



**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, 2019**

Report # ----

DPI Chronological Schedule, 2019-2020

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## PEPSC Annual Report

**Annual Report Review Period:** September 1, 2018 – September 1, 2019

### 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, 2020
1.b.	Meaghan Loftus	Principal	Sept. 1, 2017 – Aug. 31, 2020
1.c.	Van Dempsey, III	Dean of EPP within the UNC system	Sept. 1, 2017 – Aug. 31, 2020
1.d.	Hank Weddington	Dean of EPP at nonpublic NC institution	Sept. 1, 2017 – Aug. 31, 2020
1.e.	Anthony Graham	Dean of EPP at HBC NC institution	Sept. 1, 2017 – Aug. 31, 2021
1.f.	Lauren Genesky	Teacher	Sept. 1, 2017 – Aug. 31, 2020
1.g.	Glenda Jones	Personnel Administrator from LEA in NC ≥ 30,000 students	Sept. 1, 2017 – Aug. 31, 2021
1.h	Dr. Michael Maher (PEPSC Vice-Chair)	At-Large Member	Sept. 1, 2017 – Aug. 31, 2021
2.a	Aaron Fleming	Superintendent	Sept. 1, 2017 – Aug. 31, 2021
2.b.	<b>Joseph Childers*</b>	Principal	Sept. 1, 2017 – Aug. 31, 2019
2.c	Ellen McIntyre	Dean of EPP within the UNC system	Sept. 1, 2017 –

			Aug. 31, 2021
2.d.	Ann Bullock (PEPSC Secretary)	Dean of EPP at nonpublic NC institution	Sept. 1, 2017 – Aug. 31, 2021
2.e.	<b>Robin Hiatt**</b>	Teacher	Sept. 1, 2017 – Aug. 31, 2019
2.f.	Westley Wood	Personnel Administrator from LEA in NC ≤ 30,000 students	Sept. 1, 2017 – Aug. 31, 2020
2.g.	Connie Locklear	State Advisory Council Member on Indian Education	Sept. 1, 2017 – Aug. 31, 2020
2.h.	Samuel Houston Jr.	At-Large Member	Sept. 1, 2017 – Aug. 31, 2020
3	<b>Freebird McKinney***</b>	The State Teacher of the Year	Sept. 1, 2018 – Aug. 31, 2019
4	Andrew Lakis	NCDPI State Superintendent Designee	Sept. 1, 2017 – Aug. 31, 2020

Members in **bold** end their term on August 31, 2019.

\*Replacement for Joseph Childers is to be determined.

\*\*Replacement for Robin Hiatt is to be determined. Michael D. Hicks was unable to accept the appointment to replace Robin Hiatt as of August 26, 2019.

\*\*\*Mariah Morris of Moore County Schools will replace Freebird McKinney as of September 1, 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 the corresponding title and contact information.

Mark Johnson	NC DPI State Superintendent of Education	Mark.johnson@dpi.nc.gov
Thomas Tomberlin	Director of Educator Recruitment and Support	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	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 ten members 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 polices have required revisions and updates to meet compliance with SB599.

Twenty-four meetings were scheduled and held during this reporting window. Eleven of these meetings focused on the work of the subcommittees: *Licensure*, *Educator Preparation*, and *Assessment and Performance*. The work of the subcommittees included the Accountability and Sanctions Models for EPPs beginning in December 2018 and licensure requirements found in SBE policy LICN-001. The dates and focus of the meetings are discussed below

Policy ID	Policy Title
<i>Licensure Policies</i>	
LICN-001	General Licensure Requirements
LICN-003	Licensure Testing Requirements
<i>Evaluation and Qualification Policies</i>	
EEVAL-002/EEVAL-034	In-Field and Out-of-Field
<i>Teacher Education Policies</i>	
TCED-008	Sanctions for Educator Preparation Programs (EPPs)
TCED-009	Minimum Admissions Requirements and Exceptions for Initial Teacher Preparation Programs (EPPs)
TCED-016	Beginning Teacher Support Program

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 Guide*

*Meetings*

**1. September 24, 2018**

([https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=4712](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=4712))

- a. PEPSC Annual Report (for approval by Commission)
- b. Introduction to New Policy
  - i. EEVAL-002 In-Field and Out-of-Field (Discussion)
- c. Policies for Discussion
  - i. LICN-001 National Certification Credential for School Psychologists
- d. Approved Policy Changes
  - i. LICN-001 Permit to Teach ending date
  - ii. TCED-009 Minimum Admissions Requirements and Exceptions for Initial Teacher Preparation Programs – Degree-seeking Students Requirement

**2. October 11, 2018**

([https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=4812](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=4812))

- a. Approved Policy Changes
  - i. Presentation by Lynn Makor, Consultant for School Psychology, NCDPI
  - ii. LICN-001 National Certification Credential for School Psychologists (from 09/24/2018 meeting)

**3. November 8, 2018**

([https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=4892](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=4892))

- a. Overview of Residency License Model
  - i. Introduction to the Residency License Verification Form
  - ii. Residency License Qualifying Coursework for Elementary Education and EC-GC
- b. Policy for Discussion
  1. LICN-003 Math Content Exam for Elementary Education and EC-GC

- a. Praxis CKT Math Subtest (Test 7803) Technical Report
- b. PEPSC Math Expert Subcommittee
- c. WRESA Licensure Pilot Program Discussion
- 4. November 26, 2018\* (Educator Preparation Subcommittee Meeting)**  
[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=4899](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=4899)
  - i. Discussion Items
    - 1. LICN-001 Residency License Pedagogy Requirements
    - 2. Bill Draft 2019-MK-1: PED Oversight/EPP Changes
  - ii. Work List Review and Prioritization
- 5. December 13, 2018**  
<https://simbli.eboardsolutions.com/Meetings/ViewMeetingOrder.aspx?S=10399&MID=4134>
  - a. Introduction to the Administrative Procedure Act: Rules Review Process and Discussion
  - b. Discussion of Bill Draft 2019-MK-1: PED Oversight/EPP Changes
  - c. Policy for Approval
    - i. LICN-001 General Licensure Requirements
      - 1. Licensure Subcommittee Recommendations:
        - a. Out-of-State Teacher Licenses
        - b. Proficient Rating for Teachers
        - c. Link to LICN-003 Licensure Testing Requirements
  - d. Policy for Discussion
    - i. LICN-003 Licensure Exams for Elementary Education and EC-GC
      - 1. Do Pearson Licensure Exam Scores Predict Early-Career Teacher Performance? (Presented by Dr. Kevin Bastian, UNC-Chapel Hill, EPIC)
      - 2. Minimum Cut Score for Licensure Exams
- 6. December 18, 2018\* (Assessment and Performance Subcommittee Meeting)**  
[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=4943](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=4943)
  - i. Accountability Model for EPPs
    - 1. Accountability Models for EPPs in Southeastern States
    - 2. North Carolina Performance Measures for EPPs
    - 3. Accountability Models Across States
- 7. January 17, 2019**  
[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5067](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5067)
  - a. Policies for Approval
    - i. LICN-003 Math Subtest for Elementary Education and EC-GC
      - 1. Addition of Praxis CKT Math Test 7803 – effective upon SBE approval
      - 2. Retain Pearson Math Test 203 – no end date
    - ii. EVAL-002 In-Field and Out-of-Field
- 8. January 25, 2019\* (Assessment and Performance Subcommittee Meeting)**  
[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5069](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5069)
  - a. Accountability Model for EPPs: Measures
    - i. Figuring out the measures for the Accountability Model for EPPs
  - b. Accountability Model for EPPs: Weight for Measures
    - i. What weight is designated for each measure?
  - c. Next Steps for Accountability Model for EPPs in NC
- 9. January 25, 2019\* (Educator Preparation Subcommittee Meeting)**  
[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5070](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5070)
  - a. Accountability Model for EPPs: Measures and Weight Overview
  - b. Sanctions for EPPs in NC

- i. TCED-008 Sanctions for Educator Preparation Programs
- ii. Sanctions for Other States (SREB states)
- iii. Next Steps

**10. February 14, 2019**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5152](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5152)

- i. Policies for Approval
  - 1. LICN-001 – General Licensure Requirements
    - a. Out-of-State License Effective Date – changed to effective immediately upon SBE approval
    - b. Monitoring Out-of-State Teachers
    - c. Baccalaureate Degree Qualification for Residency License, Emergency License, and Permit to Teach
  - 2. EVAL-034 In-Field and Out-of-Field
    - a. Additional requirements for notifications to parents added to policy
    - b. Change policy number from EVAL-002 to EVAL-034
  - 3. LICN-003 Special Subject Area: Safety and Driver Education
    - a. Safety and Traffic Education Program (presentation by Mr. Karl Logan and Mr. Reggie Flythe)
    - b. Special Subject Area: Safety and Driver Education License

**11. February 25, 2019\* (Assessment and Performance/Educator Preparation Subcommittees Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5090](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5090)

- a. Presentations on Other States' Accountability and Sanctions Models for EPPs
  - i. Tennessee Department of Education Accountability Model for EPPs
  - ii. Georgia Department of Education Accountability Model/Sanctions for EPPs
  - iii. Next Steps

**12. March 14, 2019**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5237](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5237)

- a. Policies for Approval
  - i. CTED-004 CTE Licensure Policies and Procedures Manual Updates
  - ii. LICN-003 Special Subject Area: Safety and Driver Education
    - 1. Safety and Traffic Education Program
    - 2. Special Subject Area: Safety and Driver Education License
- b. Policy for Discussion
  - i. LICN-001 Comparability for Out-of-State Licenses (NCSBE Request)
- c. Legislative Update: Senate Bill 219 – Modify Teacher Licensing Requirements

**13. March 15, 2019\* (Assessment and Performance Subcommittee Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5171](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5171)

- a. Legislative Updates for EPPs
- b. Finalizing the NC Accountability Model
- c. Next Steps

**14. March 20, 2019\* (Educator Preparation Subcommittee Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5178](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5178)

- a. Accountability Model for EPPs Measures and Weight Overview
- b. Finalizing the North Carolina Sanctions Model for EPPs
- c. Next Steps: Set-up next subcommittee meeting (on April 26, 2019)

**15. March 27, 2019 (Conference Call Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5237](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5237)

- a. Policy for Approval

- i. LICN-001 Out-of-State Licenses
  - 1. Comparability of Licensure Tests for Out-of-State Teachers

**16. April 11, 2019**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5356](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5356)

- a. Educator Preparation Advisory Group for the University of North Carolina System
- b. Teacher Compensation and Advanced Teaching Roles Grant: Ms. Erin Swanson, Director of Innovation for Edgecombe County Public Schools

**17. April 26, 2019\* (Assessment and Performance Subcommittee Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5352](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5352)

- a. Revising the NC Accountability Model
- b. Next Steps

**18. April 26, 2019\* (Educator Preparation Subcommittee Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5353](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5353)

- a. Revised Accountability Model for EPPs
- b. Revised North Carolina Sanctions for EPPs
- c. Next Steps

**19. May 9, 2019**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5416](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5416)

- a. Policy for Approval
  - i. LICN-003 Praxis CKT Math Test 7803 Revised Code and Teaching Reading K-12 Test 5204 Revised Code and Cut Score
- b. Legislative Update: HB521 Transitional License/Teacher from Other State, SB219 Modify Teacher Licensing Requirements, and HB979 High Quality Teacher Professional Development
- c. PEPSC Subcommittee Work
  - i. Accountability Model for EPPs
  - ii. Sanctions Model for EPPs
  - iii. Legislative Request

**20. June 13, 2019**

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

- a. Policy for Approval
  - i. LICN-001 Add-on License Requirements for Initial Professional License and Continuing Professional License and Recommendation for Licensure for Traditionally Trained Teacher Candidates
- b. Legislative Update: Senate Bill 219 – Modify Teacher Licensing Requirements
- c. Update on Accountability and Sanctions Model for EPPs

**21. July 29, 2019\* (Licensure and Educator Preparation Subcommittees Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5638](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5638)

- a. Policy for Discussion
  - i. LICN-001 Recommendation for Licensure (Recommendation by EPP) – meaning of *recommendation*

**22. August 15, 2019**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5515](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5515)

- a. Policy for Discussion
  - i. TCED-016 Beginning Teacher Support Program
- b. PEPSC Annual Report for 2018-2019
- c. Recognition of Service
  - i. Mr. Freebird McKinney, 2018 NC Teacher of the Year
  - ii. Ms. Robin Hiatt, Teaching and Learning Coach, Johnston County Schools

- iii. Mr. Joseph Childers, Principal of Simon G. Atkins Academic and Technology High School, Winston-Salem, NC

**23. August 30, 2019\* (Assessment and Performance Subcommittee Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5706](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5706)

- a. Discussion around the NC Accountability Measures and Emergency Rules
- b. NC Accountability and Sanctions Model for EPPs
- c. Next Steps

**24. September 3, 2019 (Conference Call Meeting)**

[https://simbli.eboardsolutions.com/SB\\_Meetings/ViewMeeting.aspx?S=10399&MID=5712](https://simbli.eboardsolutions.com/SB_Meetings/ViewMeeting.aspx?S=10399&MID=5712)

- a. NC Accountability Measures and Emergency Rules
- b. Accountability and Sanctions Model for EPPs

\*Subcommittee Meetings

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

- Subcommittee work that focuses on the three high priority areas:
  - Licensure
    - International Faculty License
    - Revising Provisional Licensing
  - Educator Preparation
    - Revision of the NC Standards for School Executives
    - Sanctions Model for EPPs
    - Revising 2008 NC Standard Course of Studies
    - Program Approval Revisions
    - Revisiting National Accrediting Body
  - Assessment and Performance
    - Accountability Model for EPPs
    - EPP Reporting
    - Evaluation Standards for Educators