

STATE OF IOWA
BOARD OF EDUCATIONAL EXAMINERS

FFA Enrichment Center (DMACC Campus-Ankeny)
1055 SW Prairie Trail Parkway
Ankeny, IA 50021

October 07, 2011
(amended 10.05.11)

AGENDA
Times are approximate

- | | | |
|-------------------|------------|---|
| 9:00 a.m. | 1. | Call to Order |
| 9:05 a.m. | 2. | Approve the Agenda (Tab 1) |
| 9:07 a.m. | 3. | Consent Agenda <ul style="list-style-type: none">• Minutes of August 4-5, 2011 Board Meetings (Tab 2)• Minutes of August 31, 2011 Special Board Meeting (Tab 3)• Adopt Rules [Iowa Administrative Code – Chapter 282 (272)]<ul style="list-style-type: none">1. 282— Amend Chapter 13.28(12) Mathematics (Tab 4)2. 282 -- Amend IAC 282 Chapter 13.28(17) Science (Tab 5)3. 282— Amend Chapter 13.17 Specific requirements for exchange licenses (Tab 6) |
| 9:10 a.m. | 4. | Reports / Approvals <ul style="list-style-type: none">1. Search Consultants update (Tab 9)2. Executive Director’s position -- amend (Tab 10) |
| 10:10 a.m. | 5. | Professional Practices - Licensee Discipline – Closed Session – <u>Board members only</u> |
| 11:00 a.m. | 6. | Open Session – Results of closed session announced <ul style="list-style-type: none">a. Approve closed session minutes |
| 11:05 a.m. | 7. | Communications <ul style="list-style-type: none">a. Board Reportsb. Public Commentc. Executive Director’s Report |
| 11:30 a.m. | 8. | Rules [Iowa Administrative Code – Chapter 282 (272)] <ul style="list-style-type: none">a. Adopt<ul style="list-style-type: none">1. 282— Amend Chapter 22.5(272) Preliminary Professional Career Authorization (Tab 7)b. Items for Discussion [None] |
| 11:50 a.m. | 9. | Waiver (s) (Tab 8) <ul style="list-style-type: none">1. 11-17 Andy Crozier (Tab T)2. 11-18 Dale Hill (Tab U)3. 11-19 Lori Olberding (Tab V) |
| 12:15 p.m. | 10. | Adjournment |
| 12:20 p.m. | 11. | Lunch for Board Members |
| 1:00 p.m. | 12. | Presentation by Dr. Troy Hutchings |

1 The Board of Educational Examiners held its monthly meeting on August 5, 2011.
2 Board Chair, Dr. Bev Smith, called the meeting to order. Members attending were
3 Julio Almanza, Tammy Duehr, Dr. Jason Glass, Dr. Larry Hill, Merle Johnson, Dr.
4 Marianne Mickelson, Oscar Ortiz, Laura Stevens and Carol Trueg. Also in attendance
5 was Meghan Gavin, Assistant Attorney General. Liz Sheka and Richard Wortmann
6 were unable to attend.

7
8 Merle Johnson moved, with a second by Marianne Mickelson, to approve the agenda.

9 **MOTION CARRIED UNANIMOUSLY.**

10

11 Merle Johnson moved, with a second by Julio Almanza, to approve the consent
12 agenda. **MOTION CARRIED UNANIMOUSLY.**

13

14 Tammy Duehr moved, with a second by Julio Almanza, that the Board go into closed
15 session for the purposes of discussing whether to initiate licensee disciplinary
16 proceedings and discussing the decision to be rendered in a contested case, pursuant
17 to Iowa Code sections 21.5(1)(d) and 21.5(1)(f). Roll call vote: Almanza – yes; Duehr –
18 yes; Glass – yes; Hill – yes; Johnson – yes; Mickelson – yes; Ortiz – yes; Smith – yes;
19 Stevens – yes; Trueg – yes. **MOTION CARRIED UNANIMOUSLY.**

20

21 Julio Almanza moved, with a second by Tammy Duehr, that in **case number 11-37**,
22 the Board find that, although one or more of the allegations in the complaint may be
23 substantiated by the witnesses interviewed in the course of the investigation [and/or]
24 the documents gathered in the course of the investigation, and the allegations may
25 constitute a technical violation of the Board’s statute or administrative rules; the
26 evidence before the Board indicates that adequate steps have been taken to remedy
27 the violation and to ensure that incidents of a similar nature do not occur in the
28 future. The Board will not pursue formal disciplinary action in this matter. **MOTION**
29 **CARRIED UNANIMOUSLY.**

30

31 Tammy Duehr moved, with a second by Julio Almanza, that in **case number 11-39**,
32 the Board find probable cause to establish a violation of the following provisions of the

1 Code of Professional Conduct and Ethics, 282 IAC 25.3(1) c and e (3), and order this
2 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

3

4 Julio Almanza moved, with a second by Tammy Duehr, that in **case number 11-43**,
5 the Board find that, although one or more of the allegations in the complaint may be
6 substantiated by the witnesses interviewed in the course of the investigation [and/or]
7 the documents gathered in the course of the investigation, and the allegations may
8 constitute a technical violation of the Board's statute or administrative rules; the
9 evidence before the board indicates that adequate steps have been taken to remedy
10 the violation and to ensure that incidents of a similar nature do not occur in the
11 future. The Board will not pursue formal disciplinary action in this matter. **MOTION**
12 **CARRIED UNANIMOUSLY.**

13

14 Tammy Duehr moved, with a second by Julio Almanza, that in **case number 11-44**,
15 the Board find that, although one or more of the allegations in the complaint may be
16 substantiated by the witnesses interviewed in the course of the investigation [and/or]
17 the documents gathered in the course of the investigation, and the allegations may
18 constitute a technical violation of the Board's statute or administrative rules; the
19 Board will not pursue formal disciplinary action in this matter. **MOTION CARRIED**
20 **UNANIMOUSLY.**

21

22 Julio Almanza moved, with a second by Tammy Duehr, that in **case number 11-45**,
23 the Board find probable cause to establish a violation of the following provisions of the
24 Code of Professional Conduct and Ethics, 282 IAC 25.3(1)e (1) and 25.3(6)c and order
25 this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

26

27 Tammy Duehr moved, with a second by Julio Almanza, that in **case number 11-48**,
28 the Board find probable cause to establish a violation of the following provisions of the
29 Code of Professional Conduct and Ethics, 282 IAC 25.3 (6) c and d, and order this
30 case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

31

32 Julio Almanza moved, with a second by Tammy Duehr, that in **case number 11-50**,

1 the Board find that, although one or more of the allegations in the complaint may be
2 substantiated by the witnesses interviewed in the course of the investigation [and/or]
3 the documents gathered in the course of the investigation, and the allegations may
4 constitute a technical violation of the Board's statute or administrative rules; the
5 evidence before the Board indicates that the alleged violation was an isolated incident.
6 The Board will not pursue formal disciplinary action in this matter. Roll call vote:
7 Almanza – yes; Duehr – yes; Glass – no; Hill – no; Johnson – yes; Mickelson – yes;
8 Ortiz – yes; Smith – yes; Stevens – yes; Trueg – no. **MOTION CARRIED.**

9
10 Tammy Duehr moved, with a second by Julio Almanza, that in **case number 11-51**,
11 the Board find probable cause to establish a violation of the following provisions of the
12 Code of Professional Conduct and Ethics, 282 IAC 25.3(1) b (2), 25.3 (2) a and b, and
13 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

14
15 Tammy Duehr moved, with a second by Julio Almanza, that the Board not initiate
16 review of the proposed decision in **case number APP 11-01, In the Matter of Carlo**
17 **Walton**, and allow the proposed decision to become the final decision of the Board.
18 **MOTION CARRIED UNANIMOUSLY.**

19
20 Julio Almanza moved, with a second by Tammy Duehr, to extend the 180-day deadline
21 for issuance of the final decision in **case numbers 11-29, 11-31 and 11-32**, based
22 upon the extraordinary amount of time needed to schedule the hearing, allow review of
23 the proposed decision, and issue a final decision. **MOTION CARRIED**
24 **UNANIMOUSLY.**

25
26 Merle Johnson moved, with a second by Marianne Mickelson, to approve the closed
27 session minutes of May 6, 2011, June 24, 2011 and July 13, 2011 (special telephonic
28 meeting). **MOTION CARRIED UNANIMOUSLY.**

29
30 Board Reports:

31 No Board reports.

1 Public Comment:

2 No public comment.

3

4 Executive Director's Report:

5 Dr. Maurer reviewed the financial reports for FY 11 and FY 12.

6

7 Dr. Maurer distributed a survey done by NASDTEC in 2009 regarding "Status of
8 Educator Standards Boards." The survey collected data on the status of Independent
9 Standards Boards (ISB) in the United States.

10

11 Rules:

12 Merle Johnson moved, with a second by Laura Stevens, to file under Notice of
13 Intended Action, the proposed changes to Chapter 13.9 Teacher Intern License.

14 **MOTION CARRIED UNANIMOUSLY.**

15

16 Items for Discussion:

17 The proposed changes to Chapter 13 Approvals were discussed and will return again
18 for further discussion.

19

20 The proposed changes to Chapter 11.35 Application Denial and Appeal and Chapter
21 25 Human Trafficking were discussed and will move forward to Notice at the October
22 meeting.

23

24 The proposed changes to various chapters (for clean up) were discussed and will move
25 forward to Notice at the October meeting.

26

27 Petitions for Waiver:

28 Merle Johnson moved, with a second by Julio Almanza, that in **PFW 11-14**, Carol
29 Cline, the Board deny the Petition for Waiver. Reasons for denial: The Board
30 indicated that the endorsement requires twenty-four semester hours of credit so the
31 cost would have been for twenty four hours of credit whether she completed the
32 requirements at the first institution where she started the requirements or whether
33 she completed the state minimum requirements through a variety of institutions. The

1 Board is willing to grant another extension so Ms. Cline would have the opportunity to
2 complete the final two semester hours of credit due to the misunderstanding between
3 completing any number of hours in a practicum and completing the twenty four
4 semester hours of credit necessary for the endorsement. The Board felt it would be
5 prejudicial to allow Ms. Cline to complete the program with only twenty-two semester
6 hours of credit but everyone else must complete twenty-four credits. The Board
7 indicated that having Ms. Cline complete additional reading course work would
8 positively affect the public health, welfare and safety of the reading students.

9 **MOTION CARRIED UNANIMOUSLY.**

10
11 Dr. Hill moved, with a second by Merle Johnson, that in **PFW 11-15**, Daniel Klass
12 deny the Petition for Waiver. Reasons for denial: The Board discussed the
13 equivalency of the credits that Mr. Klass has earned. Mr. Klass audited Arabic II and
14 received 4 semester hours of credit for Arabic III and Arabic IV. He completed a 60
15 hour language study class. Generally 15 contact hours equate to one semester hour
16 of college credit. Thus a 60 hour language class would equate to approximately four
17 semester hours of credit. He also completed 30 hours of study which would equate to
18 approximately 2 semester hours of credit. His credential evaluation report from the
19 Global Education Group did not provide any different documentation of equivalency of
20 course work. He has completed cultural classes for Middle Eastern philosophy,
21 history and geography which Simpson accepted in order for Mr. Klass to teach Arabic
22 on the college level. He also has experience working for an international relations
23 institute. The Board stated the course work should be sufficient for the Class B
24 license in Arabic but not sufficient for the full endorsement. The Board felt it would be
25 prejudicial to allow Mr. Klass to teach Arabic with credits that have not been
26 documented to be the equivalent of the requirement of twenty-four semester hours of
27 college credit but everyone else must complete twenty-four semester hours of college
28 credits. The Board indicated that having Mr. Klass complete twenty four semester
29 hours of college credit in Arabic would positively affect the public health, welfare and
30 safety of the students. Roll call vote: Almanza – no; Duehr – yes; Glass – yes; Hill –
31 yes; Johnson – yes; Mickelson – yes; Ortiz – yes; Smith – no; Stevens – yes; Trueg –
32 yes. **MOTION CARRIED.**

1 Carol Trueg moved, with a second by Merle Johnson, that in **PFW 11-16**, Eric Kumm,
2 the Board grant the Petition for Waiver. Reasons for granting: The Board indicated
3 Mr. Kumm should have checked on the availability of course work earlier. However,
4 the Board stated it would be a hardship for students interested in completing
5 industrial technology courses if no courses are offered this fall. The Board reviewed
6 Board decisions on requests for extensions of Class B licenses. There is a mixture of
7 decisions depending on the amount of course work completed. Mr. Kumm has
8 completed twenty-seven hours of credit in industrial technology. Thus the Board did
9 not believe it would be prejudicial to approve the waiver based on the other decisions.
10 The Board granted an extension for a semester while the individual completed the
11 required course work. Based on the information submitted by Mr. Kumm, an
12 extension of one semester would suffice to complete the course work. The Board
13 stated that Mr. Kumm has completed these courses and granting him additional time
14 to complete the remaining course work would not affect the public health, welfare and
15 safety of the students. The Class E license will be issued with an expiration date of
16 January 1, 2012. Roll call vote: Almanza – yes; Duehr – yes; Glass – yes; Hill – no;
17 Johnson – yes; Mickelson – yes; Ortiz – yes; Smith – yes; Stevens – recused; Trueg –
18 yes. **MOTION CARRIED.**

19

20 Reports/Approvals:

21 Geri McMahon reviewed the annual Communications Report.

22

23 Beth Myers updated the Board regarding the FY 11 legislative session.

24

25 Dr. Maurer shared recommendations with the Board regarding Board Goals for FY 12.

26

27 Discussion continued from Thursday’s retreat regarding:

- 28 • Iowa Education Summit—A Google doc will be set up for board members to give
29 their recommendations/input regarding the three major reform areas: High
30 Expectations and Fair Measures; Great Teachers, Great Leaders (Human

1 Capital Element); and Innovation Component. Recommendations will be
2 discussed at a special meeting of the Board on August 31, 2011.

- 3
4 • Executive Director Search – The Executive Committee will have a telephonic
5 meeting to discuss search firm presentations regarding their candidate selection
6 process, cost, guarantee, etc. On August 31, 2011, the Board will hear
7 presentations from three or four of the search firms. After the presentations,
8 the Board will select which firm will conduct the search for Executive Director.

9
10 There being no further business, Dr. Smith asked for a motion to adjourn the meeting.
11 Merle Johnson moved, with a second by Marianne Mickelson. **MOTION CARRIED**
12 **UNANIMOUSLY.** The meeting was adjourned at 12:09 p.m.

1 **Snodgrass**, and allow the proposed decision to become the final decision of the Board
2 unless an appeal is taken by one of the parties within the time allowed by rule.

3 **MOTION CARRIED UNANIMOUSLY.** (During closed session Meghan Gavin, Assistant
4 Attorney General, left the room and was not part of the discussion regarding this
5 case.)

6

7 Julio Almanza moved, with a second by Richard Wortmann, that the Board not initiate
8 review of the proposed decision in **case number 10-62, In the Matter of Clinton**
9 **Feuerbach**, and allow the proposed decision to become the final decision of the Board
10 unless an appeal is taken by one of the parties within the time allowed by rule.

11 **MOTION CARRIED UNANIMOUSLY.** (During closed session Beth Myers,
12 Attorney/Investigator and Meghan Gavin, Assistant Attorney General, left the room
13 and was not part of the discussion regarding this case.)

14

15 Richard Wortmann moved, with a second by Julio Almanza, that in **case number 10-**
16 **52**, the Board accept the stipulation and settlement submitted by the parties, and
17 issue an Order incorporating the agreement of the parties and imposing the agreed
18 upon sanction. **MOTION CARRIED UNANIMOUSLY.**

19

20 Julio Almanza moved, with a second by Richard Wortmann, that in **case number 10-**
21 **65**, the Board accept the stipulation and settlement submitted by the parties, and
22 issue an Order incorporating the agreement of the parties and imposing the agreed
23 upon sanction. **MOTION CARRIED UNANIMOUSLY.**

24

25 Richard Wortmann moved, with a second by Oscar Ortiz, that in **case numbers 09-62**
26 **and 10-27**, the Board accept the Respondent's waiver of hearing and conditional
27 voluntary surrender and that the Board issue an order permanently revoking the
28 Respondent's license with no possibility of reinstatement. **MOTION CARRIED**
29 **UNANIMOUSLY.**

30

31 Richard Wortmann moved, with a second by Julio Almanza, that in **case number 11-**
32 **60**, the Board accept the Respondent's waiver of hearing and voluntary surrender and

1 that the Board issue an order permanently revoking the Respondent's license with no
2 possibility of reinstatement. **MOTION CARRIED UNANIMOUSLY.**

3
4 Search Firm Presentations

5 Bev Smith reviewed the procedure with the Board regarding the search firm
6 presentations for the Executive Director search.

7
8 The following firms made their presentations to the Board: G. Tryon and Associates,
9 Ray and Associates, Inc., Hazard, Young, Attea & Associate and McPherson &
10 Jacobson, L.L.C.

11
12 The Board reviewed and discussed each of the presentations. Each board member
13 identified their top two choices and then identified the strengths and weaknesses of
14 each firm.

15
16 Carol Trueg moved, with a second by Bev Smith, to hire Ray and Associates as the
17 firm to conduct the search for an executive director. Roll call vote: Almanza – yes;
18 Hill – no; Mickelson – no; Ortiz – yes; Smith – yes; Stevens – yes; Trueg – yes;
19 Wortmann – no.

20
21 Dr. Maurer will contact each of the firms that presented to notify them that Ray and
22 Associates was the firm selected for the executive director search.

23
24 There was discussion regarding the preparation of the contract and salary once a
25 candidate is selected. Dr. Maurer informed the Board that Karen Chapman, Human
26 Resources Administrative Assistant, was approached by Dr. Glass regarding the
27 current salary of the executive director. Dr. Glass is going to petition for a higher
28 salary range . The contract is prepared by the State.

29
30 In order to assist the Board with their timeline to hire his replacement, to increase the
31 candidate pool and find the best candidate available, Dr. Maurer informed the Board
32 that he would extend his retirement date from February 2, 2012 to June 30, 2012.

1 This will be on the October agenda (Reports/Approvals) so that Dr. Maurer's amended
2 retirement date is officially recorded in the minutes and accepted by the Board.

3
4 The Executive Committee will meet with the search firm and layout a calendar of any
5 additional meetings that may be needed due to the search and bring to the October
6 meeting.

7
8 Education Summit

9 The Board reviewed the recommendations by the BoEE staff and the Board members.
10 The recommendations from both the staff and Board will be finalized into one
11 document. It will be emailed to the Board for final approval/comments and then sent
12 to Dr. Glass.

13
14 There being no further business, Dr. Smith asked for a motion to adjourn the meeting.
15 Carol Trueg moved, with a second by Laura Stevens. **MOTION CARRIED**
16 **UNANIMOUSLY.** The meeting was adjourned at 3:49 p.m.

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MEMO

Date: October 7, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 13.28(12) Mathematics – Adopt

The enclosed noticed rules were filed under Notice of Intended Action and published as ARC 9662B on August 10, 2011.

A public hearing was held Wednesday, August 31, 2011, with written comment accepted until 4 p.m. Friday, September 2, 2011.

The proposed rules were available electronically on the Board's website and available through the Administrative Rules Bulletin both electronically and in hard copy.

No one attended the public hearing. No written comment was received

I recommend that the proposed rule to Amend IAC 282 Chapter 13.28(12) Mathematics be Adopted and Filed with no changes.

EDUCATIONAL EXAMINERS BOARD[282]

Notice of Intended Action

Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1)"b."

Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.

Pursuant to the authority of Iowa Code section 272.2, the Board of Educational Examiners hereby gives Notice of Intended Action to amend Chapter 13, "Issuance of Teacher Licenses and Endorsements," Iowa Administrative Code.

The proposed amendment allows a holder of the physics endorsement to easily add the mathematics endorsement. This amendment, suggested by an advisory committee, will offer applicants a different path to obtaining a mathematics endorsement and, potentially, will attract more applicants for hard-to-fill positions.

Any interested party or persons may present their views either orally or in writing at the public hearing that will be held Wednesday, August 31, 2011, at 1 p.m. in Room 3 Southwest, Third Floor, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa.

At the hearing, persons will be asked to give their names and addresses for the record and to confine their remarks to the subject of the proposed amendment. Persons who wish to make oral presentations at the public hearing may contact the Executive Director, Board of Educational Examiners, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa 50319-0147, or at (515)281-5849, prior to the date of the public hearing.

Any person who intends to attend the public hearing and requires special accommodations for specific needs, such as a sign language interpreter, should contact the office of the Executive Director at (515)281-5849.

Any interested person may make written comments or suggestions on the proposed amendment before 4 p.m. on Friday, September 2, 2011. Written comments and suggestions should be addressed to Kim Cunningham, Board Secretary, Board of Educational Examiners, at the above address, or sent by E-mail to kim.cunningham@iowa.gov, or by fax to (515)281-7669.

After analysis and review of this rule making, no impact on jobs has been found.

This amendment is intended to implement Iowa Code chapter 272.

The following amendment is proposed.

Amend subrule 13.28(12) as follows:

13.28(12) Mathematics.

a. K-8. Completion of 24 semester hours in mathematics to include coursework in algebra, geometry, number theory, measurement, computer programming, and probability and statistics.

b. 5-12.

(1) Completion of 24 semester hours in mathematics to include a linear algebra or an abstract (modern) algebra course, a geometry course, a two-course sequence in calculus, a computer programming course, a probability and statistics course, and coursework in discrete mathematics.

(2) For holders of the physics 5-12 endorsement, completion of 17 semester hours in mathematics to include a geometry course, a two-course sequence in calculus, a probability and statistics course, and coursework in discrete mathematics.

(3) For holders of the all science 9-12 endorsement, completion of 17 semester hours in mathematics to include a geometry course, a two-course sequence in calculus, a probability and statistics course, and coursework in discrete mathematics.

MEMO

Date: October 7, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 13.28(17) Science – Adopt

The enclosed noticed rules were filed under Notice of Intended Action and published as ARC 9663B on August 10, 2011.

A public hearing was held Wednesday, August 31, 2011, with written comment accepted until 4 p.m. Friday, September 2, 2011.

The proposed rules were available electronically on the Board's website and available through the Administrative Rules Bulletin both electronically and in hard copy.

No one attended the public hearing. No written comment was received

I recommend that the proposed rule to Amend IAC 282 Chapter 13.28(17) Science be Adopted and Filed with no changes.

EDUCATIONAL EXAMINERS BOARD[282]

Notice of Intended Action

Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1)"b."

Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.

Pursuant to the authority of Iowa Code section 272.2, the Board of Educational Examiners hereby gives Notice of Intended Action to amend Chapter 13, "Issuance of Teacher Licenses and Endorsements," Iowa Administrative Code.

The proposed amendment allows a holder of the mathematics or chemistry endorsement to easily add the physics endorsement. This amendment, suggested by an advisory committee, will offer applicants a different path to obtaining a physics endorsement and, potentially, will attract more applicants for hard-to-fill positions.

Any interested party or persons may present their views either orally or in writing at the public hearing that will be held Wednesday, August 31, 2011, at 1 p.m. in Room 3 Southwest, Third Floor, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa.

At the hearing, persons will be asked to give their names and addresses for the record and to confine their remarks to the subject of the proposed amendment. Persons who wish to make oral presentations at the public hearing may contact the Executive Director, Board of Educational Examiners, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa 50319-0147, or at (515)281-5849, prior to the date of the public hearing.

Any person who intends to attend the public hearing and requires special accommodations for specific needs, such as a sign language interpreter, should contact the office of the Executive Director at (515)281-5849.

Any interested person may make written comments or suggestions on the proposed amendment before 4 p.m. on Friday, September 2, 2011. Written comments and suggestions should be addressed to Kim Cunningham, Board Secretary, Board of Educational Examiners, at the above address, or sent by E-mail to kim.cunningham@iowa.gov, or by fax to (515)281-7669.

After analysis and review of this rule making, no impact on jobs has been found.

This amendment is intended to implement Iowa Code chapter 272.

The following amendment is proposed.

Amend paragraph 13.28(17)"g" as follows:

g. Physics.

(1) 5-12. Completion of 24 semester hours in physics or 30 semester hours in the broad area of science to include 15 semester hours in physics.

(2) For holders of the mathematics 5-12 endorsement, completion of:

1. 12 credits of physics to include coursework in mechanics, electricity, and magnetism; and

2. A methods class that includes inquiry-based instruction, resource management, and laboratory safety.

(3) For holders of the chemistry 5-12 endorsement, completion of 12 credits of physics to include coursework in mechanics, electricity, and magnetism.

MEMO

Date: October 7, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 13.17 (272) Specific requirements for exchange licenses – Adopt

The enclosed noticed rules were filed under Notice of Intended Action and published as ARC 9661B on August 10, 2011.

A public hearing was held Wednesday, August 31, 2011, with written comment accepted until 4 p.m. Friday, September 2, 2011.

The proposed rules were available electronically on the Board's website and available through the Administrative Rules Bulletin both electronically and in hard copy.

No one attended the public hearing. No written comment was received

I recommend that the proposed rule to Amend IAC 282 Chapter 13.17 (272) Specific requirements for exchange licenses be Adopted and Filed with no changes.

EDUCATIONAL EXAMINERS BOARD[282]

Notice of Intended Action

Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1)"b."

Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.

Pursuant to the authority of Iowa Code section 272.2, the Board of Educational Examiners hereby gives Notice of Intended Action to amend Chapter 13, "Issuance of Teacher Licenses and Endorsements," Iowa Administrative Code.

The proposed amendment addresses out-of-state applicants who cannot receive the license in a timely manner. This amendment permits the applicant a full year to produce the out-of-state license; however, verification that the license is being processed will be required before the Class A license is issued.

Any interested party or persons may present their views either orally or in writing at the public hearing that will be held Wednesday, August 31, 2011, at 1 p.m. in Room 3 Southwest, Third Floor, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa.

At the hearing, persons will be asked to give their names and addresses for the record and to confine their remarks to the subject of the proposed amendment. Persons who wish to make oral presentations at the public hearing may contact the Executive Director, Board of Educational Examiners, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa 50319-0147, or at (515)281-5849, prior to the date of the public hearing.

Any person who intends to attend the public hearing and requires special accommodations for specific needs, such as a sign language interpreter, should contact the office of the Executive Director at (515)281-5849.

Any interested person may make written comments or suggestions on the proposed amendment before 4 p.m. on Friday, September 2, 2011. Written comments and suggestions should be addressed to Kim Cunningham, Board Secretary, Board of Educational Examiners, at the above address, or sent by E-mail to kim.cunningham@iowa.gov, or by fax to (515)281-7669.

After analysis and review of this rule making, no impact on jobs has been found.

This amendment is intended to implement Iowa Code chapter 272.

The following amendment is proposed.

Amend subrule 13.17(1) as follows:

13.17(1) One-year teacher exchange license.

a. For an applicant applying under 13.3(2), a one-year nonrenewable exchange license may be issued to the applicant under the following conditions:

(1) The applicant has completed a state-approved, regionally accredited teacher education program; and

(2) The applicant has the recommendation for the specific license and endorsement(s) from the designated recommending official at the recognized non-Iowa institution where the preparation was completed; and

(3) The applicant holds and submits a copy of a valid regular and current certificate or license in the state in which the preparation was completed or in which the applicant is currently teaching, exclusive of a temporary, emergency or substitute license or certificate; and

1. If the applicant's out-of-state license is expired, a one-year teacher exchange license may be issued and the lack of a valid and current out-of-state license will be listed as a deficiency.

2. If the applicant submits verification that the applicant has applied for and will receive the applicant's first teaching license and is waiting for the processing or printing of a valid and current

out-of-state license, a regional exchange license may be issued and the lack of a valid and current out-of-state license will be listed as a deficiency; and

(4) If the applicant has fewer than three years of teaching experience or is being recommended for a K-6 elementary education endorsement, the applicant must verify successful completion of mandated tests in the state in which the applicant is currently licensed; and

(5) Each exchange license shall be limited to the area(s) and level(s) of instruction as determined by an analysis of the application, the transcripts and the license or certificate held in the state in which the basic preparation for licensure was completed or of the application and the credential evaluation report. The applicant must have completed at least 75 percent of the endorsement requirements through a two- or four-year institution in order for the endorsement to be included on the exchange license; and

(6) The applicant is not subject to any pending disciplinary proceedings in any state or country; and

(7) The applicant complies with all requirements with regard to application processes and payment of licensure fees.

b. After the term of the exchange license has expired, the applicant may apply to be fully licensed if the applicant has completed all requirements and is eligible for full licensure.

c. If the lack of a valid and current out-of-state license was listed as a deficiency, the one-year teacher exchange license shall not be converted or extended until a valid and current out-of-state license is presented to remove the deficiency.

MEMO

Date: October 7, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 22.5(272) Preliminary Professional Career
Authorization - Adopt

The enclosed noticed rules were filed under Notice of Intended Action and published as ARC 9660B on August 10, 2011.

A public hearing was held Wednesday, August 31, 2011, with written comment accepted until 4 p.m. Friday, September 2, 2011.

The proposed rules were available electronically on the Board's website and available through the Administrative Rules Bulletin both electronically and in hard copy.

No one attended the public hearing; however two written comments were received.

I recommend that the proposed rule to Amend IAC 282 Chapter 22.5(272) Preliminary Professional Career Authorization be tabled at this time.

On September 13, 2011, I presented this rule to the Administrative Rules Committee. It appears from the comments from the committee and the public that this is an issue that should be addressed by the Legislature as our authority was questioned by one Legislator. It was the recommendation of several committee members that the Board not adopt this rule at this time and permit this issue to be addressed by the Legislature during the 2012 session and if the Legislature fails to address this issue then the appropriate action should be made by the Board.

However, I would like to inform the Board that the practice as outlined above is currently being implemented in 28E agreements between school districts and higher education institutions under the Senior Year plus program. The Senior Year Plus program legislation has little guidance regarding who can teach the class.

Since the Senior Year Plus program does not address background checks nor content requirements for the students and if the goal is to have a teacher of the highest quality, then I would suggest that amendments to the legislation be presented since without some degree of regulation any option is viable which does not guarantee the highest quality teacher.

EDUCATIONAL EXAMINERS BOARD[282]

Notice of Intended Action

Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1)"b."

Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.

Pursuant to the authority of Iowa Code section 272.2, the Board of Educational Examiners hereby gives Notice of Intended Action to amend Chapter 22, "Authorizations," Iowa Administrative Code.

This rule is proposed to meet the Board of Educational Examiners goal to provide flexibility in licensing. This rule provides a path for noneducators to receive authorization to teach.

Any interested party or persons may present their views either orally or in writing at the public hearing that will be held Wednesday, August 31, 2011, at 1 p.m. in Room 3 Southwest, Third Floor, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa.

At the hearing, persons will be asked to give their names and addresses for the record and to confine their remarks to the subject of the proposed amendment. Persons who wish to make oral presentations at the public hearing may contact the Executive Director, Board of Educational Examiners, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa 50319-0147, or at (515)281-5849, prior to the date of the public hearing.

Any person who intends to attend the public hearing and requires special accommodations for specific needs, such as a sign language interpreter, should contact the office of the Executive Director at (515)281-5849.

Any interested person may make written comments or suggestions on the proposed amendment before 4 p.m. on Friday, September 2, 2011. Written comments and suggestions should be addressed to Kim Cunningham, Board Secretary, Board of Educational Examiners, at the above address, or sent by E-mail to kim.cunningham@iowa.gov, or by fax to (515)281-7669.

After analysis and review of this rule making, no impact on jobs has been found.

This amendment is intended to implement Iowa Code chapter 272.

The following amendment is proposed.

Adopt the following new rule 282—22.5(272):

282—22.5(272) Preliminary professional career authorization.

22.5(1) Authorization. The preliminary professional career authorization is provided to noneducators entering the education profession to teach in one of the approved content areas in grades 9-12.

22.5(2) Application process. Any person interested in the preliminary professional career authorization shall submit an application to the board of educational examiners for an evaluation. Application materials are available from the office of the board of educational examiners, online at <http://www.boee.iowa.gov/>.

22.5(3) Requirements.

a. The applicant has completed a baccalaureate degree from a regionally accredited institution with a minimum cumulative grade point average of 2.5 on a 4.0 scale.

b. The applicant has at least five years of post-baccalaureate work experience in the content areas to be taught.

c. The applicant meets the subject matter coursework requirements for the secondary teaching endorsement of science, math, music or foreign language or is a native speaker of a foreign language.

d. The applicant must have successfully completed an Iowa division of criminal investigation background check. The background check fee will be assessed to the applicant.

e. The applicant must have successfully completed a national criminal history background check. The background check fee will be assessed to the applicant.

f. The applicant must have documentation from a school district administrator verifying that the school district wishes to hire the applicant. The school district administrator must verify a diligent search was completed to hire a fully licensed teacher for the position.

g. During the term of the authorization, the applicant must complete board-approved training in the following:

(1) Methods and techniques of teaching. Develop skills to use a variety of learning strategies that encourage students' development of critical thinking, problem solving, and performance skills. The methods course must include specific methods and techniques of teaching the content endorsement listed on the authorization.

(2) Curriculum development. Develop an understanding of how students differ in their approaches to learning and create learning opportunities that are equitable and adaptable to diverse learners.

(3) Measurement and evaluation of programs and students. Develop skills to use a variety of authentic assessments to measure student progress.

(4) Classroom management. Develop an understanding of individual and group motivation and behavior which creates a learning environment that encourages positive social interactions, active engagement in learning, and self-motivation.

(5) Code of ethics. Develop an understanding of how to foster relationships with parents, school colleagues, and organizations in the larger community to support students' learning and development and demonstrate an awareness of the board's rules of Professional Practice and Code of Ethics.

(6) Diversity training for educators. Develop understanding and sensitivity of the values, beliefs, lifestyles and attitudes of individuals and the diverse groups found in a pluralistic society including preparation that contributes to the education of individuals with disabilities and the gifted and talented.

h. The applicant must be assigned a mentor by the hiring school district. The mentor must have four years of teaching experience in a related subject area.

i. Approved content areas. The authorization is provided for teaching in the following approved areas:

(1) Foreign language. This area requires 24 semester hours of credit in the foreign language and proficiency in conversation and composition in the foreign language as demonstrated through the board-approved secondary content test for the foreign language in conversation and composition. The cut score may not be waived by the board.

(2) Foreign language—native speaker. If the applicant is a native speaker of a foreign language, the applicant must demonstrate proficiency in conversation and composition in the foreign language as demonstrated through the board-approved secondary content test for the foreign language in conversation and composition. The cut score may not be waived by the board.

(3) Mathematics. This area requires 24 semester hours in mathematics to include calculus and probability and statistics and proficiency in mathematics as demonstrated through the board-approved secondary content test for mathematics. The cut score may not be waived by the board.

(4) Chemistry. This area requires 30 semester hours in science to include 15 semester hours of credit in chemistry and proficiency in chemistry as demonstrated through the board-approved secondary content test for chemistry. The cut score may not be waived by the board.

(5) Physics. This area requires 30 semester hours in science to include 15 semester hours of credit in physics and proficiency in physics as demonstrated through the board-approved secondary content test for physics. The cut score may not be waived by the board.

(6) Biology. This area requires 30 semester hours in science to include 15 semester hours of credit in biology and proficiency in biology as demonstrated through the board-approved secondary content test for biology. The cut score may not be waived by the board.

(7) Music. This area requires 24 semester hours in music to include music theory and proficiency in music as demonstrated through the board-approved secondary content test for music. The cut score may not be waived by the board.

22.5(4) *Validity.* The preliminary professional career authorization is valid for three years. No Class B licenses may be issued to applicants holding the preliminary professional career authorization. No additional endorsement areas may be added unless the requirements in paragraphs 22.5(3)“b” and 22.5(3)“i” are met.

22.5(5) *Renewal.* The preliminary professional career authorization is nonrenewable.

22.5(6) *Conversion.* The preliminary professional career authorization may be converted to the professional career authorization. The applicant must provide official transcripts verifying the completion of the coursework required in paragraph 22.5(3)“g.”

22.5(7) *Revocation and suspension.* Criteria of professional practice and rules of the board shall be applicable to the holders of the preliminary professional career authorization. A complaint may be filed against the teacher and administrator of a school district that hires an applicant to teach without a valid authorization.

22.5(8) *Approval of courses.* Each institution of higher education, private college or university, community college or area education agency wishing to offer training for the preliminary professional career authorization must submit course descriptions for each offering to the board for approval. After initial approval, any changes by agencies or institutions in course offerings shall be filed with the board.

Cunningham, Kim [BOEE]

From: Maurer, George [BOEE]
Sent: Monday, August 08, 2011 6:23 AM
To: Cunningham, Kim [BOEE]
Subject: FW: Thank you & Follow Up
Attachments: Jim H - foreign languages - 2011 0806.docx

Dr. George J. Maurer, Executive Director
Iowa Board of Educational Examiners
Grimes State Office Building
Des Moines, IA 50319-0147

Tel: 515.281.5849 Fax: 515.281.7669

george.maurer@iowa.gov

www.boee.iowa.gov (website)

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From: Glass, Jason [ED]
Sent: Sunday, August 07, 2011 10:23 PM
To: Maurer, George [BOEE]
Subject: FW: Thank you & Follow Up

Hi George,

Please see the attached critique of the proposed rule change on alternative pathways. Please consider it as part of the public comment and disseminate it as you see appropriate to the BOEE. Thanks!

Jason E. Glass
State Director & Chief Learner
Iowa Department of Education
www.educateiowa.gov

August 6, 2011

Director Jason Glass
Iowa Department of Education
Grimes State Office Building
400 E. 14th Street
Des Moines, IA 50319-0146

Dear Dr. Glass:

Thank you for meeting with me August 1, and for sharing information about potential changes to Iowa's teacher certification rules.

I have read through the proposed regulations, and have the following comments:

- 22.1(1) Authorization: The text states "authorization is provided to noneducators entering the teaching profession to teach in one of the approved content areas in grades 9-12."

The regulation, as written, excludes elementary and middle school foreign language instructors. In the Mid-Prairie district, we teach Mandarin Chinese in grades K-5 (and have taught Arabic, also K-5), and have applied for grants to teach Chinese in our middle school. Other schools in Iowa also teach Mandarin and Spanish at the elementary level.

This regulation would not address our current needs, or the needs of the 70% of Iowa's K-12 students who are not enrolled in grades 9-12. This is particularly important relative to foreign language instruction, where both the empirical and anecdotal evidence strongly suggest that the younger a person encounters a new language, the more easily they learn it, along with the cognitive benefits from exercising the "executive function" of the brain on an early and ongoing basis. A sample finding:

Establishing High-Quality Foreign Language Programs in Elementary School
<http://www.lab.brown.edu/pubs/perspectives/PerspCal.pdf>

Foreign language study benefits all students, not just those who are gifted or those in districts that enjoy high levels of funding. Providing foreign language study is not just a minor enrichment in a curriculum; it can alter the culture of a school and open opportunities that would not exist otherwise. A broad world view, improved cognitive skills, and enhanced language skills may be even more important for students from average and lower income families than for more advantaged students.

- 22.5(2)a: This rule limits eligibility to individuals who have earned baccalaureate degrees from regionally accredited institutions.

My assumption is this rule would therefore not include people who have earned degrees overseas (because their institutions are not "regionally accredited" in the United States) or perhaps earned a graduate degree in the United States but not an undergraduate degree

(i.e., not a “baccalaureate”). For native foreign language speakers, both rules are likely to exclude most from consideration for certification.

- 22.5(2)b: This rule requires five years’ of post-baccalaureate work experience in the content area to be taught.

Language teachers born overseas would likely have native speaker competence, but it is unlikely they would have five years’ experience in the “content area to be taught” given they would have no reason to teach “foreign language” in their native countries. This rule would exclude any new-to-America teachers and seem to imply an “apprenticeship” as something less than a teacher in order build the five years of experience that are required.

- 22.5(2)f: This rule requires the recommendation from a school district administrator.

The rule limits the ability of an individual to offer his or her services to a range of potential employers. It places monopoly power in the hands of a single district administrator, which is different than for all other certified employees who can offer their services to the entire universe of potential employers.

Also, this rule makes it clear anyone hired under this provision was only hired because of a failed “diligent search...to hire a fully licensed teacher for this position.” In short, it sends a clear message that this is not an “alternative” means to achieve classroom certification, but a last-resort approach to be taken only when all other options have been exhausted.

- 22.5(2)g: This rule requires “Board approved” training.

As I shared with you during our visit, I came to Iowa in 1996 with a doctorate in higher education, and had previously completed all the coursework for elementary certification in Alaska. That said, I was told by Iowa’s authorities that to earn a teacher certificate in Iowa would require at least three additional semesters of full-time study.

I would also note that I taught six years in Alaska at the college level, earned tenure in the University of Alaska system after three years (half the usual time for those who do make it), and actually had administrative responsibility for a teacher education program in my role as Dean of Instruction. Still, I was faced with 18 months of full-time study in Iowa, because my education and experience did not meet the standards for “board approved” training.

Given my direct experience, I would be concerned this regulation would exclude people who could make significant contributions to our classrooms.

- 22.5(2)h: This rule requires a mentor with four years of teaching experience in a related subject area.

From an equity perspective, I believe the mentorship requirements under this certification path should be consistent with those for any new teacher; whatever those are, I would think that’s appropriate.

That said, from a practicality perspective, would a “language arts” teacher be a “related subject area” for Mandarin Chinese or Arabic, the two “exotic” foreign languages our district has offered? A social studies teacher? I suspect a case could be made for most disciplines, but particularly at the elementary level, this seems like a potentially loose fit.

- 22.5(2)i(1): This rule requires demonstrated proficiency in a foreign language through a “Board approved secondary content test.”

My hope is the Board would have the background necessary to evaluate tests for languages ranging from Mandarin Chinese to Arabic to Japanese, and to set appropriate cut scores. I would note the test would evaluate “secondary content,” not “elementary content,” but in foreign language instruction, I would think the fluency standards should be equivalent.

I would also note that under current rules (and observed practice), administrators can hire elementary language teachers who have taken the requisite education courses, but are not typically able to evaluate the foreign language skills of the people they hire.

22.5(2)i(5): This rule requires potential license holders to pass a “Board approved secondary content test for physics.”

This is not directly applicable to foreign language, but appears to reflect a philosophy that manifests itself throughout these proposed regulations.

I would suggest the Board consider implementing a “Van Allen Regulation Belt,” in which any regulation that would keep the late space physicist James Van Allen (likely the most distinguished professor in University of Iowa history, commemorated through the naming of the Van Allen Radiation Belt in his honor) out of a high school classroom be discarded.

Had Dr. Van Allen wanted to follow his college career with several years teaching at the secondary level, under this rule he would have been required to prove his bona fides through a “Board approved secondary content test for physics.” There could also be a Meredith Willson or Simon Estes Rule for music, or a Grant Wood Rule for art. In short, I would trust administrators to hire the best teachers and not the bad ones.

22.5(2)i(6): Conversion

This rule underscores the reality this is not a full teaching license, but dependent upon further coursework. For Mid-Prairie’s Chinese and Arabic instructors, they successfully completed elementary education degrees from William Penn University; their issue has been passing the PRAXIS II exam (an examination taken in English to prove you can teach Chinese or Arabic). Imagine taking a test in Chinese to prove you can teach English in China—especially after surviving a five-semester full-time program at a Chinese university while working full-time in a Chinese classroom. This situation has also occurred to our east, where University of Chicago PhD graduates had challenges passing the test required under the Illinois equivalent of these rules; as a result, the rules were changed.

While I appreciate this larger set of regulation is intended to allow more talent to enter our classrooms, it:

- Does not enable native speakers of foreign languages to teach in elementary classrooms, which is where additional languages are most easily learned, and where other countries (e.g., China, Taiwan, South Korea, Finland, Singapore—the best of the best) all start teaching foreign languages, which from their context is most often English.
- Does not enable graduates of foreign undergraduate programs to gain access to the classroom. In places like Iowa, our Chinese and Arabic teaching corps is often made up of spouses of graduate students. These spouses often have foreign baccalaureate degrees, but not undergraduate degrees from regionally accredited American institutions.
- Makes clear it's seat time in college that distinguishes who's in from who's out, not classroom performance. The license is "preliminary," which means an individual could be the best teacher ever to grace a school, but without taking an approved college curriculum, the "nonrenewable" license will expire and that great teacher will be out of the classroom.

Note: this is different than teaching at the college level, where teaching is evaluated by perceived competence in the classroom, not the pedagogy courses a professor may have taken (or more likely, did not take) in preparation for his or her career.

- Does not anticipate non-traditional learning experiences such as "immersion schools," in which all courses are taught in Chinese, Arabic, Spanish or French. I am confident Mid-Prairie could fill an elementary school with "Chinese students" (not as defined by their ethnicities, but by the language of instruction), drawing from the Mid-Prairie, Iowa City and surrounding school districts. These options are increasingly prevalent in larger cities (e.g., San Francisco, New York), but Iowa has few such opportunities.

I know from personal experience not to worry about American children learning English; that will happen just fine, as it did with my literally "ESL" son (for about three weeks in kindergarten, as I had predicted). However, it is extremely difficult for children to retain a foreign language, even if spoken at home, when their friends and teachers do not use that language.

I would also note that in Singapore, consistently among the best of the best in education, the Chinese, Indian and Malay demographic groups make up nearly all the population. To level the playing field, minimize ethnic tension, and develop second-language proficiency in all students, the primary language of instruction in Singapore is English, which is NO ONE's first language.

This approach did not undermine Singaporean education. In the mid-1960s, Singapore was near the bottom of world educational rankings, but by the mid-1990s, it was at the top, where it remains a generation later with other high-flyers such as Shanghai, South Korea and Finland.

They each invest heavily in elementary foreign language instruction, and often don't stop at a second language. Meanwhile, we keep native-level language talent out of our classrooms, watch our students slip on world educational rankings and, a few years later, witness horrific balance of trade deficits. A potential reason? To borrow from another analyst: "You buy in your language. You sell in the other guy's language."

Over the past few years, I have literally spoken face-to-face on this issue with education policy leaders ranging from US Secretary of Education Arne Duncan to US Senator Tom Harkin to my state legislators to our leading state-level educational administrators; perhaps they were just being polite, but there seems to be consensus that when it comes to foreign language, our rules are counterproductive—but no one seems to have the power to change them.

Other entities, ranging from the Chicago Public Schools (under the leadership of former CPS CEO Arne Duncan) to the State of Oklahoma have rewritten their certification standards to enable excellent foreign language teachers to enter their classrooms, particularly at the elementary level (in December 2009, Chicago had 59 full-time elementary Chinese teachers).

We should learn from our domestic and international peers, study their successes, and then take the best practices and apply them to Iowa.

As someone who learned functional but fractured Chinese when he was 26, I know that six-year-olds learn languages faster, and better, than older folks (and with languages, “older” arrives at about age 10). With each passing year, another cohort of Iowa’s youngest students is passing through its window of developmental opportunity to learn a language with native-level fluency. The tragedy is that when it comes to new languages, there’s literally no second chance.

The Board of Educational Examiners is uniquely positioned to enable our students to develop the language skills that can promote a more peaceful world and a more prosperous Iowa, using “uniquely” in the literal sense of the word. The inverse reality of that opportunity is that without BOEE intervention, another generation of foreign language competence will be lost.

Thank for your interest in this issue. Please let me know how I can be of assistance.

Sincerely,

James P. Hussey, EdD
803 4th St
Kalona, IA 52247

319/656-5334 (h)
319/341-2445 (w)

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Iowa State
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An affiliate of the
National Education
Association

September 2, 2011

Iowa Board of Educational Examiners
c/o Kim Cunningham, Board Secretary
Grimes State Office Building
Des Moines, IA 50319

Dear Members of the Iowa Board of Educational Examiners:

On behalf of the members of the Iowa State Education Association, we are writing to comment on the proposed rule which will create a new pathway to teacher licensure for non-educators (Notice of Intended Action, 282 Iowa Administrative Code 22.5). The proposed rule is a vast departure from the high standards of teacher preparation and licensure that have been so closely held in the State of Iowa and should not be adopted without extensive analysis, consideration, and discussion.

We recognize that there may be a need for alternative pathways for entrance into the teaching profession and we understand the hardship of addressing shortages in particular subject areas. That is evidenced by our support of the Board's adoption of the teacher intern license in 2010. We also recognize that alternative pathways to licensure need to be equal in rigor to traditional teacher preparation programs and that every teacher candidate should meet substantially similar standards before they receive a teaching license. These standards, whether through tradition or alternative pathways, must address the skills, knowledge, and dispositions needed for effective teaching. This is more important today than ever before. Rigorous teacher preparation is *absolutely critical* to our common goal of raising student achievement.

Every candidate for a teaching license should meet every standard *prior to* being granted a teaching license. The proposed rule fails to ensure a well-prepared teacher in every classroom, something every student deserves. To assure quality education, we would hope that the following features would be part of any alternative licensing program in Iowa:

- Strong partnership between preparation programs and school districts.
- Good participant screening and selection process.



- Strong supervision and mentoring for participants during their teaching experience.
- Solid curriculum that includes coursework in classroom basics and teaching methods.
- Sufficient and relevant training and coursework prior to the assignment of participants to full-time teaching.

The proposed rule misses the mark. It provides for no collaboration between the preparation program and the school district in selecting and training the new teacher. The rule lacks any signal of strong support for the new teacher. The rule does require a mentor be provided, but this is a stark contrast to the more specific responsibilities a school district has when a candidate for the teacher intern license is hired. In that case, for example, the school district must provide support and supervision, prevent the new teacher from being overloaded with extracurricular duties, and provide evidence to the Board that mentoring is occurring.

Of equal or greater importance, the proposed rule sacrifices a solid pre-service curriculum and sufficient training prior to the teacher entering the classroom.

Alternative pathways to licensure should never compromise a quality education for every student. Recruiting and retaining well-prepared teachers is challenging, but fast-track programs like the one presented in the proposed rule only exacerbate the problem of the “revolving door” of teacher turnover by emphasizing short-cut preparation and short-term commitments in the very environments that need teacher stability the most. Researchers are finding that specific types of pre-service preparation, along with extensive clinical training, are key predictors of teaching effectiveness and longevity. In 2005, research by Linda Darling-Hammond on Teach for America recruits found that those “who become certified after 2 or 3 years do about as well as other certified teachers in supporting student achievement gains; however, nearly all of them leave within three years. Teachers’ effectiveness appears strongly related to the preparation they have received for teaching” (Education Policy Analysis Archives, 2005). In 2008, the National Bureau of Economic Research found that teachers with more extensive clinical training (including a full-year internship) *before they begin to teach* actually produce higher student achievement gains (Boyd, Grossman, Lankford, Loeb, & Wyckoff, 2008).

All students should be taught by teachers who have been fully trained the moment they step in the classroom. This proposed authorization is not in the best

Iowa Board of Educational Examiners
September 2, 2011
Page 3

interests of students in the classroom or the professional aspiring to be a successful teacher. We strongly encourage you to reject this proposed rule and work with our organization as well as other constituency groups to find a better way to address teacher shortages and student achievement.

Sincerely,

A handwritten signature in black ink that reads "Chris Bern". The signature is written in a cursive style with a large initial "C".

Chris Bern, President

A handwritten signature in black ink that reads "Mary Jane Cobb". The signature is written in a cursive style with a large initial "M".

Mary Jane Cobb, Executive Director

Petition for Waiver

Name: Andy Crozier

License: Folder # 821913

Holds a standard teaching license and an initial administrator license issued November 23, 2009.

Reason for Waiver: Wishes to waive requirement that acceptable administrative experience must be completed while holding a valid administrator license since the license was not required for his position at the AEA.

Rule Citation: (5-12).

282—18.10(272) Superintendent/AEA administrator.

18.10(3) *Administrative experience.*

- a. The applicant must have had three years of experience as a building principal.
- b. Other administrative experience. PK-12 or area education agency administrative experience is acceptable if the applicant acquires the three years' experience while holding a valid administrator license.

Rationale: Mr. Crozier worked as the Coordinator of Digital Learning Technology at Grant Wood Area Education Agency. The position is to manage, supervise and lead the movement of instructional technology in AEA 10's schools. When Mr. Crozier accepted the position, he had completed 32 of the 36 credits in his master's degree program in educational leadership. Grant Wood AEA did not require the administrative license for the position even though Mr. Crozier served on the management team. He was required to take part in SAI's New Administrator Institute in his first year of service. Mr. Crozier applied and received his administrative license in November 2009.

Mr. Crozier began working on the superintendent program at Iowa State University. When he applied for the endorsement, he was informed that he did not meet the criteria of three years of administrative experience while holding a valid administrator license. Mr. Crozier indicates that the BOEE website indicates that 3 years of experience is necessary for the endorsement but it doesn't list the requirement for holding an administrative license.

Hardship: It is inefficient and not financially sound for Andrew CSD to have multiple administrators. Mr. Crozier is serving as Lead Administrator and K-8 principal. An interim superintendent has been hired. Mr. Crozier believes that sharing a superintendent is not an ideal situation due to political problems associated with whole grade sharing with neighboring schools. The town has also gone through hardships so the community needs stable leadership.

Prejudice to Others: Mr. Crozier does not believe there would be any prejudice to others if the rule was waived.

Public Health, Safety and Welfare: Mr. Crozier believes the district would be able to quickly respond to issues regarding public health safety and welfare if the waiver were granted. The interim superintendent is in the district one day a week so critical decisions cannot be made in a timely manner.

Decision: Should the Board waive the requirement for administrative experience for the superintendent endorsement to be earned during the term of an administrative license?

Similar Waivers:

07-16 Anita Dutta. Requested waiver of administrator experience based on experience in India. Not able to verify experience satisfactorily. Denied.

08-06 Cassandra Murra. Requested waiver of 1.5 years of administrative experience to obtain the superintendent endorsement. Holds an initial administrator license issued 1-24-07. Served as curriculum coordinator/director of school improvement under administrative contract since 2003. She completed the principal program in spring 2006 and applied for license January 2007. Denied.

08-12 Keith Buckridge. Requested waiver of one year of administrative experience to serve as superintendent. Holds a Class B license for principal and has 2 years of experience. Denied.

08-31 Nathan Martin. Requested waiver of one year of administrative experience to obtain Class B license to serve as superintendent. Has 2 years of administrative experience. Granted.

10-05 Jeffrey Berger. Requested waiver of principal experience based on experience at the Department of Education. Denied.

Recommendation: Deny the waiver. The Board added the language that administrative experience had to be earned during the term of an administrative license because it was difficult to deny acceptance of some experience that applicants claimed was administrative experience. It was difficult to differentiate between the duties of a principal and the duties of other licensed personnel with titles such as curriculum coordinator or dean of students. Thus the Board revised the rule a few years ago to require the administrative license for the experience to be acceptable. Recent waivers have been denied if the petitioner did not hold an administrative license while serving as an administrator.

Hardship. The interim superintendent is in place until June 2012. The Board could accept the three years of experience for the 2009-10, 2010-11 and 2011-12 school years even though Mr. Crozier did not submit all required materials for the administrative

license until November 2009. Thus it may be a hardship for this school year but the district has a plan in place.

Mr. Crozier indicates the website does not specify that the 3 years of experience have to be completed during the term of an administrative license. The portion that he is referencing is a summary of the licensure requirements for all licenses. The entire rule is listed on the website under the heading "Administrative Endorsement Requirements." It is also listed in the section on the rules.

Prejudice to Others:

Many technology coordinators are hired by school districts and AEA's and do not require administrative licensure. In reviewing the job description, Grant Wood AEA did not require an administrative license for the position. A master's degree was not required either. The job description includes supervising and evaluating staff which Mr. Crozier was authorized to perform since he held an evaluator license issued in 2008.

The position includes leadership for evaluating digital technologies and managing budgets. He was involved in new administrator mentoring even though he did not hold an administrative license.

Public Health, Welfare and Safety: Mr. Crozier indicates that critical decisions cannot be made in a timely manner since the school must use an interim superintendent but he would have authority to make decisions on public health, welfare and safety as a principal and lead administrator.

Petition for Waiver

Name: Dale Hill

Folder: 801276

Currently enrolled in the teacher intern program.

Reason for Waiver: Mr. Hill has not been able to obtain an internship which is part of the Morningside College teacher intern program. Mr. Hill would like to request the option to fulfill the requirements for the internship through substitute teaching and co-teaching.

Rule Citation for teacher intern license:

282-13.9(5) Local school district requirements. The local school district shall:

- a. Provide an offer of employment to an individual who has been evaluated by a college or university for eligibility or acceptance in the teacher intern program.
- b. Participate in a mentoring and induction program.
- c. Provide a district mentor for the teacher intern.
- d. Provide other support and supervision, as needed, to maximize the opportunity for the teacher intern to succeed.
- e. Not overload the teacher intern with extracurricular duties not directly related to the teacher intern's teaching assignment.
- f. Provide evidence to the board from a licensed evaluator that the teacher intern is participating in a mentoring and induction program.
- g. At the board's request, provide information including, but not limited to, the teacher intern selection and preparation program, institutional support, local school district mentor, and local school district support

Rule Citation for substitute authorization:

282—22.2(272) Substitute authorization. A substitute authorization allows an individual to substitute in a middle school, junior high school, or high school for no more than five consecutive days in one job assignment.

Option for alternative to internship year.

- 40 days of paid substitute teaching
- Regular meetings with college supervisor
- 40 consecutive days of co-teaching with master teacher
- 4 hour seminar
- Summative recommendation
- Postpone mentoring until holds initial license

Hardship: Mr. Hill would have to wait a year if he does not have a paid internship possibility since Morningside works with cohorts. He would lose the connection with the other cohort members. This would be a break in the

continued learning and utilization of the learning. The program would take much longer than two years. He would have to begin repaying his student loan and he would have a loss of income.

Prejudice to others:

No

Safety and welfare of others:

All of the safeguards for student teaching would be in place for this option to the internship. Mr. Hill has already completed a background check. He would be evaluated by the college supervisor.

Recommendation: Approve the waiver.

The Board has filed for notice rules that will allow the option of substitute teaching and co-teaching for individuals who are not able to find an internship through the teacher intern program. The hearing was held and the Board will move for adoption of the rules in November. Approving the waiver will just provide the same option that will be in effect once the rules are adopted.

Hardship: Mr. Hill's degree is in business which is not a shortage area so it is difficult to find an internship possibility in this endorsement area.

Prejudice to others:

No

Safety and welfare of others:

Mr. Hill has held a substitute authorization and coaching license so he has completed the background check information and has worked with students in these capacities. The college supervisor and co-teacher will provide for the public health, safety and welfare of others.

Petition for Waiver

Name: Lori Olberding

Folder: 232792.

Holds a standard license with endorsements in the general elementary classroom, K-8 and 5-12 art, and K-8 reading. Holds a Class B conditional license in secondary language arts.

Reason for Waiver: Ms. Olberding would like to waive the secondary language arts methods course on the basis of her experience.

Rule Citation f282—13.29(272) **Adding, removing or reinstating a teaching endorsement.**

13.29(1) *Adding an endorsement.*

After the issuance of a teaching license, an individual may add other endorsements to that license upon proper application, provided current requirements for that endorsement have been met. An updated license with expiration date unchanged from the original or renewed license will be prepared.

b. Additional requirements for adding an endorsement.

(1) In addition to meeting the requirements listed in rules 282—13.18(272) and 282—13.28(272), applicants for endorsements shall have completed a methods class appropriate for teaching the general subject area of the endorsement added.

(4) Practitioners holding the K-8 endorsement in the content area of the 5-12 endorsement being added may satisfy the requirement for the secondary methods class and the teaching practicum by completing all required coursework and presenting verification of competence. This verification of competence shall be signed by a licensed evaluator who has observed and formally evaluated the performance of the applicant at the secondary level. This verification of competence may be submitted at any time during the term of the Class B license. The practitioner must obtain a Class B license while practicing with the 5-12 endorsement.

Rationale:

Ms. Oldberding believes her teaching experience on the secondary level should waive the requirement for completion of a methods class. She has attended workshop on current trends and teaching strategies but has not completed a methods of teaching secondary language arts.

Hardship: Ms. Olberding cannot find a methods class in her area. She is not able to complete the methods class in the summer since she teaches 9 weeks in the summer at Forest Ridge Youth and Family Resources Services.

Prejudice to others:

No

Safety and welfare of others:

Ms. Olberding does not believe the granting of the waiver would affect the safety and welfare of others.

Recommendation: Approve the waiver.

The Board has approved similar petitions for waivers:

- 01-02 Richard Beers (health)
- 02-23 Patsy Yusten (speech)
- 03-13 Julie Degner (multi-cat)
- 04-15 Jeffrey Hughes (psychology)
- 09-06 Carmen Torres (Spanish)

The Board has denied a few petitions also:

- 02-19 John Dank - math-(denied due to length of time to complete math credits)
- 04-18 Madelyn Tursi -multi-cat (denied due to professional development submitted in lieu of college course)

Ms. Olberding did complete the methods of teaching elementary language arts as part of the elementary classroom endorsement. The Board's rules do allow a person with a content endorsement on the elementary level to waive the methods course on the secondary level in the same content area. Ms. Olberding does not hold the elementary language arts endorsement but she has completed the elementary methods course, elementary reading methods and secondary reading methods courses.

Hardship: Methods courses are difficult to find. There are a few online methods courses available.

Prejudice to others:

No. Other waivers have been granted.

Safety and welfare of others:

Ms. Olberding has been teaching English with the Class B license for two years so there would be no affect on the safety and welfare of her students.

MEMO

Date: October 7, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Search Consultants Update

Documents will be in your manila folder the day of the meeting.

MEMO

Date: October 7, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Executive Director's Position

Documents will be in your manila folder the day of the meeting.