



**Public Schools of North Carolina**  
State Board of Education  
Department of Public Instruction

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# **Report to the North Carolina General Assembly**

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Professional Educator Preparation and  
Standards Commission (PEPSC) Annual  
Report

*SL 2017-189 (SB599)*

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**Date Due: December 1, 2018**

Report # ----

DPI Chronological Schedule, 2018-2019

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## PEPSC Annual Report

**Annual Report Review Period:** September 1, 2017 – September 1, 2018

### Introduction

The Professional Educator Preparation and Standards Commission (PEPSC) was created on September 1, 2017 as a part of the passing of Senate Bill 599 (Section 1.(a)., Article 17.C.115C-268.1.). The purpose of the Commission is to involve stakeholders in establishing high standards for North Carolina educators. The Commission shall make rule recommendations regarding all aspects of preparation, licensure, continuing education, and standards of conduct of public school educators. The Commission shall be located administratively under the State Board of Education (SBE) but shall exercise its powers and duties independently of the SBE.

### Committee Membership & Structure

The Commission shall consist of 18 members with representation across North Carolina including teachers, administrators, personnel administrator, educator preparation program designees. Half of the membership is appointed by the Senate, and half by The House of Representatives. Except for the at-large members, before their appointment to this Commission, the members must have been actively engaged in the profession of teaching, in the education of students in educator preparation programs, or in the practice of public school administration for at least three (3) year, at least two (2) of which occurred in North Carolina. Appointed members shall serve for two-year terms. Vacancies in the membership shall be filled by the General Assembly. The membership during this annual report is:

Role (SB599.c)	Name	Role Representation	Term
1.a.	Dr. Patrick Miller (PEPSC Chair)	Superintendent	Sept. 1, 2017 – Aug. 31, 2019
1.b.	Meaghan Loftus	Principal	Sept. 1, 2017 – Aug. 31, 2019
1.c.	Van Dempsey, III	Dean of EPP within the UNC system	Sept. 1, 2017 – Aug. 31, 2019
1.d.	Hank Weddington	Dean of EPP at nonpublic NC institution	Sept. 1, 2017 – Aug. 31, 2019
1.e.	Anthony Graham	Dean of EPP at HBC NC institution	Sept. 1, 2017 – Aug. 31, 2019
1.f.	Lauren Genesky	Teacher	Sept. 1, 2017 – Aug. 31, 2019
1.g.	Glenda Jones	Personnel Administrator from LEA in NC $\geq$ 30,000 students	Sept. 1, 2017 – Aug. 31, 2019
1.h	Dr. Michael Maher (PEPSC Vice-Chair)	At-Large Member	Sept. 1, 2017 – Aug. 31, 2019
2.a	Aaron Fleming	Superintendent	Sept. 1, 2017 – Aug. 31, 2019
2.b.	Joseph Childers	Principal	Sept. 1, 2017 – Aug. 31, 2019

2.c	Ellen McIntyre	Dean of EPP within the UNC system	Sept. 1, 2017 – Aug. 31, 2019
2.d.	Ann Bullock (PEPSC Secretary)	Dean of EPP at nonpublic NC institution	Sept. 1, 2017 – Aug. 31, 2019
2.e.	Robin Hiatt	Teacher	Sept. 1, 2017 – Aug. 31, 2019
2.f.	Westley Wood	Personnel Administrator from LEA in NC $\leq$ 30,000 students	Sept. 1, 2017 – Aug. 31, 2019
2.g.	Connie Locklear	State Advisory Council Member on Indian Education	Sept. 1, 2017 – Aug. 31, 2019
2.h.	Samuel Houston Jr.	At-Large Member	Sept. 1, 2017 – Aug. 31, 2019
3	Lisa Godwin	The State Teacher of the Year	Sept. 1, 2017 – Aug. 31, 2018
4	Andrew Lakis	replaces NCDPI State Superintendent	Sept. 1, 2017 – Aug. 31, 2019

### NC Department of Public Instruction Personnel

The North Carolina Department of Public Instruction (NCDPI) formed a team of dedicated individuals to support the organization and operation of PEPSC. Two of these individuals were hired based on the allotted funding from SB 257 in April 2018. The table below states who is included on this team with corresponding title and contact information.

Mark Johnson	NC DPI State Superintendent of Education	Mark.johnson@dpi.nc.gov
Thomas Tomberlin	Director of Educator Human Capital Policy & Research	Thomas.tomberlin@dpi.nc.gov
Andrew Sioberg	Director of Educator Preparation	Andrew.sioberg@dpi.nc.gov
Kimberly Evans*	Program Coordinator, PEPSC	Kimberly.evans@dpi.nc.gov
Theresa Coogan*	Program Coordinator & CAEP Liaison	Theresa.coogan@dpi.nc.gov

\*Hired due to funding from SB257

### Meetings

Meetings of the Commission shall be held upon the call of the chair or vice-chair in the absence of the chair. The Commission adopted Robert's Rule of Order to govern the process of each meeting. All members of the Commission are voting members and a majority of the Commission constitutes a quorum. Physical meeting space is reserved in the 7<sup>th</sup> floor SBE Board Room of the NC State Education Building (301 N. Wilmington, Raleigh, NC). This room is equipped with technology to provide a live-stream on the web to the public. Each meeting is also recorded and archived using the same technology.

The first charge of the Commission is to ensure compliance with all policies regarding preparation, licensure, continuing education, and standards of conduct of public school educators. Several policies have required revisions and updates to meet compliance with SB599.

Eleven meetings were scheduled and held during this reporting window. The dates and focus of the meetings are discussed below along with meeting summaries that include specific policies for review and recommendation for revisions proposed to the SBE. To access specific policies, visit the NC SBE Policy Manual website

(<https://stateboard.ncpublicschools.gov/policy-manual>) and conduct a SBE Policy Search by policy title or content. In addition, the weblinks found below access meeting minutes for the specific date.

Policy ID	Policy Title
<i>Licensure Policies</i>	
LICN-001	General Licensure Requirements
LICN-002	Routes to Licensure
LICN-003	Licensure Testing Requirements
LICN-005	Licensure Renewal Requirements
LICN-006	Experience/Degree Credit for Salary Purposes
LICN-007	Licensure Suspension and Revocation
LICN-008	Licensure Fees
LICN-021	Procedure for Seeking Exception from Licensure Requirements
LICN-022	Conversion of Initial Professional License to Continuing Professional License
<i>Evaluation and Qualification Policies</i>	
EVAL-002	In-Field and Out-of-Field
EVAL-024	Clinical Practice in Educator Preparation Programs
<i>Teacher Education Policies</i>	
TCED-004	Educator Preparation Program (EPP) Recognition and Approval
TCED-006	Innovative/Experimental Programs for School Administrator Preparation
TCED-008	Sanctions for Educator Preparation Programs (EPPs)
TCED-009	Minimum Admissions Requirements and Exceptions for Initial Teacher Preparation Programs (EPPs)
TCED-010	Policy Defining Innovative/Experimental Programs for Teacher Licensure Definition
TCED-011	Content and Pedagogy Requirements for Educator Preparation Programs (EPPs)
TCED-012	Reports of Alleged Violations Regarding Educator Preparation Programs (EPPs)
TCED-013	Educator Preparation Program (EPP) Accountability Requirements and Risk Factors
TCED-014	Teacher Assistants and Internships
TCED-015	School Administrator Preparation Programs
TCED-016	Beginning Teacher Support Program

### *Policy Guide*

### *Meetings*

#### **1. October 11, 2017**

(<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=3850>)

- a. Appointed Executive Committee
  - i. Chairman
  - ii. Vice Chairman
  - iii. Secretary
- b. Revisions/Additions to Existing Policies for Subcommittee work
  - i. EVAL-024 – Clinical Practice in Educator Preparation Programs (EPPs)
    1. Added definitions for Clinical Internship and Clinical Residency
    2. Added field experience requirements
    3. Revised Clinical Practice requirements
    4. Revised Clinical Educator requirements
  - ii. LICN-003 – Twenty-First Century Professionals
    1. Moved the Praxis Core Testing requirements and exemptions to TCED-009

- iii. LICN-004 – Beginning Teacher Support Program
  - 1. Moved to Teacher Education policies
- iv. TCED-004 – Application Approval Process and Criteria for EPPs
  - 1. Revised policy title
  - 2. Added EPP Initial Authorization requirements
  - 3. Added EPP approval process revisions
- v. TCED-006 – Innovative/Experimental Programs for School Administrator Preparation
  - 1. Outdated information needing revisions
- vi. TCED-008 – Sanctions for EPPs
  - 1. Removed rewards from policy
  - 2. Updated language from Teacher Education to Educator Preparation Programs (EPPs)
- vii. TCED-009 – Minimum Admissions Requirements for EPPs
  - Revised policy title
  - 1. Added testing requirements and exemptions
  - 2. Changed exceptions to exemptions in policy
- viii. TCED-010 – Policy Defining Innovative/Experimental Programs for Teacher Licensure Definition
  - 1. Removed Lateral Entry terminology from policy
  - 2. Changed State Evaluation Committee on Teacher Education to Professional Educator Preparation and Standards Committee
- c. Introduction of New Policies
  - i. School Administrator Preparation Programs
  - ii. Reports of Alleged Violations Regarding Educator Preparation Programs (EPPs)
  - iii. EPP Accountability Requirements and Risk Factors
  - iv. Teacher Assistants and Internships
  - v. Content and Pedagogy Requirements for Educator Preparation Programs (EPPs)
- d. Policies for Deletion
  - i. TCED-002 – Standards and Indicators for Approved Teacher Evaluation Programs
  - ii. TCED-005 Preservice Teacher Technology Assessment

## **2. November 9, 2017**

**(<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=3991>)**

- a. Approved PEPSC Bylaws
- b. Introduction of New Policy
  - i. edTPA/PPAT Policy
- c. Approval of New Policies (from 10/11/2017 Meeting)
  - i. Content and Pedagogy Requirements for Educator Preparation Programs (EPPs)
  - ii. Teacher Assistants and Internships
  - iii. EPP Accountability Requirements and Risk Factors
- d. Policies for Deletion
  - i. TCED-002 – Standards and Indicators for Approved Teacher Evaluation Programs
  - ii. TCED-005 – Preservice Teacher Technology Assessment
- e. Approved Changes in Existing Policies (from 10/11/2017 Meeting)
  - i. TCED-009 – Minimum Admissions Requirements for EPPs
  - ii. TCED-004 – Application Approval Process and Criteria for EPPs
  - iii. TCED-008 – Sanctions for EPPs
  - iv. LICN-003 – Twenty First Century Professionals
  - v. TCED-010 – Policy Defining Innovative/Experimental Programs for Teacher Licensure
  - vi. TCED-006 – Innovative/Experimental Program for School Administrator Preparation

**3. November 27, 2017**

<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=3991>

- a. Discussed the meaning of *Adequate* in 115C-269.20 Sec. 4b. for coursework
  - i. Assigned to Subcommittee
- b. Discussed Recommendations from Rules Committee to present to SBE
  - i. edTPA/PPAT Policy
    - 1. Update scoring for modified schedule for finance department in allotment manual
  - ii. TCED-010 – Policy Defining Innovative/Experimental Programs for Teacher Licensure
    - 1. Addition to end of policy (Part F)
  - iii. TCED-009 – Minimum Admissions Requirements for EPPs
    - 1. Reviewed the intent of the policy
    - 2. Changed language to Initial Teacher Education Preparation Program and address graduate later
  - iv. TCED-004 – Educator Preparation Program (EPP) Recognition and Approval
    - 1. Added K-12 voice for the recognition process
  - v. School Administrator Preparation Programs
    - 1. Added definition of School Administrator
  - vi. TCED-012 – Reports of Alleged Violations Regarding Educator Preparation Programs (EPPs)
    - 1. Removal of specific complaint process
- c. Next Steps: Review changes to recommended policies with Dr. Oxendine, ES & P Committee Chair.

**4. January 26, 2018**

<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4105>

- a. Approved Policies
  - i. LICN-001 – General Licensure Requirements
    - 1. Removed NCLB “highly qualified” language
    - 2. Updated Section 1.10 subject area licenses by content experts at NCDPI
    - 3. Changed Teacher to Professional Educator
    - 4. Clarified maximum of three years for the Initial Professional License because of testing requirement during first two years
    - 5. Set date as August 15 for end of the academic year and six pay periods as the term of an academic year
    - 6. Replaced language and terminology throughout policy
    - 7. Added proficiency requirements for teachers in their renewal year
    - 8. Removed out-of-state student services personnel to receive a continuing license after one year of service without meeting testing requirements
    - 9. Clarified International Faculty License renewal regulations
    - 10. Specified “NCDPI Licensure Section” as permit issuing entity
    - 11. Added Residency to Emergency Permit to Practice section
  - ii. TCED-015 – School Administrator Preparation Programs
    - 1. Identifying alignment points with the NC School Executive Standards
    - 2. Removing clause allowing EPPs to charge fees to candidates
    - 3. Specifying “effective leadership and implementation strategies to facilitate professional practices and manage change” as an explicit learning outcome
- b. Deleted Policy Items
  - i. TCED-001 – National Teachers Examination

**5. February 23, 2018**

<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4134>

- a. Approved Policies

- i. LICN-003 – Licensure Testing Requirements
  - 1. Updated references to Standard Professional 1 or 2 licenses to *Initial Professional* and *Continuing Professional* Licenses
  - 2. Updated Licensure exam table with current tests and pass rates
  - 3. Added key terms definitions section
- ii. LICN-005 – License Renewal Requirements
  - 1. Added key terms definitions section
  - 2. Specified the division of licensure renewal requirements
  - 3. Created new section for student services personnel
- iii. LICN-002 – Routes to Licensure
  - 1. Removed Add-on Licensure section and language referencing out-of-state teachers (duplicative with LICN-001)
  - 2. Changed *reciprocity* to *equivalency*
  - 3. Added key terms definitions section
  - 4. Clarification on the ending date for lateral entry as it concerns RALCs
- iv. LICN-001 – General Licensure Requirements
  - 1. Added key terms definitions section
  - 2. Added OR to each bullet point for Add-on Licensure information portion
  - 3. Changed from 6 pay periods to allow flexibility for LEAs
  - 4. Set a future date for Mandatory Improvement Plans for educators
  - 5. Align testing timeline to be two years for School Administrators and Student Services Personnel

**6. March 8, 2018**

(<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4296>)

- a. Approved Policies
  - i. LICN-004 – Conversion for Initial Professional License to Continuing Professional License
  - ii. LICN-004 – Beginning Teacher Support Program
  - iii. LICN-006 – Experience/Degree Credit for Salary Purposes
  - iv. LICN-007 – Licensure Suspension and Revocation
  - v. LICN-008 – Licensure Fees
  - vi. LICN-021 – Procedure for Seeking Exception from Licensure Requirements
- b. Policies for Deletion
  - i. LICN-009 – Process to Change from Certificate to License
- c. Returning Policies for Discussion and Approved for SBE
  - i. LICN-001 – General Licensure Requirements
  - ii. LICN-002 – Routes to Licensure
    - 1. Reminder that SBE would consider this policy during April meeting
  - iii. LICN-003 – Licensure Testing Requirements
    - 1. Reminder that SBE would consider this policy during April meeting
  - iv. LICN-005 – License Renewal Requirements

**7. April 12, 2018**

(<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4296>)

- a. Math Subtest Licensure Exam Discussion
  - i. Reviewed ETS Core Knowledge Test (CKT) in math as alternative assessment to Pearson Elementary Math Subtest
  - ii. CKT has limited national use because of being brand new; used only in South Dakota with Tennessee, Kansas, and South Carolina considering it
  - iii. Contacted ETS and South Dakota DOE directly for information on CKT

- iv. Next steps for DPI to assemble math experts, ETS representation, and PEPSC subcommittee members to review instrument and report to PEPSC
- b. New Policies for Review
  - i. edTPA/PPAT Cut Scores
    - 1. Set pass scores for edTPA
    - 2. Approved for SBE
  - ii. CTE Licensure Policies and Procedures Manual
    - 1. Summary of changes in alignment with new licensure policy changes
    - 2. CTE Director changes are only for new Directors
    - 3. First Internship cohort happens in 2019-2020
    - 4. Summary of endorsements being retired
    - 5. Approved for SBE
  - iii. Licensure Area Program Approval
    - 1. Discussed removing the licensure level program approval process
    - 2. Recommendation for removing inputs for program approval and placing more emphasis on program outputs
    - 3. Approved for SBE
  - iv. AIG Add-on Licensure discussion and presentation
- c. Returning Policies for Review
  - i. LICN-004 – Beginning Teacher Support Program (transfer to TCED Policy)
  - ii. Conversion of Initial Professional License to Continuing Professional License
  - iii. LICN-006 – Experience/Degree Credit Salary Purpose
  - iv. LICN-007 – Licensure Suspension and Revocation
  - v. LICN-021 – Procedure for Seeking Exception from Licensure Requirements
- d. Amendment to PEPSC Bylaws

**8. May 22, 2018\***

- a. Returning Policies for Review (Reminder that SBE deciding on these policies in June)
  - i. edTPA/PPAT Cut Scores
  - ii. CTE Licensure Policies and Procedures Manual
  - iii. Licensure Area Program Approval
    - 1. Update policy language as a result of Rules Committee recommendations
    - 2. Requirement of Assurance Declaration Form to replace existing peer review process and also part of renewal process for EPP
    - 3. Approval for SBE
- b. New Policies for Review/Discussion
  - i. LICN-001 – General Licensure Requirements
    - 1. Residency Model Additions
    - 2. 10 days or 75 hours of professional development requirement by LEAs
    - 3. Flexibility on when the 10 days occurred for LEAs by allowing 5 days preservice and the remaining 5 during the year
    - 4. Moved AND to above the classroom experience/classroom hours requirement to enable LEA Training, NC Effective Teacher Training, and classroom experience/classroom hours as the three methods to fulfill the requirement
    - 5. Discussing changes with DPI Legal Counsel
    - 6. Approved updates for SBE

**9. June 14, 2018**

(<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4493>)

- a. Joint Legislative Program Evaluation Oversight Committee

- i. Legislative Evaluation Team audited the IHE performance reporting system on EPPs
  - ii. Findings (given to the Joint Legislative Program Evaluation) included immense amounts of data to be ineffective and cumbersome for usage when looking across institutions or other comparisons, need to develop a model to use this data, require DPI Educator Preparation division to create this dashboard
  - iii. Auditors created a model using dashboard to demonstrate that a dashboard can be created and used to display and use this data
- b. Residency Model Flowcharts
  - i. Discussion about Residency Model requirements and entry into IPL
- c. Subcommittee Leadership Update
  - i. Named leadership for three subcommittees: Licensure, Assessment and Performance and Educator Preparation
  - ii. No July Meeting due to subcommittees starting their work

**10. June 28, 2018\*\***

<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4493>

- a. Approved Policy Addition for July 5 SBE Meeting
  - i. LICN-001 – General Licensure Requirements
    - 1. Addition to Permit to Teach
    - 2. LEAs can request a Permit to Teach for those teachers they deem effective, have not passed their licensure exams, and hold an IPL that will expire by June 30, 2018.
    - 3. Effective July 1, 2018
    - 4. Valid for one year only with no extensions allowed

**11. August 9, 2018**

<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4637>

- a. Professional Standards for Educational Leaders Comparison Presentation
  - i. Research presentation created and presented by Dr. Tim Drake, Assistant Professor of Education Leadership and Policy, NC State University and Co-Principal Investigator for the Wallace Foundation grant-funded research “University Principal Preparation Initiative”
  - ii. Gap analysis research comparing the NC Standards for School Executives and Professional Standards for Educational Leaders (PSEL)
  - iii. Motion made to create a committee to revise the current NC Standards for School Executives based on discussion prompted by presentation
- b. Pass Rates Presentation/Discussion
  - i. During August SBE meeting, a presentation on pass rates for the licensure exam for math was presented. Licensed teachers are losing their license because of not passing this exam.
  - ii. Commission members discussed the next steps for this issue.
    - 1. At the request of the SBE, a standards-alignment is being done by both Pearson and Praxis to consider both tests as the best option for the math exam. Alignments should be available by the end of August 2018.
    - 2. The PEPSC Math Subcommittee had met to discuss this issue and will reconvene to review the alignment by the two testing companies to discuss a solution. Subcommittee meeting is aimed for September 2018 with presentation to PEPSC in October 2018.
    - 3. Afterwards, the subcommittee will present findings and options to the entire Commission for consideration and discussion.
    - 4. Finally, the solution will be presented to the NC SBE by November 2018 for approval in December 2018.

c. Policies for Discussion

- i. EVAL-002 – In-Field and Out-of-Field
  1. Defines In-Field and Out-of-Field teaching assignments
  2. Defines non-provisional license
  3. Explains the process to notify parents of professional qualifications of teachers in Title I schools
- ii. TCED-009 – Minimum Admissions Requirements and Exceptions for Initial Teacher Preparation Programs (EPPs) Initial Teacher Licensure
  1. More explicit language added to indicate policy is for initial teacher preparation programs only
  2. Motion to send to NC SBE for approval
- iii. Student Teaching Placement Research Presentation
  1. Research presentation created and presented by Dr. Kevin Bastian, Senior Research Associate and Associate Director – Education Policy Initiative at Carolina (EPIC)
  2. Focused on the characteristics of the student teaching placement site predicting the performance of early-career teachers and similarities in in-service and student teaching schools predicting the performance of early-career teachers
  3. Takeaways from this research:
    - a. Evidence that high-quality learning environments matter
    - b. Candidates influenced by the instructional and mentoring skills of clinical teachers
    - c. Potential benefits to more diverse student teaching placements
    - d. Meaningful percentage of teachers hired by the same school district in which they student taught
    - e. Evidence that similarity in in-service and student teaching placements matters—especially when hired by the same school
- iv. Recognizing service of Mrs. Lisa Godwin, 2017-2018 NC State Teacher of the Year, on PEPSC
- v. Welcoming Mr. Freebird McKinney, 2018-2019 NC State Teacher of the Year, to PEPSC

\*Note: the meeting in May was originally scheduled for May 10<sup>th</sup>; however, due to facility issues in the 7<sup>th</sup> floor board room the room was deemed by the building maintainers unsafe to use. The meeting was rescheduled as a webinar to adjust to the unexpected logistical issues.

\*\*The second June meeting was a special meeting that occurred due to a policy need with LICN-001 as requested by the SBE Chair.

**Areas of Focus for The Commission moving forward:**

- Subcommittee work that focuses on the three high priority areas:
  - Licensure
    - LICN-001 updates
    - Licensure requirements for out-of-state teachers
    - International Faculty License
    - Provisional Licensing
    - Future Licensure Areas: add-on license for STEM and Computer Science
  - Educator Preparation
    - Update NC Standards for School Executives
    - Update NC Professional Teaching Standards
  - Assessment and Performance

- Licensure testing requirement-particularly Elementary Math Licensing Exam
- Retaking edTPA to boost pay
- Extenuating circumstances for testing (extensions)
- Sanctions for EPPs