



April 16, 2021 | 9:00am-12:00pm

Zoom Meeting

Minutes

9:00-9:10 a.m. **Welcome** – Laurie Burgess (Chair)

- Survey regarding next year
 - October 1, 2021 = Virtual
 - December 3, 2022 = Virtual
 - February 4, 2022 = Virtual
 - April 15, 2022 at Hope College hopefully, f2f

9:10-9:20 a.m. **Organization Reports**

DARTEP Treasurer's Report, Beth Feiten

- March Balance \$7853.77
- No change to dues will remain \$50 per participant

Michigan Association of Colleges of Teacher Education (MACTE)

- https://docs.google.com/forms/d/e/1FAIpQLSeoR9fayZOqNCJ33NPX6Ymy8zezFYVvkp9roxoKI9KAGD5LQQ/viewform?usp=sf_link
- MACTE spring meeting next Friday, April 23, 2021
 - 9:00-10:00: AACTE and MACTE Update
 - Dr. Anne Tapp (AACTE Board of Directors, ACSR Chair Elect and SVSU): MACTE update
 - Dr. Jacqueline Rodriguez, Vice President, Research, Policy, & Advocacy, AACTE: AACTE Membership Update
 - Dr. Ward Cummings, Director of State Relations, AACTE: Washington DC update
 - 10:00-11:00: Supporting Completers in their Induction Years - Ideas from the field.

- Dr. Wendy Burke and Dr. Nelson Maylone (EMU), Dr. Gail Richmond (MSU), Dr. Joe Lubig (NMU), Mr. Doug Braschler (Hope) will share their plans and ideas about support as a panel discussion with the intention of others sharing ideas.
- 11:00-11:15: Break
- 11:15-11:45: CAEP Standard Update
- Develop a plan for Virtual June Retreat
 - Dr. Malina Monaco, Vice President Accreditation, CAEP
 - 11:45-12:00: Planning for June.

Michigan Association Teacher Educators (MATE)

- Michigan ATE Elem/Middle Grades Student Teacher of the Year for 2020: Morgan Altergott
 - Institution: Concordia University Ann Arbor
 - Host Teacher: Matt Maier & Mary Byerle
 - Host School: Upton Middle School
 - Content and Grade Level: Middle School (6th Grade) Math
 - Nominated by: Dr. Sara Clemm von Hohenberg
- Michigan ATE Secondary Grades Student Teacher of the Year for 2020: Ms. Sarah Bussineau
 - Institution: Oakland University (Rochester, MI)
 - Host teacher: Mr. Jason Rose
 - Hosting School Name: Cousino High School
 - Grade Level/Content Area: 9-12 Band & Choir
 - Nominated by: Dr. Pamela Lynn Klana

Michigan Public Deans Council

- Focus on Equity and Access
- March 3 hosted a listening session regarding mascot imagery
 - MDE
 - Independents (MIEPI)
 - HS Athletics
 - Superintendents
- Supporting superintendents request to suspend standardized testing

Michigan Independent Educator Preparation Institutions (MIEPI)

- Meeting end of May - notification will be sent
- Supporting AAQEP as an accreditation option

Consortium Outstanding Achievement in Teaching with Technology
(COATT)

- No update at this time

9:20-9:30 a.m.

DARTEP Business

Approval of February 5, 2021 Minutes – located at dartep.org

- Minutes are approved

SEL Survey Results - Cynthia Carver

- Response rate = 26
 - Variety of institutions, roles, and program types did respond
 - If anyone would like to assist in interpreting data, please reach out to Cynthia Carver carver2@oakand.edu
 - Cindy will share the executive report

Chair-elect nominations and voting

- Nomination - Susan English from Aquinas
- Motion to approve - motion passes

9:30-10:20 a.m.

MDE Updates

- MI 2021-2022 Regional Teachers of the Year
- Consider subscribing to MDE OEE social media - links in the DARTEP update document
- New hires at OEE
 - Georgia Beard - Marketing Analyst
 - Dr. Jason Kalmbach - Education Research Consultant
 - Dr. Robert Simmons III - Workforce Diversity & Equity Contractor
 - Aiswarya (Aishu) Venkadachalam - Data Analyst
 - Data related questions should still be sent to Kate Boswell-Galagher
- EPI Performance Score Update
 - 2021 scores were released and all EPI remained satisfactory
 - Initial proposal approved Jan 2021
 - Referent Panel reviewed in March 2021
 - Waiting on final approval from Dr. Rice (May 2021)

MDE Updates Continued:

- Future Proud Michigan Educator Explore Program
 - 44 LEA grantees to build PME Explore curriculum
 - Curriculum aligned to professional standards
 - Clinical work can count toward exploratory clinical hours
 - bit.ly/FuturePME
- Fostering a diverse teacher workforce
 - Educator Diversity Grant
 - Two districts will receive seed funding to enhance teacher diversity efforts
 - Educator Diversity Advisory Board
 - Committed to providing feedback on teacher diversity recruitment strategies, certification exams, mentoring policies, PD
 - Educator Ambassador Program
 - 10 educators will participate in a community of practice to support teacher diversity and professional growth
 - National Partners
 - Center for Black Educator Development
 - Latinx Education Collaborative
 - Urban Teachers
 - 2019 National Teacher of the Year - Rodney Robinson
 - Lead teacher diversity researcher from EdTRust - Ashely Griffin
 - For more questions contact Richard Simmons
Simmons7@michigan.gov
- Legislative Updates
 - Student Recovery Package
 - 11 tie-barred bills
 - Replace M-STEP and replace with ISD summative
 - Modifies educator evaluation
 - Require CEPI collect student teacher data links
 - Substitute teaching without credits for 2020-2021 year
 - Written summary reports to parents
 - HB 4548 - Create School Counselor Grant Program
 - SB 321 - Mental Health PD standards

MDE Updates Continued:

- Moving - SB 118 reduces salary deduction for non certified teachers - waives deduction entirely for 2020-2021 academic year
 - Passed senate heading to house
- IHE Collaborative for English Learners
 - Began Fall 2019
 - Hosted by OEE and OES
 - English Learner Toolkit
 - Need Participants ([Link](#))
 - Leveraging the Seal of Biliteracy for teacher preparation/recruitment ([Link](#))
- AAQEP Pilot
 - Pilot to determine if AAQEP's process meets requirements of the state
 - 3 Providers
 - Must hold current CAEP accreditation
 - Visits need to be completed by summer 2025
 - Contact Gina Garner GarnerG1@Michigan.gov
- MTTC 5-Year Validity Update ([Link](#))([Table Link](#))
 - Candidates exam date 5+ Years ago is valid only if there were no significant changes to the test framework
 - EPP must be confident that candidate meets current standards and willingly recommends candidate for certification
 - If test has changed, the candidate must retest

10:20-10:30 a.m. **Break/Transition to Job-Alike Meetings**

10:30-11:15 a.m. **Job-Alike Meetings**

Deans and Directors:

- KD-Working on feedback on new programs. Needs to work on assessment plan -wonders if everyone had to submit all assessment plans and standards aligned to
 - JH-They did put together matrix for key assessments. They also aligned to CAEP.
 - KD- used CAEP as well but wondered if they aligned to all.
- MM-Regarding 5-9,7-12 potential 4+1 degree. Wondering if anyone is planning on offering a 4 year undergrad that serves 5-9, 7-12. Multiple institutions said yes to 4, (MSU 4+1). Many focus on one content degree. WMU 4+1. Eastern put professional ed through as gen ed. Secondary more of a challenge.
 - JL - trying to figure out how to get arts and science to offer online content area. If not the additional teachable minor will add at least another semester.

- GR- looking at thinking differently - for example 4 plus a summer. Trying to work with majors/minors. Trying not to disadvantage those who want another teaching content area.
- BK-Social Studies and Science present unique constraints with credits in disciplinary knowledge. Once the new standards come out - will be in a better place to make those decisions. Need to consider career changers. Trying to encourage MDE to offer flexibility.
- SK- Looking at “re-legitimating”
- Drafts for SS and Science
 - Still in development - no comment
- 5-9,7-12 content area literacy requirement - still required but they are looking at updating the standards around that 3 credit requirement. (Review, identify gaps, decide update or complete overhaul)
- CC-Question from MDE professional standards webinar- They have had a number of instances of student concerns regarding DEI. Although we have a heightened awareness -trying to see if others notice. Also, many questions arise- when do you decide/know when/if that student holds potential for harm. What are legal ramifications?
- KD- having discussions about dispositions. Does come back to this sticking point of what you do when student has dispositional issues. We are obligated to have something that addresses this issue.
- Another challenge - also peers so may not be in class but peers coming to instructors. More of that.
- When thinking about dispositions more about monitoring and tracking but also to provide exit.
- Ferris requires implicit bias training. Noticed some resistance to the training.
- CMU considering how disposition development impacted by pandemic.
- Another topic- how do we help students navigate issues of social justice in schools.
- Looking at addressing mental health issues as well.
- Some institutions include dispositions in syllabi.
- Important to unpack the words and statements to help them process impact.
- Some institutions offer one-credit seminar (JH)
- BK has made canvas courses on many non-credit items such as MI code of ethics. Helpful in that if a student is missing that (demonstrated) they can use that as a resource to support development. Also, it is required - so at least all students have seen them.
- Is there an instrument we could create and share with each other and can be imported into LMS.
 - MDE does have some things to share (although right now not from teacher candidate perspective.) They can also pair with reflective questions.
 - Michigan Code of Ethics:
 - https://www.michigan.gov/mde/0,4615,7-140-5683_14795_83466-510902--,00.html
 - Includes training vignettes

Certification Officers

DARTEP – Breakout Session – Certification Officers – 04/15/2021

1. Krista Reid & Beatrice Harrison shared the updated CPR & First Aid – Approved Providers document that is posted on the MDE website. The new document replaced the former document, so the web address/hyperlink did not change.

- a. The section on acceptable course delivery modes has been expanded to explain blended courses and hybrid courses that are accepted in addition to face-to-face courses.
- b. The Physical Limitation Exemption was added to the document.
- c. The third addition is an explanation that Advanced Level CPR/FA courses may be acceptable once appropriate documentation is provided to the EPI or MDE.

American Red Cross training that includes the prefixes, “Lifeguarding with CPR/AED for Professional Rescuers” or “Lifeguarding FA/CPR/AED” fulfill or exceed the MDE requirements.

- d. Any Certification Officer questions about First Aid & CPR training that is not on the list should be directed to Beatrice Harrison at MDE.

2. Donna Fiebelkorn thanked those who participated in the survey for the development of “Ed Prep 101”.

3. The question was raised about how long institutions must keep paper copies of certification files.

- a. CAEP would have more guidance on retention expectations and best practices
- b. MDE records management guidance document is almost ready to be posted on their website. MDE will allow digital or paper copies of documentation.
- c. Discussion included tips for those converting paper documentation to digital including:
 - i. After documents are scanned, have a different individual compare the paper copies to the scanned copies to be sure all files were scanned completely before the paper copies are destroyed/shredded. Some EPI’s hired graduate student assistants or temporary workers for this task.

ii. Check to be sure both sides of double-sided documents are scanned.

4. MTTC 5-&Year Validity & Retesting

a. In some cases, retesting may not be necessary. There is a big push to get more teachers into the schools, so this is an area where the process can be less cumbersome for alumni who did not obtain their teaching certificate or endorsement upon program completion.

b. Discussion included:

i. Request that MDE include MA (Health) and MB (Physical Education) on the chart since MTTC Tests #044 & 045 will be administered until 09/30/2023 and completers of the separate endorsement programs are not prepared and cannot be recommended for the new combined Health/Phys. Ed. MC endorsement.

ii. The question was raised about how EPI's are helping students pass the Elementary Education MTTC Test #103. Although some institutions have students that use 240tutoring.com or other test preparation companies, MDE recommends that EPI's steer students toward Pearson practice tests and study guides. Students struggling with the Math or Science sections can pay \$30 to take a practice test for test #089 (Elem. Math) or #093 (Elem. Int. Science) to broaden their experience with the test questions in those subject areas.

The question was raised about whether EPI's could receive MTTC Verification Rosters earlier to help catch students who have signed up for the wrong test(s) in time to switch their registration to the correct test for the program they completed. There is a lot of student confusion especially with the separate Health and Physical Education tests versus the 2-subtests required for the combined Health/PE MC K-12 endorsement. EPI's anticipate more issues to arise once the grade-banded Elementary tests are released.

Accreditation and Assessment

- AAQEP Pilot
 - Focused pilot to get data on the process before entering into an agreement with AAQEP
 - Application required - contact Gina Garner
 - Pilots will need to maintain CAEP accreditation and pay dues. Dues will also need to be paid to AAQEP - dues are comparable and based on number of completers
 - If state did not go with AAQEP, pilot program AAQEP approvals would be honored

- Catherine Wigent (Oakland University) is a lead reviewer for AAQEP and would be happy to answer questions
- Self-Study
 - How did institutions choose what to focus on for continuous improvement?
 - MSU set up the writing as a collective exercise - realized their needed to conversation among programs for the EPP as a whole
 - Hope College used specific examples of areas they reviewed and then made changes based on the data - be explicit about examples
- New Certifications and Lack of Data for Self-Study
 - If you have new data present it with the old
 - If you will have no new data, explain in the narrative the transition
 - Be explicit about the changes and how you are implementing them
 - The MDE is prepared to assist SVT in understanding the required certification changes and the new programs
- MI Core Teaching Practices
 - Will there be an initiative for EPIs and the state to collaborate on a common measure for CTPs?
 - Not at this time
- Discussion around fatigue levels and the fatigue level of our P-12 partners
 - Number of MDE Applications due
 - Difficult to get teachers to participate in MTTC reviews
- When will Science and SS be ready for 5-9 & 7-12
 - Workgroup for science will be done in June
 - SS have started their work
- Secondary Professional Workshops have brought forward some concerns
 - For example, Clinical Placements
 - MDE will be working on future workshops and discussions
- Hope Conference
 - Those wanting to assist with planning contact Doug Braschler
- Doug shared his case study for CAEP standard 4
 - Alumni share their growth score and overall score from their evaluations
 - COVID impacted the collection of the growth data score this year
 - Uses a coaching group and principal observations for 4.1

Field Placement Directors

Supporting candidates post-graduation: Beth sent out a survey to collect information and will share with all field representatives.

Early Field Experiences meeting focusing on Exploratory will be held at 1:00.

SCECHs- EPP form letter will be shared with the group.

Current Experiences

Principals from other states and within MI as well reaching out to EPPs to request placements/candidates. Administrators are making unique requests of ways to use candidates— some of which we cannot honor.

-Most current student teachers are getting offered jobs as long term subs, online teaching positions, etc. as soon as ST internship is complete.

-Balancing caution and care/prioritizing concerns of our partners with what is best for our candidates.

Will the long-term sub flexibility last until the fall?

-Each EPP has had different experiences with the LT-subbing situation, some successful and some?

Vaccination requirements- partners are starting to ask?

Revisited the SCECHs conversation- many EPPS are providing a letter for mentor teachers who have provided the service to the university that they can use with their districts for DPPD. A sample letter will be shared with the group.

Fall 2021 Placements- challenges with finding placement. Teacher fatigue.

Suggestions for combatting fatigue- mental health days offered at University. Teacher candidates were allowed a seminar day for mental health at some institutions and others took the district spring break.

Shared seminar days/times— many have moved their seminars to be virtual and are weekly or bi-weekly.

Shared regarding candidates with 100% virtual Experiences and those who deferred to a later semester.

11:15-11:45 a.m. **Job-Alike Report-outs**

11:45-12:00 p.m. **MDE Debrief**

- Here is the memo on "Supporting Hard-to-Fill Positions with Teaching Candidates." It was not a temporary flexibility, but a reminder that it is possible:
https://www.michigan.gov/documents/mde/Teaching_Candidates_698430_7.pdf
 - Requested guidance on verifying if the district has attempted to hire a fully credentialed teacher before hiring the student teacher
 - Multiple EPPs also shared that some districts have attempted to utilize interns in this way without compensation for the intern since it is “still their student teaching experience”

- Is there a way to get a roster of candidates registered for a test to verify they are taking the correct MTTC?
 - Bridgett is willing to come up with some solutions to this issue, but there is not a way to verify a registration roster at this time
 - Is there a way to be more consistent with the testing language and codes from site to site?
- What initiatives are in process to elevate the field and to make teaching more appealing as a career choice?
 - The MDE has been implementing initiatives for the past 5 years. They would be happy to share these if requested
 - https://www.michigan.gov/documents/mde/Educator_Staffing_Strategic_Plan_612221_7.pdf
 - <https://ies.ed.gov/ncee/edlabs/projects/project.asp?projectID=4618>
 - Beth Kubitskey encourages you to come to MACTE - AACTE will share some specifics of what they are doing

Additional Links from the Chat:

- MDE
 - [CPR Training](#)
 - [Supporting Hard to Fill Positions](#)
 - [Defining Available for Assignment](#)
 - [Educator Staffing Strategic Plan](#)
 - Report: [Michigan Teachers Who Are Not Teaching: Who Are They, and What Would Motivate Them to Teach?](#)
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2020-2021 Meeting Dates:

~~Oct. 2, Virtual~~

~~December 4, Virtual~~

~~February 5, Virtual~~

April 16, Virtual

2021-2022 Meeting Dates:

October 1, Virtual

December 3, Virtual

February 4, Virtual

April 15, TBD