



**Friday, October 4, 2019**

Holiday Inn, 1005 Perry Avenue, Big Rapids, MI 49307  
Adjacent to Ferris State University

**Remote Access:** <https://bluejeans.com/875455233>

## MINUTES

### **Introduction: Michael MacDonald, DARTEP Chair**

- Attendees can add questions for MDE at the end of today's Google shared document - MDE will address questions at the end of today's meeting or will follow up

### **Welcome: Dr. Liza Ing, Director of the School of Education, Ferris State University**

### **Organization Reports**

- **DARTEP Treasurer's Report** - Beth Feiten, Oakland University
  - Briefly explained dues process, DARTEP account
  - DARTEP is now able to accept credit card payment as well as pay/reimburse hosting universities by credit card as well
  - Beth is collecting membership info - will send form for members to complete. See DARTEP website for a link to the presentation.
  - Fund balance: \$862.21
  - Contact Beth if you have questions: Beth Feiten, [bafeiten@oakland.edu](mailto:bafeiten@oakland.edu)
- **Michigan Association of Colleges of Teacher Education (MACTE)** - Sally Rae, Siena Heights
  - Contact Sally if you would like to send a card to Anne Tapp (has been in serious car accident)
  - MACTE board represent EPPs - ensures EPPs receives accurate information and does the work to make changes for all
  - Moving annual retreat to spring - sent survey to DARTEP members to gather input regarding key issues to be addressed at the retreat
  - Contact Sally if you need the survey link: [srae@sienaheights.edu](mailto:srae@sienaheights.edu)
- **Michigan Association Teacher Educators (MATE)** - Ray Francis, Central Michigan University
  - Mike MacDonald recognized Ray Francis for his ongoing work in MATE as well as his work as MATE president (outgoing)
  - Elections coming up - new president forthcoming
  - Will be receiving survey from MATE later today - please share with faculty/local teachers etc.

- **Michigan Public Deans Council** - Betty Kirby, Central Michigan University
  - New name: Michigan Public Education Deans
  - Summer retreat - President Bob Floden MSU, Vice President Joe Lubig NMU, \_\_\_\_\_
  - Discussed initiatives, issues, condition of the profession as everyone is quite concerned
    - Created subgroup to look at this and create alternative Michigan model for discussion
- **Michigan Independent Educator Preparation Institutions (MIEPI) - Laurie Burgess, Cornerstone University**
  - Would like to meet with other independents at the beginning of today's job alike session to discuss grade banding/certification changes
- **Consortium Outstanding Achievement in Teaching with Technology (COATT)**
  - No report

### **Election of a Vice-Chair**

- Mike MacDonald called for nominations
  - Laurie Burgess nominated by Jim Rooks
  - Seconded by Caryn King
- Laurie Burgess approved as Vice-Chair for 2019-2020

### **MDE Updates**

- Sean Kottke
  - Introduced Bridgett McDowell (not in attendance) as the new Steve - any MTTC questions should be addressed to Bridgett
  - Attending today's meeting:
    - Leah van Belle - Literacy programs
    - Darcy McMahan
    - Gina Garner
    - Dana Utterback
    - Kate Boswell-Gallagher
  - Certification structure revisions
    - Birth - K replaces ZS
    - Grades 5-9 and 7-12 ELA and Math standards drafted and will be presented to the Board in the near future (Superintendent reviewing)
    - Implementation of new programs and old program cut off dates have been adjusted per EPP requests but there is a definite end date for the old MTTCs
- Kate Boswell-Gallagher
  - Educator Preparation Accountability System (see ppt)
    - Moving from compliance to continuous improvement
    - Have been working with EPPs, K-12 Schools and educational organizations
    - 2014-2018 EPP Scores had three (multipart) components
      - MDE decided they need to get to a more granular level of information
      - Building a new system based on more complete data and use this data to inform and make decisions, ensure transparency, \_\_\_\_\_
    - MDE implementing multi-year pilot that will allow the state to identify and address barriers to data collection, unstable metrics, and trends in performance, reliability and accuracy
      - Candidate demographics

- Licensure assessment
- Perception of preparation (during and following program)
  - teacher candidate surveys
  - cooperating teacher surveys
  - candidate supervisor surveys
  - principal surveys
- Clinical experiences
  - diversity in placements
  - narratives around EPP initiatives/opportunities
  - candidate survey perceptions
  - Planning unified clinical observation tool (hope to build as a team)
- Michigan PK-12 employment
  - Informational only - (already needed for CAEP), employment and completer rates, etc.
  - Use to feed accountability system
- CAEP annual reporting measures
- Candidate and completer diversity
- Plans to improve diversity
- Licensure Assessment/MTTC
- Ed Effectiveness Ratings
- What will the new system look like?
  - Hoping for a very comprehensive view, with goal towards continuous improvement that supports those that fall below
    - System will provide guidance as well as targeted data to inform programs
  - Pilot program forthcoming
  - Surveys being redesigned - shorter and more focused, adding core practice concepts, will provide actionable feedback
    - New Teacher Candidate survey complete
    - New Cooperating Teacher and Candidate Supervisor surveys almost done
    - Year Out and Employing Principal surveys targeted for Spring 2020
    - Webinars will be provided

## **Job-Alike Sessions/Debrief**

### **Deans and Directors**

- MACTE Subgroup (Karen, GVSU): Is MDE interested in supporting further discussion re: residency programs and similar institutional partnerships such as those designed to pool content expertise (world languages, science specialities)? Perhaps a short-term 2-year initiative; perhaps work toward the development of a state-wide shared model. Saginaw Valley shared an overview of their model: year long; filling substitute roles; post-bac; future plans include programming for CTE's. Elementary and secondary programs; reaching wider geographic area; weekend/online programming. Students need to pass MTTC content test prior to admission. Ferris shared their program targeted toward CTE's. WMU has something similar. Sean Kottke offered MDE support.
- Sean Kottke, MDE: What is your experience (e.g., challenges, successes, numbers) with the Morris Hood Educator Development Program? Sean asked that universities that have Morris Hood programs to share their feedback with him in writing. Saginaw Valley: Morris Hood has helped recruit and retain diverse students. Funding can be tricky, however, e.g., funds don't support some of the resources students needed. Wayne State: We used it to recruit black males into teaching. It was helpful and some of those individuals moved into key leadership roles. Funding was also a barrier.

## **Questions for Sean:**

*How will the pause on new program implementation impact the timeline?* No change to PK-3 and 3-6. State Board presentation of 5-9/7-12 ELA/Math standards may get pushed to November, December, or January.

*What is the timeline on the Birth-K?* Hope to roll out with the PK-3 and 3-6 programs. Comment period just closed with limited comments. Expect standards to pass in November. Hope to accept applications by April 2021.

*Does MDE imagine that teachers will more likely graduate with just one grade band certification, or with two?* In other words, how much focus should teacher prep institutions be placing on graduating students in four years with two grade bands? Curious to know how many universities are focusing on 4-year programs with two grade bands versus one.

[MDE Response: We are encouraging EPIs to consider ways of packaging programs in such a way that candidates are able to earn two endorsements, whether adjacent grade bands (e.g., PK-3 & 3-6, B-K & PK-3) or a grade band and a content specialty (PK-3 & Learning Disabilities, 3-6 & 5-9 ELA)]

Thank you. This seems somewhat contrary or not aligned to some of the rationale for restructuring into grade bands that covered fewer grades to increase depth of knowledge, skills, and practices. Was there a shift in thinking around this and if so, can you speak to that?

## **Accreditation and Assessment**

- CAEP Con updates: (Gina Garner)
  - No Add-ons
  - If you have an Advanced Program, it is a full Advanced Program
  - CAEP has “purple programs” and in MI there will not be any purple programs
  - When we use 3.2 alternate measure, they are looking at multiple measures - need to have a control and an experimental group. Should be running and keeping data on both groups. Just the entrance measure.
  - Same multiple measure piece is part of 4.1 and 4.2 - Educator Effectiveness ratings are being accepted, but they are looking for multiple measures, so case studies are still needed.
  - Can FOIA MDE for the Educator Effectiveness rating beyond the first three years if you want them
    - Ask Gina for a form - the form asks for a range and your institution
    - Can use that data for 4.1 and 4.2 case
  - First semester of advanced review (Fall 2019)
  - CAEP staff has all positions filled and a good team on board. More responsive and good communication between the MDE and CAEP
  - Seven decisions upcoming in a few weeks for CAEP Council
  - Focus visits have been successful - if you end up with Accreditation with Stipulation or probationary, it is not the end of the world. The focus visits have been productive.
  - ELCC standards are phasing out for new standards
  - NELPs last January
  - MI is in the process of looking at the NELPs - will start in December
  - Site team size? CAEP will send 5 and then more if more programs or more advanced.
  - CAEP reporting measures on a dashboard would be helpful and we are supporting that idea.
  - What are some tips on the visit?

- Keep Gina in the loop
- Use the sample visit schedule
- Practice interviews?
  - Maybe go over the important data points with the faculty, so they are aware
  - The message that you send to the site team, so it is up to you to know your message
  - Choose your partners wisely and talk to your partners about the interview
    - Field supervisors
    - Mentors
    - Teachers
- What do you do for your partners on Sunday?
  - It is fairly short so had coffee and snacks, but some did not want dinner
  - After the fact - wrote a hand-written thank you note to all the participants
- CAEP is focused on what they are looking for so the visit moves fast
- CAEP team should be eating at the hotel on Sunday and Monday night, give them time to work

### Field Placement Directors

- Introductions
- Fingerprinting: EduStaff, person to work with colleges to get students approved. If at the time of application to them, they can get printed for student teaching and subbing (\$65 for both). Some EPP's have districts take care of it. Brought EduStaff to EPP and required them to get registered, do both background check and fingerprinting, takes 2-3 hour presentation. MDE asked what the trip point is to require this? Does it expire in a few months? Some EPP's drop them from class if not checked by a certain time.
  - MDE will send a survey about whether a substitute type permit for teaching candidates engaged in clinical work would be helpful to EPPs. Suggestion was made to also survey PK-12
- How are you documenting 30 hours in minor?
  - TK20 helps us track
  - log they have teacher sign - state never needs to see logs, we believe your program plan
  - minor methods requirements
  - form to sign off at end
  - MDE does not require logs to be turned in; the hours are in the approved programs, so
    - folks don't need to submit any hours logs to MDE. CAEP will want evidence that these hours are being tracked
- International students. Curricular Practical Training (CPT), do they complete? MSU yes, Calvin will be. Some others don't have international students. If we terminate a placement could impact their visa.
- Providing international internships
  - CMU faculty lead experience - they conduct observations, lead seminars
  - Calvin - maintains supervision
  - MDE comment: pay attention to selection and training of mentor teachers, is it US certification.
  - Grand Valley: Do most work here, week 7 go abroad get one observation
  - Hope: Must be accredited school, certified/licensed teachers. Some international schools have volunteers to teach, a bit sketchy

### Certification Officers (Dana Utterback, MDE rep)

- Health and Phys Ed program application due dates - Nov 1st or Nov 30? **[MDE Response: November 30]. Note from MDE - help guide students to the correct MTTC**
- Elementary Ed program application Nov/April deadline - if we submit intent to submit in April, can we submit in November if ready? Yes, but backlog may determine when application is actually reviewed

- Cannot find PIC number in MOECS for certified teacher (shows as not available) - contact Dana and she will help to resolve
- Dana's question: Two new teachers contacted her that did not apply for their additional endorsement and wanted to know why it was not on their certificate. EPPs need to ensure we remind students at seminars and any other possible methods (include on website, on initial cert application, etc.) that they need to go through the university Certification Office and also apply in MOECS when adding endorsements
- ESL and Bilingual - students that completed ESL program as K-8 or 6-12 but now can be certified K-12 (new standards). As test has not changed, if they completed the appropriate program, can be changed via certification change form
- If student completed world languages endorsement under the old program, must take new WL MTTC to expand to K-12
- Moving to professional certification - currently need 3 consecutive years of effective and highly effective ratings or if ratings are non-consecutive, can have administrator complete form (linked on MDE guidance document)
- Question: Student graduated from alternative route program is permanently subbing in a school for the deaf - school wants to hire him but they indicate they cannot as he does not have his teaching certificate. Dana indicates should contact Director/Assistant Director of Special Education department
- 3 year of teaching experience for full-year substitute permits & SPED approvals - as long as they do their teaching in Michigan and get evaluations, teaching can count towards the 3 years of teaching experience
- CTE renewals - question directed to [Linda Campbell \(CampbellL6@michigan.gov\)](mailto:CampbellL6@michigan.gov)
- Is Special Education changing with new certification structure? Will need elementary, math, science, lang arts, or social studies base for Special Ed and ESL.
- Showed appreciation for Dana Utterback and her availability and follow through on solving issues
- Criminal convictions - fax only to Stephanie Whiteside, she does not accept via email. Stephanie may hold another Conviction Review meeting - plans to invite Certification Officers
- Administrative certification - in lieu of internship, providing portfolio/documentation

### **Focus on Core Practice 1 with Michigan Program Network Representatives -**

Karen Ahn TeachingWorks and Amy Ford CMU (see ppt)

- Practices-Based Teacher Education (Karen)
  - Training for teachers that focuses directly on practices essential for skillful beginning teaching
  - Curriculum is disciplined by practices
    - High-Leverage Practices - things that teachers do - not knowledge, beliefs, orientations, student activities, learning goals for students, scripted teacher curricula, devoid of professional judgement or \_\_\_\_\_
  - Foundations for High-Leverage Practices
  - What makes the Practices High-Leverage?
  - MDE Core Practices
    - Eliciting and interpreting student thinking
    - Leading a group discussion
    - Explaining and modeling content
    - Building respectful relationships
      - Eliciting and interpreting student thinking
      - Normative teaching practice
        - Produces inequitable outcomes
        - Occurs when teachers are not trained explicitly what to do in the classroom
      - Video example of teacher attempting to elicit student thinking

- Discussion re: example and how the teacher could be guided to ask the right questions and listen and interpret the student's responses to successfully elicit student thinking
- Decomposition - careful unpacking of a teaching practice into chunks or elements that can be taught helpfully to novices (handout)
- Reviewed normative teaching practice and how it produces inequity when teachers are not trained explicitly to what to do in the classroom
- Need to take student thinking and responses into account when teaching
- Amy
  - TeachingWorks model of a practice-based learning cycle
  - CMU's adaptation of a practice-based learning cycle
  - Obstacles we all face/ways to overcome obstacles

**MDE Debrief**

- Clinical experience requirements and how this will be documented, all students at beginning programs in Fall 2019 must satisfy this requirement. How we address the student contact hours is up to each EPP. MDE does not require documentation of how clinical experience hours were satisfied (but CAEP does look at this)
- MDE has defined advanced programs with CAEP as administrative, reading specialist, school counselor, and eventually social worker
- MDE received a letter from MI public deans re: Teacher Cadet program funding. This is being funded by Title II money that public schools apply for and is not designated for EPPs, but Sean will check into additional monies that EPPs may use to support Teacher Cadet programs
- International teaching/student teaching abroad is allowed as long as EPPs have the capacity to do this correctly
- Regarding Morris Hood programs - how have they been implemented in the institutions, have they been successful or not? Aim is increasing the diversity of the teaching workforce.

**Meeting Adjournment 2:00 p.m.**

<b>2019 ~ 2020 Meeting Dates:</b>	<b>Oct 4, 2019</b>	<b>Big Rapids, Ferris State University</b>
	<b>Dec 6, 2019</b>	<b>Calvin College</b>
	<b>Feb 7, 2020</b>	<b>Eastern Michigan University</b>
	<b>April 15-16, 2020</b>	<b>Hope College (Conference)</b>
	<b>April 17, 2020</b>	<b>Hope College (DARTEP meeting)</b>