

**NEVADA DEPARTMENT OF EDUCATION
COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION
OCTOBER 17, 2017**

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:

Ramona Esparza
Ana Zeh
Kapua Maruyama
Jennifer Carvalho

In Carson City:

Frances McGregor
Michelle Gallivan-Wallace
Stacy Drum
Melissa Burnham (arrived at 9:12 a.m.)

COMMISSION MEMBERS NOT PRESENT:

Jill Pendleton

DEPARTMENT STAFF PRESENT:

In Las Vegas:

Dena Durish, Deputy Superintendent, Educator Effectiveness and Family Engagement Division
Jason Dietrich, Office of Educator Licensure
Michael Arakawa, Office of Educator Licensure
Matthew Borek, Office of Educator Development and Support
Paul Partida, Office of Educator Licensure
Kelee Dupuis, Office of Educator Development and Support
Ebony Cardine, Office of Educator Development and Support

In Carson City:

None

LEGAL STAFF PRESENT

In Carson City:

Greg Ott, Deputy Attorney General

AUDIENCE IN ATTENDANCE:

In Las Vegas:

Amanda Lester, Teach For America

Ana Bradley, Nevada Teachers of Tomorrow
Andre Yates, Clark County School District Human Resources
Bill Garis, Clark County Association of School Administrators
Brenda Pearson, Clark County Education Association
Candice Morales, Teach For America
Chelli Smith, Southern Nevada Regional Professional Development Program
Cori More, University of Nevada Las Vegas
Doris Watson, University of Nevada Las Vegas
Ed Ronca, University of Nevada Las Vegas
Grace Angel, Clark County Education Association
Jessica Bouchte, Clark County School District Human Resources
Meredith Smith, Nevada Succeeds
Monica Beane, Educational Testing Service
Monte Bay, National University
Robert Askey, Touro University
Ruben Murillo, Nevada State Education Association
Terry Owens, Educational Testing Service
Vikki Courtney, Clark County Education Association
Zane Gray, Sierra Nevada College

Carson City:

Kate Schum, Washoe County School District
Natha Anderson, Washoe Education Association
Jose Delfin, Carson City School District

Elko:

Tom Reagan, Great Basin College

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

President Esparza called the meeting to order at 9:04 am
Roll call attendance was taken as reflected above. It was determined a quorum was met.
Commissioner Maruyama led the Commission in the Pledge of Allegiance.

Agenda Item #2 – Public Comment #1

No public comment in Carson City
No public comment in Elko

Public Comment from Las Vegas:

Ruben Murillo, NSEA President stated that during the last meeting the Commission had heard an item about the educator license renewal process, specifically for the renewal credits needed for educators and moving the approval process from the NDE to the school districts and site administrators. We reached out to teachers via Survey Monkey. The first question posted was whether they supporting moving the recertification credits approval requirement from the NDE to site administrators and school districts. We had nearly 300 responses with 62 percent opposing, 19 percent in favor of, and 19 percent undecided. The second question posed was whether they supported basing their recertification credits and agreed upon work on their NEPF developmental plan with their site administrator with their input. The opposition was 66 percent, 20 percent were in favor, and 14 percent were undecided. The third question posed was whether the Commission should delay action until 2018-2019 school year on this proposal and assign a task force or community to review the impact on educators. There was overwhelming support of this with 74 percent saying yes, 9 percent saying no, and 17 percent undecided. The fourth question was whether educators thought administrators could be fair in the evaluation credits and agreed upon work with their NEPF plans. Those who thought it was unfair were at 37 percent, 22 percent thought it would be fair, and 29 percent were undecided. The educators who responded to this were very much opposed and wanted

more information. We have never had any kind of response to something like this so quickly. Within the first hour we had over 100 responses to this survey. We have over 9 pages of comments to look. The question to this Commission is how they are going to implement this statewide so that it is fair and consistent in every county in Nevada. We understand that Clark County follows the NEPF, but Washoe County does things a little differently. What came out of the last Commission meeting was that there wasn't an understanding from the Commission how things operate statewide with the evaluations. We also believe that there is a concern from educators in terms of fairness during their evaluations and flexibility within their professional development plans such as; which workshops they can take, what credits they can get, and possible inconsistencies which need to be thought about before it comes out. The good news is that teachers want to have a conversation and they would like to know what happens to people in the middle of their recertification. We are willing to work with the Commission and provide input. We would like to know more about this and believe it is premature to pass it this year.

Agenda Item #3 – Approval of Flexible Agenda

Motion: Commissioner Maruyama moved to approve the flexible agenda. Commissioner Drum seconded the motion. **Motion carried unanimously.**

Agenda Item #4 – Approval of Minutes for September 20, 2017 Meeting

Motion: Commissioner Burnham moved to approve the September 20, 2017 minutes. Commissioner Zeh seconded the motion. **Motion carried unanimously.**

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

Jason Dietrich presented a few updates. New licensure system released to NDE and full back office functionally by Thanksgiving. New online licensing system is on track for release on January 1, 2018. The NDE Licensing office has filled the administrative assistant position in the background unit with a current staff member who transferred over and we filled the last position with our front office staff.

Agenda Item #6 – ETS Testing Presentation, Presented by Dr. Terry Owens and Dr. Monica Anne Beane of Educational Testing Service

Terry Owens introduced Monica Anne Beane as the new Western States Client Relations Director. Terry stated that the presentation was done at the request of Director Dietrich to show the gaps in the testing for Nevada. Terry proceeded with the PowerPoint presentation; this is available upon request to the NDE.

Jason Dietrich thanked Dr. Owens and Dr. Beane for coming to the meeting and stated that the context of the conversation needed to change going forward. Now under statutory authority, it becomes far more crucial to open examination pathways due to the recent changes in Nevada Statutes. The Commission has passed through workshop, and agreed to move to hearing a stand-alone Administrator Endorsement, which will need an examination. The NDE will look at the testing available and bring back to the Commission the recommendations for which exams would fit best for Nevada. This will probably happen around the first of the year.

Terry Owens stated that it has been an honor and a privilege to work with Nevada and the Commission. She is retiring in December 2017.

President Esparza stated that it was the Commission's pleasure to have worked with Dr. Owens and wished her the best. She welcomed Dr. Beane.

Agenda Item #7 – NEPF Presentation, Presented by Eboni Cardine, NDE Education Programs Professional

Eboni Cardine presented a PowerPoint presentation on the Nevada Educator Performance Framework (NEPF). This presentation is available upon request from the NDE.

Jason Dietrich asked Eboni for clarification about whether the NEPF developmental plan is currently being required for all educators and administrators in Nevada. Eboni answered in the affirmative, it is required for every educator and administrator. Jason stated that it is his understanding that there is currently one approved alternative system in Nevada. Eboni stated that it is Washoe County School District (WCSD). Jason asked since WCSD is on an approved alternative system if they are required to meet the NEPF standards within their system. The outcomes are the same, the development plan is the same and all those requirements are the same. Eboni stated that they follow all the requirements and components of the NEPF standards. Jason stated that every educator statewide is evaluated under the NEPF standards and currently must have a developmental plan working in conjunction with their administrator. Eboni replied in the affirmative.

Commissioner Carvalho asked what the difference was between Washoe's program and the programs throughout the rest of the state. Eboni replied that all standards are to be in alignment with the NEPF. Commissioner Carvalho asked for an example. Eboni stated she would have to get back to the Commission on the answer after double-checking. Jason stated that there are two pathways to get to the same location, there may be differences in the evaluations and how they were developed. Washoe asked for approval of their system as an alternate, but it does conform to the NEPF. Eboni stated it was the same format.

President Esparza asked for clarification and stated that 80% of the evaluation is educator performance, 20% is student outcome, and she wanted to know if that was the same metrics and if the outcomes would be the same. Eboni stated it was the same and they are still expected to do all of the same things. President Esparza stated that how it is done in different parts of the state all end with the same outputs.

Agenda Item #8 – 2015 Legislative Session Senate Bill 474 Task Force Presentation, Presented by Kelee Dupuis, NDE Education Programs Professional

Jason Dietrich stated that he had asked Kelee Dupuis from the NDE to present the findings and final recommendations of the 2015 Legislative Session's Senate Bill 474 Task Force.

Kelee Dupuis presented a PowerPoint presentation on the findings and final recommendations of the 2015 Legislative Session's Senate Bill 474 Task Force. The presentation is available upon request from the NDE.

Commissioner McGregor asked what business rules means. Kelee replied that it was part of the budget expenditures; it was difficult for the Task Force to come to a conclusion on how much money was being spent on Professional Development Expenditures (PDE). The recommendation was to work with the districts to code PDE in a certain way to be able to better track. They wanted to find business rules to make sure everyone was on the same page.

President Esparza called for a recess at 10:09 am

President Esparza called the meeting back to order at 10:17 am

Agenda Item #9 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: NAC 391.065 Renewal of license: Educational and professional requirements; exception, presented by Jason Dietrich and Matt Borek

Jason Dietrich presented a quick overview of NAC 391.065; the NDE is proposing the removal of the mandatory 6 credit renewal requirement for all educators. This would broaden the Regulation to allow educators to have any work done under their NEPF to count towards their renewal credits. No evidence would be required to be submitted to NDE Licensure, only a sign-off by their site administrator.

Matt Borek stated that the NDE had used the SB 474 Task Force recommendations as the starting point along with models from other state jurisdictions and current practices. He has been working on the same issues for 7 or 8 years going back when he worked for Massachusetts Department of Education, he was

the state content expert in educator evaluation at the time when they were revising Massachusetts' Regulations. He found a policy paper put out by the National Education Association which he agreed with then and still agrees with. The Guinn center stated current practices are a patchwork of training. When we came up with this, we really wanted to return to NEPF as a growth-focused instrument. This is also meant to connect many key human capital strategies that are in the seed stages at the NDE but are also part of the long term strategic plan to make it meaningful and put teachers more in control of their professional path. We wanted to focus on instructional improvement, increase the local capacity to meet their needs, and the key part is to come up with recommendations to support innovative local practices. Many best practices do not have a place to live in our systems due to various bureaucratic barriers. We are hoping for an internal check on the system as described by the administrator and focus on instructional management to create higher quality professional development across the state. He is willing to answer any questions the Commission may have.

Commissioner McGregor asked if the NDE has reached out to any stakeholders and how they felt about it. Jason stated that the NDE has not specifically reached out to educators or stakeholders; they have been in contact with employee associations. It is widely known that the NDE is trying to modernize the regulation, which has been publically posted for workshop at least 15 days in advance the two times it has been placed on the agenda. It clearly states we may receive public comment as write-in documents. We have not received any public comment from the field other than that from Mr. Murillo from the NSEA.

Commissioner McGregor stated that as a teacher she knows that most educators are unaware of the Commission's work and that not everyone looks at the public notices that are posted. She is also the vice president of the Washoe Education Association, representing educators in Washoe. In that capacity, they put out a survey asking educators if this would help in their recertification process. Overwhelmingly, at 72%, the survey results stated no. Information gleaned from this also stated that it was too subjective. She spoke with her own administrators and they stated they do not want this on their plate. There is concern with administrators having to deal with teachers being able to take or not take certain classes. There will be disputes; principals should not be serving in this role. As a teacher, she believes that this needs a lot more study.

Commissioner McGregor stated that she has heard about the consternation regarding this issue.

Commissioner Drum wants to echo statements that have been stated. Wants more groundwork laid before making changes to the licensure system, would like to hear the State Board's recommendations which were approved last week. No matter how well messaged, sites would be doing their own thing. She believes that improvements need to be made to the system, but allowing her principal to hold her license and evaluation in their hands would not be a positive thing to do.

Commissioner Carvalho requested additional information from Matt Borek and the required credits needed for renewal. Matt replied that it is 6 credits over the course of each licensure period. Commissioner Carvalho asked if the proposed changes would be allowed over the same timeline. Matt replied that it would align with the current time needed; it would be embedded in the NEPF. Commissioner Carvalho stated that it would be working with their administrator to find out what they would need for their professional development. She wanted to know if there were any safeguards in place for educators who disagree with their administrators. Matt stated it would follow their current grievance process. Eboni Cardine stated that there are no safeguards in place in the NEPF.

Commissioner Carvalho stated that the principal is currently evaluating the teacher and she was wondering what the difference would be with a bad evaluation under the current system or new system. President Esparza stated that site administrators are currently doing this. It is required that it is nothing new for them, they are already doing this. Hypothetically, if there were a situation where a teacher did not agree with their administrator not approving their plan, this would follow a traditional grievance process which is statewide. Teachers have that ability and they can be heard.

Commissioner Carvalho was curious how it was different than what is currently done. She asked Matt how it was done in Massachusetts. Matt stated that in Massachusetts they used the evaluation as the cornerstone that various systems could align to. It had to be a continuous growth system that would provide feedback to the educators. Commissioner Carvalho asked about feedback in Massachusetts. Matt replied that there were struggles with implementation much like Nevada is having. They have continued with it for the past decade very positively, they have used it as a cornerstone for what they are doing today. When he was there, they had plans in place to use it to develop professional development offerings, but he is not sure if they have gotten there yet. Commissioner Carvalho asked if WCSD would be affected since they have their own system.

Jason Dietrich stated that the same standards would be in place no matter what evaluation system is adopted. The NEPF evaluation system is not the item in front of us today, this was brought forward to provide context. NEPF is designed to be a professional growth tool to be used between the administrator and educational personnel to develop based on needs or wants of the individual educator. By doing that which is already required by the NEPF, the NDE is requesting that it stops there. If the administrator determines that the educator has met their professional growth program, the NDE accepts that for licensure renewal. This breaks down those barriers and creates the ability for teachers to get meaningful professional development through their growth tool working with their administrators in their schools and not have to worry about the renewal credits and have to get the 6 credits in something like Google or Adobe or whatever else they can find. This moves towards things that are more meaningful in their field in their area of licensure. The NDE is removing itself from the equation and putting it in the hands of the districts and their educators.

Matt stated that as a point of clarification, this plan is not to put it on schools to have an equivalency of assigning credits, this is removing that entirely. Commissioner Maruyama stated that over 6 years he could take 2 courses, which is 1 college course every 3 years. In the north, there is consternation that there are not the ideal friendships or working relationships between educators and their administrators. He wanted to know if coursework would be in their best interest. Jason stated that the NDE could not determine how meaningful the coursework would be for that educator. This would allow the removal of the NDE from the 6 credit business. The NDE cannot determine meaningful professional development or meaningful coursework from a college or university as it relates to that specific individual and their field. The intent is to build it into the NEPF to leave it as a standalone tool and use it to its full potential. The NDE is trying to remove the bureaucracy from the process and put it in the hands of the educators and professionals in the field. Commissioner Maruyama stated that education is a day to day thing and student to student thing. There are organizations trying to help teachers remember that the students are the most important thing. He would like to do more family conferences and work with different services that could be provided and to allow that to be his professional development. He likes moving in the direction of pushing themselves as educators.

Commissioner Burnham asked for clarification from Jason about the NDE being removed from the equation and the two new required renewal courses, ELAD and Multicultural Education. Jason stated that sections 3 and 4 at the bottom of the proposed language specifically address the renewal requirements. This is mandated and the licensure office would handle this. Commissioner Burnham replied that the licensure office would be tracking at least the two courses. Jason stated that yes, the NDE would track, but they would be looking for mandated requirements per statute. These are very specific pockets of requirements. The multicultural affects educators moving forward, ELAD is only for educators who hold a standard license, those individuals who hold a master's degree or greater or can show 3 or more years of teaching experience are at a professional level and not required to take ELAD. Most individuals transition from a standard license to a professional license. There is a tiered phase-in structure moving forward for ELAD, this would be specific to elementary or secondary, it phases in over 6 to 8 years, and he doesn't have the exact date on hand. Commissioner Burnham asked if anyone was aware of any other professions that allow the professional learning requirements to be approved or held by the immediate supervisor and

not their licensing entity. Jason stated that the NDE never queried any other licensing bodies, he would defer to DAG Ott to provide context who has to take CLE in his position as an attorney. Deputy Attorney General Greg Ott stated that they get approved by the State Board, but the immediate supervisor or employer may be involved to the extent as to possibly reimburse the employee. Commissioner Carvalho stated that as an attorney that there is a main difference, a lot of attorneys does not have contracts with their employers and attorneys do not generally have a professional growth plan with their employers, very unlike that of educators. She stated that was this was heading in the right direction, it is already happening; it is a good thing for teachers to have relationships with their principals to help with their professional growth. Other states are doing it; it will make it easier for the educators.

Matt Borek stated that he did a little bit of research and that the Nevada State Board of Professional Engineers and Land Surveyors do not pre-approve providers or courses for their professional development. Commissioner Zeh asked if an educator could not meet standards on the NEPF but still meet their professional development goals with what we are proposing. President Esparza stated from a principal's perspective that yes, absolutely. The way the standards are delineated that there are the instructional standards and professional practice, oftentimes a teacher could meet professional practice goals, but not meeting the instructional standards. As an administrator, it is their responsibility to help their teachers to improve their instructional practices. A lot of teachers find it very frustrating to have to pay for the high costs associated with paying out of pocket for classes, courses, workshops, et cetera. She asked Jason if the administrator could provide professional growth on site and if that would count for this regulation. Jason stated that would be correct, but it has to meet approved standards through the district. As long as it is approved through the district, that could be used as professional development. Commissioner Zeh would like to know what that looks like and how that would work with renewal. Jason replied that the new licensing system will have a business partner portal that allows districts to enter this information from the NEPF evaluation to the NDE. The NDE is required to collect that data; it could be as simple as that administrator checking a box within the portal. The NDE is not requesting a letter from the administrator or any other type of document to show that this has happened.

Commissioner McGregor stated that her license is not connected to the NEPF; she would like to have more conversation about it and look at what they do in other states. It would be irresponsible of the Commission to move forward with this without having more information to go on.

President Esparza stated she would be open to a motion to move this to a workgroup.

Commissioner Gallivan-Wallace would like to know what the standards are and if the Commission has access to know what these standards are; the spirit of this is good. She would like to know about the safeguards if for some reason the educator is unable to meet their professional growth. Jason stated that the NEPF standards are a matter of public record and the NDE would be happy to provide the Commission a copy of the standards. He asked if there was a Commissioner willing to sit on the workgroup. Commissioner McGregor volunteered to sit on the workgroup.

Motion: Commissioner McGregor moved to create a workgroup for Regulation NAC 391.065 to further study and elicit feedback. Commissioner Carvalho seconded the motion. **Motion carried unanimously.**

Agenda Item #10 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: R083-16 NAC 391.075 Renewal of license: Credits and courses, presented by Jason Dietrich

Jason Dietrich asked on behalf of the NDE to remove Agenda Item #10 as it could not be repealed being an adjoining regulation with the previous agenda item.

President Esparza removed item #10 from the agenda to be placed on a later agenda.

Agenda Item #11 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: NAC 391.0575 Conditional licensure: Requirements to apply for initial license to teach secondary education or to teach pupils in prekindergarten through grade 12 in specific area, presented by Jason Dietrich

Jason Dietrich presented the language on NAC 391.0575. He stated this is the regulation which is a carryover from last meeting as Commissioners asked for additional information before making a decision on whether to move forward with it. The information was sent to the Commission members by NDE staff. This is the regulation for conditional licensure better known as Alternative Route to Licensure (ARL) for the secondary strand of licensure which governs the pedagogical requirements and credit requirements. There is a slight disconnect within the regulations with the amount of credits for pedagogy with this one requiring 18 credits and the traditional route requires 14 credits. Commissioner Burnham was part of the original workgroup.

Commissioner Burnham stated that she appreciated and reviewed the supporting documents which were provided by the NDE. For her, it underscored that it was carefully deliberated previously and supports her concerns from the last meeting.

Jason stated that within the packet provided, there were several documents which came from the Nevada Legislature requiring that the coursework be significantly reduced. There were statements made that the coursework was reduced by removing the subject area or the content. That in itself is true, that is not part of the discussion today. It is looking at the pedagogical requirements. To Commissioner Burnham's point, there were specific areas that were required in the traditional route; however there are other areas to take coursework in. It may not be specific to these courses. To summarize, the workgroup included the courses that at the time they felt were needed. The NDE is looking for consistency and continuity. There have been instances where a traditional higher education institute whom also provides ARL coursework with ARL candidates becoming confused and taking the 14 credits rather than the 18 credits, the NDE has not precluded those individuals from becoming licensed. It is very easy to get confused between the two in the secondary realm. We are trying to bring consistency between the credit requirements. With the new state law requiring multicultural education moving forward on licenses, the NDE would like to know if it is still a requirement to take it as part of the pedagogical requirement.

Commissioner Maruyama replied that he would like to know if they are taking out the curriculum and instruction requirement to move from 18 to 14 credits and what the exact requirements are. Jason stated that the NDE is trying to align the ARL regulation with the traditional route, allowing any of the pedagogy along multiple areas. It is the difference of 3 courses to allow for more flexibility for what to take rather than narrow to these specifics. Commissioner Maruyama asked about a time-frame for when the credits would need to be taken. Jason replied that it would stay the same.

Jason asked Commissioner Maruyama if he had an opinion as a previous ARL candidate. Commissioner Maruyama stated that going through the ARL program was difficult and gives one an opportunity to come into the teaching profession and being brought up to speed for what is required to become a teacher. Being a teacher is also difficult when we try to bring the students up to the level they need to be. As he looks back, he wishes he had done more sooner. Having options are great and this would give more options. He is a little conflicted on exactly what he would like to see future teachers to go through. He does like the flexibility. He does like strategizing on what would be better for new teachers coming into the profession.

Commissioner Burnham stated that she would like to add that the workgroup removed all of the content courses. The suggestion of the Commission and workgroup at the time was to say 18 credits over 3 years in these specific areas relating to pedagogy are what are most essential for someone coming into the field without any other experiences with teaching. She believes that reducing to 14 credits to align is irresponsible considering that they want teachers to be effective. She doesn't feel it is too much to ask

and would support keeping it as it is. She would be willing to reconvene a task force to look it over again if it was the will of the Commission.

Commissioner Maruyama stated that an ARL candidate having an administrator mentor would be a good thing to help become a better professional. For him, less is more. He is trying to be vigilant on requirements they put on teachers, but also would like to be responsible in how they do it. Teachers have been asked to be better and more responsible to help students learn.

President Esparza stated she would entertain further discussion or a motion.

Motion: Commissioner Carvalho moved to approve the Regulation language as written for NAC 391.0575 and move it to public hearing. Commissioner Zeh seconded the motion. **Motion did not carry with a vote of 4 for and 4 against. Commissioners Carvalho, Esparza, Maruyama, and Zeh voted yes. Commissioners Burnham, Gallivan-Wallace, Drum, and McGregor voted no.**

Agenda Item #12 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: NAC 391.461 Application for approval to become qualified provider; review; conditions of provisional approval; term of validity; approval to offer program for different area of licensure; annual evaluation, presented by Jason Dietrich

Jason Dietrich presented language for NAC 391.461 in reference to the make-up of the ARL review team. This would have the Commission establish the review team to have members to include: 2 Commissioners, the Secretary of the Commission, and 2 NDE staff members appointed by the Secretary of the Commission. The NDE would be mindful about the rotation of NDE staff members for continuity.

Commissioner Drum asked how long the terms would be for the Commission Members and/or the NDE staff members. Jason replied that it would be open to the Commission and the Commissioners. Yearly the NDE comes before the Commission to speak about the review team.

President Esparza asked if anyone could volunteer. Jason stated it would be up to the seated Commissioners right now. The NDE has held off on the current review cycle to see how the Commission wanted to proceed.

Commissioner Burnham stated that she originally agreed to serve on the review team as the former President of the Commission and would be happy to resign her seat for someone else to take. President Esparza asked if any Commission Members would like to volunteer. Commissioner Drum stated that she would like to stay on the Review Team. President Esparza volunteered to be on the review team.

Jason stated that at the next agenda that the NDE would provide the members to be voted on by the Commission at that time.

Motion: Commissioner Carvalho moved to approve language as written for Regulation NAC 391.461 and move it to public hearing. Commissioner Gallivan-Wallace seconded the motion. **Motion carried unanimously.**

Agenda Item #13 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: NAC 391.0895 Qualifications for teaching pupils in grades 5 through 9, presented by Mike Arakawa

Mike Arakawa presented the proposed language for NAC 391.0895. He stated that it is part of the continuing process to remove old, duplicated, or defunct regulations that are no longer needed or used. The NDE is purposing the repeal of NAC 391.0895.

Motion: Commissioner Zeh moved to approve the repeal of NAC 391.0895 and move it to public hearing. Commissioner Carvalho seconded the motion. **Motion carried unanimously.**

Agenda Item #14 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: NAC 391.125 Endorsement for recognized field of teaching, presented by Mike Arakawa

Mike Arakawa presented language on NAC 391.125 and stated it was more clean-up of Chapter 391 of NAC. The NDE is realigning the grade levels to more traditional grade levels of K-5 being elementary, 6-8 being middle school, and 9-12 being high school. This particular regulation addresses the authority to teach conferred by a secondary license. With this restructuring of grade levels in mind, we are removing departmentalized 7th-8th grade from the secondary license and saying as appropriate that they will be able to teach in a secondary or high school. The NDE is also removing Section 2 in the regulation as the pathway of testing has been opened up; this would make it more restrictive than we need to be at this point.

Commissioner Burnham asked if this would remove the secondary license of 7-12. Mike replied that this would restrict a holder of a secondary license to teach in secondary education. Commissioner Burnham asked if the rural districts had been consulted. Jason Dietrich stated that the restructuring would be for Elementary School grades K-5, Middle School grades 6-8, and Secondary grades 9-12. This goes back to what is required by the Every Student Succeeds Act (ESSA). The individuals who hold these older licenses would still be able to hold those licenses as they are grandfathered in based on the content examination that they have already taken. It will appear on their licenses as elementary and middle school or middle school and secondary. This is simply clean-up. Commissioner Burnham stated that it is a big change having not spoken to all the districts in the state and the available middle school teacher preparation programs. UNR has not found that to be a good area to put resources, they need to know that this is happening. Jason stated it will not currently affect license holders in the field. This will show up on their licenses, it will not have a disparate effect across the board. The statutory changes in Nevada are allowing for testing into the middle school and secondary realms. The alignment of licensure strand is a requirement to meet ESSA standards and to report and stay fully state certified. This was another defunct regulation.

President Esparza stated that she recollected a teacher who came before the Commission who was a middle school teacher and wanted to teach secondary English and they were unable to do so because of the current license structure. She asked if this would open that door to take the examination to teach at other area. Jason stated that was two conversations. The current regulation in front of the Commission would remove the ability for the secondary license holder to teach in middle school. This is to align us with our licenses, align with ESSA and become fully state certified moving forward. A year ago the only pathway for that individual was to step out of their classroom and enter an ARL program. The NDE kept this in mind while drafting bill legislation for the last legislative session; this is why some of those changes came about to test into those licenses. This will allow elementary, special education, or early childhood license to test up into middle school or secondary by passing that content exam. Secondary licensees can test down into middle school, but no further back. Licensees cannot test into elementary, special education, or early childhood licenses, it is only for middle school and secondary. This has already been done in statute.

Commissioner Drum stated that the majority of WCSD 6th grades are located in elementary buildings and are not departmentalized. She asked how it would work if someone comes out of a university with a K-5 license and want to teach in a 6th grade at an elementary school. She stated that she had taught 6th grade and taught all subjects. Jason replied that under ESSA that a licensee must successfully complete the content area. If there are specifics within districts, the districts would potentially look into those 6th grade areas.

President Esparza asked what the ramifications would be if the Commission did not align with ESSA. Jason replied that they have already aligned with ESSA, this is clean-up. The NDE is required to report that state certification. The workgroups have already happened in Nevada and the state ESSA plan has

been approved by the U.S. Department of Education. The mechanism is in place and did not change to teach out of field.

Commissioner Burnham asked under ESSA if they were given the ability to what would define fully state certified. Jason replied that was correct. Nevada has defined it as certified in the area of licensure. Teaching out of field is not considered to be fully state certified. Commissioner Burnham asked if NDE had changed to a K-5 license or if it was still a K-8 license. Jason replied that during the 2017 Legislative Session, Assembly Bill 77 removed grade level designations and called out Elementary, Junior High School, and Secondary. By doing that, it allowed the NDE to realign licensure accordingly. The intent of the NDE is to do so early next year with the new licensing system. The individuals currently cross-teaching will continue to have that ability. It will be delineated on their licenses to remain fully state certified. There may need to be concessions made to Commissioner Drum's point concerning 6th grade. The realignment of licensure is absolutely occurring. We are moving to the K-5, 6-8, and 9-12 for licensure. Commissioner Burnham replied that the Commission has to change NACs. Jason stated that the Commission has been doing so over the last few months, that if the NACs are not changed, they become defunct and invalid as the Statutes supersede the NACs.

Commissioner Burnham stated that she believes that this places a burden on anyone new coming into the Nevada because there are no currently available programs for them. She wonders if testing into middle school and taken the math Praxis and if they have to take the test again or show their scores. Jason replied that there is an equivalency, if qualifications currently meet or exceed that individual can add that endorsement onto their license. The NDE is still working out the details as the law states a licensee can test into middle school and high school. It is not the intent of the NDE to put roadblocks in front of educators to get into the classroom. It is the intent of the NDE to open as many pathways as possible. It would not make any sense to have someone take a lower level test than they currently have to get an endorsement. Current licensees who teach middle school will continue to have that license. This will not have any impact on current educators. Commissioner Burnham asked if educators who are teaching in smaller schools with multiple grades in the room if they would be required to hold different licenses. Jason replied that if they currently have a K-8 license, they will have already passed a content area in middle school they would keep that license. Commissioner Burnham asked if the state superintendents had been consulted. Jason stated that all state superintendents know of the state's ESSA plan and the realignment to be able to fully report state certified.

Commissioner Drum asked if a current holder of a K-8 license is teaching 6th grade all subjects if that person would still need to get content certified through a test. Jason replied that if someone has not previously passed a middle school level content area test, that would be correct.

Commissioner Carvalho stated that it is important that the public have a hearing on this and the people who are affected be there. This is the opportunity to have discussion on it. The Commission's hands are tied by the ESSA and it must proceed as the law has changed.

Motion: Commissioner Carvalho moved to approve regulation language as written for NAC 391.125 to public hearing. Commissioner Zeh seconded the motion. **Motion carried. 5 voted yes, 2 voted no, and 1 abstained. Commissioners Maruyama, Carvalho, Zeh, Esparza, and Drum voted yes. Commissioners McGregor and Gallivan-Wallace voted no. Commissioner Burnham abstained.**

Agenda Item #15 – Workshops to Solicit Comments for Proposed Amendments to the Following Regulations: NAC 391.113 Endorsement for recognized field of teaching, presented by Mike Arakawa

Mike Arakawa presented the language for NAC 391.113. He stated that it is additional clean-up of regulation. This is basically the same thing as the last regulation where we are realigning the grade levels.

Commissioner Zeh asked for clarification of subject areas and needing endorsements to teach in both middle school and high school. Mike replied that yes, that individual would need to have both endorsements on their license in order to teach at both levels. Commissioner Zeh had a follow-up question and asked if they would automatically get the endorsements added to their license. Mike replied that it would depend on the testing they had taken and passed previously, a higher level test would trump a lower level test and be added at the lower level, but the lower level test does not allow for the endorsement to be added at the higher level. Commissioner Zeh stated that she believes this must go to public hearing.

Motion: Commissioner Zeh moved to approve regulation language as written for NAC 391.113 to public hearing. Commissioner Maruyama seconded the motion. **Motion carried. 5 voted yes, 2 voted no, and 1 abstained. Commissioners Maruyama, Carvalho, Zeh, Esparza, and Drum voted yes. Commissioners McGregor and Gallivan-Wallace voted no. Commissioner Burnham abstained.**

Agenda Item #16 – Future Agenda Items

Jason Dietrich stated that the NDE would bring back to the Commission the review team make-up. More workshops are scheduled for November. It is anticipated that for the month of December there will be only Public Hearings. The NDE is getting back language from LCB and will bring those forward at that time.

Agenda Item #17 – Commissioners' Comments

President Esparza stated that she wanted to reiterate the conversation that was shared was very thoughtful. Vice President Pendleton was unable to join us today due to an issue that happened yesterday at her school.

Commissioner Carvalho asked about the workgroup for Business & Industry (B&I) and volunteered to be part of that work group. Jason replied that the NDE has been in contact with Manny Lamarre from the Governor's office and has been working on the membership of the workgroup. We would be happy to have you as a member of the workgroup.

Agenda Item #18 – Deputy Attorney General Comments

No comments.

Agenda Item #19 – Public Comment #2

Carson City:

Natha Anderson, Washoe Education Association President stated that she is very happy that there would be a task force; they asked only their members how they felt about evaluation process. One of the questions we asked our members was looking at the time commitment; the current evaluation process has required your administrator to make, do they have enough time approve recertification credit. She continued that 84% stated that they do not have the time. They need to have their administrators in their classrooms working with them on their professional development plans, talking about things, and working with it. She is very happy that the Commission will have a task force as it will not be rushed in this way.

Jose Delfin, Carson City School District Associate Superintendent asked Jason about ESSA certified middle school and secondary teachers and would like to have clarification. Jason Dietrich replied that the individuals currently teaching in the middle school realm already are required to have either an elementary or a secondary license. They should have already passed a content knowledge exam for that middle school teaching. If they are holding a secondary English license and teaching middle school English, they would be grandfathered into that license. Their license would now show Secondary 9-12 English and Middle School 6-8 English.

Kate Schum, Washoe County School District asked about teachers who would teach 6th grade and if they would be required to take additional Praxis exams. Jason replied that 6th grade will be in the middle

school realm. This needs to be discussed; the NDE is not prepared to have that policy-level discussion today. It is not the intent to cause hardship to the field; the implementation could be phased in. The NDE is here to work with the field.

Jose Delfin asked about Art, Music, and Special Education K-12 licenses. Jason stated that the individuals currently holding those licenses will not be affected, those are K-12 endorsements. For the majority of the field, there will be no impact; it will only break out that license specifically. It is a clean-up of the grade levels in the classrooms.

Public comment in Las Vegas:

Ruben Murillo, NSEA President thanked the Commission for moving NAC 391.065 to a workgroup. He had emailed to Jason the comments from their survey. He wanted to know how the workgroup functioned. Jason stated that the NDE would reach out to the districts and employee associations and bringing them in to determine the workgroup. He is happy with how the Commission was operating and that they were willing to entertain discussions. He hopes there is a way to keep things fair and avoid unintended consequences.

No public comment in Elko.

Agenda Item #20 – Adjournment

The meeting adjourned at 12:30 pm.