

**Commission on Teacher and Administrator Education,  
Certification and Licensure and Development  
Mississippi Department of Education-Central High School Building  
4<sup>th</sup> Floor Board Room  
Jackson, Mississippi  
10:00 a.m.**

**November 3, 2017**

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, November 3, 2017 in the 4<sup>th</sup> Floor Boardroom located at Central High School, 359 North West Street, Jackson, Mississippi 39201, with some Commission members present via teleconference.

**Members Attending:**

Cindy Melton	Kenny Goza	Cylesha Hopkins
Pamela Manners	Debra Mays-Jackson	Corey Welch
Etta Taplin	Mary Hill Shular	

**Members Attending via Teleconference:**

Patrick Gray	Rilla Jones	Susan McClelland
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**Member(s) Absent:**

Shannon Doughty	Kelly Fuller	Mary Margaret King
Pam Chatman		

**MDE Personnel Attending at MDE:**

Cory Murphy	Debra Burson	James Thompson
Albert Carter	Crystal Womack	Jo Ann Malone
Mike Mulvihill		

**Special Assistant Attorney General Attending:**

Erin Meyer

**I. Call to Order**

Dr. Cindy Melton, called the meeting to order on Friday, November 3, 2017. The meeting took place in the 4<sup>th</sup> floor Board Room at the Central High School Building, 359 North West Street, Jackson, Mississippi.

**II. Establishment of a Quorum**

Pam Chatman	Absent
Shannon Doughty	Absent
Kelly Fuller	Absent
Kenny Goza	Present, Jackson, Mississippi

Patrick Gray	Present via teleconference, Hattiesburg, Mississippi
Cylesha Hopkins	Present, Jackson, Mississippi
Rilla Jones	Present, via teleconference, Tupelo, Mississippi
Mary Margaret King	Absent
Pamela Manners	Present, Jackson, Mississippi
Debra Mays-Jackson	Present, Jackson, Mississippi*
Susan McClelland	Present, via teleconference, Salt Lake City, Utah
Cindy Melton	Present, Jackson, Mississippi
Corey Welch	Present, Jackson, Mississippi
Etta Taplin	Present, Jackson, Mississippi
Mary Hill-Shular	Present, Jackson, Mississippi

Dr. Cindy Melton announced that a quorum of the Commission existed.

**III. Approval of the minutes for September 8, 2017 meeting of the Commission on Teacher and Administrator Education, Certification, and Licensure and Development**

Dr. Cindy Melton entertained a motion for the approval of the September 8, 2017 minutes.

On a motion by Mrs. Etta Taplin, seconded by Mr. Kenny Goza the Commission voted unanimously to approve the Commission minutes for the September 8, 2017 meeting.

Members voting aye:

Cindy Melton  
 Kenny Goza  
 Patrick Gray  
 Cylesha Hopkins  
 Rilla Jones  
 Pamela Manners  
 Debra Mays-Jackson  
 Susan McClelland  
 Corey Welch  
 Etta Taplin  
 Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
 Kelly Fuller  
 Mary Margaret King  
 Pam Chatman

#### **IV. Adoption of Agenda**

Dr. Cindy Melton entertained a motion for the approval to adopt the agenda.

On a motion by Mrs. Pamela Manners, seconded by Mrs. Mary Hill Shular, the Commission voted unanimously to approve the adoption of the agenda.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Debra Mays-Jackson  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman

#### **V. MDE Updates**

Dr. Debra Burson presented the following Mississippi Department of Education (MDE) updates:

- The Division of Educator Preparation is working in conjunction with the Collaboration for Effective Educator Development, Accountability and Reform (CEEDAR) in redesigning the Process and Performance Guidelines.
- This spring, the Division of Educator Preparation will begin piloting two onsite mid-cycle review based on the full CAEP standards. The two institutions that will be reviewed are Mississippi College and Belhaven University.

#### **VI. Discussion of the Barksdale Reading Institute's Governor's Taskforce recommendation for the MDE**

Dr. Burson presented to the Commission for discussion the updated recommendation made by the Barksdale Reading Institute's Governor's Taskforce to the Commission along with the Mississippi Association of Colleges of Teacher Education (MACTE) statement in reference to the recommendation made by the Governor's Taskforce.

## **VII. Discussion of proposed Alternative Qualifications for Non-Education Prospective Local Superintendents of Education as required by Mississippi Senate Bill No. 2398**

Dr. Cory Murphy provided to the Commission for discussion the proposal on the Alternative Qualifications for Non-Education Prospective Local Superintendents of Education and a brief overview of Senate Bill No. 2398.

The Commission members had questions and concerns as to the rationale for not including the Praxis II assessment as a requirement and how will candidates know the dynamics of the schools based on the requirements given to convert to a five year standard career level administrator license.

The Commission members suggested to Dr. Murphy that the candidates should have both the executive leadership training, provide professional growth, and demonstrate evidence of accountability during the three-year license before moving to the five-year standard license.

## **VIII. Discussion and/or approval of the policy to revise the Special, Non-renewable License**

Dr. Murphy discussed the changes made to the Special, Non-renewal License policy. The policy is now divided to provide more clarity; and, a third type of special non-renewal license for adjuncts is being proposed.

### **1. Special, Non-renewable License for Certain Traditional teacher preparation program completers**

The change for the Special, Non-renewable License for Certain Traditional teacher preparation program completers is as follows:

- Holds at least a bachelor's degree in any area from an institution of higher education that was regionally/nationally accredited at the time the degree was conferred and a passing score on the appropriate Mississippi State Board of Education approved licensure Subject Area Assessment in the endorsement area in which the license is requested.

Dr. Cindy Melton entertained a motion for the approval of the Special, Non-renewable License for Certain Traditional teacher preparation program completers.

On a motion by Mrs. Pamela Manners, seconded by Mrs. Etta Taplin, the Commission voted unanimously to approve the Special, Non-renewable License for Certain Traditional teacher preparation program completers.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Debra Mays-Jackson  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman

**2. Special, Non-renewable License for Prospective Non-traditional teacher preparation program completers**

The two changes added for the prospective non-traditional teacher preparation program completers are:

- Holds at least a bachelor's degree in any area from an institution of higher education that was regionally/nationally accredited at the time the degree was conferred and a passing score on the appropriate Mississippi State Board of Education approved licensure Subject Area Assessment in the endorsement area in which the license is requested.
- For the year one documentation requirements an official test score report(s) documenting a passing score on the appropriate Mississippi State Board of Education approved licensure Subject Area Assessment in the endorsement area in which the license is requested.

Dr. Cindy Melton entertained a motion for the approval of the Prospective Non-traditional teacher preparation program completers.

On a motion by Mrs. Etta Taplin, seconded by Mrs. Pamela Manners, the Commission voted unanimously to approve the Special, Non-renewable License for Prospective Non-traditional teacher preparation program completers.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Debra Mays-Jackson  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman

### **3. Special, Non-renewable License for Adjunct Teachers**

Dr. Murphy stated this license is to provide an option for local school district officials with the ability to employ candidates who possess the potential to earn full educator certification while temporarily addressing the ongoing teacher shortage.

The Special, Non-renewable License for Adjunct Teachers is valid for one (1) year and may be issued for up to two (2) additional years if the Adjunct Teacher receives successful annual reviews.

Dr. Cindy Melton entertained a motion for the approval of the Special, Non-renewable License for Adjunct Teachers.

On a motion by Mrs. Pamela Manners, seconded by Mrs. Mary Hill Shular, the Commission voted unanimously to approve the Special, Non-renewable License for Adjunct Teachers.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

*Debra Mays- Jackson left during the discussion of the item at 10:54 a.m. A quorum still existed.*

**IX. Discussion and/or approval of Praxis II English to Speakers of Other Languages (ESOL) for licensure**

Dr. Cory Murphy discussed the concerns from districts about the growth of English Language Learners in the State of Mississippi and the districts' need for an immediate action to address the issues to fill the classrooms.

As a result, he proposed a Praxis II English to Speakers of Other Language (ESOL) for licensure. On October 24, 2017, there was an Ad Hoc committee that met to set the cut score for a 149.

Dr. Cindy Melton entertained a motion for the approval of the Praxis II English to Speakers of Other Languages (ESOL).

On a motion by Mrs. Susan McClelland, seconded by Mrs. Cylesha Hopkins, the Commission unanimously approved the cut score of 149 for of Praxis II English to Speakers of Other Languages (ESOL).

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

**X. Discussion and/or approval of the revision of the One (1) year Teacher Intern License**

Dr. Murphy spoke to the Commission members about the revision of the One (1) year Teacher Intern License. Dr. Murphy proposed to the Commission that the Pre-Service Teacher License would replace the current One Year Teacher Intern License so that it is issued to the candidate who has entered into the education program. It will not only allow MDE and the institution to hold them accountable, but MDE and the institutions can track the candidates throughout the program.

Dr. Cindy Melton entertained a motion for the approval of revision of the One (1) year Teacher Intern License.

On a motion by Mrs. Etta Taplin, seconded by Mrs. Mary Hill Shular, the Commission voted unanimously to approve the revision of the One (1) year Teacher Intern License.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners



Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

**XI. Discussion and/or approval of the Discontinued Test/Adjusted Score Policy**

Dr. Murphy presented to the Commission a proposed discontinued test/adjusted score policy that will allow candidates to know how long the Division of Educator Licensure will accept a Mississippi-approved educator licensure test.

Dr. Cindy Melton entertained a motion for the approval of the discontinued test//adjusted score policy.

On a motion by Mr. Kenny Goza, seconded by Mr. Corey Welch, the Commission voted unanimously to approve the Discontinued Test/Adjusted Score Policy.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

## **XII. Discussion and/or approval of the Office of Career and Technical Education (CTE) revision and the implementation CTE endorsements**

Mr. Mike Mulvihill presented the following items for revision and implementation for the Office of Career and Technical Education:

- Request for approval to remove an occupation competency requirement for Career Pathway: Digital Media Technology (987). Web Communication has been removed from the curriculum.
- Request for approval to clarify a licensure requirement for Career Pathway: Teacher Academy (971). Applicants must hold and maintain National Board Teacher Certification requirements.
- Request for approval of a new endorsement code for Career Pathway: Aquaculture. The curricula and courses for this program of study are undergoing revisions and updates. Licensure requirements have been modified to align with programs of study revisions. Applicant must successfully complete the Aquaculture Certification workshop, module, or course that is approved by the Mississippi Department of Education.
- Request to remove the following from the Career and Technical Education Licensure Guidelines' Special Notes Page:
  - Applicants that hold a "Technical Certificate" from an accepted institution may be granted a three-year license with proof from an accepted institution that the student will complete the requirements for an "Associate of Arts" degree before the end of the three-year license period.
  - Hours outside a major area can be accepted with an "Institutional Recommendation".
- Request to add special notes for clarification to the Career and Technical Education Licensure Guidelines' Special Notes Page:
  - If the applicant meets all requirements listed, they will be issued a five-year License. If the applicant meets the educational and occupational experience requirements, but does not meet all other requirements, the applicant may be issued one (1) three-year license for a given license code; all requirements stated for the license must be satisfied prior to the ending date of that three – Year license.

Dr. Cindy Melton entertained a motion for the approval of revisions and the implementation CTE endorsements.

Mr. Kenny Goza made a motion for approval of the revision and the implementation CTE endorsements, Mr. Corey Welch seconded the motion.

The Commission unanimously approved the revision and the implementation CTE endorsements.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

### **XIII. Report from the Office of Educator Misconduct**

James Thompson stated that as of October 19, 2017, the Office of Educator Misconduct has a total of 84 open cases.

### **XIV. Discussion and/or approval of ratifications of voluntary surrenders**

Mr. James Thompson mentioned the following Agreed Orders to the Commission:

- James Barnard Koestler (License No. 207711) admits to violating Miss. Code Ann. § 37-3-2 (12)(h) during the 2017-2018 school year while employed in the Rankin

County school district; all in violation of the Mississippi Educator Code of Ethics Standards 4.2.f. as adopted by the Mississippi State Board of Education.

The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of five (5) years(s) from the date of the Commission ratifies the Agreed Order. Respondent shall not apply for reinstatement before the expiration of five (5) year(s) from the date of ratification. After five (5) year(s) from the ratification by the Commission, the Respondent may petition for reinstatement of Respondent's educator license pursuant to Miss. Code Ann. § 37-3-2 (14)(a) and the Rules of Procedure Governing Disciplinary Proceedings of the Commission. The Commission, in its discretion, may reinstate the Respondent's educator license only by a majority vote of all members of the Commission present at the meeting called for that purpose upon the Respondent's satisfactory showing of evidence of rehabilitation.

- Kimberly F. White (License No. 271516) admits to violating Miss. Code Ann. §§ 37-3-2 (12)(a) and 37-9-57 on and about September 5, 2017, by resigning or otherwise abandoning Respondent's position as a teacher with the Hinds County School District. The Agreed Order shall remain in effect until January 31, 2018.
- Kristen H. Walley (License No. 260970) admits to violating Miss. Code Ann. § 37-3-2 (12)(g), by copying portions of test materials for teaching purposes, all in violation of the Mississippi Code Ethics Standard 9 as adopted by the Mississippi State Board of Education. The Respondent shall serve a twelve (12) month probationary period in which Respondent shall not commit any violation of the Mississippi Educator Code of Ethics and Standards of Conduct. Further, during the twelve (12) months following entry of the Agreed Order by the Commission, the Respondent shall have no involvement with proctoring or otherwise administering any mandated statewide testing.
- Jason Warren (License No. 186210) admits that he was terminated for "good cause" during the 2017-2018 school year while employed in the Pontotoc County School District; a violation of Mississippi Code Ann. § 37-3-2 (13)(a). The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of one (1) year (s) from the date the Commission ratifies the Agree Order.
- Victoria Marie Tuck (License No. 238850) admits to violating Miss. Code Ann. § 37-3-2(12)(h) during the 2017-2018 school year while employed in the Picayune School District; all in violation of the Mississippi Educator Code of Ethics Standards 4.2 as adopted by the Mississippi State Board of Education. The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of one (1) year (s) from the date the Commission ratifies the Agree Order.
- Allison Heimer (License No. 297689) admits to violating Miss. Code Ann. §§ 37-3-2 (12)(a) and 37-9-57 on or about August 23, 2017, by resigning or otherwise abandoning Respondent's position as a teacher with the Canton Public School District. The Agreed Order shall remain in effect until January 31, 2018.

- Henry Anderson, Jr. (License No. 262195) admits to violating Miss. Code Ann. § 37-3-2 (12)(h), on or about December 16, 2016 by engaging in a verbal altercation with a student while employed in the Holmes County School District, all in violation of the Mississippi Educator Code of Ethics Standard 4 as adopted by the Mississippi State Board of Education. The Respondent shall serve a twelve (12) month probationary period in which he shall not commit any violation of the Mississippi Educator Code of Ethics and Standard of Conduct. Further, within twelve (12) months following entry of the Agreed Order by the Commission, the Respondent shall complete a minimum of one of more seminars or complete course work relating to maintain ethical teacher/student relationships and/or classroom management. The Respondent shall submit proof of his attendance and/or completion of the required seminar or course of study within twelve (12) months of the entry of the Agreed Order.
- Phoebe M. Quinn (License No. 263898) admits to violating Miss. Code Ann. §§ 37-3-2 (12)(a) and 37-9-57 on and or about August 3, 2017, by resigning or otherwise abandoning Respondent's position as a teacher with the Hinds County School District. The Agreed Order shall remain in effect until January 31, 2018.
- Nina T. Sorey (License No. 132345) admits to violating Miss. Code Ann. §§ 37-3-2 (12)(a) and 37-9-57 on or about August 25, 2017, by resigning or otherwise abandoning Respondent's position as a teacher with the Newton Municipal School District. The Agreed Order shall remain in effect until January 31, 2018.

Dr. Melton entertained a motion to accept and ratify the agreed orders and/or voluntary surrenders.

On a motion by Mr. Kenny Goza, seconded by Mrs. Kelly Fuller, the Commission voted unanimously to accept and ratify the agreed orders and/or voluntary surrenders.

Members voting aye:

Cindy Melton  
 Kenny Goza  
 Patrick Gray  
 Cylesha Hopkins  
 Rilla Jones  
 Pamela Manners  
 Susan McClelland  
 Corey Welch  
 Etta Taplin  
 Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

**XV. Other Business**

Dr. Melton entertained a motion to approve the following dates for 2018:

- January 12, 2018
- March 2, 2018
- May 4, 2018

On a motion by Mrs. Mary Hill Shular to approve new the Commission meeting dates for 2018, seconded by Mrs. Cylesha Hopkins, the Commission voted unanimously to approve the Commission meeting dates for 2018.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

Members abstaining: None

Members voting nay: None

Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

**XVI. Adjournment**

Dr. Melton entertained a motion for adjournment.

On a motion by Mrs. Mary Hill Shular, seconded by Mrs. Cylesha Hopkins, the Commission voted unanimously to approve the adjournment at 11:42 a.m.

Members voting aye:

Cindy Melton  
Kenny Goza  
Patrick Gray  
Cylesha Hopkins  
Rilla Jones  
Pamela Manners  
Susan McClelland  
Corey Welch  
Etta Taplin  
Mary Hill-Shular

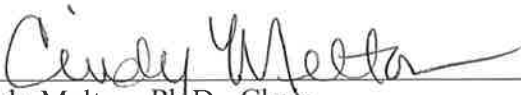
Members abstaining: None

Members voting nay: None

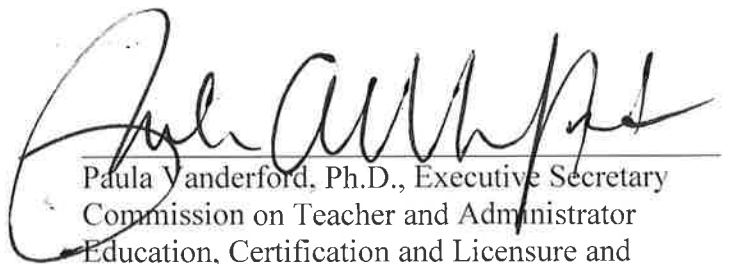
Members absent:

Shannon Doughty  
Kelly Fuller  
Mary Margaret King  
Pam Chatman  
Debra Mays-Jackson

**Approved:**



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



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