prior to this, about the teacher shortage and how are we going to attract teachers. One of the things not to do is to increase fees for them, to say if you are going to come you're going to face increased fees, but also when we talk about retention of teachers, how do we make sure that teachers stay. We know that financially it's been a very difficult 6 or 7 years for teachers and support staff all across. We have a lot of people that are really surprised when we tell them that the Licensure Department of Education is a license fee budget; there are no dedicated funds to support the work that you do. And so, as we said before, you cannot do the work that you do and balance it on the back of teachers, and administrators for that fact, anybody that has a license, that's just not the right way to run a business. We have already had conversations with legislators about this issue and this problem. They are very open, sometimes a little surprised, at how you budget for the License department. We are going to continue to pursue solutions that will help this department do their work without having to tax teachers in order to get their jobs done.

2. **Pat Skorkowski**, Superintendent of Clark County School District, speaking on behalf of the district as well as the president-elect of the Nevada Association of School Superintendents. We are working very hard to try to attract and retain the best and brightest teachers to be in front of our children. But we are struggling; we know that our state is struggling when it comes to securing teachers, and the most important thing we can do is to get somebody who has experience and licensed in the classroom. We would love it if our institutes of higher education were able to produce enough teachers for every district in the entire state of Nevada, but right now that's just not happening. We know that we are all working together to make that a reality. But it's important to us to be able to have this provisional license piece to ensure that we do have teachers who have been licensed in other states, to come to our state, and be able to work with our students. These replace substitute teachers. Substitute teachers do not have anything close to the training that these provisional licensed teachers will have in the classroom. Until we can fix the teacher problem that's not only a state problem, but a nationwide problem, we have other supports in place. We look at our own employee onboarding, but more importantly, something that the legislature put money towards, which is the Peer Assistance Review Bill. It's one of the issues that came forward yesterday with Nevada Succeeds and What's Next Nevada. It's something they are working hard on to ensure that all teachers have basic support in the classroom to be successful. This provisional piece will also defer costs for teachers moving out of state that do not meet all the licensure requirements, and it ensures that our students have the highest quality possible at this particular time. It's essential that this piece go forward. We have no problem with, as our institutes of higher education are able to deliver more than enough teachers for all of us in this state, that we come back and revisit this piece at this time. He knows that this is hard work and that we are all in it together.
3. **Michael Gentry**, Co-Interim Chief of Human Resources Officer for Clark County School District. His number one responsibility is teacher recruitment. Obviously clear is the teacher shortage across the nation, not just in Nevada, it's equally clear to him and everyone else that the short and probably medium term solution is extra law at state recruitment. In the recruiting game, the winner is not just the organization that has the best offer, it's generally the organization that has the best offer and that complete that offer in the most efficient fashion. If you are a teacher in California, or any other state, and you have two different districts that you are looking at, one district gives you an offer but you don't know if you're going to be licensed. The other district gives you an offer, and you have the license already, you're always going to pick the second offer, that's just the way the world works. So for that reason he is very happy to see the provisional licensing regulation being signed. So where we are at today, we have reached out over the last 18 weeks to 1.9 million teachers across the United States. We have a pool of active recent candidates of over 4,000 applicants; they have another 4,000 behind them. Over the next 10 weeks, they will deliver somewhere between 1,300 and 1,500 offers. That number may grow depending upon the number of teachers that retire between now and the end of the year. He's candidly a little concerned with the large number of applications that go through the system in a short amount of time, that we will lose candidates who will accept offers made by other districts who can administrate their processes, including the licensing process, in a more efficient fashion. So he would strongly encourage that the provisional licensing regulation be extended for the duration until, as Superintendent Skorkowski said, we have an internal solution to Nevada where we generate the right number of candidates within our state.
4. **Andre Long**, Chief Human Resources Officer, Clark County School District, states this school year Clark County hired approximately 2,100 new teachers. Our universities only produced 558 of those candidates; that leaves closely to 1,400 teachers that were hired from out of state. Our applicant pool needs to be expanded permanently until our local colleges can produce the number of teachers required for our community. Provisioning licensed teachers replace substitute teachers. As a former elementary, middle and high school principal, I can tell you that I would rather have a teacher with

the provisional license with an education degree, than have a substitute teacher with only 6 credit hours in education. Most of those who obtain a provisional license are teachers from another state that allows them to work in Clark County while they complete their licensure requirements. Many times these teachers who have taught for many years in another state can prove that they have been successful; they often share their student achievement data with us. Let's be clear; they must remove those provisions within one year. We must not be short-sided and close off a pipeline of successful teachers from other states. We estimate that close to 400 teachers turned us down due to the lack of a provisional license during the early recruitment season of 2015-2016. Most of those had previous teaching experience. When we talk about equitable distribution of experienced and qualified teachers, how could we afford to turn away experienced talent? With close to 700 vacancies ending our school year that would have meant that our teacher shortage could have been cut in half. We want a qualified teacher in every classroom. Provisional license gives us flexibility to meet this goal and reduces barriers for out of state teachers to move to Nevada. Currently, demand exceeds supply. We need to help our local universities grow their programs at a faster pace. Please consider to keep the use of a provisional license in play. For Clark County, it means more qualified teachers in the classroom. It also means a larger pool of diverse candidates for our students.

5. **Andre Yates**, Director in Human Resources Unit, Clark County School District says he will not reiterate many of the points that his colleagues made, however, he speaks from the front line of dealing with the applicants on a daily basis. He has countless stories of these folks, these hundreds of teachers that call their office, and ask questions about whether or not Nevada is progressive in terms of its licensure, and whether or not provisional licensing is an option. The unfortunate answer over the years has been no, until the recent changes, that has not been an option. We have lost folks; for example, he had a husband and wife call him a year or so ago before the provisional licensure, and they were making arrangements to move out here. The first thing they wanted to find out is can they obtain a license in the state of Nevada. Unfortunately they each had a deficit in their testing, in that they were missing one of the competency tests required for licensure in the state of Nevada. Financially they were on a very strict budget as many teachers are. The money they had to put forward to take the test was going to be the money to pay for the U-Haul to get them here and the security deposit on the apartment. Which is unfortunate because there were other states around us, many states surrounding us, that offer provisional licensure. So it did not allow for the "kick the can down the road" in terms of the finances, but they were able to do that. We lost both of those teachers, one of whom was special education, the other was math. He could share countless stories like that that he deals with, it's disheartening when he looks at the vacancy count and sees countless substitutes in classrooms when he knows for a fact that we can have a fully licensed teacher with a provision to get their deficit resolved within a year. He does implore the Commission to follow the progressive lead that they have taken with alternative route to licensure and many of the other wonderful things that they have done for them in terms of assisting us with teacher recruitment.

No public comment made from Carson City.

Agenda Item #3 – Approval of Flexible Agenda

Motion: Commissioner Wilson made a motion to approve a flexible agenda. Motion was seconded by Commissioner Carvalho. Motion carried unanimously.

Agenda Item #4 – Approval of April 20, 2016 Minutes and May 4, 2016 ARL Subcommittee/Review Team Meeting Minutes

The ARL Subcommittee/Review Team minutes were hand delivered to the members in paper format late as they had not yet uploaded to the website. Those minutes were reviewed later during Agenda Item #11.

The members took time to review the April 20, 2016 COPS minutes.

Motion: Commissioner Wilson made a motion to approve the April 20, 2016 meeting minutes as written. Motion was seconded by Commissioner DeLuca. Motion carried unanimously.

Agenda Item #5 – Nevada Department of Education updates presented by Dena Durish and Jason Dietrich

Dena Durish presented the following department updates:

- **Staffing Changes:** We have brought on board Brett Barley as the Deputy Superintendent for Student Achievement. Brett comes to us from Students First with a wide background of teaching, policy and education implementation. Brett has recently lead 17 state teams with regard to education work across the country; one of those teams being Nevada. We are excited to have him be a part of the team in the Carson City office.

Mindy Martini, Deputy Superintendent for Business and Support Services, has left her position and relocated to Las Vegas and is now working in LCB starting May 6, 2016.

Roger Rahming, who has a wide variety of public as well as private experiences will be replacing Mindy. Roger has worked internally at the Public Employee Benefit offices, as well as a prior history in the Finance office at the Department of Education. We are happy to have Roger on board and welcome him to the Carson City office.

We have hired another member of the executive team; Jana Wilcox-Lavin, the new Superintendent for the Achievement School District. Jana also started May 6, 2016. Jana has a lot of experience with school turn around, school improvement work. Jana is most recently from Tennessee, and is working in the Las Vegas office.

Kelee DuPuis is the new Great Teaching and Leading Programs Professional that started in Educator Effectiveness this week. Kelee will be facilitating the Great Teaching and Leading grant process as well as some work on retention, such as teacher and administrator recognition and leadership programs. Kelee will work with Dena on the National Board, Teachers of the Year, and Teacher Leadership teams in the north and south.

Leslie James has retired from her Title II position that worked primarily with the Educator Equity plan. We are hoping to have the posting link from Human Resources available soon; Dena will forward it to the Commission members and it will be on the NDE website.

- **Every Student Succeeds Act (ESSA) Update:** Superintendent Canavero and Dena, along with the leadership team membership, have been having conversations about what ESSA looks like and how it will impact our state. This law was passed in December; it repeals a large majority of No Child Left Behind. It allows the state a lot more flexibility teacher leader and quality work, and in assessments, accountability, working with English language learners, and school turnaround efforts in many areas. The Superintendent is framing that conversation about how do we place ESSA in service to Nevada's priorities. We are excited to be a part of that opportunity. Superintendent Canavero will be leading

an advisory steering committee; the first meeting is today. Our Public Information Officer Greg Bortolin will post information about ESSA on our website, showing who the members of that workgroup are, and he will be tracking that process. The steering committee is setting up the big picture of Nevada's priorities. Moving forward, we will establish about 6 or 7 workgroups who will meet about the strategies, priorities, and the goals and mission. We will have a little more flexibility for this coming school year due to not being required to submit a plan until next spring to the US Government as soon as possible but not rush into things to be strategic and thoughtful about what college, career and community readiness looks like for our students, and how we can leverage the law and the federal funding streams to ensure we are purposeful about using that money.

- **Legislative Implementation Report Update:** Lauren Hulse and Greg Bortolin are producing a document called The Legislative Quarterly that can be found on the NDE website. It will be a summary for the Board, as well as legislators and the community, on how the funds are being spent. The first issue was in January, we just published an April edition. The first few pages show an allocation spreadsheet of all funds, whether formulaic funds or categorical funds, that were distributed to each school district. Behind that is a table of contents that shows an update of each individual initiative and how it is progressing, as well as challenges, successes, and impact on students and educators across the state.

Jason Dietrich presented the following Licensure updates:

- **Licensure Study:** As previously discussed with this body, ACS Ventures is performing the legislatively approved licensure study. They met earlier this month, the project has begun, and we will look to having preliminary findings to present in June. At that point, a fact finding meeting will happen to determine course corrections and move forward, the work should be completed in September.
- **June Interim Finance Committee (IFC) Meeting:** Jason discussed proceeding with the June IFC meeting at the last Commission meeting, to request funding for a new licensure system. That request to be heard at the June IFC meeting was denied due to lack of sufficient funding, which will tie into today's hearings and the true need for a fee increase. Until such time as those fee increases are passed and we can show sustainability within our revenue, we have been precluded from asking for funds.
- **Next Legislative Commission:** The next Legislative Commission will be in late June or early July. This is the interim body that approves or codifies the regulations from the good work that this Commission does. We will have approximately 14 to 16 items to be heard at that Legislative Commission meeting.

President Burnham looks forward to hearing about the licensure study results as well as attending the Legislative Commission meeting to answer any questions.

Agenda Item #6 – Public Hearing and Possible Adoption of Proposed Amendments to R025-16; NAC Chapter 391 relating to education; repealing the provision for determining whether a person has obtained “full state certification” for purposes of the No Child Left Behind Act; and providing other matters properly relating thereto.

Hearing started at 8:52 am

Jason presented this hearing on behalf of the Nevada Department of Education (NDE). R025-16 relates to NAC 391.013, the determination of full state certification for the purpose of No Child Left Behind. As previously passed by this body, we are requesting to repeal this regulation as it is no longer relevant due to the repeal of No Child Left Behind. The language presented today is exactly as drafted and passed at the workshop; there have been no modifications.

President Burnham asked about the implications for removing the definition of full state certification. Jason states there are no negative implications at this point in time for removing NAC 391.013. Moving forward as the state better defines certification under ESSA, there could be additional language added within the other licensure regulations that determine qualifications. There's no necessity to call them out in an individual regulation.

Motion: Commissioner Carvalho made a motion to adopt R025-16 as written. Motion was seconded by Commissioner Esparza. Motion carried unanimously.

Hearing ended at 8:55 am

Agenda Item #7 – Public Hearing and Possible Adoption of Proposed Amendments to R026-16; NAC Chapter 391 relating to educational personnel; revising provisions governing the issuance of a provisional nonrenewable license; and providing other matters properly relating thereto.

Hearing started at 8:55 am

Jason presented this hearing on behalf of the NDE. R026-16 relates to NAC 391.056 for provisional licensure. The language presented was passed by this body at workshop; no modifications have been made from LCB since the workshop was held.

President Burnham states Commissioner Gallivan-Wallace submitted a written statement expressing her concerns about the wording of the regulation. A copy of Commissioner Gallivan-Wallace's letter was provided for all to review.

President Burnham asked if Mr. Murillo's statements have any impact, or if there is a need to make a decision on or bump it out. President Burnham wants to ensure the regulation is "doing its intent"; she brought up looking at other choices that include re-examining at a later time, or amending it to add a provision to the provision asking for reconsideration, or allowing it to be in effect for a year and asking for reconsideration at that time.

Commissioner Wilson agrees that it's nice to look at the data to ensure we are walking the correct path; he also states that this can be brought back at any time if the data is suggesting that we need to make revisions. He also states that he is not in favor of putting in any specific sunset language in there, but yes, he would like to see the data brought forth.

President Burnham asked Dena to comment on the department's abilities to track the data. Dena states we are tracking these licensees, and stated that it's not the department's responsibility to follow up with candidates/licensees. The candidates/licensees are made fully aware when they are issued their license that it is their responsibility, and that they have 1 year to meet the provisions, and if at that time the requirements are not met, their license will become invalid. Dena encourages the districts to track their candidates. The current licensure system is not capable of tracking without significant funding for programming due to the fact it is such an outdated system. The department is doing the best they can with hand-tracking, but it does take staff time away from issuing licenses and day to day business. Dena also stated we can bring that data back to this body to answer performance in the classroom questions. Dena noted that we need this data for the Educator Equity Plan. She also stated there is a regulation waiting with LCB, but once it comes back, we can collect Educator Effectiveness data for this school year. The districts are aware we are requesting NEPF final ratings and standard level scores for all teachers and administrators as well as instructional practice standards. Dena says we could revisit this in the fall, and suggests waiting until end of next school year for accurate data, providing we have man hours to cross-check the data. President Burnham says the department could request data from districts to include the license type; Dena states it may be awkward to ask districts to track this information on

behalf of NDE. President Burnham states that underscores the need for an updated licensure system, especially from a data collection standpoint.

Commissioner McGregor states she doesn't understand the difficulty of getting a license in this state. She says she was qualified when she was licensed, and asks if those applying are qualified, and what are we putting in our classrooms if these people are coming in and cannot manage being qualified in this state when she was able to do it 20 years ago with no difficulty.

Commissioner Esparza states that she serves 155 teachers at her school. She has a teacher that has a provision on his license because he couldn't pass Praxis in the English content area. She says he's a substitute and a great teacher, and he took the test more than once but did pass. She made the tough decision to keep him for his ability to reach and teach kids. She can't dismiss that there are candidates that need the time, and feels this conversation is not just about getting teachers to come, but once they do get here, how do we keep them, retain them and support them.

Commissioner Wilson stated his best teachers are from TFA or other areas that can't pass Praxis. He has a licensed dance teacher at his school, which is difficult to find due to being a high needs area. She has completed everything but student teaching and has a bachelor's degree. He furthered by saying there is not an institution in the state of Nevada, or in southern Utah, that has a program to provide her with student teaching in order to achieve licensure. He stated this provision allows her to get a license whereas she would not without this type of opportunity. We are now trying to open doors to candidates that are highly qualified, that can work well with our students, and have a license and respect, not to mention pay.

Motion: Commissioner Carvalho made a motion to adopt R026-16 as written. Motion was seconded by Commissioner Wilson. Commissioner McGregor opposed, President Burnham abstained, all 4 members in Las Vegas voted aye. Motion carried.
Hearing ended at 9:14 am

Agenda Item #8 – Public Hearing and Possible Adoption of Proposed Amendments to R043-16; NAC Chapter 391 relating to education; increasing the fee for an application for a license made by the holder of a provisional nonrenewable license; and providing other matters properly relating thereto.
Hearing started at 9:14 am

Jason presented this hearing on behalf of NDE. R043-16 relates to NAC 391.0565 which is the renewal of a provisional license. The language was previously heard and passed by this Commission at workshop, and there have been no revisions since workshop by LCB or the Commission. This request is to increase the provisional licensure renewal fee from \$131.00 to \$150.00.

President Burnham asked if this is relating to the regulation just heard. Jason states that this is in regards to a provisional nonrenewable license and there is no relation to the regulation just heard. Jason furthered by saying there is nothing related in this regulation request around an extension, this is for renewal of license provisional to a standard or professional license.

Dena states it's not calling out a particular group. She says this body will also hear another request for anyone who applies for a regular license that is not provisional. There are two choices for applicants; they can get a license with the 3 provisions, or a license that is free of provisions. Dena says either way we are requesting that fee increase.

President Burnham tried to understand how many times a person can get a provisional nonrenewable license. Jason states it is a one-time license for a 3 year period; he provided an example of a situation for

an individual when moving from a provisional non-renewable license to standard or professional category.

President Burnham asked Jason if this is sufficient. Jason states we are hopeful this is sufficient and noted we tried to get a fee increase that's not too burdening to teachers, but could potentially gain Licensure enough money annually to move forward and sustain the annual expenditure of a system. He is fairly hopeful that we will have reserve amounts to move forward with a system, but the annual sustainability piece is a concern. Jason is hopeful for this to increase revenue by \$200,000.00 per year, allowing us to move forward and pursue funding through IFC, possibly at the end of this calendar year.

Commissioner McGregor has difficulty with this; she says we talk about attracting and retaining teachers, and yet we are making it more difficult by increasing fees. She doesn't think we should be doing this on the backs of teachers in this state.

Commissioner DeLuce states she has researched other states that are comparable to Nevada in terms of socioeconomics. She found that most of those state fees for licensure for teachers start at between \$200.00 to \$250.00 for a 5 year licensee plus additional fees of \$50.00 to \$100.00 for add-on's dependent on needs. She noted that she herself is teacher, and will need to renew her license soon, and feels we need to update our system and increase fees, and does not feel it's an unreasonable request in terms of the Licensure department.

Motion: Commissioner Esparza made a motion to adopt R043-16 as written. Motion was seconded by Commissioner DeLuce. Commissioner McGregor opposed, all other members voted aye. Motion carried.

President Burnham hopes to underscore and highlight the importance of getting a budget for Licensure that is not solely based on fees from teachers that are already not making great wages for the incredible job they do.

Hearing ended at 9:27 am

Agenda Item #9 – Public Hearing and Possible Adoption of Proposed Amendments to R044-16; NAC Chapter 391 relating to education; revising the requirements for the renewal of a license; and providing other matters properly relating thereto.

Hearing started at 9:27 am

Jason presented this hearing on behalf of NDE. Jason states this regulation relates to NAC 391.070 which was previously heard at workshop and passed by this Commission. There have been no revisions to this language since the workshop, by staff or Commission members. This regulation relates to the renewal of a standard and professional license, requesting to raise the fee from \$131.00 to \$150.00. This regulation is also stating that if an extension period was granted during that licensure period, the renewal will be set at \$180.00, commensurate with an initial licensure fee.

Motion: Commissioner Carvalho made a motion to adopt R044-16 as written. Motion was seconded by Commissioner Wilson. Commissioner McGregor opposed, all other members voted aye. Motion carried.

President Burnham did note that the increase of fees seems like a barrier, and we will whole heartedly endorse a budget.

Hearing ended at 9:32 am

Agenda Item #10 – Public Hearing and Possible Adoption of Proposed Amendments to R045-16; NAC Chapter 391 relating to educational personnel; revising the fee for the renewal of the license of a retired person; and providing other matters properly relating thereto.

Hearing started at 9:33 am

Jason presented this hearing on behalf of NDE. Jason states this regulation relates to the renewal of a retiree license. This request is to raise the fee from \$131.00 to \$150.00. It also has the inclusion of language that states should an extension be granted during that licensure period, that fee will revert to the initial licensure fee of \$180.00. That regulation will be heard at public hearing in June.

Motion: Commissioner Esparza made a motion to adopt R045-16 as written. Motion was seconded by Commissioner DeLuce. Commissioner McGregor opposed, all other members voted aye. Motion carried.
Hearing ended at 9:35 am

Agenda Item #11 – Review and Possible Approval/Denial of ARL Provider Applications, Pursuant to NAC 391.461

The members took a moment to review the minutes from the May 4, 2016 ARL Subcommittee/Review Team meeting.

President Burnham stated she was present at this meeting and the minutes appear to accurately reflect what occurred, and the suggestions of each of the program areas that were discussed. She appreciated the review team members for joining the meeting to include Commissioner Wilson, Michelle Sposito, Christine Furst and Kim Bennett.

Motion: Commissioner Wilson made a motion to approve the May 4, 2016 ARL Subcommittee/Review Team meeting minutes as written. Motion was seconded by Commissioner DeLuce. Motion carried unanimously.

The following institution's ARL applications were presented today for recommendation:

1. Clark County School District
2. Grand Canyon University
3. Nevada Teacher Corps
4. Southern Utah University

President Burnham pointed out to the members the summary page of recommendations provided for each application. She stated that one program was denied, iteachNEVADA, and the rest were approved with pending revisions due by May 9, 2016.

Michelle Sposito, NDE Education Program Professional, presented this item on behalf of NDE. Michelle states all requested modifications were received on time. She listed the programs we are moving forward with:

1. **Clark County School District (CCSD):** CCSD was previously approved as an ARL provider. CCSD is requesting extending the length of their current program to a 10 week pre-service professional development program, and 20 days of school based experience, along with revision of the timing of participant evaluation, and have added the Parental Involvement and Family Engagement (PIFE) course requirement. The noted modifications were made in a timely manner. The ARL Subcommittee Review Team has recommended them for approval.

Motion: Commissioner Wilson made a motion to approve the CCSD ARL application and revisions as submitted. Motion was seconded by Commissioner Esparza. Motion carried unanimously.

President Burnham commended CCSD for using data and their experiences for improving their program.

- 2. Grand Canyon University (GCU):** GCU is seeking initial approval in Early Childhood and Elementary program areas, along with Secondary content in Biological Science, Mathematics, Art, Music, Physical Science, Language Arts and Social Studies. GCU also submitted their application for Special Education Generalist, which has been deferred until June. They also submitted their application for an Administrator program, however during the ARL Review Team meeting; the members discussed this program and decided this isn't something they wanted to move forward with at this time to focus on the teacher shortage crisis. GCU agreed to withdraw this application from this program. GCU was asked to make modifications including clarification of program timelines, the Nevada Constitution requirement, revise PIFE course syllabus to meet all requirements of the NRS, include specific methods for secondary programs, address how GCU will partner with districts to receive participant NEPF scores and ratings, revise teaching evaluation to reflect end task standards, and clarify Praxis testing requirements for Music and Arts. The noted modifications were made in a timely manner. The ARL Subcommittee Review Team has recommended them for approval.

Motion: Commissioner Carvalho made a motion to approve the GCU ARL application and revisions as submitted. Motion was seconded by Commissioner DeLuca. Motion carried unanimously.

President Burnham requested discussing the ARL Administrator program in the future as an agenda item to this body.

- 3. Nevada Teacher Corps/The Nevada Teacher Project (TNTP):** TNTP is seeking initial approval of their Elementary program. TNTP was asked to make modifications including revising program design section to reflect revisions to 6 semester hours of professional coursework and adding 3 semester hours of special education coursework, update their crosswalk with the same information, revise program completion certificates to include 1 completion of the Nevada Teacher Projects requirements for conditional license, and another certificate denoting completion of the ARL program. The noted modifications were made in a timely manner. The ARL Subcommittee Review Team has recommended them for approval.

Jason pointed out that there is a letter of support for Nevada Teacher Corps that is posted in the meeting materials for this meeting on the NDE website that was submitted to the department by CCSD Superintendent Pat Skorkowsky.

Motion: Commissioner Wilson made a motion to approve the TNTP ARL application and revisions as submitted. Motion was seconded by Commissioner Carvalho. Motion carried unanimously.

- 4. Southern Utah University (SUU):** SUU is seeking initial approval of their Secondary programs to include Secondary Biological Science, Secondary Mathematics, Secondary Social Studies and Secondary English. SUU was asked to make modifications including revising certificates awarded for ARL licensure and completion of the program, submitting information regarding which districts are partnering with SUU and how participant evaluation data will be provided to SUU, revising their PIFE course to meet requirements of the NRS, and making minor grammatical corrections to their application. The noted modifications were made in a timely manner. The ARL Subcommittee Review Team has recommended them for approval.

Motion: Commissioner Wilson made a motion to approve the SUU ARL application and revisions as submitted. Motion was seconded by Commissioner Esparza. Motion carried unanimously.

President Burnham thanked all ARL providers for a quick turnaround with their modifications and wished them all good luck. She hopes the extra providers in the state will help assist in addressing the shortage that we are facing.

Agenda Item #12 – Receipt and Discussion of Staff’s Initial Draft of the Commission’s Annual Report Concerning Status of Commission’s Regulations and Work Plan, pursuant to NRS 391.028.

Jason presented this item on behalf of the NDE. Jason states NRS 391.028 requires an annual reporting concerning the status of the Commission’s regulation work plan; it is requirement that a written report be presented to the State Board and the Legislative Committee on Education (LCE). Jason states the department has been remiss in drafting this report on behalf of the Commission due to many staffing changes; however he does not excuse the fact that this information needs to be caught up and, moving forward, stay on it annually. Jason will be drafting the report to submit to this body for approval prior to presenting it to State Board and LCE. Today he is presenting a snapshot overview of the regulations this body has entertained and passed since January 1, 2015 to current date. This will be the timeframe he will capture in the report.

President Burnham thanked Jason for this information presented all on one page, as it is helpful. She asked about any other data that might be provided such as meeting dates and attendance. Jason states we are statutorily required to provide data in 3 separate areas; 1 being a summary of the regulations adopted by the Commission and the status of those regulations. In area 1 that would be the table of the data he provided which will be a living document and will be updated as we hear through Legislative Commission. Area 2 is a work plan which designates the proposed activities of the Commission during the next year. Being that we are going into a dark period, it will be more discussion items that the Commission will be entertaining unless there are any temporary regulations that need to be brought forward. Area 3 states we are to provide a description of the progress and status of each regulation related to the licensure of educational personnel which the Commission is required to adopt pursuant to legislative measures enacted within the 2 previous sessions. An example of future work is the Multicultural education requirement, the ELAD requirement, and the PIFE requirement. This will be an in-depth report including meeting dates, Commissioners information, the attendance, the topics of discussion, and potentially the minutes of the meetings if it meets the Commission’s approval.

President Burnham states it would be a good reflection of the work of this body and useful to the Commission.

Jason noted this is not an actionable item today; it was brought forward for discussion to allow the opportunity for specifics to include in the report. He would be happy to hear any ideas of information to be included in the report as he will begin drafting once we move into the dark period.

President Burnham asked if it will come back to this body for review and approval before presentation to the State Board and LCE. Jason states that is correct.

Agenda Item #13 – Future Meeting Dates of the Commission – July 2016 to June 2017

President Burnham noted to the members that if they are terming off the Commission in July, there no need to review their schedules unless they reapply. President Burnham announced that she has applied for reappointment. Although her 2 terms are up, her first term was only 6 months in length so she has

not served two 3 year terms. She did clarify that the higher education representative is not subject to the term limits; she will be participating in future meetings.

Jason clarified that the 3 Commissioners that are terming are Michelle Gallivan-Wallace, Kapua Maruyama, and Ana Zeh; all 3 individuals have turned in the appropriate documentation to the Governor's office and have requested reappointment.

Jason hasn't yet drafted proposed meeting dates. Several meetings ago we discussed the frequency of meetings during the dark period; several options of meeting monthly, bimonthly or quarterly were brought up. We currently do have a July 20, 2016 meeting scheduled, as was previously approved by this body. Moving forward from there, we do not have any dates scheduled.

President Burnham suggested every other month initially. We can cancel any as needed and move to quarterly meetings.

Commissioner DeLuce feels that is reasonable.

Jason will draft meeting dates, making sure they operate properly with our ARL review schedule, and he will bring them to June meeting for approval.

Agenda Item #14 – Future Agenda Items

- Jason: We have posted one workshop and several hearings for June to bring us current.
- Jason: We will bring back the schedule for future meetings.
- President Burnham: The Administrator ARL program.
- President Burnham: The workshop approval process and consider aligning workshop requirements for traditional preparation providers with what we require of ARL providers.
- President Burnham: AB234; Jason state we have passed the posting deadline for June, the language is still with LCB and they are still working on it, it may be pushed to July for hearing. Deputy Attorney General Ott states the language from LCB is the gatekeeper. Jason will post it as hearing once the language is received.

Agenda Item #15 – Commissioners' Comments

Commissioner Wilson thanked everyone for their hard work and efforts in getting ARL moving forward, and for the rich discussion around the Governor's regulation. He will not be in attendance for the June and July meetings.

President Burnham thanked Commissioner Wilson for his work on the ARL Subcommittee. She also thanked the public for coming and speaking to this body regarding the teacher shortage issue. President Burnham feels this Commission has done a lot over last couple of years to approve and pass regulations with regard to ARL providers, as the system of higher education cannot meet the demands of the cities and the state of Nevada itself. Also, with the passing of provisional licensure today, she thanked the Commission members for taking this work seriously. President Burnham feels we may be at the end of the line in terms of the amount of things we can do while still meeting our mission, and reminds members the mission of the Commission is to create rigorous regulations for the licensing of educational personnel in the state of Nevada with the overall goal of contributing to the professionalism of teaching through its selection of educator testing instruments and facilitating a quality education for all students. We want to ensure we are licensing the absolute best teachers that our children deserve. Some of the things that we have done are not in the best scenario, and we wouldn't be considering if we weren't facing such a giant shortage. We are not operating under best case scenario at this moment but she is

hopeful that in the future we will get our feet under us and be able to operate from that quality perspective. She thanks all for working together in the best interest of Nevada’s teachers and students.

Agenda Item #16 – Deputy Attorney General Comments

Greg Ott, Deputy Attorney General

Deputy Attorney General Ott apologized for being late to the meeting. He does state that normally temporary regulations are followed with permanent regulation. If things get held up, we can always put a temporary regulation in place as a placeholder until the permanent regulation moves through the process as an option.

Agenda Item #17 – Public Comment #2

No public comment made in Las Vegas or Carson City.

Agenda Item #18 – Adjournment

Meeting was adjourned 10:34 am.

DRAFT