



**Teacher Induction, Retention, and Advancement Act of 2016
Workgroup
April 26, 2017 Meeting**

The 13th meeting of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup was called to order by Ms. Sarah Spross at 1:00 p.m.

In attendance: Sarah Spross (MSDE), Deborah Kraft (Maryland Independent College and University Association), Kathy Angeletti (University of Maryland System), Tess Blumenthal (Maryland Association of Elementary School Principals), Rowena Shurn (Maryland State Education Association), Linda Gronberg-Quinn (Maryland Association of Directors of Teacher Education at Community Colleges), Alexandra Cambra (MSDE), Kelly Meadows (MSDE), Jessica Bancroft (MSDE), Karen Dates-Dunmore (MSDE), Tanisha Brown (MSDE), Michelle Dunkle (MSDE), Linda Murel (MSDE)

Absentees: Emily Dow, (Maryland Higher Education Commission), Mariette English (Baltimore Teachers Union), Jack Smith (Public School Superintendents Association of Maryland), Laura Weeldryer (Maryland State Board of Education), Annette Wallace (Maryland Association of Secondary School Principals)

Ms. Sarah Spross called the meeting to order at 1:00pm

Ms. Spross welcomed those attending the TIRA workgroup. The meeting is a full meeting of workgroup and committees and she thanks all for their attendance and participation. The Kiwan Commission is also meeting today; therefore, several workgroup members are being represented by others, or are not present.

Introductions:

The workgroup members introduced themselves. Sarah Spross introduced Dara Shaw, Executive Director of Research, Accountability and Special Projects for MSDE. Dara Shaw summarized her background briefly, and her intention to support the Workgroup and Committees. Prior to this she was the resident director at a think-tank, and a former math teacher prior to that.

Approval of minutes:

Minutes were reviewed and approved unanimously from the February meeting.

Announcements

Sarah Spross noted that the “CAEP Bill” was signed into law and that the next meeting of the work group will be May 30th and that committees will not meet; only workgroup members will meet.

Public Comments

Public Comment #1: Barbara Matthews, Coordinator of Certification for Harford County, with 23 years of experience, including experience at MSDE and as a local certification

specialist with Howard County in Harford County. Ms. Matthews has been through two major restructures of the certification regulations; once in 1994-95 and again in 2002-03. While she is in favor of changes to the certification regulations in general, in particular, she would like to see changes made to the Professional and Technical Education (PTE) regulations. Trades and Industry, as it was previously referred to, includes folks who are often hired just before or after the school year starts, without the opportunity to attend and participate in orientation, who arrive without teaching experience. They are not introduced to curriculum, web tools and evaluation tools, and expectations. They don't get to visit working model classrooms. They meet annually but they miss out on the fall semester. PTE teachers come in with a high school diploma, they are career changers by regulation, and no second conditional is allowed if they fail to meet the Basic Skills test requirement, even though the course requirements have been met. Without the second conditional being awarded, they leave and the cycle repeats.

Public Comment #2: Deborah Carter, recently retired teacher who was a Nationally Board Certified teacher of Latin and English, from Frederick County. She spent 30 years teaching and achieved National Board Certification twice in Maryland. Ms. Carter provided a summary of her experience and her tremendous respect for educators. She noted she is retiring this year and realizes that she did not love teaching in the later years, she stayed with it for the benefits. While they did not provide an exit conference, she wants to explain to this group why she's retiring. There's no autonomy given to teachers in this profession. Teachers want to teach, but have less instructional time now because of all the testing. They want to become teacher leaders without having to become administrators and they want to be given supervisors with more than three years of experience.

Public Comment #3: Mr. Charles Hagan, Principal, Harford Technical High School, and President of the Maryland Association of Secondary School Principals and a member of the Professional Standards Teacher Education Board (PSTEB).

Mr. Hagan noted that he was at the meeting to be voice for certification standards. There is a unique problem for those hired at Technical schools. Welders are welding because of their expertise. We need these experts. The certification for these folks is for two years. Their last education was high school. In the first two years they need to learn everything the school system does, take college classes and pass Praxis I. Technical principals are losing great people because we are making this too hard. Mr. Hagan noted he was to ask for an additional two years to get Praxis I. In the last three years, 13 PTE teachers have been let go or are on their way out. Thirteen, at six schools, in not even four years. These are hard to fill these positions. This is in the areas of automotive, masonry, machines. Anything we can do to get them and to keep them should be done.

Committee Work

Each of the committees worked independently on their respective topics.

Adjournment

The meeting ended at 4:00 p.m.