

**NEVADA DEPARTMENT OF EDUCATION
COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION
MARCH 21, 2018**

Meeting Locations:

Office	Address	City	Meeting Room
Department of Education	9890 S. Maryland Pkwy	Las Vegas	Board Room (2 nd Floor)
Department of Education	700 E. Fifth St	Carson City	Board Room

SUMMARY MINUTES OF THE REGULAR MEETING

(Video Conferenced)

COMMISSION MEMBERS PRESENT:

In Las Vegas:

President Esparza
Vice President Pendleton
Commissioner Carvalho
Commissioner Zeh
Commissioner Maruyama (joined the meeting at 9:12 am)
Commissioner Davis

In Carson City:

Commissioner McGregor
Commissioner Gallivan-Wallace
Commissioner Drum
Commissioner Burnham

COMMISSION MEMBERS NOT PRESENT:

DEPARTMENT STAFF PRESENT:

In Las Vegas:

Jason Dietrich, Office of Educator Licensure
Michael Arakawa, Office of Educator Licensure
Paul Partida, Office of Educator Licensure

In Carson City:

LEGAL STAFF PRESENT

In Carson City:

Greg Ott

AUDIENCE IN ATTENDANCE:

In Las Vegas:

Jessica Bouchte, Clark County School District Human Resources
Robert Askey, Touro University Nevada
Monte Bay, National University
Grace Angel, Clark County Education Association
Tim Chedester, Clark County School District Substitute Teacher

Sarah Bryans-Bongey, Nevada State College
Meg Nigro, Clark County School District Human Resources
Katie Askew, Clark County School District Substitute Teacher
Edmund Ronca, University of Nevada Las Vegas
Lauren Layton, University of Nevada Las Vegas
Amanda Lester, Teach for America
Caryne Shea, HOPE
Barbara Konrad, HOPE
Sara Swanson, Clark County School District, CPD
Wendy Weatherwax, Clark County School District, CPD
Monica Beane, Educational Testing Service
Brenda Pearson, Clark County Education Association
Zane Gray, Sierra Nevada College

Carson City:

Kate Schum, Washoe County School District
Keith Lewis, Douglas County School District
Teri White, Douglas County School District
Cristal Cineros, Washoe County School District
Mary Pierzynski, Nevada Association of State Superintendents

Elko:

Tom Reagan, Great Basin College

Pahrump:

Kyle Lindberg, Nye County School District Human Resources Director

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

President Esparza called the meeting to order at 9:01 a.m.
Roll call attendance was taken as reflected above. It was determined a quorum was met.
The Pledge of Allegiance was led by Commissioner Gallivan-Wallace.

Agenda Item #2 – Public Comment #1

Public Comment Carson City:

Terri White, Superintendent for the Douglas County School District, gave public comment concerning the requirements for substitute teachers. They are in support of the recommended changes to R053-17. The rural districts have difficulties filling substitute teachers and especially the longer term substitutes. The pool is very limited and unrealistic requirements make it much harder. The proposed changes would make it easier for them to maintain substitutes.

Public Comment Las Vegas:

Tim Chedester, substitute teacher from Clark County School District, gave public comment concerning Praxis testing requirements and how expensive they are for a teacher on a substitute's salary. He is struggling with the Praxis testing and has spent nearly \$500 trying to pass the math portion. He is an English guy, not a math guy. His license was supposed to expire on May 1st, but the NDE was able to extend his license out another 6 months. He commits and dedicates his time to his students, there are issues with students who do not self-advocate, but in his case the students have asked for consistency with their educators and substitute teachers. He asks the Commission to consider removing the requirements for substitute teachers.

Katheryn Asken, substitute teacher from Clark County School District, gave public comment concerning the Praxis testing requirements. She has built relationships with the staff and students, and is the most

requested substitute at Palo Verde High School. She feels it is unrealistic after being out of college for so many years to have to relearn higher level math to pass the math portion of the Praxis when she should be managing classrooms and has many skills that are required to do this. Palo Verde High School has many days where they have over 10 vacancies that require substitute teachers and CCSD must pay regular teachers extra to fill in during their prep times. She provided letters of support from fellow substitutes which are available upon request.

Caryne Shea, Vice President of HOPE, gave public comment about the requirements for Substitute teachers to pass the Praxis testing. Highly requested, highly qualified, and highly respected substitutes are leaving classrooms due to the harsh requirements. The pool is being eliminated. The requirements are crippling substitute teachers and making an already sparse pool even worse. The Praxis tests should only be required by career educators, not substitutes who are required to pay for these tests over and over again if they cannot pass them.

Meg Nigro, Executive Director of Human Resources for Clark County School District, gave public comment in support of removing the requirements for substitute teachers to pass the Praxis Core testing and the coursework requirements for renewals of substitute teacher licenses. Recruiting and retaining high-quality substitute teachers is very challenging, especially when these folks have a very tough job and only earn between \$90-\$100 per day. They must pay for testing, renewal fees, and their renewal credits. Having these provisions on their licenses makes the job even harder when they are leaving the field due to being unable to pass the testing. Professional development is something that CCSD has in place to help with classroom development and management. She has received many emails and letters from substitutes. She read an email from Stacy Rodriguez, sent by the principal of Vanderburgh who finds the renewal credits requirement to be a financial burden; this document is available upon request from the NDE.

Barbara Konrad, a former teacher, said she belongs to several Facebook groups and has seen the comments come up quite often about the lack of enough substitute teachers for classroom educators to be able to take needed time off. She is troubled by the fact that the requirements are causing substitutes to not keep their licenses or come back to the classrooms.

Sarah Bryans-Bongey, Assistant Professor of Ed Tech at Nevada State College, gave public comment regarding CTE endorsement regulations for Agenda items 25 through 27, speaking from the perspective of her own program. She is concerned about incorporating technology into the classroom and teaching teachers how to educate their students.

President Esparza called a recess due to technical difficulties at 9:26 am.
President Esparza called the meeting back to order at 9:38 am.

Public Comment from Pahrump:

Kyle Lindberg, Director of Human Resources from Lyon County School District, gave public comment regarding substitute teachers. Being a rural community, they have lost half a dozen substitutes due to them not being able to pass the math portion of the Praxis testing. They are in support of removal of the Praxis testing requirements to help their substitute pool.

No public comment in Elko.

Agenda Item #3 – Approval of Flexible Agenda

Motion: Commissioner Zeh moved to approve the flexible agenda. Commissioner Davis seconded the motion. **Motion carried unanimously.**

Agenda Item #4 – Approval of Minutes for February 21, 2018 Meeting

Motion: Commissioner Carvalho moved to approve the February 21, 2018 minutes with revisions. Commissioner Pendleton seconded the motion. Commissioner Burnham abstained. **Motion carried.**

Agenda Item #5 – Nevada Department of Education updates, presented by Jason Dietrich and Mike Arakawa.

Jason Dietrich presented updates only directly relating to the work of the Commission. Per Nevada Revised Statutes, the State Board of Education has 90 days after regulations are passed by the Commission to request, review and comment upon those regulations. For a number of years, the State Board never requested to see the regulations passed by this body. Several months ago, the State Board of Education requested to start utilizing this law. The State Board meeting was a week and a half ago, President Esparza and Mike Arakawa presented 23 regulations to the State Board which this body has passed up to this date.

Mike Arakawa stated that it is written into Statute that the State Board of Education has veto power over regulations passed by the Commission. They have 90 days to use this veto power if they wish. The regulations go on their consent agenda to allow them to ask questions about them. There were three regulations they pulled from the consent agenda that they wished to ask further questions on.

President Esparza stated that at the State Board of Education meeting they had clarifying questions relating to initial licensure versus ARL licensure. They were appreciative that we were able to attend and represent the Commission.

Jason Dietrich stated that he wanted to advise the Commission that he had the opportunity to speak at the Nevada Association of State Superintendents (NASS) meeting, the two topics that related most to this body have to do with the requirements for Substitutes. The Commission asked that the NDE take two different versions of substitute requirements to NASS, the NDE did not do so. The conversation at the meeting was that they were adamantly opposed to adding an additional ‘long term’ substitute. They felt it should be left up to the individual districts how they handle their own substitutes and long term substitutes. They expressed how important it was for him to convey that at today’s meeting. They would greatly appreciate the Commission’s support to pass the regulation in the re-hearing of the item today.

The second item centered on the renewal requirements for educators which previously came to this body. He did propose to the superintendents a verbalized version of that draft and they approved of it. This is going to go back to the workgroup to provide further input on the proposed changes before coming back to the Commission.

Mr. Dietrich recently went to a meeting of the Legislative Commission on Education (LCE) and spoke to them with regards to Early Childhood and the licensing and endorsements for specialized areas in Early Childhood and Development. He has been asked to come back to the April meeting to present on ARL. He will bring back updates to the Commission the following month. He reminded the Commission that they have the ability to request bills in the upcoming 2019 Legislative Session.

Commissioner Burnham asked whether the presentation that Jason would be sharing at the LCE could be shared with the Commission at the following meeting. Jason stated he would do that.

Agenda Item #6 – Public Re-hearing and Possible Adoption of Proposed Amendments to: R053-17; NAC Chapter 391.332 relating to Qualifications to serve as substitute teacher; endorsement as substitute teacher; period for which substitute teacher may be hired; provisional nonrenewable special license; renewal, presented by Jason Dietrich.

Jason Dietrich presented the re-hearing of the regulation NAC 391.332 previously brought forward to this body to remove the 6 renewal credits and Praxis Core testing requirements for substitute teachers. There has been much public comment from the past two meetings as well as most districts showing support for the removal of these requirements. The language has not changed.

President Esparza opened up the floor for Commissioners’ comments and discussion.

Commissioner Burnham stated that she is supportive of short term substitutes being exempted from the requirements, but longer term substitutes need a firm foundation of the basics of reading, writing, and mathematics which the Praxis core exams test for. She is disappointed that another body would recommend that it not be required.

Vice President Pendleton asked Jason about how long the requirements for substitutes have been in place. Jason Dietrich stated that these requirements have been on the books since 2011. This body does tremendous work which affects the educators and therefore the children they teach. The Superintendents strongly felt that differentiating between short term and long term substitutes would only cause the small pool of substitutes to significantly decrease. This would limit the substitute pool. Substitutes placed in long term positions are given professional development by their employing districts. As the Director of Licensure, we see an enormous amount of individuals who ask for and are granted extensions; they try but are unable to afford the costs associated with the renewal credit requirements and Praxis core testing. We have a duty to be responsive about what the field needs and what the Commission feels is appropriate for licensing. This is not an easy conversation to have, but we do need to be mindful to the field and give credence to the requests of the Superintendents who have explained that they are unable to fill these positions.

President Esparza stated she will have more comments, but will wait until the end and allow the other Commissioners to voice their comments and provide their valued insight. As Jason stated, it is a real issue.

Commissioner Burnham asked if the superintendents would be willing to entertain a policy to not rehire long term substitutes who have not shown a basic level of competency. If there was some level of reassurance that this would not happen, that would be of interest to her.

Commissioner McGregor stated that, as an educator in the classroom, she always tries to find the most qualified individual she can to be placed in her classroom. She is concerned that the substitutes do not make much money and hears how difficult it is for them. She is in support of this as written.

Commissioner Gallivan-Wallace stated that she was happy to hear the public comment which was missing from the January meeting. She does not want to block this from going forward after hearing from the teachers, districts, and substitutes. She is in support of this as written.

Vice President Pendleton stated that last week her school was 16 substitutes short. She was not in attendance for the January meeting. She has a wonderful office manager who is able to keep up with new laws that took effect, but adding another layer of responsibility would be very tough for her logistically. In her building, the teachers do a great job trying to find suitable long-term substitutes. They identify individuals who will be good fits in their classrooms and they know their capabilities. The Praxis core testing does not count for much when she looks for the substitutes, it is about how they relate to the children, how they build relationships with other educators and how they perform their job duties. The Praxis core testing does not show the true abilities of great substitutes and creating two different types of substitute licenses is not needed, leave this to the capable administrators who run the schools. She is in support of this as written.

President Esparza stated that she appreciated Commissioner Gallivan-Wallace's comments about checks and balances and the processes that are already in place for longer term substitutes to be in schools. There are times when individuals are in schools who should not be. There is a process that allows administrators to submit to human resources to not have them come back. The public comment from Ms. Asken and her statement that she may go back to the private sector is very troubling as she would like to be able to keep highly qualified substitutes like Ms. Asken and the others who have come before us in the classrooms. As a site administrator, she tries to align the most qualified person in the right classroom settings. They are

able to audition substitutes to become standard educators through the ARL program. She has hired three individuals of high caliber this way.

Motion: Commissioner Pendleton moved to adopt the regulation and amendments as written for R053-17. Commissioner Davis seconded the motion. Commissioner Burnham abstained. **Motion carried.**

Agenda Item #7 – Public Re-hearing and Possible Adoption of Proposed Amendments to: R078-17; NAC Chapter 391.XXX relating to License to serve as School Mental Health Worker, presented by Mike Arakawa.

Mike Arakawa presented the re-hearing of R078-17 for NAC 391.XXX due to an error in the language that needed to be corrected, this is a list which includes social workers and there is already a license for these individuals. This was approved by the Commission at its workshop and hearing. The NDE asks the Commission to pass this amendment with the change in language to remove a redundant license.

President Esparza opened the floor to Commissioner Comments. There were no comments.

Motion: Commissioner Carvalho moved to adopt the regulation and amendments as written for R078-17. Commissioner Drum seconded the motion. **Motion carried unanimously.**

Agenda Item #8 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: R009-17 NAC 391.192 Endorsement to teach concepts, skills and basic applications regarding computers. NAC 391.196 Endorsement to teach computer programming or computer science, and NAC 391.202 Endorsement to teach computer-based applications, presented by Cindi Chang.

Jason Dietrich stated that NDE staff member Cindi Chang would present on this item.

Cindi Chang presented on R009-17 concerning NAC 391.192, NAC 391.196, and NAC 391.202. She gave a brief background stating that various stakeholders from parents to legislators recognize the absence of equitable computer science education across all schools to all students at all grade levels in the state of Nevada. To this end, Senate Bill 200 was signed into law last June for the purpose of expanding computer science education across all schools to all students across all grade levels. This bill included the writing of new K-12 computer science standards and requirements. To meet the new standards, there will be a tiered approach. The existing endorsement for 391.202 would be renamed to Computer Technology-based Applications and Computational Thinking and is primarily for teachers who want to teach the technology half-credit course towards the graduation requirement, this incorporates 9 semester hours of coursework to include: methods to teach computer science, computer science concepts, as well as a methods to teach computer applications.

Regulation 391.196 would be renamed to Advanced Computer Science; that would be for those who want to teach the CTE computer science pathway, this will be a 12-credit endorsement which builds on previous one that the methods and concepts course requirement would carry over and add two programming languages as in the prior case. One change to this endorsement is the addition of the Praxis option to test out of the 9-credit requirement. There are currently course options available in our Higher Education system in order for teachers to meet these requirements. There are some universities and colleges which are currently working on the methods to teach applications course. One institution proposed that as early as this fall the course could be made available.

President Esparza opened the floor for Commissioner comments.

President Esparza stated that looking through the proposed language, she asked for context and clarification. Cindi stated that the passage of Senate Bill 200 of the 2017 Legislative Session changed the statutory language and this would align the language in regulation with NRS.

Vice President Pendleton asked about computer-based technology endorsement and if a teacher who carried that endorsement would be able to teach the AP Computer Sciences class. Cindi replied that they are looking at that specific course and they could do that, but it may be for all to be able to do this. This will be part of the CTE pathway course with the professional development being part of that course to open it for all our educators.

Commissioner Zeh asked how this affects current teachers teaching these courses if they do not have the coursework designated in it. Cindi stated that they would be grandfathered in. Jason Dietrich stated that anyone currently holding licenses in these areas need not worry as they will be allowed to continue to do so. Future endorsements would change. Commissioner Zeh asked a follow-up question about a current license holder needing to take that coursework for renewals towards their licenses. Cindi replied that she would strongly suggest, as a building administrator, that professional development would be very helpful. Jason stated that there would be no additional schooling needed as a regulatory requirement for license renewal.

Commissioner Burnham asked if there was a Praxis test for Advanced Computer Science. Cindi replied that there is one and she attended the national standard-setting workshop for it. Jason stated that while there is an examination through ETS, the Commission has not adopted that yet. That will be heard during the upcoming legislative 'dark period' as it does not require a regulation change to adopt, and ETS will come before the Commission to provide more information at that time. Commissioner Burnham asked a follow-up question pertaining to the testing and elimination of coursework. Cindi replied that the Praxis test would eliminate the 9 credits, but they would still need a methods course to be able to teach in the classroom. It would be very beneficial for those coming into the classroom from the field.

Commissioner Carvalho is in favor of this to be in compliance with the law and to move our state into the future.

Motion: Commissioner Carvalho moved to move R009-17 forward to public hearing as written. Commissioner Davis seconded the motion. **Motion carried unanimously.**

Agenda Item #9 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: NAC 391.13065 Endorsement to teach automotive service technology: Qualifications; provisional endorsement; credit toward renewal of license, presented by Melissa Scott.

Jason Dietrich stated that NDE staff member Melissa Scott would present on this item.

Melissa Scott presented on NAC 391.13065 and stated that the regulation change updates existing language to match industry requirements and standards.

President Esparza opened up the floor for Commissioner comments.

Commissioner Carvalho asked how the requirements changed under the proposed amendment. Melissa replied that the ASE certification in engine performance has been changed to automotive maintenance and light repair.

Commissioner Burnham pointed out a strike-through on the holding of a secondary license. Melissa replied that it is not needed and there is an assumption that the person holds that secondary license. This is an additional qualification for automotive service technology. Jason stated that the language could be put back in for clarification if the Commission wished.

President Esparza asked if an individual came in from industry and obtained a B&I license, is the assumption that the person could teach with that license as written with the revisions, or do must they have both. Melissa replied that these changes were previously made in the Business and Industry

regulations and this aligns the Career and Technical Education requirements with those. President Esparza supports keeping the language within the regulation to make it clearer.

Motion: Commissioner Carvalho moved approve the regulation with the amended language to hold a secondary license added back in and move it forward to public hearing for NAC 391.13065. Commissioner Zeh seconded the motion. **Motion carried unanimously.**

Jason Dietrich asked Deputy Attorney General Ott about combining Agenda Items 10 through 27 as they are all repeals of existing regulations and are in the same strand. Deputy Attorney General Ott replied that it was acceptable and within the purview of the President of the Commission. President Esparza stated that the Commission would be combining the items and making a single motion.

President Esparza called a recess at 10:45 am.

President Esparza called the meeting back to order at 10:55 am.

Agenda Items #10-27 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations:

- NAC 391.13062 Major or minor in agricultural education,**
- NAC 391.13064 Major or minor in automotive service technology,**
- NAC 391.13066 Major or minor in business education,**
- NAC 391.13068 Major or minor in child care,**
- NAC 391.1307 Major or minor in communications and media,**
- NAC 391.13072 Major or minor in construction technology,**
- NAC 391.13074 Major or minor in drafting and design technology,**
- NAC 391.13076 Major or minor in electronic technology,**
- NAC 391.13078 Major or minor in food service,**
- NAC 391.1308 Major or minor in health occupations,**
- NAC 391.13082 Major or minor in family and consumer sciences,**
- NAC 391.13086 Major or minor in human services,**
- NAC 391.13088 Major or minor in industrial arts,**
- NAC 391.1309 Major or minor in manufacturing technology,**
- NAC 391.13092 Major in marketing education,**
- NAC 391.13094 Major or minor in technology education,**
- NAC 391.13096 Major or minor in technology education: Exemption of teachers from requirements,**
- NAC 391.13098 Major or minor in technology education: Application for endorsement without satisfying requirements, presented by Melissa Scott.**

Melissa Scott presented on the repeals of agenda items 10 through 27, asking that the Commission repeal regulations that are no longer relevant with the approval of R051-17 with changes to NAC 391.120 which was passed by this Commission previously in hearing. It changed secondary CTE licensure such that a bachelor's degree in CTE or a bachelor's degree that is aligned to a subject area for which the board of trustees of a district may offer as a program of study pursuant to NAC 389.803. NAC 389.803 is a list of the state's CTE programs. With this change, it means the teacher candidate would come with a bachelor's degree in their field and then take the additional course requirements and student teaching from the college of education such as the college of agriculture at UNR is doing very successfully. The repeal of the other regulations is a very specific list of courses which are very cumbersome to keep updated as colleges may not have the specific degree programs or courses to be able to meet the archaic requirements. Some courses do not exist anymore, it was very difficult for licensing to evaluate and keep track of these courses. The regulation change made by this body in January allows for more options and pathways. The repeals are a small number of what is offered today.

Jason Dietrich stated that the regulations requested to repeal are current endorsements that can be obtained under another regulation. Melissa replied that these are outdated and no longer align with the

CTE programs outlined in NAC 389.803. This makes it much cleaner for people to come with a degree in their program and provide a clearer pathway to licensure without the need for course-by-course evaluations.

President Esparza opened the floor to have the Commissioner comment or pull items from the combined items.

President Esparza stated that some of the outdated language talks about course options that require paper such as print media with everything going electronic. She wanted to speak to 391.13098 and pull it from the list of repeals for discussion.

Melissa Scott stated that the degree in CTE is becoming more and more outdated. People with these licenses would be able to maintain those licenses, but new licenses of these types would not be issued. Jason stated that she was correct.

Commissioner Burnham asked if all of these items were listed in the other regulation or if this removes all of them. Jason replied that they all reside in NAC 389.803, the verbiage may read a little different, but the intent is the same. This allows for less restrictions and more varied course offerings. This is doing a lot of clean-up and opening the field and more pathways. Melissa stated that was correct; right now there are only a handful of these types of secondary CTE licenses issued. Now is the time to allow for more educators to go this route as they will gain a degree and it will be easier for universities to design programs based on the regulations passed in January.

President Esparza stated that it sounds like it is based on alignment of degrees and coursework.

Motion: Commissioner Carvalho moved to combine agenda items 10 through 27 and approve the move of the regulation repeals as written forward to public hearing. Commissioner Maruyama seconded the motion. **Motion carried unanimously.**

Agenda Item #28 – Future Agenda Items

Jason Dietrich stated that additional workshops and discussion items will be coming up in April. In May, the Commission will have more hearings. By the time this is all done, this body will have revised over 50 regulations during the “light period.”

Agenda Item #29 – Commissioners’ Comments

President Esparza stated that she will be unable to attend the April 19, 2018 meeting and that Vice President Pendleton has agreed to preside over the meeting that day.

Agenda Item #30 – Deputy Attorney General Comments

No comments.

Agenda Item #31 – Public Comment #2

No public comment in Carson City, Elko, or Las Vegas.

Agenda Item #32 – Adjournment

The meeting adjourned at 11:13 am.