

**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, MS  
10:00 a.m.  
November 2, 2018**

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 2, 2018 in the 4th Floor Board Room located at Central High School, 359 N. West Street, Jackson. MS.

**Members Attending:**

Cindy Melton	Debra Mays-Jackson	John Howard	Mary Hill Schular
Corey Welch	Etta Taplin	Kenny Goza	Bernell Kelly

**Members Attending via Teleconference:**

Rilla Jones	Patrick Gray
Susan McClelland	

**Members Absent:**

Cylesha Hopkins	Shannon Doughty	Mary Margarette King
Kelly Fuller		

**Mississippi Department of Education (MDE) Personnel Attending:**

Dr. Paula Vanderford	Dr. Cory Murphy
Dr. Debra Burson	Whitney Young
Phelton Moss	LaKisha Walker

**Special Assistant Attorney General Attending:**

Erin Meyer

**I. Call to Order**

Dr. Cindy Melton, called the meeting to order on Friday, November 2, 2018 at 10:05 a.m. The meeting took place in the 4<sup>th</sup> floor Boardroom at the Central High School Building, 359 North West Street, Jackson, Mississippi.

**II. Establishment of a Quorum**

Bernell Kelly	Present, Jackson, Mississippi
Cindy Melton	Present, Jackson, Mississippi
Corey Welch	Present, Jackson, Mississippi
Cylesha Hopkins	Absent
Debra Mays-Jackson	Present, Jackson, Mississippi
Etta Taplin	Present, Jackson, Mississippi

John Howard	Present, Jackson, Mississippi
Kelly Fuller	Absent
Kenny Goza	Present, Jackson, Mississippi
Mary Hill Shular	Present, Jackson, Mississippi
Mary Margaret King	Resigned
Patrick Gray	Present, via teleconference, Hattiesburg, Mississippi
Rilla Jones	Present, via teleconference, Tupelo, Mississippi
Shannon Doughty	Absent
Susan McClelland	Present via teleconference, Oxford, Mississippi

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

**III. Approval of the minutes of the September 14, 2018 Meeting of the Commission on Teacher and Administrator Education, Certification, and Licensure and Development**

On a motion by Debra Mays-Jackson, seconded by Mary Hill Shular the Commission voted unanimously to approve the Commission minutes for the September 14, 2018 meeting of the commission on Teacher and Administration Education, Certification and Licensure and Development.

Members voting aye:

Bernell Kelly  
 Corey Welch  
 Debra Mays-Jackson  
 Etta Taplin  
 John Howard  
 Kenny Goza  
 Mary Hill-Shular  
 Patrick Gray  
 Rilla Jones  
 Susan McClelland

Members abstaining: None

Members voting nay: None

Members absent:

Cylesha Hopkins  
 Kelly Fuller  
 Mary Margaret King  
 Shannon Doughty

**IV. Approval of the Hearing Subcommittee Minutes of October 17, 2018**

On a motion by Etta Taplin, seconded by Susan McClelland the Commission voted unanimously to approve the Subcommittee minutes for October 17, 2018

Members voting aye:

Cindy Melton

Etta Taplin

Susan McClelland

Members abstaining: None

Members voting nay: None

Members absent: None

**V. Approval of the Hearing Subcommittee Minutes of October 18, 2018**

On a motion by Etta Taplin, seconded by Rilla Jones the Commission voted unanimously to approve the Subcommittee minutes for October 18, 2018

Members voting aye:

Rilla Jones

Etta Taplin

Susan McClelland

Members abstaining: None

Members voting nay: None

Members absent: None

**VI. Adoption of Agenda**

On a motion by Etta Taplin, seconded by John Howard, the Commission unanimously approved the adoption of the agenda.

Members voting aye:

Cindy Melton

Corey Welch

Debra Mays-Jackson

Etta Taplin

John Howard

Kenny Goza

Mary Hill-Shular

Rilla Jones  
Susan McClelland

Members abstaining: None

Members voting nay: None

Members absent:  
Cylesha Hopkins  
Kelly Fuller  
Mary Margaret King  
Patrick Gray  
Shannon Doughty

## **VII. MDE Updates (Dr. Murphy)**

Dr. Murphy updated the Commission on the following from each of the divisions that make up the office of Teaching and Leading:

- The Office of Educator Preparation is engaged in several redesign initiatives, 2 of which are underway include:
  - The Administrative Preparation Taskforce which is working to redesign the administrative preparation in our state
  - An Alternate Route Redesign Taskforce, headed by Dr. Burson, which will strengthen our current pathways for non-traditional candidates. Their first meeting for will take place on Monday, November 5, 2018.
- The Division of Educator Talent Acquisitions and Effectiveness led by Mr. Moss, is engaged in several initiatives which include:
  - Diversifying the teacher pipeline through a partnership with the Council of Chief State School Officers (CCSSO) and their diverse and learner ready teacher initiative. Our state team attended our 2<sup>nd</sup> conference in Chicago to refine our plan of action and provide a report on our progress towards meeting those goals within that plan. Dr. Murphy reminded the commission members that during the last meeting, Mr. Moss provided information specific to this initiative.
  - The division is also continuing to work with the Teacher Leadership Mentoring Induction and Professional Growth System Pilot that MDE is administering throughout this year in select districts.
  - Dr. Murphy also reported that the Kellogg Foundation, to support the work that has been done in this division, awarded a \$4.1 million-dollar 4-year grant from the Mississippi Human Capital Highway Grant to pilot 2 new pathways to Mississippi Educator Licensure. The two Pilot programs are:
    - Mississippi Undergraduate Teacher Residency Licensure Pathway which targets prospective educators who have successfully completed at least 60+ hours of coursework

towards earning a Baccalaureates degree or those currently holding at least an Associate's Degree and a 21 or higher on the ACT. They will be required to enroll in a teacher education preparation program, in the state of Mississippi, with a dual major of: Elementary Education/Special Education. These programs will be hosted by the districts that were selected by the Kellogg Foundation which consists of Jackson Public School Districts, Biloxi School Districts, Ocean Springs School District and Sunflower County School District. These are target districts for the Kellogg Foundation and MDE is required to work with these districts. Beginning today, the division is working to develop the criteria for a competitive process for institutions that are interested in hosting these residents and preparing them for the licensure pathway. This will be done in partnership with the districts, the MDE and our Institutions of Higher Education, and our state with the Educator Preparation Programs. Candidates will be placed in the classroom with highly skilled National Board-Certified Teachers and those individuals the potential candidates are placed with will received a \$5000.00 stipend which will be payed forward through the grant. Full tuition is paid through the grant as well. Institutions that are selected will be guaranteed 12 candidates per year. So, there will be about 35 candidates entering the pipeline each year. Information will be sent out outlining the specifics of the program, such as selecting an institution, also the requirements after they have obtained a standard license ad commit to 3 years serving in those target districts that have been selected by the Kellogg Foundation.

- The 2<sup>nd</sup> pathway is a Performance Based Licensure Pathway for candidates that are currently holding a Special Nonrenewable License that has been approved and the candidate is showing proof of progress and making a positive impact on student learning evidenced by testing (District level and State level test data).
- The Division of Educator Licensure is continuing their efforts to bring about more efficiency and acceptability to those that we serve. The division is in the process of establishing a call center, with full time staff devoted to serving those calling in for assistance as it relates to the licensure process. At present, the staff is working more than dual roles, serving on the phones as well as processing the applications the educators are phoning about, thereby, creating a need for the call center devoted to listening to what the educator's needs are. We have begun the process of hiring a Director who can assist with hiring individuals who will serve as operators within the department.
- We are also working with the Educator Licensure Management System (ELMS) developer and our state ITS team exploring integrating our call

center with the Electronic Management Licensure System in order to receive updates on your account.

- The Division of Educator Licensure is also working on the educator being able to submit select documents electronically within the next few weeks via the educators ELMS account.
- Educator will also have the capability to view the documents that we have received and print those documents as well as see what documents MDE has sent to the educators.
- We are also working on test alerts to remind educators to renew their license and for any information on any documents pending in their account.
- The Division of Educator Licensure is also giving the educators the options to issue their own certificates. For certain applications, such as the Student Interim licenses, which is initiated by the institutions an online recommendation has been made, the system will confirm that the educator has met all the requirements. An alert will be sent to the candidate to apply to the recommendation and the system will automatically issue the license.

**VIII. Discussion and/or approval to modify certain licensure assessment guidelines for Instructional Support and Administrator Licensure and Development (Dr. Cory Murphy)**

- Dr. Murphy reiterated to the Commission that the Division of Educator Licensure engages in continuous review of all Educator and Administrator Licensure Guidelines and other related policies, processes, and procedures to ensure that all remain relevant, necessary, and reflect current State and Federal Statutes and State Board policies as appropriate. Mississippi Code Ann. § 37-3-2 (6)(a) references Traditional candidates seeking licensure in Mississippi. Mississippi Code Ann. § 37-3-2 (6)(b) references Non-Traditional candidates seeking licensure in Mississippi. This states that no teacher shall be licensed without attaining the minimum qualifying score as required by the State Board for the Praxis Core Academic Skills for Educators (Praxis Core) assessments of reading, writing, and mathematics or provide documentation of evidence of having achieved a composite score of twenty-one (21) on the ACT or an equivalent score on the SAT assessments to be accepted in lieu of the Praxis Core requirement. In addition, the Division is recommending the removal of the Principles of Learning and Teaching (PLT) assessment as one criterion for obtaining certain Instructional Support or Administrator licenses to ensure consistency across all pathways. What is more, is that all but one of the endorsement areas are issued at the Class AA (Master's Degree) license level or higher at which point candidates would have already proven mastery of basic knowledge and skills.

On a motion by Mary Hill Shular, seconded by Debra Mays-Jackson, the Commission unanimously approved the modifications to certain licensure assessment guidelines for

**Instructional Support and Administrator Licensure and Development to go before the Board and put out for APA.**

**Members voting aye:**

**Bernell Kelly**

**Corey Welch**

**Debra Mays-Jackson**

**Etta Taplin**

**John Howard**

**Kenny Goza**

**Mary Hill-Shular**

**Patrick Gray**

**Rilla Jones**

**Susan McClelland**

**Members abstaining: None**

**Members voting nay: None**

**Members absent:**

**Cylesha Hopkins**

**Kelly Fuller**

**Mary Margaret King**

**Shannon Doughty**

**IX. Discussion and/or approval of ratifications of agreed orders and/or voluntary surrenders (Michael Martin)**

**Michael Martin from the Office of Educator Misconduct requested that the Commission accept and ratify the four agreed orders presented:**

- **The Respondent, Eric Beavers (License No. 205993), executed an agreed order by acknowledging that he violated standard 4 of the Mississippi Educator Code of Ethics Standards. The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of ten (10) year(s) from the date the Commission ratifies the Agreed Order. Mr. Beavers shall not apply for reinstatement before the expiration of the ten years.**
- **The Respondent, Chasity Privett, (License No. 208942), executed an agreed order in which she acknowledges that he violated standard 6 of the Mississippi Educator Code of Ethics and Standards of Conduct and was terminated by the Tupelo Pubic School District. The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of one (1) year from the date the Commission ratifies the**

Agreed Order. Ms. Privett shall not apply for reinstatement before the expiration of the one year.

- The Respondent, Lindsey Phippen (License No.246819), executed an agreed order by acknowledging she violated standard 4 of the Mississippi Educator Code of Ethics and Standards of Conduct. The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of one (1) year from the date the Commission ratifies the Agreed Order. Ms. Phippen shall not apply for reinstatement before the expiration of the one year.
  
- The Respondent, Kayjawon Houston (License No. 261287), executed an agreed order by acknowledging that he violated standard 4 of the Mississippi Educator Code of Ethics Standards. The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of 2 (two) year(s) from the date the Commission ratifies the Agreed Order. Mr. Houston shall not apply for reinstatement before the expiration of the two years.
  
- The Respondent, Jemie Gatlin (License No. 207104), executed an agreed order by acknowledging that he violated standard 4 of the Mississippi Educator Code of Ethics and Standards of Conduct and was terminated by the Leflore County School District. The Respondent's license shall be relinquished, suspended or otherwise surrendered for a minimum of two (2) year(s) from the date the Commission ratifies the Agreed Order. Mr. Gatlin shall not apply for reinstatement before the expiration of the two years.

On a motion by Kenny Goza, seconded by Corey Welch, the Commission unanimously accepted and ratified the agreed orders:

Members voting aye:

Bernell Kelly

Corey Welch

Debra Mays-Jackson

Etta Taplin

John Howard

Kenny Goza

Mary Hill-Shular

Patrick Gray

Rilla Jones

Susan McClelland

Members abstaining: None

Members voting nay: None



**Members absent:**  
Cylesha Hopkins  
Kelly Fuller  
Mary Margaret King  
Shannon Doughty

Michael Martin stated that he will send an email to Commission members for their availability for upcoming Educator Misconduct meetings.

**X. Other Business**

Kelly Fuller is rolling off the Commission.

Dr. Melton proposed the following Commission Meeting dates for 2019:

- |                    |                   |
|--------------------|-------------------|
| - January 11, 2019 | July 12, 2019     |
| - March 1, 2019    | September 6, 2019 |
| - May 3, 2019      | November 1, 2019  |

On a motion by Debra Mays-Jackson, seconded by Mary Hill Shular, the Commission unanimously approved the proposed Commission Meeting dates for 2019:

**Members voting aye:**  
Bernell Kelly  
Corey Welch  
Debra Mays-Jackson  
Etta Taplin  
John Howard  
Kenny Goza  
Mary Hill-Shular  
Patrick Gray  
Rilla Jones  
Susan McClelland

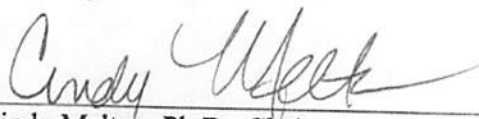
**Members abstaining:** None

**Members voting nay:** None

**Members absent:**  
Cylesha Hopkins  
Kelly Fuller  
Mary Margaret King  
Shannon Doughty

**Adjournment**

On a motion by Dr. Debra Mays-Jackson, seconded by Etta Taplin, the Commission voted unanimously to adjourn the Commission meeting at 10:42 a.m.



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



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Cory Murphy, Ph.D., Executive Secretary  
Commission on Teacher and Administrator  
Education, Certification and Licensure and  
Development