

MINUTES

Thursday, November 17, 2016

Peace Garden Room, State Capitol, Bismarck

The Education Standards and Practices Board (ESPB) meeting was called to order at 9:00am by board chair Mary Eldredge-Sandbo. Board members present were Mike McNeff, Dinah Goldenberg, Carly Retterath, Kimberly Belgarde, Paul Stremick, Mary Eldredge-Sandbo, Amy Mann and Karen Christensen. Also present were Rebecca Pitkin and Amy Folkestad from ESPB, Edward Erickson from Attorney General's office, Bob Marthaller from DPI, Jeff Greenwood from ND United, Gail Schauer from DPI. Laurie Stenehjem, Dana Hillius from NDUnited and Wayne Kutzer from CTE joined after lunch. Kim Belgarde and Carly Retterath left the meeting at 1:30pm.

Introductions were held.

Additions to the Agenda – Items added to the agenda were cases Piper Thorpe and Kim Hunt and discussion on the location of summer retreat. Karen Christensen made a motion to accept the changes to the agenda. Seconded by Kim Belgarde. All board members voted in favor, none opposed. Motion carried.

CASES

Moore, Michele – Ms. Moore's file was reviewed by the board last year in November, due to her background check. The board had asked that her file be monitored for a year. Ms. Moore has written in stating that she's had no further offenses and information on the ND Courts website supports this statement. Karen Christensen made motion to grant the continuance of the license. Motion seconded by Paul Stremick. Board members who voted in favor were Kimberly Belgarde, Karen Christensen, Mary Eldredge-Sandbo, Carly Retterath, Dinah Goldenberg, Amy Mann, Mike McNeff, and Paul Stremick. None opposed. Motion carried.

Flynn, Brendon – Mr. Flynn's case was reviewed by the board because he had been hired to teach elementary education but is not currently qualified. He has completed part, but not all, of the requirements to add the endorsement to his license. Carly Retterath made a motion to dismiss the case and to grant a TAFE until he has met all requirements to add the full endorsement to his license. Motion seconded by Karen Christensen. Board members who voted in favor were Kimberly Belgarde, Karen Christensen, Mary Eldredge-Sandbo, Carly Retterath, Dinah Goldenberg, Amy Mann, and Paul Stremick. None opposed. Mike McNeff abstained from voting. Motion carried.

Engler, Calissa – Ms. Engler's file was reviewed by the board due to teaching without a license. She has paid the late fee. Paul Stremick made a motion to dismiss. Seconded by Kim Belgarde. Board members who voted in favor were Kimberly Belgarde, Karen Christensen, Mary Eldredge-Sandbo, Carly Retterath, Dinah Goldenberg, Amy Mann, Mike McNeff, and Paul Stremick. None opposed. Motion carried.

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Wells, William – Mr. Wells disclosed on his renewal application that he has a new background check offense. His file was previously reviewed by the board in 2013 due to his background check. Mike McNeff made a motion to grant a 2 year license with monitoring for one year. Mr. Wells will also need to self-disclose any further background check offenses. Seconded by Dinah Goldenberg. Board members who voted in favor were Kimberly Belgarde, Karen Christensen, Mary Eldredge-Sandbo, Carly Retterath, Dinah Goldenberg, Amy Mann, Mike McNeff, and Paul Stremick. None opposed. Motion carried.

Thorpe, Piper – Ms. Thorpe's case was presented for information only with no action required. In May 2016, the board reviewed Ms. Thorpe's case due to a Request for Inquiry that had been filed. The board offered a settlement agreement to Ms. Thorpe for revocation of her teaching license. To date, the signed settlement agreement has not been received. Ms. Thorpe has since obtained a South Dakota teaching license. Another letter was sent to her, with a copy to the South Dakota Department of Education. Telephone conversations have indicated that Ms. Thorpe will sign the settlement agreement and return to us.

Hunt, Kim – Follow-up information from a previous board case was presented. A Request for Inquiry had been filed and the board had asked for additional information at the August 2016 and September 2016 board meetings. Mike McNeff made a motion to dismiss the case. Motion seconded by Carly Retterath. Board members who voted in favor were Kimberly Belgarde, Karen Christensen, Mary Eldredge-Sandbo, Carly Retterath, Dinah Goldenberg, Amy Mann, Mike McNeff, and Paul Stremick. None opposed. Motion carried.

ADMINISTRATIVE CASES

Dean Dauphanais – Mr. Dauphanais' file was reviewed by the board for placing an unqualified teacher in the classroom. That case was dismissed. Paul Stremick moved to dismiss the case against Mr. Dauphanais. Motion seconded by Dinah Goldenberg. Administrative board members who voted in favor were Paul Stremick, Mike McNeff, Dinah Goldenberg, and Carly Retterath. None opposed. Motion carried.

Bill Approval – This proposed bill aligns with what the board currently does for those who have a sex offense charge against a child. The bill would allow the board to temporarily suspend a license of an educator accused of a crime against a child or a sexual offense. If the criminal case would be resolved with a not guilty verdict, the suspension would be lifted and the board would review the file again. If the case would result in a guilty verdict, the license would then be revoked using the current laws that are in place. This process would still give the educator a chance to appeal the charge going through due-process in the court system.

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Mike McNeff made a motion to introduce the bill as drafted and to move forward. Motion seconded by Dinah Goldenberg. After further discussion, Mike McNeff later withdrew his motion, seconded by Dinah Goldenberg.

Dinah Goldenberg then made a motion to have Becky ask for feedback from stakeholders and for board members to review the bill further and also provide Becky with their feedback, then either have a special meeting on December 7th or have this as the first item on the agenda for December 8th to make a decision. Seconded by Mike McNeff. Board members who voted in favor were Kimberly Belgarde, Karen Christensen, Mary Eldredge-Sandbo, Carly Retterath, Dinah Goldenberg, Amy Mann, Mike McNeff, and Paul Stremick. None opposed. Motion carried.

Board Member Reports

Non-Public Schools – Nothing to report

ND Association of School Administrators – Paul Stremick has been working with the budget subcommittee in the association. This subcommittee will be having a meeting and ranking priorities before going into the legislative session. Administrators are excited about proposed upcoming ESSA changes. Mike McNeff works with the student services subcommittee. They are working with Department of Human Services on a pilot program for behavioral health for students.

School Boards Association – Dinah Goldenberg reported that School Boards Association has approached someone to fill the empty school board representative position on the board.

ND United – Karen Christensen reported on behalf of ND United. They are working on getting ready for the upcoming legislative session. A professional development meeting is coming up to talk about the needs of ND educators.

DPI – Bob Marthaller attended the meeting in place of Superintendent Kirsten Baesler and reported that Superintendent Baesler is currently in Baltimore for a meeting on ESSA. With the new President, it is unknown how ESSA will be effected. Standards re-write is nearing the end. They are gearing up for the legislative session as well.

Dinah Goldenberg made a motion to accept the October minutes. Motion seconded by Kimberly Belgarde. Dinah Goldenberg also made a motion to accept the special meeting minutes from October. Motion seconded by Kimberly Belgarde. All voted in favor, none

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opposed. Motion carried.

Kimberly Belgarde made a **motion to accept the October financial and licensure reports**. Motion seconded by Carly Retterath. All voted in favor, none opposed. Motion carried.

The October 2016 financial report showed \$57,985.06 in total income received, \$80,359.33 in total expenses, with a net income of minus \$22,374.27. The October 2016 licensure report showed 905 total licenses issued.

Committee Reports

Budget Committee – Carly Retterath summarized what the subcommittee has been working on. They have discussed what will happen if Teacher Support System is no longer housed within ESPB and how that will affect the budget. They have also started dealing with policy and have developed an office organizational structure. The subcommittee has been drafting policy regarding employee evaluations and will have an agenda item for board to vote on next month. The ongoing plan as a subcommittee is to look at policy as related to finance and to bring items to the board periodically as agenda items. Subcommittee minutes will be reported to the board.

ED Evaluation Committee – Dinah Goldenberg reported for the committee and thanked everyone for participating in the Executive Director's evaluation. Mike McNeff made a motion to accept the evaluation. Seconded by Carly Retterath. All voted in favor, none opposed. Motion carried.

The board gave Becky an opportunity to respond to the evaluation comments. If anyone has any comments or concerns regarding the first evaluation process, please let Dinah Goldenberg know. The subcommittee is continuing to work on the more extensive evaluation for spring 2017. It will be 2 parts: a survey for board members and staff and a questionnaire just for board members. Dinah Goldenberg asked board members to read evaluation committee minutes and provide feedback to her on the process. A policy will be developed for the ED evaluation and when it will be completed.

ESSA Approval of Draft – There are minimal changes in the actual law. Our administrative rules will have significant changes, as administrative rules are the application of the law. Board will begin changing administrative rules language and start going through in sections each month. Board asked Becky to send out the rules electronically with an outline of what needs to be looked at and what special attention should be paid to. Paul Stremick made a motion to accept the ESSA draft as written and stated it is ready to be introduced. Motion seconded by Carly Retterath. Board members who voted in favor were Kimberly Belgarde, Karen Christensen, Mary Eldredge-Sandbo, Carly Retterath, Dinah Goldenberg, Amy

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Mann, Mike McNeff, and Paul Stremick. None opposed. Motion carried.

Board Retreat – Mike McNeff proposed that the board retreat be held in Walhalla June 14 and 15. Paul Stremick will take care of reserving meeting space.

Teacher Support System Coordinator Job Search Discussion – Laurie Stenehjem presented some information on the TSS program, including participation numbers and retention of mentored teachers to date. Laurie will work to survey program participants to get information on feelings on the future of the mentoring program, what school districts would be willing to pay, and how stipends being paid by a school district would affect TFFR. She also posed the question of how much support the board would provide in keeping the program at ESPB, when there is talk of it going to the REAs.

ESSA, Continued – 3 things from October special meeting that board members wanted followup on 1. CTE 2. Alternate Access 3. DPI Credentials

- **CTE** – The motion from October 20th was to allow field experience/non-teaching experience to lead to licensure in CTE areas of Family and Consumer Science, Business, and Agriculture, and to work with CTE in this area to guide and define it. Becky met with Wayne Kutzer and the CTE Board. Wayne was going to take it back to his staff to get their feedback. CTE has talked about using Praxis to determine how broad of a license the person would be eligible to receive in the specific content area such as Agriculture or FACS. Ex: If experience is in just horticulture, would just be licensed in this area.
- **Alternate Access** – At this time, the board has authority to develop any license type. Each type of license does not need to be listed in code. If an alternative program that aligns with the board's goals comes available, the board would have the authority to create a license type based on this. Becky investigated a program from TX called UTeach, but found it doesn't meet board's goals right now. Most programs like this require a partnership with higher education. Paul Stremick would like Becky to check and see what other states have in regard to this. Becky will bring more information back to the board in January.
- **Credentials** – Becky had a meeting with DPI management team and learned DPI is not opposed to considering that credentials be moved to ESPB. The authority for credentials are currently in DPI's administrative rules would

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need to be changed to allow for ESPB to take them over. A committee will be formed to gather information on types of credentials, time to administrate and costs associated with it. Proposed committee would be DPI and ESPB staff members. Amy Mann said she would also be willing to serve on this committee. Paul Stremick would like a list of existing credentials that DPI issues. He would also like further discussion on this topic in December so the board can develop some non-negotiables and guidance for the committee.

Director's Report –

Recruitment and Retention – A few month ago we had someone visit with the board about the Teacher Loan Forgiveness. The Recruitment and Retention committee will be meeting next week and will review the proposed bill at that time.

Website Pilot Project – ITD has a website design pilot project and ESPB has been approved to participate. This will be for one year at no cost to us. Guidelines have been developed for a logo contest, if we should decide to go forward with that when we do the new website design.

Staff Evaluations – The evaluation process has been shared with staff using job expectations. The first evaluation will happen this month and will occur four times per year.

ND United will be offering an ethics course. NDU had a train the trainer event so it can be offered in multiple locations.

The board discussed critical shortage areas and what that may look like for the upcoming school year.

Educator's Code of Ethics/NASDTEC Educator Code of Conduct – One of Becky's key takeaways from the NASDTEC conference she attended was that even if there is a case that you feel should be dismissed, it should be reviewed by the board. Often times it puts someone on the board's radar and it may be seen that a pattern has or is developing.

The board meeting was adjourned at 2:45pm .

Chair

Secretary/Executive Director