



KENTUCKY DEPARTMENT OF EDUCATION
TEACHER ADVISORY COUNCIL (TAC)
SUMMARY

SEPT. 13, 2022

ATTENDANCE: April Jackson, Gregory Smith, Jamaal Stiles, Beverly Rutledge, Janie Modlin, Jennifer Davis, Sara Green, Byron Wilson, Erica Deal, Taylor Sullivan, Scott Osborne, Jennifer Stewart, Amanda Klare, Susan Cintra

MEMBERS ABSENT: Misty Bivins, Tiffany Dunn, Allen Hensley, Kaysin Higgins, Quintin Johnson, Amy Leasgang, Charlene Martin, Abigail Nash, Kim Saylor

SUMMARY:

Agenda Item: National Board Certification

Presenter: Jocelyne Waddle, Education Administration Program Consultant II, Office of Educator Licensure and Effectiveness, Kentucky Department of Education

Summary of Discussion:

Waddle shared information regarding a new grant for National Board Certification that will now be offered to teachers as early as their first year in the classroom. The Kentucky Department of Education (KDE) is leading the way nationally by participating in a pilot program with the National Board for Professional Teaching Standards (NBPTS). This innovative grant will provide 100 early career educators (one to three years teaching experience) with professional learning opportunities to guide and support them through the process of becoming National Board Certified Teachers (NBCTs). KDE and NBPTS, as leaders in education, are aware of how important it is to train and retain accomplished educators who are reflective practitioners and who know how to help their students succeed.

The grant will cover all professional learning and financial support for 100 teachers in Kentucky. Candidates will commit to completing Components 1 and 2 by May 2023 and Components 3 and 4 by May 2024. Candidates must be willing to commit up to three hours a week to engage in asynchronous professional learning. Candidates are expected to pay the \$75 registration fee. However, all component fees will be covered.

Applications are currently open and will close at the end of September. There will be an NBPTS informational webinar at 6 p.m. ET on Sept. 16, 2022.

For more information you can contact [Jocelyne Waddle](#) or [Danielle Brown](#), NBPTS Senior Manager, Dbrown@nbpts.org

Feedback

Sarah Green (Fayette Co): Question about support for teachers who have been in the profession for more than three years. Waddle said not with this grant and encouraged teachers to contact their district office to seek support that way. Susan Cintra also advised that Kentucky Education Association also offers scholarships for National Boards.

Agenda Item: KBE Update (was not present at first so moved to later in the meeting)

Presenter: Joanna Stevens, Kentucky School Board Ex-Officio Teacher Member, High School Math Teacher, Garrard High School

Summary of Discussion: Stevens thanked the committee for their time and voice on the committee. She shared about the Board Retreat and time they spent on United We Learn. The vision centers around three big ideas: Creating a vibrant experience for every student, encouraging innovation in our schools and collaborating with our communities. This is not a top-down initiative but was driven from the ground up by listening to Kentucky Teachers, students, families, administrators and community leaders. Education Commissioner Jason E. Glass conducted a listening tour including 13 virtual town halls. With United We Learn, Stevens hopes for a spirit of constant improvement, innovation and sharing the best ideas with others.

As the teacher representative, she experienced deeper learning within the board meeting which takes longer. They looked at four different scenarios of what learning could be like in the future and how the board would need to change and adapt.

Moving from vision to action, KDE was awarded \$3 million to help advance innovations to move the state's assessment and accountability system toward a competency-based education model. Next steps include establishing the Kentucky United We Learn council.

Statewide portrait of a graduate proposal was also shared.

Other topics that were discussed at the board retreat were: State Assessment results will be released in October. Kentucky Education Technology Systems (KETS) shared another large report that shared breakdowns of where money was being spent. Schools using Elementary and Secondary School Emergency Relief Fund (ESSER) funds currently. Needs will continue but ESSER funds will run out.

The board will meet again in October and will be touring the Logan County Area Technology Center (ATC).

Feedback:

Susan Cintra asked: As the teacher on the Board what is your plan to elevate your voice or partner with teachers across the state and how can this Teacher Advisory Council (TAC) be a part of that? Stevens asked for ideas from the group. Cintra replied: Utilize this council and committee as much as you can. We have geographical representatives in this committee and would like to be a part of that conversation.

Agenda Item: KDE Teacher Retention Initiatives

Presenter: Veda Stewart, Director, and Erin Ashcraft, Assistant Director, Division of Educator Recruitment and Development, Office of Educator Licensure and Effectiveness

Summary of Discussion: Stewart started the discussion talking about the current challenges in the profession. The first challenge is recruitment and retention cannot be assessed or resolved separately. Retention is complex and there are multiple layers of workforce issues to consider, and we must understand that each local community is unique within their own context. KDE is working to provide an umbrella of support for local communities to implement. We must work together and be solutions driven.

Ashcraft discussed GoTeachKY which is a primary way that KDE is supporting and elevating educators. It is the mission of GoTeachKY to ensure that all students across the Commonwealth have equitable access to effective educators. She discussed the frame of GoTeachKY which is a five-point strategy: ENCOURAGE early entry, ELEVATE the teaching profession, ENGAGE actionable supports, EMPLOY strategies to certification and ENTICE to stay in the program. She discussed each strategy providing information and KDE support for each.

Applications for the fourth cohort for GoTeachKy ambassador program will be open soon.

Ashcraft then shared other available resources: Induction, Recruitment and Retention Toolkit, the Impact Kentucky Resource Hub and the Teacher Leadership Framework.

Feedback:

Cintra asked: Are there any specific targeted retention strategies dealing with educators of color? Stewart responded that they are always trying to look at diverse needs of districts. “We want the student population to be mirrored in the teacher population. We want to look at the needs of each district and their needs,” said Stewart

Amanda Klare (Beechwood) commented: Someone from Northern Kentucky University agreed that people can find scholarships at local universities.

Ashcraft also shared the [Kentucky Teacher Equity Report](#) to see what is happening to our students at critical junctures of the pipeline.

Scott Osborne (Lawrence County) asked: Is it recommended or mandated that each district have a recruitment, induction team? What would be the best make up of a team in a school district?

Stewart answered: Localized approach is best.

Osborne follow up: Teaching is just one of the service professions experiencing shortages. A comparison to the U.S. military is experiencing its worst recruiting since 1973. The army is considering lowering the standards. How do we resist lowering our standards within the teaching profession?

Ashcraft: I think that is something we are trying to be thoughtful about, where the barriers are emerging. Instead of lowering the PRAXIS requirements, we are offering support to help future educators to pass the PRAXIS and alleviate the financial burden.

She discussed Option IX alternative route to certification with the committee. Teacher shortages tend to be cyclical and hopefully Kentucky can work its way out of this.

Agenda Item: Science Standards Revision Progress

Presenter: Thomas Clouse, Education Academic Program Manager, and Chrystal Rowland, Director, Division of Program Standards, Office of Teaching and Learning, Kentucky Department of Education

Summary of Discussion:

Review of the Kentucky Academic Standards (KAS) is lined out in KRS 158.6453 to implement a process for reviewing all academic standards and aligned assessments beginning in the 2017-2018 school year. The schedule calls for one or two content areas to be reviewed each year and every six years after that on a rotating basis. Rowland wants this committee to think about what guidance would be needed to support implementation

Clouse shared the timeline and status of the Kentucky Academic Standards for Science and Visual and Performing Arts.

Rowland publicly thanked the teachers who served on the Advisory Panels (AP) and Review Committee (RC). See below.

Feedback:

Taylor Sullivan (Boone County) asked: What would they see in the revision process? She was very involved with the original “roll out.” How much change will come from the revision? And if there are a lot of changes, what are the plans for helping teachers understand those changes.

Rowland replied: Some feedback received during the open comment period focused on the usability of the standards document. The AP and RC made revisions to ensure the standards document was more user friendly. Clouse added that there was emphasis on the importance of the document being ADA accessible.

Agenda Item: Kentucky United We Learn

Presenter: Karen Dodd, Chief Performance Officer, Strategic Planning and Research, Office of the Commissioner, Kentucky Department of Education

Summary of Discussion:

Dodd started by asking who had heard of United We Learn. Most members had heard of it, but no one felt like they could explain it to others. Dodd discussed the Commissioner's Listening Tour, and in June 2021, a coalition was created made up of over 60 people who came together to conduct further questions through empathy interviews designed for people to share stories. The goal was to see what they liked about the system and what could be improved.

During the Kentucky Education Summit, the department wanted to identify commonalities that they were hearing from all stakeholders. Profiles were created for each stakeholder group.

Current state profiles, future profiles and a full report was created from those profiles. In November of 2021, the Kentucky Education summit unveiled the United We Learn Report. The Kentucky United We Learn Council is currently being formed. [United We Learn Council Application.](#)

Feedback:

Sara Green said she would share it out on her email list.

Agenda Item: Teacher Advisory Council

Presenter: Stacy Noah, Leadership Specialist, Principal Partnership Project, Kentucky Department of Education

Summary of Discussion:

Seven teachers are rotating off the council. Three teachers are now in positions other than teacher (only teachers may serve on TAC). TAC applications closed on Aug. 30. The goal is to cover all geographic areas of Kentucky. Members will be chosen by December. There are specific regions where there are vacancies. A TAC chairperson will need to be selected. The TAC can create a formal process to identify a chairperson or may choose to have a nomination process. There is a lot of flexibility. The last time TAC selected a chairperson was by taking a volunteer. The floor was open for feedback.

Feedback:

Sara Green asked: Would it make sense for a google form to be created to show interest? The Council liked idea of a google form.

A google form for feedback is available as well as a form for attendance (placed in the chat.)

Agenda Item: Closing Comments, Questions or Concerns

Presenter: N/A

Summary of Discussion:

TAC member Sara Green wants discussion around KDE and Senate Bill (SB) 1 - specifically 138 and the documents mentioned. She would like to have KDE's stance because other districts (mentions Davies County) require teachers to post all materials being used online and referred to SB1 as their reason for this requirement. Green would like to have guidance from KDE because there is fall-out from this legislation happening now. She has concerns and would like this item to be on the next agenda.

Feedback: Noah replied that she would add that to the agenda requests for the December meeting.