

PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
AUGUST 23, 2023

SUBJECT

Idaho Standards for Educator Preparation Providers – Educator Preparation Provider State Review, New Provider Approval, and New Program Approval

REFERENCE

January 2023	The Board Office constructed a work group to create a new Educator Preparation Provider review process at the direction of the State Board. The work group created the Idaho Standards for Educator Preparation Providers to be used for the state review, new provider approval, and new program approval.
February 2023	The Board Office shared the Idaho Standards for Educator Preparation Providers with ISBA, IASA, IEA, IACTE, SDE, Idaho Indian Education Committee, and the Charter Commission for input.
April 2023	The Board Office held a work session with the Professional Standards Commission (Joint Standards and Authorization's Committees) to work on the Idaho Standards for Educator Preparation Providers and obtain input.
June 2023	The Board Office held a second work session with the Professional Standards Commission (Joint Standards and Authorization's Committees) to work on the Idaho Standards for Educator Preparation Providers and obtain input. The Professional Standards Committee voted to recommend the Idaho Standards for Educator Preparation Providers.
August 2023	The proposed Idaho Standards for Educator Preparation Providers are presented to the State Board for consideration.

APPLICABLE STATUTE, RULE, OR POLICY

Idaho Code 33-114, Idaho Code 33-1207A, IDAPA 08.02.02.100

BACKGROUND/DISCUSSION

The Board Office constructed a work group in January 2023 to create a new Educator Preparation Provider review process at the direction of the State Board. The work group had a representative from each Idaho approved Educator Preparation Program, State Department of Education Staff, and Career Technical Staff. The work group created the Idaho Standards for Educator Preparation Providers that would be used to evaluate the Educator Preparation Programs against for the state provider review. The Idaho Standards for Educator Preparation Providers were shared with stakeholders to obtain input. Two work sessions were held with the Professional Standards Commission (Joint Standards and Authorization's Committees) to review the standards and obtain input. The input from the first work session was shared with the work group and the input

PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
AUGUST 23, 2023

was accepted. The changes were made to the Idaho Standards for Educator Preparation Providers. The second work session was held, and the Professional Standards Commission voted to recommend the Idaho Standards for Educator Preparation Providers.

IMPACT

If the Board approves the Idaho Standards for Educator Preparation Providers, as outlined in Attachment 1, the new Idaho Standards for Educator Preparation Providers will be used for the state review of Idaho Educator Preparation Providers, new provider approval, and new program approval.

ATTACHMENTS

Attachment 1 – Idaho Standards for Educator Preparation Providers

Attachment 2–Recommendation to Adopt from Professional Standards Commission

Attachment 3 – Recommendation to Adopt from the Indian Education Committee

STAFF COMMENTS AND RECOMMENDATIONS

The work group met January 17, 2023, January 23, 2023, January 31, 2023, February 10, 2023, and March 24, 2023. The proposed Idaho Standards for Educator Preparation Providers are:

Standard 1: Content, Pedagogical, and Professional Knowledge

1.1: Content Knowledge and Pedagogy

1.2 Professional Knowledge

1.3 Idaho Educational Expectations

Standard 2: Clinical Experience

2.1 Clinical Practice

2.2 Clinical Partnerships

Standard 3: Candidate Assessment and Support

3.1 Admission Standards for Academic Achievement and Ability

3.2 Monitor and Support Progress

3.3 Recommendation for Certification

Standard 4: Continuous Program Improvement

4.1 Completer Data

4.2 Internal and External Stakeholder Engagement

4.3 Continuous Improvement

The Professional Standards Commission voted to recommend the Idaho Standards for Educator Preparation Providers at the June 2023 Professional Standards Commission Meeting (M/S - Enger/Brodwater & Voice Vote – Motion Carries) as indicated in the Professional Standards Commission June 2023 meeting minutes.

PLANNING, POLICY AND GOVERNMENTAL AFFAIRS
AUGUST 23, 2023

BOARD ACTION

I move to approve the proposed Idaho Standards for Educator Preparation Providers for the state review of Educator Preparation Providers, new provider approval, and new program approval, as submitted in Attachment 1.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

**PLANNING, POLICY AND GOVERNMENT AFFAIRS
AUGUST 23, 2023**

ATTACHMENT 1

STANDARD ONE: CONTENT, PEDAGOGICAL, AND PROFESSIONAL KNOWLEDGE

Educator Preparation Providers ensure candidates develop an understanding of the critical concepts, principles, and practices of their discipline, and are able to use practices flexibly to advance the learning of all students.

Standard 1.1 Content Knowledge and Pedagogy:

Educator Preparation Providers ensure candidates are able to apply their knowledge in critical concepts, principles, and practices as identified in the Idaho Standards for Initial Certification of Professional School Personnel, National Accreditation Standards of Pupil Service Programs, and State Board approved Idaho Student Content Standards.

Standard 1.2 Professional Knowledge:

Educator Preparation Providers ensure candidates are able to apply their knowledge of the Idaho Standards for Initial Certification of Professional School Personnel, National Accreditation Standards of Pupil Service Programs, and the State Board approved Idaho Student Content Standards.

Standard 1.3 Idaho Educational Expectations:

Educator Preparation Providers integrate State Board of Education policies and procedures and Idaho Rules Governing Uniformity into the preparation of candidates.

STANDARD TWO: CLINICAL EXPERIENCE

Educator Preparation Providers ensure diverse high-quality clinical experiences to develop knowledge, skills, and professional dispositions in candidates and educators.

Standard 2.1 Clinical Practice:

Educator Preparation Providers include clinical practice of depth, breadth, coherence, and duration to enable candidates or educators to demonstrate proficiency in their area of endorsement.

Standard 2.2 Clinical Partnerships:

Educator Preparation Providers develop and implement quality clinical experiences in the context of documented and effective partnerships with Local Education Agencies.

STANDARD THREE: CANDIDATE ASSESSMENT AND SUPPORT

Educator Preparation Providers demonstrate the development of candidate quality throughout the preparation program.

Standard 3.1 Admission Standards for Academic Achievement and Ability:

Educator Preparation Providers define admissions requirements, collect, and evaluate applicant data, and admit eligible candidates.

Standard 3.2 Monitor and Support Progress:

Educator Preparation Providers establish criteria to assess and monitor candidate progression throughout the preparation program to support candidate growth and competency at completion.

Standard 3.3 Recommendation for Certification:

Educator Preparation Providers demonstrate candidates meet the Idaho Assurances listed on the Institutional Recommendation.

STANDARD FOUR: CONTINUOUS PROGRAM IMPROVEMENT

Educator Preparation Providers maintain a system that consists of valid and trustworthy data from multiple measures that support continuous improvement. The system is sustainable over time and includes input from internal and external stakeholders.

Standard 4.1 Completer Data:

Educator Preparation Providers analyze data provided via Annual Performance Measures for Continuous Improvement.

Standard 4.2 Internal and External Stakeholder Engagement:

Educator Preparation Providers involve appropriate internal and external stakeholders (e.g. alumni, employers, practitioners, school/community partners, etc.) in program design, evaluation, and improvement.

Standard 4.3 Continuous Improvement:

Educator Preparation Providers document use of data-driven decision-making processes to guide program modification and continuous improvement.

**Note: Career technical degree-based programs must also meet all applicable Division of Career Technical Education Standards.*

Not official until approved

MINUTES OF THE IDAHO PROFESSIONAL STANDARDS COMMISSION (PSC)

THURSDAY, JUNE 15, 2023

Commission Chair Marianne Sletteland called the meeting to order at 9:02 a.m.

Commission Members Present: Vanessa Anthony-Stevens, Stephanie Brodwater, Ryan Cantrell, Tate Castleton, Kristi Enger, Angela Gillman, Lance Harrison, Katie Horner, Stacey Jensen, Ramona Lee, Amy McBride, Jamee Nixon, Karen Pyron, MeLissa Rose, Lori Sanchez, Marianne Sletteland, Emma Wood

Commission Members Absent: None

1. Agenda Review/Approval

M/S (Lee/Harming)

I move to approve the June 15-16, 2023, agenda, removing case number 22205.

Voice Vote. **Motion Carries**

2. April 13-14, 2023, Minutes Review/Revision/Approval

M/S (Pyron/Enger)

I move to approve the minutes from the April 13-14, 2023, meeting of the Professional Standards Commission as written.

Voice Vote. **Motion Carries**

Marianne Sletteland shared that the Committee Preference survey has been emailed to all PSC members returning for the 23-24 school year. Sletteland requested that all members take a 15-minute break to complete the survey and take a few moments to discuss who may be interested in nominations for Chair and Vice Chair.

3. 23-24 Chair/Vice Chair Nominations

Chair Marianne Sletteland opened nominations for the positions of PSC Chair and Vice Chair for the 2023-2024 school year.

M/S(Pyron/Harrison)

I nominate Angela Gillman for the position of Chair.

M/S(Harrison/Wood)

I nominate Karen Pyron for the position of Vice Chair.

M/S(Harming/Rose)

I nominate Ramona Lee for the position of Vice Chair.

The vote for Chair and Vice Chair will be held on Friday, June 16, by ballot.

4. Consideration of Final Orders/Stipulation Adoptions

Deputy Attorney General Jim Rice presented the following cases to the Commission for consideration:

Case # 22245 M/S (Brodwater/Harming)

In case number 22245, concerning the certificate of Justen Mills, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - yes, Enger - yes, Gillman - yes, Harming - recuse, Harrison - recuse, Horner - recuse, Jensen - yes, Lee - recuse, McBride - yes, Nixon - recuse, Pyron - yes, Rose - recuse, Sanchez - yes, Sletteland - yes, Wood - yes. **Motion Carries**

Case # 22304 M/S (Pyron/Gillman)

In case number 22304, concerning the certificate of Jillian Ray, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - yes, Enger - yes, Gillman - yes, Harming - recuse, Harrison - recuse, Horner - recuse, Jensen - yes, Lee - recuse, McBride - yes, Nixon - recuse, Pyron - yes, Rose - recuse, Sanchez - yes, Sletteland - yes, Wood - yes. **Motion Carries**

5. *ProEthica*® Presentation, Lisa Colón-Durham – Information Item (APPENDIX #)

Lisa Colón Durham from Educational Testing Service (ETS) provided a presentation on educator ethics and *ProEthica*® professional development available through ETS. Annette Schwab commented that she found the modules to be well-done. Katie Horner asked if *ProEthica*® could be something an administrator would purchase to facilitate a group think with the educators. Colón Durham responded that it would be better suited to each teacher completing a module and then coming together as a group after each module for more robust discussion. Vanessa Anthony Stevens asked if Colón Durham knew of any specific, real life situations where this training was impactful. Colón Durham responded that the professional development product is new. Emma Wood asked whether there's capability to use diagnostics to determine whether a group is more or less aligned in their understanding of how to address a specific ethical dilemma. Colón Durham will check whether the capability exists. Karen Pyron mentioned that all education stakeholders need to be exposed to this sort of training.

Cina Lackey mentioned that establishing more robust resources for educators is the beginning of a larger conversation about how to inform everyone in K-12, from the school board members to the paraprofessionals to the bus drivers.

Annette Schwab asked whether the PSC could review a *ProEthica*® scenario, and Colón Durham presented a scenario from module 5.

Lance Harrison asked about the disposition of the ETS Paraprofessional exam. Colón Durham is on the paraprofessional exam redesign committee, and she assured the group that the assessment will be able to be administered at the district level.

6. Ethics in Education Presentation, Luke Schroeder – Information Item (APPENDIX #)

Luke Schroeder, superintendent of Kimberly School District, provided an overview of the program that Schroeder facilitates with an ethics team at Kimberly School District. The presentation Schroeder provided is one that is provided to all staff members, regardless of certification.

Schroeder had heard an educator ethics presentation from Dr. Troy Hutchings several years ago, and he had a couple big takeaways from the presentation. Educators who violate don't go into education with the aim of violating; they make a series of bad decisions. Also, education is one of the only professions with a fiduciary responsibility that has minimal ethics training.

The Kimberly ethics team, comprised of district staff, discusses ethical dilemmas, and team members create opportunities for staff within their buildings to have regular discussions about ethics. The team also drafts policy for Board approval and presents policies to the staff. They serve as a district resource. Ethics are discussed continuously at Kimberly, not just in response to someone being found in violation of the

Code of Ethics. Schroeder has been working with Hutchings and others to develop an ethics tool kit for school districts.

Kimberly's staff training is pivoting to defensible decision making rather than focusing on 'the heinous crime.'

7. Committee Work Upon Adjournment of Full Commission

Commission Chair Marianne Sletteland adjourned the full Commission meeting at 11:40 a.m. for committee work.

FRIDAY, JUNE 16, 2023

Commission Chair Marianne Sletteland called the meeting to order at 9:01 a.m.

Commission Members Present: Vanessa Anthony-Stevens, Stephanie Brodwater, Tate Castleton, Kristi Enger, Angela Gillman, Lance Harrison, Katie Horner, Stacey Jensen, Ramona Lee, Amy McBride, Jamee Nixon, Karen Pyron, MeLissa Rose, Lori Sanchez, Marianne Sletteland, Emma Wood

Commission Members Absent: Ryan Cantrell

1. Consideration of Final Orders/Stipulation Adoptions, continued
No final orders/stipulation adoptions were considered.
2. Administrative Report (APPENDIX #)
Cina Lackey, PSC Administrator, provided the Administrative Report and issued certificates of service to departing PSC members Marianne Sletteland, Chanel Harming, and Emma Wood.
3. State Board of Education Report (APPENDIX #)
Katie Shoup, Educator Effectiveness Program Manager, provided the State Board of Education Report.
Rural and Underserved Educator Incentive Program: application window for cohort 2 is open. Educators who are moving to new education agencies need to reapply to the program.
Provider Review Standards: were reviewed in the joint committee yesterday; a motion is forthcoming. The joint committee also reviewed a draft program approval process.
Shoup introduced the Board Office's Chief Policy & Government Affairs officer, Jenn Thompson. Thompson provided the commission with a brief summary of her experience in education and invited members to contact her with questions.
4. Chair and Vice Chair Election
A ballot vote was held to elect the Chair and Vice Chair of the Professional Standards Commission for the 23-24 school year. Angela Gillman was elected to the position of Chair, and Ramona Lee was elected to the position of Vice Chair.
5. Committee Reports
 - a. Marianne Sletteland provided the Operations Committee Report (APPENDIX #).
PSC Coordinator Helen Henderson presented the proposed FY24 PSC Budget.

M/S (Harrison/Gillman)
I move to approve the FY24 PSC budget with the amendment to reduce the insurance line item from \$2,200 to \$1,200.
Voice Vote. **Motion Carries**

b. Executive Committee Report (APPENDIX #)

Chanel Harming provided the Executive Committee Report.

Karen Pyron asked for an explanation of a 'letter of caution.' Deputy Attorney General Jim Rice replied that the letter was provided to a local education agency to recommend that they revisit their district policies for the purposes of clarification.

c. Joint Committee Report (APPENDIX #)

Karen Pyron, Kristi Enger, and Cina Lackey provided the Joint Committee Report.

M/S (Enger/Brodwater)

I move to recommend the Idaho Standards for Educator Preparation Providers to the State Board of Education for approval.

Voice Vote. **Motion Carries**

6. Member Reports – Information Item

Chanel Harming provided a report from the Indian Education Committee. The Indian Education Summit occurred on June 12-13, with over 130 attendees. Highlights included data collection, place-based curricula, and indigenous practitioners and researchers of STEM. The summit also included the opening of the special collections vault at the Nez Perce National Historical Park Visitors Center. Next year's summit focuses on the 1924 Indian Citizenship Act.

Angela Gillman provided an update from the Idaho Education Association (IEA). The National Representative Assembly occurs in July, and she and Marianne Sletteland will be among those representing Idaho. The IEA Summer Institute is scheduled to occur July 27 – 29 in Lewiston, and the 2024 summer institute will occur in Pocatello. The IEA offers dyslexia training, and a popular education law class is upcoming. The IEA is discussing dues payment through bank EFT, rather than payroll deduction. Local associations are developing back to school activities to welcome educators.

Katie Horner added that she helped facilitate an IEA SPARKS retreat in Lava Hot Springs. The SPARKS retreat is like summer camp for teachers in their first 3 years; the retreat offers training and provides space for early career educators to discuss challenges and to build peer mentor relationships.

Ramona Lee provided a report from the Idaho Association of Special Education Administrators. The largest concern is staff shortages in every area, from special education teachers to bus drivers. The applicant pool for each position is small.

Lance Harrison added that school superintendents also list hiring for all positions as a primary concern. Also, annual Legislative changes are a challenge to roll out in a timely manner.

Karen Pyron provided an update from the Idaho School Boards Association (ISBA). The ISBA summer policy release was just provided to school boards, which updates school boards on policy amendments resulting from the 2023 legislative session. Board action is necessary to adopt these revised policies. School board members are currently working through literacy training. Annette Schwab's presentation during the Anderson, Julian & Hull Education Law Conference spiked conversation about the perceived seriousness of breach of contract. A letter of reprimand is not perceived by many administrators as a deterrent for educators. ISBA is putting resolutions in order for the ISBA Annual Convention in November; transition to attendance-based funding is a concern.

Angela Gillman asked whether any educator has received more than one breach of contract letter or reprimand. Annette Schwab replied that she is not aware that any educator has received more than one. Educators are required to place on every application in every state that they've had disciplinary action taken against them.

MeLissa Rose asked Pyron if any of the concerned administrators had an idea of what appropriate discipline should be for breach of contract. There are many times in which breach of contract is not a safety issue for kids, so it's different from many other types of complaints. Ramona Lee added that an

understanding of the local policy for breach of contract can be a factor; many staff members don't act in accordance with local policy when an educator states they intend to breach their contract.

7. Travel Reimbursement Reminder – Information Item

Chair Marianne Sletteland reminded Commission members to fill out their travel reimbursement forms and submit the form and any receipts to PSC Coordinator Helen Henderson at their earliest opportunity. Hard copy travel reimbursement forms can be found by the conference room door.

Also, Sletteland reminded Commission members who fly to PSC meetings to confirm with Henderson whether they need a flight scheduled for the upcoming meeting September 21-22, 2023.

8. Adjourn

M/S (Gillman/Wood)

Meeting adjourned at 11:00 a.m.

June 30, 2023

Kathleen Shoup
Educator Effectiveness Program Manager
Office of the State Board of Education
650 W. State Street, 3rd Floor
Boise, Idaho 83702

Dear Ms. Shoup:

Subject: Idaho Standards for Educator Preparation Providers, Standard 1.3

On behalf of the Idaho Indian Education Committee, we are pleased to provide a letter of support for inclusion of Standard 1.3 in the Idaho Standards for Educator Preparation Providers. You may consider this letter as official endorsement. We look forward to a collaborative partnership in ensuring all Idaho students have access to a well-qualified educator.

If you have any questions, please do not hesitate to contact Johanna Jones, jjones@sde.idaho.gov.

Sincerely,



Bob Sobotta
Chair
Idaho Indian Education Committee