

**Arkansas Department of Education
Professional Licensure Standards Board (PLSB)
Friday, February 10, 2012**

A meeting of the Professional Licensure Standards Board was held in the Auditorium at #4 Capitol Mall, Little Rock, AR, on February 10, 2012. Members of the Board present were Brenda Brown, Kathy Howell, Evelyn Thrower, Dr. Mitch Holifield, Sheila Jacobs, Dr. Randy Willison, Dr. Brad Baine, Dr. Jerry Guess, Dr. Karen Cushman, Ron Tolson, Jo Vines, Dr. John Jones and Don McGohan. Guests in attendance were Jeff Stubblefield-Charleston SD, Donny Lee-Harding University, Ellen Eddings-UAPB, Harvie Nichols-Western Coop, Mary Jane Bradley-ASU, Merribeth Bruning-Ouachita Baptist University, John Ciesla-ArkASPA, Diana Pounder-UCA, Richard Hutchins-AEA, Dianne Allen-Conway Public Schools, Jackie Dedman-HSSCO-LR, Mike Mertens-AAEA, Rene Carson-UALR, Jeanne Jones-ADHE, and Richard Abernathy-AAEA. ADE staff members in attendance were Mike Lucas, Barbara Culpepper, Melissa Jacks, Tameka Parker, Michael Smith, Jill Brzozowski, Eric James and Katherine Donovan.

The board consisted of eleven (11) voting members and two (2) non-voting members, representing a quorum.

1. **Call to Order:** The meeting was called to order by Mr. McGohan, chairman.
2. **Approval of the Previous Minutes: January 13, 2012:** *Dr. Willison made a motion to accept the minutes as written, seconded by Ms. Howell, motion passed 11/0.*
3. **Fund Balance Report – \$1,625,216.83**
4. The Board discussed and decided to consider each recommendation individually. There are 31 recommendations from the Licensure Task Force to consider. The recommendations and board actions are as follows:

Levels of Licensure and Add-Ons

1. Levels of initial licensure will convert from P-4, 4-8, 7-12 to K-6, 4-8, and 7-12.
**(15-4) *Dr. Guess made a motion to accept the proposed recommendation, seconded by Ms. Vines, motion passed 6/5.*
2. An initial Birth to Pre-kindergarten (B-PK) license and/or a B-PK endorsement to a K-6 license will be developed under a State Board of Education (State Board) approved program of study. **Dr. Willison made a motion to accept the proposed recommendation. Ms. Jacobs seconded. After discussion Dr. Willison amended his motion to support the Task Force recommendation to create an initial Birth to Pre-K Initial license and to create an endorsement for an age 3/age 4 addition to a K-6 license. Motion passed 11/0*
3. Initial licensure in special education shall be K-12 only. (Note: An examination of required subject matter content courses should be undertaken.) **Dr. Baine made a motion to accept the proposed recommendation, seconded by Dr. Guess, motion passed 11/0.*
4. An endorsement for content specialist at K-6 or 4-8 will require a minimum number of subject matter courses developed under a State Board approved program of study. (Note: hours may vary per content area.) **Ms. Jacobs made a*

motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.

5. Candidates for 4-8 licensure must concentrate in two core subject areas of their choice (English, mathematics, science, social studies) and pass the appropriate content assessments. (Note: The intent is to have a middle level focus with the content study geared to teaching this age student.) **Dr. Baine made a motion to accept the proposed recommendation with the changing of the word geared to aligned, seconded by Dr. Guess, motion passed 11/0*
6. The current 5-6 endorsement for P-4 will be eliminated, but retained for 7-12. (Note: If this passes, the State must work with Educational Testing Service to coordinate examinations; the endorsement will remain for P-4 until full transition to K-6.) **Ms. Howell made a motion to accept the proposed recommendation, seconded by Ms. Brown, motion passed 11/0.*
7. Content area teachers, adding another level of licensure through testing, may only test one level above or below that of their initial license. Any level so added may not become a platform to test out of an additional level
 - a. Anyone choosing to add an area more than one level above or below initial license must complete a program of study as identified by the State Board. P-12 and K-12 areas can only add another area through a program of study as identified by the State Board.
 - b. Added endorsements as identified by the State Board may not be added to a current license through testing, but only by completing a program of study approved by the State Board and passing the required state-approved assessment(s).
 - c. Added endorsements as identified by the State Board may not be added to a current license through testing, but only by completing a program of study approved by the State Board and passing the required state-approved assessment(s).**Dr. Holifield made a motion to accept the proposed recommendation of 7a and 7c as written, seconded by Ms. Thrower, motion passed 11/0. There was no action taken on recommendation 7b.*
8. Non-Instructional Student Services Personnel (who do not have a content area license), Career and Technical, and Adult Education teachers wishing to add a licensure area(s) shall complete a teacher preparation program (traditional or non-traditional) and other requirements as stipulated by the State Board. **Dr. Willison made a motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.*
9. The level of initial licensure for music, art, physical education/health, foreign language, and speech/drama will convert from P-12 (possessing both P-8 and 7-12 licenses) to K-12
 - a. Such candidates will not be allowed to add PK or Adult Education endorsements through testing, but only by completing a State Board approved program of study.
 - b. P-12 or K-12 adding a K-6 and/or 4-8 will need to complete a program of study inclusive of reading, mathematics, and appropriate developmental psychology, as well as complete the required content assessment.
 - c. The only areas P-12 or K-12 can add through testing are at 7-12.

**Dr. Holifield made a motion to accept the proposed recommendations of 9a and 9b as written, seconded by Ms. Howell, motion passed 10/1. Dr. Baine then made a motion to accept the proposed recommendation of 9c as written with the addition of allowing an individual licensed in one of the P-12 or K-12 areas of PE, Art, Music, Drama and Foreign Language, to be able to test out of any of the other four K-12 content areas listed, seconded by Dr. Willison, motion passed 11/0.*

10. The 4-8 level of licensure for the Integrated Vocational Education areas of Industrial Technology Education, Family and Consumer Sciences, Agriculture Sciences and Technology, and Marketing Technology shall be discontinued. **Dr. Willison made a motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.*
11. The 4-8 and 7-12 levels of licensure for the Integrated Vocational Education area of Business Technology shall be retained as a 4-12 level. **Ms. Howell made a motion to accept the proposed recommendation, seconded by Dr. Jones, motion passed 11/0.*
12. The post-secondary level of licensure for the Integrated Vocational Education areas of Industrial Technology Education, Family and Consumer Sciences, Agriculture Sciences and Technology, Marketing Technology, and Business Technology shall be discontinued. **Dr. Baine made a motion to accept the proposed recommendation, seconded by Dr. Jones, motion passed 11/0.*
13. The process, procedures and requirements for adding additional licensure areas shall become the responsibility of the Arkansas Department of Education (Department) in consultation with the Institutions of Higher Education with final approval by the State Board. **Dr. Guess made a motion to accept the proposed recommendation with the addition of adding the word Arkansas before the word Institutions, seconded by Ms. Jacobs, motion passed 8/3.*

Novice Teacher

14. A novice teacher, defined as one with no experience, will not be allowed to circumvent the experience requirement by becoming licensed in another state and being allowed to transfer a standard license to Arkansas without documentation of experience required by Arkansas rules. All novice teachers will be required to be mentored regardless of their pathway to licensure. It is the recommendation that the Department continue funding for mentoring. Failure to complete the mentoring program will result in a standards violation for the district (citation). (Note: Although this conflicts with current law, it is the recommendation that this law be revisited.) **Dr. Guess made a motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.*

Praxis III

15. At the end of May 2012, the Praxis III will no longer be required. Current novice teachers during 2011-12 will be required to successfully complete Praxis III. (Note: This is supported by the requirements of Act 1209 of 2011.) **Dr. Guess made a motion to accept the proposed recommendation, seconded by Ms. Vines, motion passed 11/0.*

National Council of Accreditation of Teacher Education and Specialty Area Programs

16. The partnership with the National Council for Accreditation of Teacher Education (NCATE) will be maintained, with the elimination of the requirement of the Specialty Program Areas accreditation at the end of the current cycle. **Ms. Howell made a motion to accept the proposed recommendation with the above added changes, seconded by Dr. Guess, motion passed 11/0.*
17. A partnership shall be entered into with the newly formed Council of Accreditation of Education Programs (CAEP) for *Option 1: NCATE Continuous Improvement*, with *Option 2: NCATE Transformational Initiative* as an alternative for those schools meeting all standards. There will be no state requirement for seeking national recognition from the specialized professional associations. **Dr. Guess made a motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.*

Endorsements

18. A subject-specific test will be obtained, as an option to the Principles of Learning and Teaching (PLT) exam, for use in adding English as a Second Language (ESL) endorsement. (Note: The State must work with Educational Testing Service to procure this test.) **Dr. Guess made a motion to accept the proposed recommendation, with the changing of the word obtained to developed, seconded by Ms. Howell, motion passed 11/0.*
19. A subject-specific test will be obtained for use in adding a journalism endorsement. (Note: The Department and State Board must work with Educational Testing Service to procure this test.) **Dr. Willison made a motion to accept the proposed recommendation, with the changing of the word obtained to developed, seconded by Ms. Howell, motion passed 11/0.*
20. A minimum 2.5 Grade Point Average at the undergraduate level and a minimum of 3.0 at the graduate level will be required for any course work leading to additional program of study taken to add an endorsement. **Dr. Guess made a motion to accept the proposed recommendation with the above added changes, seconded by Ms. Howell, motion passed 11/0.*

Administrator Licensure/Experience Requirements

21. Applicants from out of state seeking licensure through reciprocity must document required teaching experience as defined by Arkansas rules for that area. **Ms. Howell made a motion to accept the proposed recommendation, seconded by Dr. Willison, motion passed 11/0.*
22. When laws and rules are written, consider the group under which counselors and library media specialists are categorized (teacher, administrator, other). Consistency is needed in referencing librarians as media specialists. **Dr. Guess made a motion to accept the proposed recommendation, seconded by Ms. Thrower, motion passed 11/0.*
23. Initial licensure for building level leaders (principal and curriculum program administrator) shall be discontinued. **Dr. Willison made a motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.*
24. First year building level leaders and district level leaders will be required to be mentored. Failure to complete the mentoring program will result in a standards

violation (citation). **Dr. Willison made a motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.*

25. Four years of teaching experience shall be required for building level leader licensure. The 3 years of experience required at the level seeking licensure shall be deleted. **** (15-3)** **Ms. Jacobs made a motion to accept the proposed recommendation, seconded by Ms. Thrower, motion passed 9/2.*
26. Two years of teaching experience shall be required for the licensure areas of Library Media Specialist and Counselor. **Ms. Howell made a motion to accept the proposed recommendation, seconded by Dr. Willison, motion passed 11/0.*
27. One year of experience as a building level leader (principal or curriculum program administrator) shall be required for district level administrator licensure. **Dr. Willison made a motion to accept the proposed recommendation, seconded by Ms. Howell. After discussion Dr. Willison rescinded his motion. No action was taken.*

Licensure Renewal

28. Professional development information shall be submitted on the August 15th reporting cycle to allow more time for renewal notification. **Ms. Howell made a motion to adopt the recommendation, seconded by Ms. Brown. After discussion Ms. Howell rescinded her motion. No action was taken.*
29. The necessary record keeping and timeline documentation for professional development requirements will be standardized. **Dr. Guess made a motion to accept the proposed recommendation. After discussion Dr. Guess rescinded his motion. Ms. Vines made a motion to consider standardizing the timeline of professional development requirements and documentation thereof, seconded by Dr. Jones, motion passed 11/0.,*
30. Efforts to continue automatic renewal of license in a timely manner are essential. **No action taken.*
31. The fee charged to add a degree to a license shall be discontinued. **Dr. Willison made a motion to accept the proposed recommendation, seconded by Ms. Howell, motion passed 11/0.*
32. A PLSB member requested to make an additional recommendation that was not an original task force recommendation. *Dr. Holifield made a motion building level license be a K-12 license area, seconded by Ms. Howell, motion passed 10/1.*

Implementation Considerations

- Due to the volume of approvals that must be granted, and to allow students who are currently invested in a program of study the opportunity to complete requirements under current guidelines, there needs to be a minimum two-year time frame to redesign programs and allow these students to complete under their current guidelines. The earliest date for program of study redesign and approval would be July 2014.

- In transitioning to the new system, the Department will automatically update existing licenses to the new areas and levels where possible; no one will lose any area or level if a direct transition is not available.
- There should not be any Praxis II test changes for affected areas during transition.
- Any existing laws, rules, or regulations in conflict with any of these recommendations should be revisited.

Dr. Holifield made a recommendation that the PLSB chair present the proposed recommendations to the SBOE and would also indicate the vote tally, seconded by Dr. Willison, motion passed 11/0.

Dr. Jones made a motion that Dr. Tom Kimbrell considers sending a letter telling Chancellors, Presidents, Provost and Chief Academic Officers what to expect from the proposed recommendations, seconded by Dr. Willison, motion passed 11/0.

- 5. Other Items-FYI:** Dr. Cushman informed the board that ADE is discussing a change in the secondary science licensure areas.

Dr. Willison made a motion to adjourn, seconded by Ms. Thrower, motion passed 11/0.

Next meeting date: Friday, March 9, 2012; time 9:00-1:00 in the PLSB Presidential meeting room (Big Mac Building-regular meeting location).