Report to the North Carolina General Assembly

Professional Educator Preparation and Standards Commission (PEPSC) Annual Report

SL 2017-189 (SB599)

Date Due: December 1, 2020
Report # ----
DPI Chronological Schedule, 2020-2021
STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION: Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

STATE BOARD OF EDUCATION MISSION: The mission of the North Carolina State Board of Education is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

ERIC DAVIS
Chair: Charlotte – At-Large

ALAN DUNCAN
Vice Chair: Greensboro – Piedmont-Triad Region

DAN FOREST
Lieutenant Governor: Raleigh – Ex Officio

DALE FOLWELL
State Treasurer: Raleigh – Ex Officio

MARK JOHNSON
Superintendent & Secretary to the Board: Raleigh

JILL CAMNITZ
Greenville – Northeast Region

REGINALD KENAN
Rose Hill – Southeast Region

AMY WHITE
Garner – North Central Region

OLIVIA OXENDINE
Lumberton – Sandhills Region

JAMES FORD
Charlotte – Southwest Region

TODD CHASTEEN
Blowing Rock – Northwest Region

DONNA TIPTON-ROGERS
Brasstown – Western Region

J. WENDELL HALL
Ahoskie – At-Large

The above State Board of Education information is a record of the board members at the time of this document's approval for publication. For the current list of State Board Members, Vision and Mission Statements, go to https://stateboard.ncpublicschools.gov.

NC DEPARTMENT OF PUBLIC INSTRUCTION
Mark Johnson, State Superintendent / 301 N. Wilmington Street / Raleigh, North Carolina 27601-2825

In compliance with federal law, the NC Department of Public Instruction administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints regarding discrimination issues should be directed to:
Joe Maimone, Chief of Staff
6307 Mail Service Center, Raleigh, NC 27699-6307 / Phone: (984) 236-2206 / Fax: (984) 236-2349

Visit us on the Web: www.dpi.nc.gov
PEPSC Annual Report

Annual Report Review Period: September 1, 2019 – September 1, 2020

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:

<table>
<thead>
<tr>
<th>Role (SB599.c)</th>
<th>Name</th>
<th>Role Representation</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.a</td>
<td>Dr. Patrick Miller* (PEPSC Chair)</td>
<td>Superintendent</td>
<td>Sept. 1, 2017 – Aug. 31, 2022</td>
</tr>
<tr>
<td>1.b</td>
<td>Meaghan Loftus**</td>
<td>Principal</td>
<td>Sept. 1, 2017 – Aug. 31, 2020</td>
</tr>
<tr>
<td>1.c</td>
<td>Van Dempsey, III</td>
<td>Dean of EPP within the UNC system</td>
<td>Sept. 1, 2017 – Aug. 31, 2022</td>
</tr>
<tr>
<td>1.d</td>
<td>Hank Weddington*</td>
<td>Dean of EPP at nonpublic NC institution</td>
<td>Sept. 1, 2017 – Aug. 31, 2022</td>
</tr>
<tr>
<td>1.e</td>
<td>Anthony Graham*</td>
<td>Dean of EPP at HBC NC institution</td>
<td>Sept. 1, 2017 – Aug. 31, 2021</td>
</tr>
<tr>
<td>1.f</td>
<td>Lauren Genesky*</td>
<td>Teacher</td>
<td>Sept. 1, 2017 – Aug. 31, 2022</td>
</tr>
<tr>
<td>1.g</td>
<td>Glenda Jones</td>
<td>Personnel Administrator from LEA in NC ≥ 30,000 students</td>
<td>Sept. 1, 2017 – Aug. 31, 2021</td>
</tr>
<tr>
<td>1.h</td>
<td>Dr. Michael Maher (PEPSC Vice-Chair)</td>
<td>At-Large Member</td>
<td>Sept. 1, 2017 – Aug. 31, 2021</td>
</tr>
<tr>
<td>2.a</td>
<td>Aaron Fleming</td>
<td>Superintendent</td>
<td>Sept. 1, 2017 – Aug. 31, 2021</td>
</tr>
<tr>
<td>2.b</td>
<td>Tabari Wallace</td>
<td>Principal</td>
<td>Oct. 28, 2019 – Aug. 31, 2021</td>
</tr>
<tr>
<td>2.c</td>
<td>Ellen McIntyre**</td>
<td>Dean of EPP within the UNC system</td>
<td>Sept. 1, 2017 – Aug. 31, 2021</td>
</tr>
</tbody>
</table>
2.d. Ann Bullock  
(PEPSC Secretary)  
Dean of EPP at nonpublic NC institution  
Sept. 1, 2017 – Aug. 31, 2021

2.e. Freebird McKinney ***  
Teacher  
Oct. 28, 2019 – Aug. 31, 2021

2.f. Westley Wood  
Personnel Administrator from LEA in NC ≤ 30,000 students  
Sept. 1, 2017 – Aug. 31, 2022

2.g. Connie Locklear  
State Advisory Council Member on Indian Education  
Sept. 1, 2017 – Aug. 31, 2022

2.h. Samuel Houston Jr.  
At-Large Member  
Sept. 1, 2017 – Aug. 31, 2022

3 Mariah Morris  
The State Teacher of the Year  
Sept. 1, 2019 – Aug. 31, 2020

4 Andrew Lakis  
NCDPI State Superintendent Designee  
Sept. 1, 2017 – Aug. 31, 2022

*Reappointed term ending August 31, 2022
**New Appointments starting September 1, 2020 and ending August 31, 2022: Dr. Randall Penfield replaces Dr. Ellen McIntyre and Dr. Christopher Blanton replaces Ms. Meaghan Loftus
***To be replaced


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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mark Johnson</td>
<td>NC DPI State Superintendent of Education</td>
<td><a href="mailto:Mark.johnson@dpi.nc.gov">Mark.johnson@dpi.nc.gov</a></td>
</tr>
<tr>
<td>Thomas Tomberlin</td>
<td>Director of Educator Human Capital Policy &amp; Research</td>
<td><a href="mailto:Thomas.tomberlin@dpi.nc.gov">Thomas.tomberlin@dpi.nc.gov</a></td>
</tr>
<tr>
<td>Andrew Sioberg</td>
<td>Director of Educator Preparation</td>
<td><a href="mailto:Andrew.sioberg@dpi.nc.gov">Andrew.sioberg@dpi.nc.gov</a></td>
</tr>
<tr>
<td>Kimberly Evans*</td>
<td>Program Coordinator, PEPSC</td>
<td><a href="mailto:Kimberly.evans@dpi.nc.gov">Kimberly.evans@dpi.nc.gov</a></td>
</tr>
<tr>
<td>Theresa Coogan*</td>
<td>Program Coordinator &amp; CAEP Liaison</td>
<td><a href="mailto:Theresa.coogan@dpi.nc.gov">Theresa.coogan@dpi.nc.gov</a></td>
</tr>
</tbody>
</table>

*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 7th 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.

Note: Due to COVID-19, PEPSC meetings starting after March 13, 2020 were held virtually, but continued to be live-streamed, recorded, and archived on the web for the public.
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. In addition, on September 17, 2020, 58 Licensure and Educator Preparation rules were approved by the Rules Review Commission to be a part of the North Carolina Administrative Code. These rules represent a number of the policies listed below.

Policy Guide

<table>
<thead>
<tr>
<th>Policy ID</th>
<th>Policy Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>LICN-001</td>
<td>General Licensure Requirements</td>
</tr>
<tr>
<td>LICN-003</td>
<td>Licensure Testing Requirements</td>
</tr>
<tr>
<td>LICN-005</td>
<td>Licensure Renewal Requirements</td>
</tr>
<tr>
<td>LICN-006</td>
<td>Experience/Degree Credit for Salary Purposes</td>
</tr>
<tr>
<td>LICN-007</td>
<td>Licensure Suspension and Revocation</td>
</tr>
<tr>
<td>LICN-008</td>
<td>Licensure Fees</td>
</tr>
<tr>
<td>LICN-021</td>
<td>Procedure for Seeking Exception from Licensure Requirements</td>
</tr>
</tbody>
</table>

Career and Technical Education

<table>
<thead>
<tr>
<th>Policy ID</th>
<th>Policy Title</th>
</tr>
</thead>
</table>

Evaluation and Qualification Policies

<table>
<thead>
<tr>
<th>Policy ID</th>
<th>Policy Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>EVAL-024</td>
<td>Clinical Practice in Educator Preparation Programs (EPPs)</td>
</tr>
</tbody>
</table>

Teacher Education Policies

<table>
<thead>
<tr>
<th>Policy ID</th>
<th>Policy Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>TCED-008</td>
<td>Sanctions for Educator Preparation Programs (EPPs)</td>
</tr>
<tr>
<td>TCED-009</td>
<td>Minimum Admissions Requirements and Exceptions for Initial Teacher Preparation Programs</td>
</tr>
<tr>
<td>TCED-013</td>
<td>Educator Preparation Program (EPP) Accountability Requirements and Risk Factors</td>
</tr>
<tr>
<td>TCED-011</td>
<td>Content and Pedagogy Requirements for Educator Preparation Programs (EPPs)</td>
</tr>
<tr>
<td>TCED-012</td>
<td>Reports of Alleged Violations Regarding Educator Preparation Programs (EPPs)</td>
</tr>
<tr>
<td>TCED-015</td>
<td>School Administrator Preparation Programs</td>
</tr>
<tr>
<td>TCED-016</td>
<td>Beginning Teacher Support Program</td>
</tr>
</tbody>
</table>

Twenty-five 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.nccpublicschools.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.

Meetings

1. **September 3, 2019**
   a. Approved Policy Changes
      i. TCED-016 Beginning Teacher Support Program – Additional Revisions
   b. Policy for Discussion
      i. Emergency Rules for HB107 and Policy Changes for TCED-008/013 Accountability Measures and Sanctions Models for EPPs

2. **September 12, 2019**
a. NCSBE Strategic Plan
b. Approved Policy Changes
   i. Emergency Rules for HB107 and Policy Changes for TCED-008/013 Accountability Measures and Sanctions Models for EPPs

3. October 10, 2019
   a. TeachNC
   b. Policy for Discussion
      i. LICN-001 Revisions to Comply with SB621 and SB219

4. October 10, 2019* (Assessment and Performance Subcommittee Meeting)
   a. Research for the North Carolina Accountability Model for EPPs
      i. Tennessee Domains and Metrics
      ii. Next Steps

5. October 21, 2019* (Educator Preparation /Assessment and Performance Subcommittees Meeting)
   a. Research for the North Carolina Accountability Model for EPPs
      i. Tennessee Domains and Metrics
      ii. Next Steps

6. November 1, 2019* (Educator Preparation/Assessment and Performance Subcommittees Meeting)
   a. Proposed NC Accountability Model for EPPs
   b. Next Steps

7. November 12, 2019* (Educator Preparation/Assessment and Performance Subcommittees Meeting)
   a. Proposed NC Accountability Model for EPPs
   b. Next Steps

8. November 14, 2019
   a. TeachNC
   b. Introduction to Permanent Rules to Comply with HB362 (aligned with the following SBE policies)
      i. LICN-001
      ii. LICN-005
      iii. LICN-006
      iv. LICN-007
      v. LICN-008
      vi. LICN-021
      vii. TCED-006
      viii. TCED-009
      ix. TCED-011
      x. TCED-012
      xi. TCED-015
      xii. TCED-016
   c. Subcommittee Work Update: NC Accountability Model for EPPs

9. November 14, 2019* (Licensure Subcommittee Meeting)
   a. Discussion about LICN-001
      i. Add-on License – IPL (test only) and CPL (24 credit hours)
ii. Residency License – Early RL Program Completion and Recommendation for IPL without Licensure Examination Requirement

iii. Expired License – Time Limit (What should this be?)

10. November 14, 2019* (Educator Preparation/Assessment and Performance Subcommittees Meeting)
   a. NC Accountability Model for EPPs
   b. Next Steps

11. December 2, 2019
   a. Approval of Permanent Rules for TCED and LICN Policies to Comply with HB362

12. December 12, 2019
   a. Educator Preparation Program (EPP) Performance-Based Weighted Accountability Model Proposal as Part of House Bill 107 (Session Law 2019-149)

13. January 16, 2020
   b. Approved Policy Changes
      i. Policy Amendment: LICN-003 Cut Score Update for Praxis Middle School Science (5442) Licensure Exam
   c. Digital Initiative Learning Update: Digital Learning Initiative Grants

14. February 13, 2020
   a. Proposed Permanent Rule: Requesting a Residency License
   b. Survey for Masters of School Administration Programs in Educator Preparation Programs (EPP)
   c. Principal Standards Committee Update

15. February 13, 2020* (Licensure Subcommittee Meeting)
   a. Rules for LICN-001
      i. Add-on License (IPL versus CPL)
      ii. Residency License Holder Converting to IPL
      iii. Expired Initial Professional License (IPL) – Reissuing IPL (Time Period)

16. March 12, 2020
   a. Transforming Principal Preparation Program (TP3)
   b. Principal Standards Committee Update
   c. Approved Policy Changes
      i. CTE-004 CTE Licensure Policies and Procedures Manual Updates
   d. Safety and Driver Education License: Update on NCDPI Safety and Traffic Education Program
   e. Response Rates for Recent Graduate and Employer Surveys as Part of the EPP Accountability Model (Current and Proposed)
   f. Introduction to EPP Dashboard
   g. Recognition of Service: Mr. Freebird McKinney, Director of Government and Community Relations, NCDPI

17. March 12, 2020* (Educator Preparation/Assessment and Performance Subcommittees Meeting)
   a. EPP Weighted Accountability Model
      i. Domain 4: Diversity
      ii. Survey Threshold
iii. Next Steps

   a. EPP Weighted Accountability Model
      i. Domain 4: Diversity
      ii. Survey Threshold
      iii. Next Steps

   a. EPP Weighted Accountability Model
      i. Survey Threshold
      ii. Weighting edTPA/PPAT
      iii. Duration of Sanctioning Period
      iv. Domain 4: Diversity

   a. Policy for Approval
      i. LICN-003 Reading Specialist (Graduate Level) Test 5301 and Audiologist Test 5342 Updates
      ii. COVID-19 Licensure and Teacher Education Policy Provisions (LICN, EVAL and TCED Policies)
         1. EVAL-024
         2. LICN-001
         3. TCED-008
         4. TCED-015

   a. EPP Weighted Accountability Model
      i. Survey Threshold
      ii. Weighting edTPA/PPAT
      iii. Duration of Sanctioning Period
      iv. Domain 4: Diversity

   a. EPP Weighted Accountability Model
      i. Survey Threshold
      ii. Weighting edTPA/PPAT
      iii. Duration of Sanctioning Period
      iv. Domain 4: Diversity

   a. EPP Weighted Accountability Model Proposal (approved and sent to the full Commission)

   a. LICN-001 Requirements to Convert a Residency License to an Initial Professional License
      i. Proposed Rule
      ii. Fiscal Note Requirements
      iii. Timeline
   b. Approved Proposal
      i. EPP Weighted Accountability Model Proposal

PEPSC Annual Report_1Sep2019-1Sep2020

a. Upcoming Subcommittee Work
b. Approved Item
   i. PEPSC Report 2019-2020
c. Policy for Discussion
   i. LICN-003 edTPA Cut Scores Beginning September 1, 2020
d. Appointments and Reappointments to PEPSC

*Subcommittee Meetings

Areas of Focus for The Commission moving forward:

Subcommittee work that focuses on the three high priority areas:

   o Licensure
     ▪ LICN-001 updates
     ▪ International Faculty License
     ▪ Future Licensure Areas: add-on license for STEM and Computer Science
   
   o Educator Preparation
     ▪ Senate Bill 599 (SL2017-189)*
       • Appropriate pedagogy requirements to be included in Residency License (RL) programs
       • GPA – appropriate courses to be used to calculate individual and cohort GPAs for admission to EPPs
       • Specific hour requirements for preservice training and field experiences prior to entering the classroom for individuals issued RL
       • Specific hour requirements for preservice training prior to entering the classroom for individuals issued Emergency Licenses
       • Recommend ways to ensure that the clinical practice requirements described in G.S. 115C-269.25(d) effectively prepare high-quality professional educators who meet the demands of NC schools
     ▪ Update NC Standards for School Executives (in process)
     ▪ Update NC Professional Teaching Standards
   
   o Assessment and Performance
     ▪ Licensure testing requirement-particularly Elementary Math Licensing Exam
     ▪ Retaking edTPA to boost pay
     ▪ Extenuating circumstances for testing (extensions)
     ▪ Sanctions for EPPs

*Next Subcommittee Work