

NEBRASKA COUNCIL ON TEACHER EDUCATION
Educator Preparation Advisory Committee to the Nebraska State Board of Education

NCTE GENERAL COUNCIL MEETING MINUTES

Friday, February 25, 2022
Hilton Garden Inn - Lincoln

Present: HED – P. Adams; S. Alford; D. Chism; G. Conrad; T. Cook; E. DeHart; A. Fette; T. Frey; J. Jansky; D. Karr; D. Mickey; M. Ritzdorf; L. Sankey; N. Shudak; S. Skretta; K. Swain,
NASB – D. Blakely; L. Wagner
NCAPE – V. Kauffold
NCCA – C. Wittstruck
NCSA – C. Boyer; J. Harris; M. Lenihan; D. Lewis; K. Lofquist; K. Saum-Mills; S. Smith;
TSB – T. Jacobs
NSEA – S. Brown; D. Casey; S. Dragon; M. Edquist; S. Loney; P. Ludeke; D. Moss; L. Perez; C. Rice; D. Rohan; M. Simsic; S. Stake; E. Ventura
NDE – B. Dirksen; K. Heineke

Alternates:
HED – A. Buschelman; S. Byers; C. Diaz; E. Griesch; B. Jech; E. McDonnell-Jones; S. Van Gomple;
NSEA – J. Benson;
NDE - C. Waddle

Guests:
NSEA –T. Tystad
NDE – M. Beiermann; L. Carr

Absent Without Alternate Replacement:
HED –
NASB –
NCCA –
NCSA –J. McDowell; J. Schwartz; C. Worrell
TSB –
NSEA –
NDE –

<u>HED</u> - Higher Education	<u>NCSA</u> -NE Council of School Administrators
<u>NCCA</u> -NE Community College Association	<u>TSB</u> – Teachers State Board Appointed
<u>NASB</u> -NE Association of School Boards	<u>NSEA</u> - NE State Education Association
<u>NCAPE</u> -NE Council on American Private Education	<u>NDE</u> – NE Dept. of Education

FIRST GENERAL SESSION – President Lenihan presiding

Declaration of Legal Meeting and Open Meetings Act: Stated by Lenihan at 9:30 a.m.

Public Comments: None

Approval of October 22, 2021 General Session Meeting Minutes: Motion by D. Rohan to approve the minutes; second by E. Ventura. Vote taken. Motion approved.

Report of December 15, 2021 Executive Committee Meeting – Lenihan reviewed the minutes from the December 15, 2021 meeting.

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Welcome New Council Members and Introductions – Lenihan introduced new members. These new members are: J. Benson, S. Dragon, M. Simsic, and C. Wittstruck.

Informational Items:

- **NCTE Workflow: Heineke** – NDE
Explained changes in order of Standing Committee meetings during the Full Council meeting today.
- **NACTE Executive Committee Presentation: Teacher Shortage Summit, Oct. 2021** – **A. Buschelman, J. Jansky, T. Frey, L. Sankey, and S. Skretta**
 - A. Buschelman** – Creighton; Explained the Power Point presentation that was given. Important points made during the presentation included:
 - There are 16 institutions in NACTE
 - Teacher preparation trends that have changed or been dropped in last few years
 - Special Education has most teacher vacancies followed by Elementary Education and Career Education
 - There is not much difference in the type of openings between the eastern and western areas of Nebraska
 - Graphs demonstrating the increase in unfilled positions and total vacant positions by year were shown
 - J. Jansky** – UNK; Teacher Shortage Summit was held in October. Takeaway from the summit included:
 - Are four areas that influence the teacher vacancy issue:
 - Certification issues
 - Praxis test issues
 - Marketing the teaching profession
 - Elevating teaching as a highly regarded profession
 - Next steps include task forces that are meeting on these 4 areas and will report out at end of semester.
 - State Board is also helping to address the teacher shortage issue.
 - NCTE Standing Committees today will be considered a stakeholder group giving input on the teacher shortage issue.
- **NDE Updates: Heineke**
 - **CAEP**
 - **Process: T. Frey** – Doane; explained purpose of CAEP training. Is a need to have Nebraska people on the CAEP review teams, especially for the Nebraska IHEs. The training includes 4-6 hours of modules/videos. Will also need reviewers for IHEs being approved by AQEPP.
 - **Training: C. Rice** – NSEA; explained CAEP training process which includes: getting assigned to a team, working with standards you prefer, and then assigned to an institution for review. You will study and review the EPP program, studying the standard(s) you are working on. Once done, the report will go to the EPP for review. Interviews are then done with people from the IHE. Finally, the team will discuss the entire review and the results will get forwarded to CAEP.
 - **Call for Site Visitors** – Heineke; emphasized the need for volunteers for CAEP training process.
- **Legislative Update: Lane Carr** – NDE;
Gave updates on educator shortage Issue

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- Legislative priorities involving the State Board include:
 - Behavioral and mental health
 - Early childhood education
 - Equitable alignment of services and supports
 - School finance and school organization
 - School safety
 - Workforce development

- Regulatory priorities:
 - Approval, accreditation and accountability
 - Educator preparation and teacher certification

- Commissioner priority: Invest in Career and Technical Education and advocate for a state match of Perkins funds (\$7.6 M); NE only state that does not match Perkins funds.

- Reframe educator certification to include:
 - Legislative change concerning basic skills assessment
 - Expand incentives to support educator workforce
 - Empower reciprocity agreements with states
 - Empower and promote policies to expand alternate pathways to education while maintaining quality expectations

- Teacher Shortage Issue: These areas need to be addressed:
 - Recruitment
 - Preparation
 - Retention of Teachers

Five unified goals of Education Committees/bills Include:

1. Strong And Healthy kids
2. Nurturing environment
3. Strong and responsible communities
4. Efficiency of resources through collaboration
5. Strong state and strong economy

Education Bills of Interest:

- LB838: Creating an aid program relating to early childhood workforce
- LB1161: Funding for programs and interpreters for deaf/hard of hearing
- LB1085: Funding for career and technical education student organizations
- LR278CA: Eliminate State Board of Education—means commissioner would be appointed by governor
- LB1077: Prohibit public schools, public postsecondary institutions, and government entities from training or teaching certain concepts relating to race and sex and provide for withholding of state funds
- LB768: Change provisions relating to establishment of academic content standards for school districts
- LB690: Redefine basic skills competency for purposes of teachers' and administrators' certificates or permits
- LB960: Eliminate certain basic skill and content test requirements for eligibility for teaching certificates
- LB1218: Change provisions relating to certificate of school employees and student loan forgiveness (Basic Skills, Educator Certification Fees, AETP Adjustment). This is a Priority Bill.

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- LB945: Teach in Nebraska Today Act—provides for adjustment to income for income tax purposes for student loan repayment assistance
- LB1128: Adopt Student Loan Repayment Assistance for Teachers Act
- LB696: Approve federal funds to the State Dept of Education for school employee retention payments
- LB1220: Premium Payments for teachers in underserved communities
- LB1217: Federal Funds to Administrative Services for incentive payments to eligible school employees
- LB1131: Bonus payments to teachers, childcare workers, and health care workers

Break – 10:54

- **Rule Status Reports – Heineke and Dirksen, NDE**

- **Rule 20, *Regulations for the Approval of Teacher Education Programs* – Heineke**

Rule 20 revision group met in December, with another meeting scheduled in March. Section 005 involves inclusive use of INTASC standards. An issue to be determined is whether to continue using the INTASC standards, use the Nebraska Teacher and Principal Standards, or should we develop our own hybrid standards? Would like to present the revised Rule 20 to Board by December, 2022 for approval. However, the Basic Skills competency issue the legislature is looking at now may have an effect on timeline for approval of Rule 20.

- **Rule 21, *Issuance of Certificates and Permits to Teach, Counsel, Supervise, and Administer in Nebraska Schools* - Dirksen;**

Continuing to do revision work. This involves including components around alternative teaching permits, transitional permits and options, and military permits. Would also like to make the local substitute teacher permits more portable so they could be used in any district. Want to streamline the substitute teacher permit process and extend the life of the permit from 3 years to 5 years. The state reciprocity issue needs review. The career education permits and alternative pathways also need review. Rule 21 is currently at the NDE attorney for review and that is guiding the Rule 21 revision timeline.

- **Rule 23, *Regulations for the Basic Skills Competency Testing of Teachers and Administrators* – Dirksen**

Rule 23 is not under review at this time. Current legislative action will determine the timeline for Rule 23 review.

- **Rule 24, *Regulations for Certificate Endorsements* – Heineke**

Rule 24 is at the Governor's office for approval.

ELA ad hoc committee is meeting currently to review ELA endorsement and recommend revisions.

Special Education endorsement is in discussion with pre-ad hoc committee group to determine need for so many special education endorsements and revisions of existing endorsements.

- **Program Approval Schedule – Heineke**

- Midland University Onsite Visit – May 2-3, 2022
- Peru State College Onsite Visit – September 18-20, 2022
- University of Nebraska Omaha Onsite Visit – October 2-4, 2022
- Nebraska Wesleyan University Onsite Visit – November 15-16, 2022
- Doane University and Concordia University are doing interim visits this semester

- **Standing Committees – S. Skretta, UNL;** Explained Educator Shortage Issue priorities for discussion.

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Standing Committees then met to identify the top 5 barriers/challenges concerning the educator workforce shortage issue.

12:10 P.M. Working Lunch: Standing Committees continued Educator Shortage Discussion

12: 55 P.M. Reconvened Full Council for Educator Shortage Discussion. Each Standing Committee reviewed their top 5 priorities concerning the educator shortage issue with the Full Council. The Standing Committees then met separately again to discuss the top 5 priorities and determine actions needed to improve the educator shortage issue.

2:05 P.M. Second General Session – Lenihan

Full Council reconvened for second general session.

New Business

No new business to report

Standing Committee Reports:

Standing Committee A – L. Sankey

Committee A Top 5 Educator Shortage Barriers/Challenges are:

- Teacher Experience – included supports for beginning and career teachers; Work/life balance is an issue; Work flexibility can be a problem; Community support is needed
- Financial Challenges in Preparation and in the Profession – Testing costs such as the Praxis can be a barrier; Salary discrepancies in education versus other career is an issue; student loan forgiveness programs are helpful
- Regulatory Issues – Include Praxis testing, reciprocity, alternative pathways for teacher certification, and loan forgiveness
- Image of the Teaching Profession – Need to promote a positive image; social media influences are both positive/negative; need to encourage/recruit students for a career in education
- Most Critical/Difficult Issues to solve – reciprocity, alternative pathways to teaching certification; Praxis testing; Salary reflecting teacher experience
- Most Critical/Easy Issues to solve – communicate certification/endorsement options so districts can work with existing staff
- Least Critical/Easy Issues to solve – Improving the search engine at the Nebraska Dept. of Education

Committee A Recommendations: Focus on Praxis Testing and alternative ways to determine competency

Reciprocity – maintaining high standards/addressing roadblocks

Alternative pathways to teacher certification

Adding teaching endorsements to existing certification

Development of an Educator Workforce Office within NDE

Standing Committee B – S. Smith

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Committee B Top 5 Educator Shortage Barriers/Challenges are:

- Praxis Core Testing – use different exam/methods for assessment; provide funding for cost of exam
- Negativity toward/support for the profession – positive public relations and marketing are important
- Teacher Salary – needs improvement
- Competition with other industries/cost to salary ratio – pay student teachers; use of alternative pathways to reduce costs/provide more teachers; alternative pathway for adding provisional endorsements; establish a permit for an elevated para position that has more responsibility; make teaching more accessible to remote learning – statewide online school
- Lack of mentor program – recommend statewide guidelines for mentoring programs for early career teachers
- Most Critical/Difficult Issues to solve – negativity in the profession
- Most Critical/Easiest Issues to solve – use of Praxis test
- Least Critical/Difficult Issues to solve – Competition/Compensation with other industries
- Least Critical/Easiest Issues to solve – mentor programs

Standing Committee C – J. Jansky (For D. Moss)

Committee C Top 5 Educator Shortage Barriers/Challenges are:

- Elevating the teaching profession – need to make it appealing to all
- Certification Issues – program requirements, Praxis and related costs, reciprocity, etc.
- Job Stress – time issues, demands, behaviors, legislation and politics, unrealistic expectations, personal support of teachers and development, and lack of community support
- Discrimination – age, diversity, etc.
- Compensation Issues – salary/benefits vs. hours on the job, structure of salary increases
- Most Critical/Difficult Issues to solve – removing the media target off education through transparency and straightforward action plans; certification issues; need ongoing conversation on discrimination issues; advocating legislators to value education with dollars
- Least Critical/Difficult Issues to solve – provide mentoring programs/opportunities for new teachers; encourage students into the profession; advocating for ourselves by creating a directory of resources for all to access regarding discrimination issues; present to the State Board/legislators what is being done to advance and streamline the certification process

Full Council Action and/or Discussion related to Standing Committee Reports (Roll Call Votes)

No action was taken at this time.

Adjournment - Lenihan adjourned meeting at 2:21 p.m.