

## **MINUTES**

**Tuesday, September 19, 2017**

Roughrider Room, State Capitol, Bismarck

The Education Standards and Practices Board (ESPB) meeting was called to order at 8:03am by Board President Carly Retterath. Board members present were Dinah Goldenberg, Jessica Rush, Bob Toso, Kim Belgarde, Karen Christensen, Brenda Tufte, Superintendent Kirsten Baesler, and Carly Retterath.

Board members absent were Mike McNeff, Ben Johnson, Andrea Fox.

Also present were Amy Folkestad, Mari Riehl, and Becky Pitkin from ESPB, Edward Erickson from Attorney General's Office, Patty Barette from NDUnited. Brian Dutscherer, Wayne Kutzer. Introductions were held.

**Additions to the Agenda** – Board cases for James Berwick, Russell Weyer, Brenden Schultz, Gayleen Yellow Fat, and Douglas Crowley. The agenda item for officer training (Troops to Teachers) will be removed and an item will be added regarding continuing education units.

Karen Christensen moved to accept the agenda with flexibility, seconded by Dinah Goldenberg. All Board members voted in favor. None opposed. Motion carried.

## **CASES**

**No Heart, Della** – Ms. No Heart's file was reviewed by the board due to a background check item she disclosed on her renewal application. Dinah Goldenberg made a motion to dismiss the case. Motion seconded by Bob Toso. Board members who voted in favor were Kim Belgarde, Karen Christensen, Dinah Goldenberg, Carly Retterath, Jessica Rush, Bob Toso, and Brenda Tufte. Motion carried.

**Crowley, Douglas** – Mr. Crowley's file was reviewed by the board due to a Request for Inquiry filed by Starkweather Public School due to a breach of contract. Dinah Goldenberg made a motion to suspend Mr. Crowley's license until he pays liquidated damages to his school district. Motion seconded by Jessica Rush. Board members who voted in favor were Kim Belgarde, Karen Christensen, Dinah Goldenberg, Carly Retterath, Jessica Rush, Bob Toso, and Brenda Tufte. Motion carried.

**Berwick, James** – Mr. Berwick's file was reviewed by the board due to his background check. Karen Christensen made a motion to grant Mr. Berwick's license. Motion seconded by Kim Belgarde. Board members who voted in favor were Kim Belgarde, Karen Christensen, Dinah Goldenberg, Carly Retterath, Jessica Rush, Bob Toso, and Brenda Tufte. Motion carried.

**Schultz, Brenden** – Mr. Schultz's file was reviewed by the board for potentially teaching without a license. Bob Toso made a motion to fine Mr. Schultz \$100 and to send a reminder to Mr. Schultz's administrator that a valid license is needed before a teacher may begin working. Motion seconded by Karen Christensen. Board members who voted in favor

September 2017

Page 2

were Karen Christensen, Dinah Goldenberg, Carly Retterath, Jessica Rush, Bob Toso, and Brenda Tufte. Kim Belgarde voted no. Motion carried.

**Weyer, Russell** – Mr. Weyer's file was reviewed by the board for potentially teaching without a valid license. Dinah Goldenberg made a motion to fine Mr. Weyer \$100 to send a letter of inquiry to Mr. Weyer's administrator regarding placing a teacher in the classroom without a license. Seconded by Brenda Tufte. Board members who voted yes were Kim Belgarde, Karen Christensen, Dinah Goldenberg, Carly Retterath, Jessica Rush, Bob Toso, and Brenda Tufte. Motion carried.

**Yellow Fat, Gayleen** – Ms. Yellow Fat's file was reviewed by the board due to teaching without a license and teaching as a regular classroom teacher while holding an interim substitute license. Bob Toso made a motion to fine Ms. Yellow Fat \$250. Motion seconded by Dinah Goldenberg. After further discussion, Bob Toso withdrew his motion. Kim Belgarde then motioned to suspend Ms. Yellow Fat's interim substitute license indefinitely and instruct her to apply for the appropriate educator's license. Motion seconded by Karen Christensen. Board members who voted yes were Kim Belgarde, Karen Christensen, Dinah Goldenberg, Carly Retterath, Jessica Rush, Bob Toso, and Brenda Tufte. Motion carried. Dinah Goldenberg then made a motion to send a letter to Ms. Yellow Fat's administrator inquiring about her teaching without a valid license. Motion seconded by Bob Toso. Board members who voted yes were Kim Belgarde, Karen Christensen, Dinah Goldenberg, Carly Retterath, Jessica Rush, Bob Toso, and Brenda Tufte. Motion carried.

The meeting was adjourned at 8:38am until after Joint Boards meeting and was resumed at 3:28pm. Board members present were Dinah Goldenberg, Jessica Rush, Bob Toso, Kim Belgarde, Karen Christensen, Brenda Tufte, Superintendent Kirsten Baesler, Carly Retterath, Mike McNeff, and Andrea Fox.

Also present were Amy Folkestad, Mari Riehl, and Becky Pitkin from ESPB. Erin Jacobson from Teacher Support System joined at 3:50pm.

**Program Approval Committee (PAAC) Recommendations** – Kim Belgarde made a motion to accept PAAC recommendations to ESPB. Bob Toso seconded. All voted in favor, none opposed. Motion carried.

**Administrative Rules Hearing Comments** – Becky provided the Board with comments related to clarification questions on our Administrative Rules changes. Dinah Goldenberg made a motion to accept the comments. Motion seconded by Mike McNeff. All voted in favor, none opposed. Motion carried.

September 2017

Page 3

**Teacher Support System Assistant Director** – Several part-time employees would like to retire in the near future. A list of their tasks has been compiled and is being presented to the board. When this position is advertised, would like to list it as a full-time position. Before this happens, the Board would like to see numbers on what is being paid to all part-time employees, combined, and how this would compare with one full-time employee.

### **August Minutes, License, and Financial Report –**

There were no changes to the minutes, so they were accepted as read.

The August 2017 financial report showed \$115,232.12 in total income received, \$64,057.43 in total expenses, with a net income of \$51,174.69. The August 2017 licensure report showed 1534 total licenses issued.

Kim Belgarde made a motion to accept the August 2017 license and financial reports. Seconded by Bob Toso. All Board members voted in favor, none opposed. Motion carried.

**Teacher Support System** – TSS Program Coordinator Erin Jacobson presented to the board about the current status of the mentoring program. Currently, there are 269 new teachers enrolled from 61 districts. This is 15 fewer teachers than the same date last year, however, enrollments are still coming in. Bob Toso questioned how the mentoring program is keeping teachers in the profession of teaching in North Dakota. Erin has data that shows that teachers who have gone through ND mentoring program, there is a 72% retention rate into 8<sup>th</sup> year as a teacher. Compared to national statistics, 80% of teachers leave profession within 5 years. There are four new school districts participating in mentoring program this year. Erin invited any board members who would be interested in attending a mentor training to let her know, as there is another training coming up in January.

**Instructional Coaches** – TSS has received 34 applications for the Coaches Academy Cohort IX. The first training session is scheduled for September 28 and 29<sup>th</sup>.

Becky and Erin presented to Interim Education Policy Committee and heard many positive things said about the program. Erin will continue to work toward getting to know legislators in preparation for next session.

**Committee Survey Results** – Board members completed surveys to indicate interest in what committee they would like to serve on. Becky will schedule alternate access committee meeting.

Board members will serve on the following subcommittees:

September 2017

Page 4

- Policy/Budget - Carly Retterath, Kim Belgarde, and Bob Toso.
- Alternate Access – Mike McNeff, Brenda Tufte, and Ben Johnson
- Evaluation – Dinah Goldenberg, and Jessica Rush. An overview of the ED Evaluation process will be given in October in preparation for Becky's November evaluation.
- PAAC – ESPB's PAAC members will be determined after Friday's NDACTE meeting.

**Continuing Education Credits** – An individual has approached the Board and would like us to consider using continuing education units toward renewal. The alternate access committee will study this and come back to the board with a recommendation.

**Director's Report** – Becky has invited Troy Hutchings, author of the Model Code of Ethics for Educators, to present to the board in October as part of Board education. An invitation has also been extended to stakeholders to hear his presentation.

Becky met with Bismarck Public Schools after learning that BPS is looking at offering a course in education for seniors in high school and offering dual credit for Intro to Education thru University of Mary. This may be a step toward helping to recruit students into the education field.

ESPB's new website will be going live September 25<sup>th</sup>. ESPB staff will be able to update the website at-will, which will cut down on technology and website costs each month.

Karen Christensen made a motion that any remaining points on the credit card account be used toward a plane ticket for TSS Coordinator Erin Jacobson to attend the New Teacher Center conference. Dinah Goldenberg seconded the motion. Board members who voted yes were Andrea Fox, Dinah Goldenberg, Karen Christensen, Jessica Rush, Bob Toso, and Brenda Tufte. Board members who voted no were Kim Belgarde, Mike McNeff, and Carly Retterath. Motion carried. Bob Toso asked that if points are used in the future, that it be brought to the board for approval before they are used. Dinah Goldenberg requested that the next director's report include how many points are remaining, how many points were used for plane tickets, ect.

**Board Member Reports –  
NDACTE –**

- The advisory Council for AACTE is forming policy statements related to (1)improving data systems, (2)respecting educators as professionals; and (3)strengthening the educator pipeline. The council is gathering feedback from

states and emphasizing that accomplishing #2 by holding states to high standards requires states to strengthen the educator pipeline to address the dramatic decreases seen in many states, including ND, in the number of individuals interested in becoming teachers. This shrinking pipeline exacerbates longstanding concerns about high teacher turnover, a lack of diversity in the educator workforce, and shortages in some geographic areas and fields. States can help to create a supply of well-prepared teachers in several ways.

Strengthen the Educator Pipeline Policy Asks:

- Support programs that help identify and encourage high school students interested in teaching, particularly students from underrepresented backgrounds.
- Create and support scholarships and loan-forgiveness programs—especially for educators who commit to work in high-need schools or teach in-demand subjects—to encourage more people to enter teaching.
- Invest in innovative models of clinical practice to better prepare new teachers who are more likely to persist in the profession.
  - Take advantage of teacher educators' willingness to work with state leaders to understand local needs, to develop strategies for recruiting and retaining teachers—including professionals from other fields—and to collaborate on implementing new ideas.
- Support programs that prepare career changers to meet high standards for initial licensure.
  - Address inadequate salary structures, professional development
- [https://secure.aacte.org/apps/rl/res\\_get.php?fid=2911&ref=rl](https://secure.aacte.org/apps/rl/res_get.php?fid=2911&ref=rl)
- An Ad Hoc committee within AACTE has been formed in response to concerns about accountability in placing individuals in the classroom without any teacher education training. The concern is also about relaxing requirements and the various alternative routes that states are accepting.
  - State chapters are being asked to complete a survey on what their state has for requirements for licensure and what alternative routes are accepted.
- Nationally, many states within AACTE are examining to lack of cultural diversity among teachers and what can be done to attract culturally diverse candidates to the teaching field. Nationally, 18 percent of teachers are nonwhite, compared to just over half of public school students. It's a large gap—but 11 states have committed to working to reach parity between their own nonwhite student and teacher populations by 2040. The 11 states are: Colorado, Connecticut, Illinois, Missouri, Mississippi, Nebraska, Pennsylvania, South Dakota, Tennessee, Virginia, and Wisconsin.

September 2017

Page 6

- NDACTE is finalizing our STOT by participating in an inter-rater reliability session on 9-22-17

**Non-Public Schools** – Jessica Rush has been in contact with Darrin Roach from Association of Non-Public Schools. She will be attending their conference October 19th and will provide updated information to the Board at our November meeting.

**School Administrators** – Listening tours are being completed. The Association will be focusing on school finance issues, as the Interim Education Committee will be looking at the school funding formula in ND. NDCEL continues to discuss behavioral health. Mike McNeff will be attending meeting at the end of the week to learn more.

**School Boards Association** – School Boards Association convention is October 26th and 27th. NDSBA has hired new legal council.

**ND United** – The ND United executive committee returned from Leadership conference in Jackson Hole, Wyoming on Sunday, September 17th. Great conversations dealing with educational issues in small states. Looking to the future elections and challenges facing education. ND United continues to present professional development presentations across the state and is working on membership drives.

**DPI** – ESSA has been approved with revisions.

The meeting was adjourned at 4:46pm.

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Chair

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Secretary/Executive Director