

Teacher Induction, Retention, and Advancement Act of 2016
Workgroup
June 20, 2017 Meeting
Committee #1- Certification Restructuring

Committee Members Present: Karen Robertson, USM; Darren Hornbeck, MSEA; Mary Tillar, PSSAM; Jessica Cuches, PSSAM; Kelly Meadows,

Committee Members Absent: Audra Butler, MADTEC; Margret Trader, MICUA, Carrie Conley, MAESP; Nomsa Geleta, USM

MSDE Staff: Tanisha L. Brown

Discussion

Ms. Spross shared general feedback regarding the progress of Committee I. She noted that the workgroup was in favor of the following preliminary recommendations:

- Not being able to transfer the adjunct certificate across locals
- Not allowing adjuncts to be full time employees
- Allowing adjuncts to be full time employees of other entities
- Requiring the adjunct certificate to be issued by the state
- Making the adjunct certificate valid for one year
- Directing the use of adjunct certificates to specialty areas

Ms. Spross stated that the workgroup is still exploring whether industry wide standards can be used to evaluate PTE candidates. She notes that further research needs to be done around industry requirements for various technical areas.

The workgroup recommended Committee I create a graphic depicting the various routes to certification to be shared with candidates.

The group began by discussing the perceived overlap between some CTE areas and possible specialty areas for the adjunct certificate.

Ms. Meadows questioned whether there should be additional requirements for the adjunct certificate, like the LEA having difficulty finding a certified teacher to teach the content. She noted there is similar language around need in the regulations regarding the conditional certificate. The committee agreed this should be included.

Ms. Meadows asked what areas should be included as adjunct areas. The committee made the following comments:

- **Mr. Hornbeck:** Locals should have to demonstrate need for “specialty areas” for the adjunct certificate.
 - **Ms. Meadows** questioned under what circumstances would a local’s request be denied as a specialty area.
- **Ms. Tillar** recommends defining “specialty” by industries defined as specialty areas
- **Dr. Robertson** recommends listing all certification areas that are currently being considered for the adjunct certificate in order to determine commonalities that can be used to define other areas that may be eligible for the adjunct certificate
- **Mr. Hornbeck** asks if we have ever reached out to LEAs regarding the specialty areas they would like to have included
 - **Ms. Meadows** noted that the community of Certification Authorized Partners (CAPs) have concerns regarding the creation of an adjunct certificate. Many of their concerns were concerns also discussed by the committee.
- **Mr. Hornbeck** suggested a certified teacher should be in the classroom with adjuncts who are content experts
 - **Ms. Cuches** and **Ms. Tillar** disagreed with the idea due to financial constraints.
 - **Mr. Hornbeck suggests** that the mentor teacher can be removed in time once the adjunct has demonstrated proficiency with pedagogy.
 - **Ms. Tillar** recommended building in pedagogical training throughout the school year
 - **Ms. Meadows** asks if it is feasible to identify a mentor for each adjunct as the committee agrees a mentor should be a requirement
 - **Mr. Hornbeck** notes you would have to be very specific with those requirements to ensure adjuncts are actually getting the appropriate support.
 - **Ms. Cuches** recommends each local education agency submits a plan for how they would support the adjunct, since each district handles mentor teachers differently
- **Ms. Tillar** reminds the group that we are looking to have a small number of adjuncts, since it is meant for very specialized areas.
- **Ms. Meadows** asks about the possibility of entering into an agreement/partnership with the industry when the adjunct is coming from a community organization
 - **Ms. Tillar** notes that Anne Arundel County has established roles with various partners in the community, but limiting it to a partnership may exclude individuals who are specialized, but retired, for example.
- **Ms. Tillar** recommended the following for adjuncts during onboarding:
 - LEA 101
 - Mini Sessions around systems, curriculum, PBIS, classroom management, and grading system

- Lesson planning and delivery
- Diverse learners
- Methodology
- Literacy
- **Ms. Tillar** recommends an additional 15 hours of modules before renewal, possibly offered online
 - Mr. Hornbeck expresses concern with online content
- **Ms. Meadows** asks if pedagogy module could be available for conditionally certified teachers as well. Anne Arundel County mentioned they had not considered it, but could offer courses to conditionally certified teachers as well.
- **Mr. Hornbeck** expressed concern about adjuncts being responsible for special education students in their classrooms without support. **Ms. Meadows** notes that many general educators only have a basic intro to special education course as well.
- The committee discussed the following criteria for adjunct certification:
 - Minimum of a Bachelor's Degree
 - Hold an Industry licensure when applicable for that profession
 - 5 years of experience in field
 - Mentor required
 - Educator must be evaluated
 - Onboarding requirements
 - PD required throughout year
 - Certificate should be requested by the local to MSDE with a plan. If plan approved, certificate issued. Application criteria must be developed.
- Committee must establish what areas would qualify for adjunct certificate.

Materials of Interest requests for next meeting:

Presentation on EdTPA from Kellie Crawford, Pearson.