

**NEVADA DEPARTMENT OF EDUCATION
COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION
DECEMBER 18, 2019**

Meeting Locations:

All meetings will be video conferenced from both locations.

OFFICE	ADDRESS	CITY	MEETING ROOMS
Department of Education	2080 East Flamingo Rd. Suite 114	Las Vegas	Board Room
Department of Education	700 E. Fifth Street	Carson City	Board Room

SUMMARY MINUTES OF THE REGULAR MEETING

(Video Conferenced)

COMMISSION MEMBERS PRESENT:

In Las Vegas:

President Esparza
Commissioner Zeh
Commissioner Carvalho
Commissioner Davis

In Carson City:

Commissioner Drum
Commissioner West

COMMISSION MEMBERS NOT PRESENT:

Commissioner Burnham
Commissioner Gallivan-Wallace
Commissioner McGregor
Commissioner Maruyama

DEPARTMENT STAFF PRESENT:

In Las Vegas:

Jason Dietrich, Office of Educator Licensure
Paul Partida, Office of Educator Licensure
Mike Arakawa, Office of Educator Licensure
Jeff Briske, Office of Educator Licensure

In Carson City:

Randi Hunewill, Office of Career Readiness, Adult Learning & Education Options

LEGAL STAFF PRESENT

In Las Vegas:

Deputy Attorney General David Gardner

In Carson City:

None

AUDIENCE IN ATTENDANCE:

In Las Vegas:

Dan Wold, AB 124 Advisory Group
Kristin Barnson, Nevada School Counselor Association
Amanda Lester, Teach for America
Alexander Marks, Nevada State Education Association
Monica Beane, Education Testing Service
Tracy Spies, University of Nevada, Las Vegas
Jessica Bouchte, Clark County School District
Monte Bay, National University
Patricia Henry, Touro University
Toby Babina, Clark County School District
Ana Bradley, Nevada Teachers of Tomorrow
Zane Gray, Sierra Nevada College
Chris Daly, Nevada State Education Association
Meredith Smith, Nevada Succeeds
Brenda Pearson, Clark County Education Association
Vinny Tarquinio, Clark County Education Association
Katie Dockweiler, Nevada Association of School Psychologists
Kathy Rudd, Teach for America
Jean Linnell, National University
Sebern Coleman, University of Nevada, Las Vegas
Shartriya Collier-Stewart, Nevada State College

Carson City:

Christine Whitcome, Sierra Nevada College
Hope Blinco, Mineral County School District
Susan Kaiser, AB 124 Advisory Group
MaryAnn Demchak, University of Nevada, Reno
Kate Schum, Washoe County School District
Carry Gebhardt, Washoe County School District
Sara Cunningham, Northwest Regional Professional Development Program
Mary Pierzynski, Nevada Association of State Superintendents
Richard Stokes, Carson City School District

Elko:

Brian Zeiszler, Great Basin College

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

President Esparza called the meeting to order at 9:07 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 Zeh

Agenda Item #2 – Public Comment #1

Carson City:

Susan Kaiser gave public comment regarding the Nevada Educator Code of Ethics Advisory Group which is agenda item number 6. She served on the AB 124 group and gave a summary of the Model Code of Educator Ethics (MCEE). After a year of reviewing the MCEE and looking closely at the ready-made training options, specifically the ProEthica program, we identified several issues of concern. The activities were almost exclusively based on interactions between students and classroom educators, neglecting other principles entirely. Secondly, a readability assessment of the written text of the trainings

leveled the materials to grade 14, causing concern that some individual employee categories or employees with limited English language abilities may encounter difficulty comprehending the elements of the lessons. Given these deficits, the panel members recommend creation of our own training materials to provide the necessary professional development for all staff who deal with the children. She would like to volunteer her time if a workgroup is created to develop the materials. She strongly urges the Commission to recognize the value in all educators being able to know and apply the MCEE in their daily work. Educators face many challenges and adhering to the MCEE should not be one more. Our colleges deserve meaningful and timely professional development with compensation and to do anything less opposes the spirit of the MCEE.

[A full excerpt of the public comments made by Ms. Kaiser are located on the COPS materials webpage for December 18, 2019 or upon request from NDE Staff.]

President Esparza reiterated the points that Ms. Kaiser made.

MaryAnn Demchak gave public comment regarding the removal of the ELAD requirement in the Elementary License and wanted there to be clarification about it being required on all base licenses instead.

Las Vegas:

Chris Daly from NSEA gave public comment concerning agenda item #7 and stated that they do support opening pathways for teachers and educators to advance, take on more responsibility, and grow. SB 99 legislation in the past session failed and the reason it was killed was over the issue of representation on a potential task force. NSEA has been representing educators in Nevada for over 100 years and serve as the nominating organization for the State Board of Education, Teachers and Leaders Council, and the English Mastery Council. When NSEA makes nominations or recommendations, they work to balance representation and diversity of every kind. They are hoping as the work for career pathways moves forward that diversity is taken into account.

Jason Dietrich stated that agenda item #7 is simply a discussion around the work entailed within SB 99 and the NDE wants to undertake that work that would potentially lead to regulations from the Commission. He has spoken to Mr. Daly, CCEA, and WEA and he has assured them that no work will move forward concerning SB 99's content without their representation, and that no work has occurred on this. The two presenters are simply here to give additional information.

Elko:

No public comment.

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 October 14, 2019 Meeting

Motion: Commissioner West moved to approve the October 14, 2019 minutes. Commissioner Drum seconded the motion. **Commissioner Zeh abstained. Motion carried.**

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

Jason Dietrich stated that they have been successful in hiring a management analyst; the hire is internal and currently works in the Grants unit and she will be transferring down from Carson City to Las Vegas. She will be responsible for the day-to-day logistics of Teach Nevada Scholarships, new teacher transfer and retention incentives, teacher school supply reimbursement, NITEP through UNLV, and assisting with Title IIA funding to our districts. We are very pleased that this position was given to us and are

conducting interviews for our Educator Licensure Analyst II position. This position will enable the Department to provide better data back to the Commission and the field of education.

Jeff Briske gave a follow-up to information about ARL data which was asked for by the Commission. He reached out to providers to give him aggregate data regarding enrollment, number of ARL licenses, Standard Licenses, and Employed in Nevada Public Schools. He spoke of enrollment trends from 2014-2019, the data is good through October and it will increase over the next enrollment period. The data is available on the Commission website.

President Esparza stated she was curious if there was going to be follow-up occurring regarding the enrollments. Jeff replied in the affirmative.

Jason Dietrich stated that Jeff and he had met with UNLV regarding scholarships and he knows that the snapshot does not look favorable to all providers, but programs across the country are down. They cannot go so far as to say it is the problem with a specific institution or provider. We are going to see if there is anything the NDE can do to assist, but the trend seems to be that people are not entering the profession.

President Esparza stated she attended a summit yesterday and one of the conversations was around the pipeline for recruitment and retention. She appreciates the NDE providing this information and the collaborations that are happening along with more proactive than reactive. She appreciated the NDE providing the information that the Commission asked for.

President Esparza asked about the vacancies on the Commission. Jason stated that all nominations have been sent to the Governor's office and we have not yet heard back, even after numerous attempts to find out the status.

Agenda Item #6 – AB 124 Advisory Group Recommendations, presented by and Mike Arakawa and Dan Wold.

Mike Arakawa and Dan Wold presented the recommendations from the AB 124 Advisory Group. As background, Mike Arakawa stated that AB 124 of the 2017 Legislative Session directed the Commission to adopt a code of ethics for Nevada educators; directed districts and charter schools to provide training to school personnel on the adopted code of ethics; and created the Nevada Educator Code of Ethics Advisory Group. The Advisory Group researched codes of ethics from other states and other professions and made recommendations to the Commission about adoption of a Nevada code, and also reviewed various training models in order to make recommendations around implementing the required district training. Based upon the advisory group's recommendations, the Commission passed a regulation adopting the Model Code of Ethics for Educators (MCEE) in September of 2018, and the Legislative Commission approved the new regulation in June 2019. The MCEE was created by a multidisciplinary task force which included teachers, administrators, representatives of employee organizations, and subject matter experts, and it addresses five major areas of responsibility – responsibility to the profession of education, responsibility for professional competence, responsibility to pupils, responsibility to the school community, and the responsible and ethical use of technology, including electronic communication tools.

Mike continued that the Advisory Group's statutory authority expired on June 30, 2019, but said that prior to that the group agreed on a number of recommendations regarding training on the MCEE and asked that those recommendations be presented to the Commission. The Advisory Group looked at a number of specific training solutions, but ultimately decided to make recommendations as to the content of the training rather than recommending adoption of any specific product or solution. They felt strongly that any ethics training conducted by districts and charters should be designed for group participation rather than individuals; should promote discussion among participants; should be multi-session, non-duplicative training where each session builds on prior sessions; should be inclusive of all levels of school personnel and not focus only on teachers and administrators; should be sensitive to the time commitment

required to complete the training and should be delivered during working hours if possible; should provide for options for completion; and should be low to no cost if possible.

Mike said the Advisory Group also had strong ideas on what the training should not be or do. It should not be a “cookie cutter” one size fits all presentation; it should not be “sit and get” non-interactive presentations; and it should not simply be repeated over and over without building on the material from previous training sessions.

Dan Wold stated that from a superintendent’s perspective, any training needs to be effective and efficient as there are so many other things that need to be done for training that they can’t take two days each year to do training solely on educator ethics. He volunteered his staff to do the ProEthica online module as a professional development activity, and their feedback was that it was better than most of the online trainings but does not replace the more interactive trainings. They rely on professional development commissions to do training in the past such as the NEPF, there are different models out there. It worked great in Eureka County to do the online module followed by rich discussions and staff meetings, but this may not be best for all the other counties. They need the latitude to fit each district.

Mike stated that given the recommendations brought forward, there were three possible solutions in particular that had promise. The first is the current ProEthica training provided by ETS, it’s not a perfect solution, but it would work. There is a cost per user of somewhere around \$40-\$50 per user which gives three years of training, this is dependent upon enrollment numbers. Dan stated that his staff had some of the same concerns that Ms. Kaiser brought up about reading levels being quite high for paraprofessionals. When he talked to the people providing the training, they stated they got the same feedback from Texas educators during trials.

Mike stated that the second option would be to implement training designed by each district for themselves or a consortium of districts to develop a training that they would all use. This would have the advantage of being tailored to each of the groups using it. The Commission would have to make sure the trainings meet the requirements as set forth in the bill. The third option is that the Commission mandate a certain training throughout the state, perhaps using RPDP due to it being low to no cost and it would be a standardize training. The last option is to combine two or more of these, but that does become more complicated. A discussion could be embedded in staff meetings to keep people focused on the decisions made daily and perhaps how to mitigate bad decision making.

Jason Dietrich stated that as a few points of clarification that ProEthica is educator-based, not for paraprofessionals. The charge of the Commission from AB 124 was to not only approve the training or testing, but it is also to be on a two-year review cycle going forward. The NDE would take on the heavy lift to review the testing or training and bring it forward to the Commission. One option which was not brought forward was that NEA played a large role and they are able to develop coursework throughout the state and this could be an option or a model. Under new regulations adopted by this body for renewal, the training would count towards the renewal hours for educators and their licensure. It’s not the expectation that this body give the NDE firm direction today, the NDE asks if it would it be acceptable to the Commission to reach out to some of these bodies and bring them to the table to see if they could develop something as a state model or tailor it to each district. The NDE did not want to take charge as that is the purview of the Commission, but the NDE would help in any way they could.

President Esparza asked about the \$50 fee for ProEthica access and if it would be an expectation that individuals would pay for that. Mike replied that there was discussion around the financial burden. The consensus was that it would be unfair to charge the educators for the training and it may be more appropriate for districts to bear that cost, but there were no good suggestions about how to pay for this and pass it onto the districts, this was part of the discussion before the group’s authority was statutorily mandated to expire. President Esparza asked to see ProEthica and be able to experience it, she’s speaking

for herself. Jason replied that access has already been approved by ETS and staff will be in touch with the Commissioners to give them this information.

Commissioner Carvalho loves the idea of putting together a group, but she feels that there needs to be a representative from every school district. Jason replied that some rural districts which do not have the capacity, could potentially blend together or see if the larger districts could share their training such as CCSD.

President Esparza stated as a building administrator that this is long overdue, and they need this to prevent potential problems in the future. Jason asked if this needed to be standardized training. Commissioner Zeh stated she believes it needs to be standardized. She sees ProEthica being an option or part of a combination of trainings, but it definitely needs to be standardized. President Esparza stated that the Commission is asking for a workgroup and standardization in the training.

Deputy Attorney General David Gardner gave legal clarification regarding the motion to form a workgroup.

Jason asked if there was a Commissioner who would like to be directly involved in this. President Esparza volunteered to be part of the workgroup.

Mike stated he would reach out to the members of the AB 124 advisory group to see if any of them would like to be part of the workgroup as well.

President Esparza asked for items to be placed on the website in order to get this information out. Jason stated that he would be happy to get the word out and it would also be placed on the monthly newsletter from the NDE and they'd be willing to hold the workgroup on the weekends so that all stakeholders would be able to participate.

Motion: Commissioner Zeh moved to form an official workgroup which includes stakeholders to come up with standardized training for AB 124. Commissioner Davis seconded. **Motion carried unanimously.**

Agenda Item #7 – Senate Bill 99 Discussion, presented by Meredith Smith, Director of Nevada Succeeds and Katie Dockweiler, Director of Government and Professional Relations for the Nevada Association of School Psychologists.

Jason Dietrich stated that with SB 99 not passing during session, it was evident that the work in the bill was integral to move forward with preliminary discussion about bringing the work forward to the Commission to come give an overview.

Katie Dockweiler and Meredith Smith introduced themselves and presented to the Commission their discussion on the SB 99 context.

Meredith Smith stated that the bill was undertaken during the last legislative session and Nevada Succeeds has been working for the last 5 years on policies that relate to career pathways in the education profession. The profession has been recommending that teaching and education formalize career pathways for the better part of 50 years. We see efforts to that end across the country. We see career pathways being developed inside schools, districts, and states, but what we also see is that those career pathways and definitions of professional categories are not consistent and not transferrable throughout. It does not provide educational personnel with information on how to navigate through their profession. A couple of year ago, Nevada Succeeds recognized this and thus began to form focus groups of educators, paraprofessionals, and administrators. What we heard from them was that there was not a clear and consistent scope of practice for them within the field at large. We took that information and asked for a Bill Draft Request (BDR) and created a task force to research the existing career pathways in Nevada across all the districts and schools and bring that information to the Commission with recommendations

for aligned pathways based on best practices. Jason explained to us after the presentation that the Commission could undertake the work as it falls within their purview. The legislature felt this was so important that they took that BDR and created Senate Bill 99. There is a retention crisis in education. The goal was to create a mechanism to look at the scopes of practice which already exist and to build a consistent and aligned responsive system to have a clear way for educators to advance and grow.

Katie Dockweiler stated that SB 99 was an opportunity for their groups to come together and provide a more cohesive approach to all career fields in education. There need to be different opportunities to advance in the field. SB 319 was passed, and that was a foundational school-based mental health bill that provided scopes of practice, definitions, and supervision structures for school psychologists, counselors, and social workers.

Jason stated that given that overview, we would be looking at tiered licensure to be able to support this effort. There is also some overlap here with AB 276, which established a recruitment and retention task force that is just beginning to form. We are looking at a wide breadth of things. We have recently met around micro-credentialing, which could also be brought forward for the Commission to discuss. This was not just a bill on a piece of paper, there is a lot of work that needs to be done as it is very important, it's a systemic change. This would be a great opportunity if there are any Commissioners who would like to be part of any workgroups going forward, it would be highly welcomed.

President Esparza asked if there were any comments from the Commissioners.

Commissioner Zeh stated that the work is very interesting and needed. It seems like it is something that is doable, and everyone talks about it all the time. Having credentialing would be very nice.

Motion: Commissioner Carvalho moved to have the NDE form a workgroup with stakeholders centered around the work done for Senate Bill 99. Commissioner Davis seconded. **Motion carried unanimously.**

Agenda Item #8 – CTE Testing Discussion, presented by Jason Dietrich and Mike Arakawa.

Jason Dietrich stated that Nevada uses a vendor for testing, which is ETS. What we have not been able to do is open testing into endorsement areas for the CTE side of licensing. This requires a different knowledge of testing. UNLV has come to the table and we had preliminary discussion for them to become a testing center for that group. What the NDE needs is approval from the Commission to move forward to enter into any agreements with testing services and form any partnerships to bring forward testing models.

President Esparza asked the Commission if they had any questions. There were no questions.

Motion: Commissioner West moved to allow the NDE to have a CTE testing partnership with UNLV to bring forward testing models to the Commission. Commissioner Drum seconded. **Motion carried unanimously.**

Agenda Item #9 – Public Hearing and Possible Adoption of Proposed amendments to R076-19: NAC 391.045, 391.050, 391.052, 391.054, 391.0535, and 391.0575 regulations relating to educational personnel; revising requirements for obtaining certain licenses to teach, presented by Jason Dietrich and Mike Arakawa.

Jason Dietrich stated that there has been a significant change in process from the LCB on their drafting side. Previously, each regulation would have its own individual document. With the drafting process now through LCB, they are combining any workshops heard at one meeting into one R-document.

Mike Arakawa presented the Public Hearing on R079-19 and gave an overview of the regulation changes previously heard at workshops by this body. NAC 391.045 added back in language that was accidentally omitted which mandated Parental Involvement and Family Engagement be taken. This includes the option for professional development to be taken to satisfy the requirement. It also complies with the

requirements of SB 100, which deals with expediting the applications of military veterans or their spouses. NAC 391.050 allows for electronic transcripts. NAC 391.052, 391.054 and 391.0535 all bring the NDE into compliance with SB 296 which requires the reciprocity of foreign educator licenses. NAC 391.0575 aligns the secondary coursework to complete an ARL license with the traditional secondary coursework, it also brings us into compliance with SB 296.

President Esparza opened the floor for Commissioner comments. There were no comments.

Motion: Commissioner Zeh moved to adopt R076-19 as written and move it forward to the State Board of Education. Commissioner Davis seconded the motion. **Motion carried unanimously.**

Agenda Item #10 – Public Hearing and Possible Adoption of Proposed amendments to R090-19: NAC 391.015, 391.057, 391.0577, 391.0583, 391.089, 391.095, and 391.1301 regulations relating to educational personnel; revising requirements for obtaining certain licenses to teach; repealing provisions relating to licensure., presented by Jason Dietrich and Mike Arakawa.

Mike Arakawa presented the Public Hearing for R090-19 and gave a brief synopsis of the workshops associated with the regulations. Mike stated that NAC 391.057 allows ARL licensees to substitute teach without requiring them to obtain a separate substitute license. NAC 391.0577 conforms with SB 100 around military families. NAC 391.089 revises the requirements for an early childhood license based upon input on a workgroup conducted a few months ago. NAC 391.095 revises the requirements for an elementary license based upon input on a workgroup conducted a few months ago as well. NAC 391.1301 removes from the list the recreational PE endorsement. NAC 391.015 NAC 391.0583 are both repealed.

President Esparza asked for clarification about the term for culturally and linguistically responsive pedagogy and if this was more up-to-date terminology. Jason Dietrich replied in the affirmative that it is updated terminology and was placed into this language.

President Esparza opened the floor for Commissioner comments. There were no comments.

Commissioner Zeh asked about changes in the number of credit hour requirements for Elementary licensure. Jason replied that credit hours were not removed, they were restructured in partnership with recommendations from our higher education institutions. There is no overall addition or subtraction of credit hours.

Motion: Commissioner Davis moved to adopt R090-19 as written and move it forward to the State Board of Education. Commissioner Carvalho seconded the motion. **Motion carried unanimously.**

Agenda Item #11 – Future Agenda Items, presented by Jason Dietrich and Mike Arakawa.

Jason Dietrich stated that the Commission is in a regulatory year and there would be upcoming workshops to bring forward. They would also bring forward information about AB 124, SB 99, and CTE testing as requested by the Commission.

President Esparza asked about the rollout for the new licensure renewal requirements. Jason replied that internal discussions have happened and there have been meetings with some of the districts to work out a strategy around a roll-out plan. It would be beneficial if each district was contacted by the NDE. He will work through Deputy Superintendent Gonzales and Superintendent Ebert to obtain approval to go out into the field and have these conversations. Mr. Briske has been heavily involved in this. Jeff Briske stated that he is scheduled to go to the CCSD principals meeting to bring this information to them.

President Esparza stated that the HCM system utilizing PeopleSoft is happening in Clark County, it will take over a lot of things in different ways.

Agenda Item #12 – Commissioners' Comments.

Commissioner Zeh stated she has been getting emails from the NDE about the renewal of her license and appreciates it.

Commissioner Drum stated that she wished to be part of the Career Pathways workgroup when it is formed.

Agenda Item #13 – Public Comment #2

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

Agenda Item #14 – Adjournment

The meeting adjourned at 10:39 am.