

**Commission on Teacher and Administrator Education,
Certification and Licensure and Development
South Pointe Business Park Building
Multi-Purpose Room
Clinton, MS
10:00 a.m.
May 6, 2016**

In accordance with Miss. Code Ann. § 37-3-2(3) and § 25-41-5, the members of the Commission on Teacher and Administrator Education, Certification and Licensure and Development (Commission) met at 10:00 a.m. on Friday, May 6, 2016, in the Multi-Purpose Room of the South Pointe Business Park Building, 500 Clinton Center Drive, Clinton, Mississippi.

Members Attending:

Kelly Fuller	Kenny Goza	Cylesha Hopkins
Rilla Jones	Pamela Manners	Debra Mays-Jackson
Cindy Melton	Doris Perkins	Susan McClelland
Patrick Gray	Mary Margaret King	Ginger Tedder

Members Absent:

Shannon Doughty	LaToya Lee
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Mississippi Department of Education (MDE) Personnel Attending:

Albert Carter	Michael Martin	Crystal Womack
Sandra Hilliard	Tiffany Jones	Tracey Miller
Latawnia Mainor	Rhonda Smith	Paula Vanderford
John Cartwright	Jean Cook	Patrice Guilfoyle
Erin Meyer, Special Assistant Attorney General		

I. Call to Order

Dr. Cindy Melton, chair of the Commission, called the meeting to order.

II. Resignation of Commission Member

On April 18, 2016, Dr. Paula Vanderford, recently received a letter from Liz Michael stating that she will need to resign from the Commission effective immediately due to personal family illness.

Dr. Vanderford referenced section 37-3-2 (2) outlining the appointment of the licensure commission. Liz Michael served in a teacher position for the Commission. Mrs. Michael's statue for the position was laid by the appointment by the state board

and has asked to try to have a recommendation by the May 12, 2016, Board meeting for the appointment of the teacher position.

In addition, Dr. Vanderford reminded the Commission that per policy the individual who will be filling the position will be eligible to serve not only the unexpired time of Mrs. Michael's term but will also be eligible for appointment to two (2) full terms.

III. Establishment of a Quorum

A roll call was taken:

Shannon Doughty	Absent
Kelly Fuller	Present
Kenny Goza	Present
Cylesha Hopkins	Present
Rilla Jones	Present via teleconference, Booneville, MS
Pamela Manners	Present
Debra Mays-Jackson	Present
Cindy Melton	Present
Doris Perkins	Present
Susan McClelland	Present
Patrick Gray	Present, via teleconference, Hattiesburg, MS
Mary Margaret King	Present
Ginger Tedder	Present, via teleconference, Starkville, MS
LaToya Lee	Absent

Dr. Cindy Melton announced that a quorum of the Commission existed and that the Commission is able to take action on the items on the agenda.

IV. Approval of the minutes of the April 8, 2016, Meeting of the Commission on Teacher and Administrator Education, Certification, and Licensure and Development

Dr. Cindy Melton asked the Commission members to review the minutes from the April 8, 2016, Commission meeting.

Doris Perkins noted that there was a mistake. On item number three (3), under establishment of a quorum, she was present in the room. Dr. Cindy Melton motioned to strike through via teleconference as to it does not accurately reflect Doris Perkins's location. The Commission members unanimously agreed that, via teleconference should be a strike through on the April 8, 2016, Commission minutes by Doris Perkins who was present in the building. On a motion by Pamela Manners and seconded by Kenny Goza, the Commission unanimously approved to strike through via teleconference by Doris Perkins's name by item number three (3) on April 8, 2016, Commission minutes.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

V. Approval of the hearing subcommittee minutes of September 30, 2015

On a motion by Susan McClelland, seconded by Doris Perkins, the Commission members on the Commission Hearing Subcommittee unanimously approved minutes for September 30, 2015.

The following minutes were approved by the subcommittee members as follows:

Members voting aye:

Cindy Melton
Doris Perkins
Susan McClelland

Members Abstaining: None

Members voting nay: None

Members absent: None

VI. Approval of the hearing subcommittee minutes of November 6, 2015

On a motion by Pamela Manners, seconded by Debra Mays-Jackson, the Commission members on the Commission Hearing Subcommittee unanimously approved minutes for November 6, 2015.

The following minutes were approved by the subcommittee members as follows:

Pamela Manners
Debra Mays-Jackson
Kelly Fuller

Members Abstaining: None

Members voting nay: None

Members absent: None

VII. Approval of the hearing subcommittee minutes of April 8, 2016

On a motion by Cylesha Hopkins, seconded by Pamela Manners, the Commission members on the Commission Hearing Subcommittee unanimously approved minutes for April 8, 2016.

The following minutes were approved by the subcommittee members as follows:

Members voting aye:

Cylesha Hopkins
Pamela Manners
Cindy Melton

Members Abstaining: None

Members voting nay: None

Members absent: None

VIII. Approval of the hearing subcommittee minutes of April 13, 2016

On a motion by Doris Perkins, seconded by Pamela Manners, the Commission members on the Commission Hearing Subcommittee unanimously approved minutes for April 13, 2016.

The following minutes were approved by the subcommittee members as follows:

Members voting aye:

Rilla Jones
Pamela Manners
Doris Perkins

Members Abstaining: None

Members voting nay: None

Members absent: None

IX. Approval of the hearing subcommittee minutes of April 14, 2016

On a motion by Kenny Goza, seconded by Pamela Manners, the Commission members on the Commission Hearing Subcommittee unanimously approved minutes for April 14, 2016.

The following minutes were approved by the subcommittee members as follows:

Members voting aye:

Kenny Goza
Pamela Manners
Susan McClelland

Members Abstaining: None

Members voting nay: None

Members absent: None

X. Adoption of Agenda

On a motion by Kenny Goza and seconded by Doris Perkins, the Commission unanimously approved to adopt the May 6, 2016 agenda.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton

Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

XI. MDE Update

Dr. Paula Vanderford made the following MDE updates to the Commission. She mentioned she was appointed by Dr. Carey Wright as executive secretary for the Licensure Commission.

In addition, there are two (2) items that are currently in the APA process. The first item for APA, is the establishment of the State Board Policy Part 3, Chapter 14, Rule 14.6.2-Commission on Teacher and Administrator Education, Certification, and Licensure and Development Operations Policy which was approved during the April 8, 2016, Commission meeting. The policy will provide the operational guidelines that expand on the roles and responsibilities within Miss. Code Ann. § 37-3-2.

The second item for APA, revision to Licensure Guidelines K-12 Elementary Alternate Route program to pass the Foundations of Reading test with a score of 229, effective July 1, 2017. As of today, we have received only one (1) public comment. The public comment is only in support of the passing score, effective July 1, 2017. Dr. Vanderford noted that the APA process is open through May 31st until 5:00 p.m. If all comments are received for either or both items, they will be presented to the State Board for approval on June 16th.

She noted that if anyone is not on the listserv to receive the monthly newsletter and monthly reminders about the Division of Research and Development, to provide their e-mail address because they will be provided information on the APA process and approval of items under the Office of Educator Licensure.

Dr. Cindy Melton officially thanked and welcomed Dr. Vanderford to the Commission team and for providing the MDE update.

XII. Information/Action Items:

1. MDE response to current Clarion Ledger articles

Dr. Vanderford wanted to clarify some issues in reference to educator misconduct and inaccurate data that has raised some concerns mentioned in the Clarion Ledger articles during the month of April.

Dr. Vanderford introduced Erin Meyer and her role with the Commission as the Special Assistant Attorney General and legal advisor.

Mrs. Meyer spoke in reference to the Code of Ethics and Mississippi Statute which has been provided to the Commission members. The Code of Ethics has been in place for several years and applies to all educators, superintendents, and administrators across the state. Any disciplinary action taken at the district level concerns all of the levels of standards of conduct. The Office of Educator Misconduct receives referrals of all level of infractions in reference to misconduct. The Office of Educator Misconduct can bring forward to the Commission separate and apart from whatever disciplinary actions the local district has taken for violation of standard 4 and standard 10. Standard 4 deals with educator/student relationships and standard 10 deals with breach of contract or abandonment of employment. They can be brought forward by the Office of Educator Misconduct because of the statutory authority provided to the Commission.

Any other standards could come to the Commission so long as a local district has either dismissed or suspended the educator. If the district dismisses or suspends an educator, the Commission is then granted authority to address any of the ten (10) standards enumerated in the code of the ethics.

Mississippi Code Annotated § 37-3-2 establishes the Commission, describes the composition of the Commission, and details the duties of the Commission, including education preparation programs, requirements for licensure, and conducting hearings for infractions. Miss. Code Ann. § 37-3-2(10) references all controversies involving the issuance, revocation, and suspension related to an educator's license will come before the Commission. Subsection 11, 12, 13, and 14 refers to those type of cases in which the Commission may deny an applicant for a teacher or an administrator license, or may revoke, suspend, or consider other disciplinary action.

Mrs. Meyer referred to the Clarion Ledger mentioning educators who have had a felony conviction. Subsection 11 of the statute requires that these educators have a hearing before receiving a license. Subsection 12 discusses cases that appear before

the Commission for disciplinary action. There is nowhere in statute that grants the State Board of Education or the Commission the authority to permanently revoke or suspend an educator's license. Under 37-3-2(12), the Commission may revoke, suspend, refuse to renew, or consider other disciplinary actions for a specific amount of time based on infractions such as breach of contract, obtaining a license by fraud, suspension, or revocation in another state, license holder has been convicted or has pled guilty to a felony or sex offense, license holder has received probation or post-release supervision for a felony or sex offense conviction, testing violation, or engaged in unethical conduct.

Subsection 13 deals with the dismissal or suspension of a licensed employee by a local school district dealing with other standards.

Subsection 14 deals with the reinstatement of a license. The licensee has the right to petition to file for reinstatement. The Commission has requirements within the statute. The Commission shall require all who petition for reinstatement to furnish evidence satisfactory to the Commission of good character, good mental, emotional and physical health, and such other evidence as the Commission may deem necessary to establish the petitioner's rehabilitation and fitness to perform the duties authorized by the license. The Commission has the authority to determine if the educator has been fully rehabilitated based on the evidence provided, and the Commission may require additional steps for the educator to take for the reinstatement of a license within a year or six (6) months as determined by the Commission.

Dr. Vanderford clarified for the Commission that MDE has been receiving numerous calls referring to the links to the database in the Clarion Ledger article. The database is not the property of MDE, was not created by MDE, nor was it obtained via a public record request.

Also, there was a redaction on April 29th regarding an MDE employee referenced in the article: Tiffany Small-Jones, who works in Teacher Recruitment, clarifying that she is not the Tiffany Jones-Fisher with a felony record.

Next, Dr. Vanderford discussed the misconduct backlog of 135 cases mentioned in January 2016 versus 35 cases that Dr. Carey Wright referenced in her interview with the Clarion Ledger. In January 2016, there were 135 cases referred to the Office of Educator Misconduct from local districts. As of April 29, 2016, there are currently 89 cases that have been referred to the Office of Educator Misconduct. Of the 89 cases, 28 are pending court action, 40 cases are ready for a hearing before the Licensure Commission, and one (1) voluntary surrender is pending ratification.

Dr. Vanderford clarified that the Commission and hearing subcommittee minutes are not required to be posted online. However, they are required to be made available for public inspection.

Dr. Vanderford spoke about the process of referrals by the district to the Office of Educator Misconduct. She explained that the Office of Educator Misconduct receives the intake of complaints and receives the Appendix C form through the referrals. At that point, the office asks for a copy of all the investigative documentation which is to be submitted to MDE and is reviewed to ensure that the Appendix C form is completed. After all documentation is received, an internal review committee reviews cases. The review committee consists of three (3) individuals across the agency, as well as two (2) members of the legal team. This committee reviews each case to determine whether statutory grounds exist to proceed moving forward with the case to the Commission, to determine whether more information is needed, or if the case should be closed.

Dr. Vanderford briefly discussed afterwards some short-term and long-term goals that she wanted to accomplish with the Commission. The goals were as follows:

One short-term goal is to work on a template for the Commission minutes and subcommittee minutes to ensure consistency. It has been noted to Dr. Wright and Dr. J.P. Beaudoin that all minutes will be posted online once they are approved.

The second goal, is to schedule a training module for all Commission members.

Some long-term goals include the establishment of an educator misconduct task force, and to reduce the hearing backlog by scheduling four (4) hearing dates a month with approximately three (3) to four (4) hearings a day. Plus, scheduling hearings immediately following regularly scheduled Commission meetings.

Mrs. Manners asked for Mrs. Meyer to clarify to the new members what happens after the members hear a case and where does it go. Mrs. Meyer explained that per statute and policy, the party aggrieved by the decision of the Commission or the subcommittee has ten (10) days to appeal the decision to the State Board of Education. The State Board of Education may affirm the decision, reverse the decision, or they may remand it back to the Commission with instructions. Once the State Board of Education has ruled, the party aggrieved by their decision has 30 days in which to file at the Hinds County Chancery Court. Otherwise, the decision is final and available for public request.

Dr. Melton mentioned an idea for an updated video on the code of ethics.

Mrs. Meyer provided further clarification that there are certain statutory provisions that allow for MDE to immediately take action on an educator's license when the educator has either been convicted or plead guilty to a felony or sex offense. These particular cases would not warrant a hearing before the Commission. The Clarion Ledger database did not clarify that information.

2. Presentation: "Practitioner's Perspective on Mississippi Standards of Conduct"

Jim Keith spoke about the Mississippi Code of Ethics Standards of Conduct. Jim Keith provided some background information on the purpose of creating the Code which was due to concern that the State was not addressing the professional level of our educators' standards of conduct. Mr. Keith noted that Mississippi was one (1) of the only states in the past that did not have a misconduct pamphlet reference to the code of ethic. The Code was created to ensure educators met certain standards and behavior would not be swept under the rug.

Mr. Keith explained that a licensed employee has to sign a contract that states they have read the code of ethics standards of conduct and that they abide by it. An educator can receive discipline for violations of the standards.

However, Mr. Keith stated standard 4, inappropriate relationship between educator and student, which receives more attention in the newspapers. It has enabled us to address those who have acted in an inappropriate manner and to not allow it to be ignored. The purpose of the code of ethics is to make sure that type of relationship never gets there.

Technical difficulty occurred during the following discussion at 11:18 a.m. Connection was regained at 11:19 a.m.

3. Discussion and/or approval to establish a Task Force to review the Mississippi Educator Code of Ethics - Standards of Conduct

Dr. Paula Vanderford recommended establishment of an Educator Misconduct Task Force to review, research, and recommend changes in educator misconduct.

The member composition will consist of Dr. Carey Wright as chair on the task force. Dr. Vanderford and Erin Meyer will also be part of the task force.

Dr. Vanderford has asked for one (1) member from the Commission to be part of the task force. In addition, the other members will be as follows:

- 1 State Board of Education
- 1 Cassandra Moore, MDE Director of Human Resources
- 2 Local Board Attorneys
- 2 Practitioners (Representatives from MPE and MAE)
- 1 Member from the House Education Committee
- 1 Senate Education Committee
- Local District Personnel (2 Current Superintendents, 2 Current Board Members, 2 HR Directors)
- 2015 and 2016 Principal of the Year
- 2015 and 2016 Teacher of the Year

The first task force meeting will be held in June. A recommendation is expected to be made to the Commission by October 1, 2016.

A motion was made by Kenny Goza, seconded by Doris Perkins. The Commission members unanimously approved the establishment of a task force to review the Mississippi Educator Code of Ethics. The votes were as follows:

The votes were as follows:

Members voting aye:

Kenny Goza
 Cylesha Hopkins
 Rilla Jones
 Pamela Manners
 Cindy Melton
 Liz Michael
 Doris Perkins
 Susan McClelland
 Patrick Gray
 Mary Margaret King
 Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
 LaToya Lee

Pamela Manners moved that Dr. Cindy Melton be appointed by the Commission members for the task force. Dr. Melton seconded the motion.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

4. Approval of the University Site Visits

Dr. Albert Carter presented a report on all university site visits that he and Dr. Susan Lee conducted during April. During each site visit, all files were reviewed for the education preparation programs to ensure that they were meeting the state law concerning admittance and completion data. The report included summer 2014, fall 2014, and spring 2015 semesters. Dr. Carter noted all conditions were met during the review.

Dr. Melton mentioned that item number four (4) on the agenda should have read the approval of the university site visits. Therefore, Dr. Melton made an amendment to the agenda to state the approval of the university site visits. On a motion by Susan McClelland and seconded by Doris Perkins, the Commission members unanimously approved on amending the item number four (4) to state the approval of the university site visits.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

Dr. Melton motioned to approve the university site visits that have met the education preparation program requirements that were reported by Dr. Carter. On a motion by Susan McClelland and seconded by Doris Perkins, the Commission members unanimously approved the university site visits.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

5. Discussion and/or approval to remove probation status of Mississippi Valley State University

Dr. Albert Carter reported that in May 2015, the Commission placed Mississippi Valley State University on academic probation according to their on-site review. According to the report, the on-site review was on November 9, 2014, December 22, 2014, and April 29, 2015.

Dr. Susan Lee from IHL and Dr. Carter visited Mississippi Valley State University on April 19, 2016, and it was determined that the files contained the necessary data for the admittance and completer data file and there was evidence that they were moving toward improvement for GPA and test data requirements for the same semesters, summer 2014, fall 2014, and spring 2015.

On a motion by Cylesha Hopkins and seconded by Doris Perkins, the Commission unanimously approved on the removal of the probation status of Mississippi Valley State University.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty

LaToya Lee

6. Discussion and/or approval of the Office of Secondary Education endorsement updates and additions

Jean Massey asked for the approval of the 405 Business Management endorsement to be an add-on endorsement to the Business Technology 111 or 113 license and the 411 Business Technology endorsement to be an add-on endorsement to the 105 Business Education license.

In 2013, the Office of Secondary Education began changing the curriculum for the endorsements 105 and 111. There were two (2) additional modules created (405 and 411) in those areas to make sure teachers in the business and the technology area were ready for the transition. In the 405 and 411, the original purpose was not to keep the teacher with the 105 or the 111 endorsement from teaching certain areas, but to make sure that teachers would be able to do the updated work for business and technology through the use of the online training and software offered.

On a motion by Pamela Manners, seconded by Kenny Goza, the Commission unanimously approved the 405 Business Management endorsement to be an add-on endorsement to a Business Technology 111 or 113 license and the 411 Business Technology endorsement to be an add-on endorsement to a 105 Business Education license.

The votes were as follows:

Members voting aye:

Kenny Goza

Cylesha Hopkins

Rilla Jones

Pamela Manners

Cindy Melton

Liz Michael

Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

The second item presented by Jean Massey is the request that Advanced Placement (AP) endorsement renewal be expanded to include additional renewal opportunities for AP teachers. To renew an AP endorsement, an AP teacher must earn 3 CEUs in MDE approved Advanced Placement professional development.

On a motion by Kenny Goza, seconded by Doris Perkins, the Commission unanimously approved the request for the Advanced Placement (AP) endorsement renewal to be expanded to include additional renewal opportunities for AP teachers and to renew an AP endorsement, an AP teacher must earn 3 CEUs in MDE approved Advanced Placement professional development.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty

LaToya Lee

7. Discussion and/or approval of the Office of Elementary Education Boot Camp for Early Learning Collaboratives

Dr. Jill Dent, Director of the Office of Early Childhood at the Mississippi Department of Education, and Brittany Herrington requested the approval of a new Pre-K Child Development add-on endorsement for teachers licensed to teach Kindergarten through a program called the Designed Specialized Early Childhood Training Program. The level of the program will be equivalent to 12 hours of approved program.

The program content offers a face-to-face six (6) hour college course training to be completed in two (2) full weeks of instruction during the summer and two (2) online courses. The training will be provided at the North Mississippi Education Consortium. The face-to-face training will provide four (4) categories: child development, physical classroom learning environment, curriculum content, and the teacher interaction/instruction of students. In addition, through the training the participants will be required to include a portfolio that includes supporting artifacts, photographs, and videos. The criteria for admission into the program is that the participant must do the following:

- Register through the North Mississippi Education Consortium
- Possess an elementary education teaching license that includes kindergarten
- Participate in each day of face-to-face content
- Subsequently enroll in and participate in the two (2) specified online courses
- Participation in each day of face-to-face content
- Participation in ALL online coursework content
- Successful electronic submission of teaching videos
- A minimum score of 50 on the Plan of Action

Dr. Dent stated to the Commission there is a face-to-face meeting that will begin on the week of the 13th and 20th of June in Oxford, MS which will include CEUs and

SEMIs for the first three (3) days for training for Pre-K Child Development teachers and administrators.

Dr. Cindy Melton motioned to table this topic to allow the Commission members additional time to review all materials for further discussion or approval on a May 11, 2016, special-called teleconference at 4:30 p.m. The Motion was seconded by Pamela Manners.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

8. Discussion and/or approval to begin the Administrative Procedures Act (APA) process to remove the foreign applicants section in the *Licensure Guidelines K-12*

Dr. Paula Vanderford asked for the approval to remove the foreign applicants section from the *Licensure Guidelines K-12* at the bottom of page 6, and to take to the State Board of Education in June to grant approval as well. Although the state statute

entitles MDE to grant licenses by reciprocity for individuals from other states, the law does not allow Mississippi to issue licenses by reciprocity for individuals from other countries.

On a motion by Debra Mays-Jackson and seconded by Doris Perkins, the Commission members unanimously approved to begin the Administrative Procedures Act (APA) process to remove the foreign applicants section in the *Licensure Guidelines K-12*.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

9. Clarification of requirements for all individuals seeking a degree in Child Development:

Prior to the last Commission meeting, April 8, 2016, there was some clarification needed to be made in reference to the child development licensure guidelines and Miss. Code Ann. § 37-3-2.

The clarification was as follows:

- Twenty-one (21) ACT equivalent or achieve the nationally recommended passing score on the Praxis CORE (Core Academic Skills for Educators)
- No less than 2.75 GPA on pre-major coursework of the institution's approved teacher education program provided that the accepted cohort of candidates meets or exceeds a 3.0 GPA on pre-major coursework
- Praxis II Principles of Learning and Teaching (PLT) for Early Childhood
- Praxis II (Specialty Area Test)
Educators adding child development by completion of an approved program are only required to complete the hours approved for the approved program.

10. Discussion regarding research of other states with emotional behavioral disorders certification at the class A level

Dr. Denise Soares, University of Mississippi's Assistant Chair of Teacher Education, discussed the Emotional Disability endorsement 206, which is at this time only considered as a class AA certification. Dr. Soares has asked for the Commission to consider the endorsement to be add-on as a class A level based on the previous proposals a couple of Commission meetings back. During the previous Commission meeting, the Commission members asked University of Mississippi and William Carey University for research to see if other states offered certifications at a class A level for Emotional Disability.

In twenty-six (26) states, the requirement to teach children with emotional behavioral disorders is a teacher with a bachelor's degree in special education with no additional endorsement or required coursework needed. In fourteen (14) states, the requirement is a bachelor's degree in any content area. Currently, Mississippi requires EMD (206 endorsement) to be added to a class AA or higher license. In New Jersey, you have to have a master's degree in special education.

Pamela Manners motioned to approve Emotional Behavior Disorders at the class A level for certification. Doris Perkins seconded the motion.

It was also noted for a clarification for the class A level that the minimum requirements will be, that an educator will be required to have a 221 Mild/Moderate disability (Special Education) before they are accepted into the approved program for Emotional Behavioral Disorders.

During this item, Dr. Susan McClelland recused herself from the discussion and the voting.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: Susan McClelland

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

11. Update of April 29, 2016, Licensure Review Subcommittee Meeting

Pamela Manners discussed the tasks the Licensure Review Subcommittee were provided since the April 29, 2016, Commission meeting. The first task was to work on a licensure training for the Commission members, and the second was to review the licensure guidelines that are in place now.

Mrs. Manners stated that the task force has completed a training agenda. The training will consist of an overview, statutory authority of the Commission, role and responsibilities of the Commission in depth, internal operating policies, and overview of the licensure guidelines. In addition, the Commission members will go over the Mississippi Educator Code of Ethics as a working lunch. After going over the code of ethics, the Office of Educator Misconduct will go over the rules and

procedures for disciplinary actions, procedures for reporting infractions, and what the reports will look like when the districts submit reports to the Mississippi Department of Education Office of Educator Misconduct. Also, there will be a discussion on State Board Policy 1706 which deals with the hearings and appeals process.

In addition, licensure reinstatements and resource options will be added as a discussion for educators or administrators who wish to reinstate their license after it is temporarily revoked, suspended, or other actions taken upon after a period of one (1) year. The Commission members are researching NASDTEC, the National Association of State Directors of Teacher Education and Certification, code of ethics courses as a resource. They have also contacted Dr. Gregory Ross, who works with the ACE Educational Services and offers workshops on educator ethics financial responsibility, anger management, and additional trainings on educational standards. Mrs. Manners stated that Dr. Ross has agreed to schedule to meet via Skype and send any materials to the Commission members.

12. Update from the April 2016 Hearings

Michael Martin provided updates on the following Commission Subcommittee Hearings:

On April 8, 2016, the Commission subcommittee placed educator Antonio Bratton, License no. 193337, on probation based on clear and convincing evidence that he violated Miss. Code Ann. § 37-9-59 and § 37-3-2(13)(a). The subcommittee ordered Antonio Bratton to successfully complete a minimum of one (1) seminar or coursework relating to ethical standards of conduct, as well as a seminar or coursework that addresses school law, or in the alternate a seminar or coursework that addresses school finances. Mr. Bratton shall submit proof of his attendance and successful completion of the required courses of study by December 31, 2016. The failure of Mr. Bratton to complete the training on ethics and school law or school finances required herein within the time provided, shall automatically result in the immediate suspension of Mr. Bratton's License No.: 193337 for a period of one (1) year.

Two (2) hearings took place on April 13, 2016.

In the matter of Edna Burrage, the Commission subcommittee placed Edna Burrage, License No.: 187779 on probation based on clear and convincing evidence that she violated Miss. Code Ann. § 37-3-2(12)(h) and § 37-3-2(13)(a). The subcommittee

ordered Mrs. Burrage, at her own expenses, to complete a minimum of one (1) seminar or coursework relating to anger management, as well as participate in counseling sessions with a licensed professional. Mrs. Burrage shall submit proof of her attendance and successful completion of the required course of study and counseling participation by December 31, 2016. Additionally, Mrs. Burrage shall also submit proof of successful completion of Conscience Discipline and Capturing Kids' Hearts. The failure of Mrs. Burrage to complete the training on ethics and school law or school finance required herein and within the time provided, shall automatically result in the immediate suspension of Mrs. Burrage, License No.: 187779 for a period of one (1) year.

In the matter of Sullivan Edwards, the Commission subcommittee suspended for six (6) months Educator License No.: 161045 based on violations of Miss. Code Ann. 37-3-2(12)(h). Specifically, the subcommittee found that the unprofessional conduct included, but is not necessarily limited to, encouraging inappropriate electronic communication with students. This suspensions will be effective July 1, 2016, and last through December 31, 2016. During this suspension period, Mr. Edwards shall complete a minimum of one (1) seminar or coursework related to ethical standards of conduct. Upon the submission of a licensure reinstatement application, Mr. Edwards shall also submit proof of his attendance and successful completion of the required ethics course. This license shall be reinstated at the end of the suspension period in accordance with Miss. Code Ann. 37-3-2(14)(a) without the necessity of a hearing so long as the requirements of this order have been met.

Two (2) hearings took place on April 14, 2016.

In the matter of Gary Edwards, the Commission Hearing Subcommittee suspended Educator License No.: 195456 for a period of one (1) year based on clear and convincing evidence that Mr. Edwards violated Miss. Code Ann. § 37-3-2(12)(h).

In the matter of Edwin Hurst, the Commission Hearing Subcommittee revoked Educator License No.: 205665 held by Edwin Hurst based on the violation by Miss. Code Ann. § 37-3-2(12)(h). Mr. Hurst may reapply for licensure no less than five (5) years from the date of the hearing, specifically, April 14, 2021.

13. Discussion and/or approval of ratifications of voluntary surrenders

Michael Martin presented one (1) voluntary surrender, Kristen Damon, Educator License No.: 253049, who admitted to violating standard 4 and violating Miss. Code Ann. § 37-3-2(12)(h). The voluntary surrender is in effect for a minimum of three (3)

years from the date the Commission ratifies the agreed order after which Mrs. Damon may petition to the Commission to reinstate her license.

On a motion by Debra Mays-Jackson, seconded by Susan McClelland, the Commission unanimously voted to ratify the voluntary surrender.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

XIII. Information Items:

1. Erin Meyer noted regularly scheduled Commission dates which are July 8th, September 9th, and November 4th. In addition, there will be hearings that follow each Commission meeting. Mrs. Meyer has asked for the members to let her or MDE know if they are available to volunteer for any of the hearings for the dates mentioned.

To also address the backlog of cases, Mrs. Meyer read out potential proposed Commission hearings dates to the Commission members which will be e-mailed to them. Mrs. Meyer is asking for Commission members to respond back for volunteers for June 8th and June 9th as soon as possible.

The proposed dates were as follows:

- June 8th & 9th

- June 22nd & 23rd
- July 8th
- July 13th & 14th
- July 27th & 28th
- August 10th & 11th
- August 24th & 25th
- September 7th & 8th
- September 21st & 22nd
- October 12th & 13th
- November 4th
- November 9th & 10th

Mrs. Meyer reminded the Commission that per policy they are required to serve a minimum of once per quarter. Kenny Goza, Kelly Fuller, and Cindy Melton volunteered to do June 9th hearings.

2. Dr. Cindy Melton noted the second item of business to discuss is the teleconference on May 11, 2016. She asked if the Commission members will be available for a special teleconference on Wednesday, May 11, 2016, to discuss the approval of the Office of Elementary Education boot camp for Early Learning Collaboratives for early childhood pre-k add-on endorsement program for educators with a kindergarten license.

On a motion by Susan McClelland and seconded by Kelly Fuller, the Commission unanimously approved for a special teleconference on Wednesday, May 11, 2016, at 4:30 p.m.

The votes were as follows:

Members voting aye:

Kenny Goza
 Cylesha Hopkins
 Rilla Jones
 Pamela Manners
 Cindy Melton
 Liz Michael
 Doris Perkins
 Susan McClelland
 Patrick Gray
 Mary Margaret King
 Ginger Tedder

Members Abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty
LaToya Lee

XIV. Adjourn

On a motion made by Doris Perkins, seconded by Cylesha Hopkins, the Commission unanimously approved the motion to adjourn.

The votes were as follows:

Members voting aye:

Kenny Goza
Cylesha Hopkins
Rilla Jones
Pamela Manners
Cindy Melton
Liz Michael
Doris Perkins
Susan McClelland
Patrick Gray
Mary Margaret King
Ginger Tedder

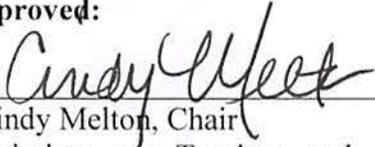
Members Abstaining: None

Members voting nay: None

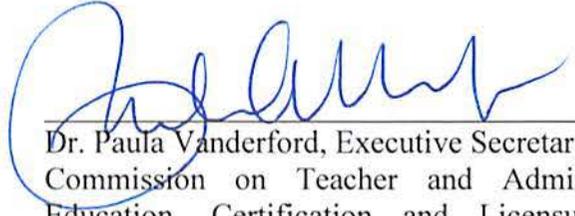
Members absent:

Shannon Doughty
LaToya Lee

Approved:



Dr. Cindy Melton, Chair
Commission on Teacher and Administrator
Education, Certification and Licensure and
Development



Dr. Paula Vanderford, Executive Secretary
Commission on Teacher and Administrator
Education, Certification and Licensure and
Development