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**Council for Teacher Education  
Minutes of the December 15, 2022, Meeting**

**A meeting for the Council for Teacher Education was held at 12:00 p.m. on  
Thursday, December 15, 2022.**

Brian Walker, Co-Chair, Designee, Plymouth State University  
Tanya Sturtz, Designee, Keene State College  
Michael Fournier, Superintendent, Bedford School District - Zoom  
Laura Wasielewski, Saint Anselm College  
Kathryn McCurdy, Designee, University of New Hampshire  
Kelly Moore Dunn, NHTI Concord's Community - Zoom  
Susan Dreyer Leon, Antioch University New England - Zoom  
Nick Marks, Granite State College - Zoom  
Diane Monico, Co-Chair, Rivier University College  
Shawna D'Amour, Southern New Hampshire University  
Kristine Thibault, New England College  
Joan Swanson, Franklin Pierce University  
Chris Ward, Upper Valley Educators Institute  
Laura Stoneking, Designee, NH Department of Education

**The Following were unable to attend:**

Abigail Blais, Hudson Memorial School

**Meeting Participation also included:**

Kim Wilson, NH Department of Education, Bureau of Credentialing  
Bill Ross, NH Department of Education, Bureau of Credentialing  
Sue Blake, NH Department of Education, Bureau of Credentialing - Zoom  
Cat Dorfman, NH Department of Education, Bureau of Credentialing  
Julie Shea, Rules Coordinator  
Chris Schmid, Southern New Hampshire University - Zoom

Dan Carchidi, University of New Hampshire - Zoom  
Annie Wallace, Math Administrator  
Marsha McAffrey, Arts, Physical Education Consultant  
Kate McCaffery, English Language Arts Consultant

## **I. Welcome, Call to Order, and Introductions**

The regular meeting of the Council for Teacher Education was convened at 12:10p.m. Brian Walker presided as Co-Chair.

### **A. Approve November CTE Minutes**

**Motion:** Brian Walker motioned, seconded by Kathryn McCurdy, to approve the minutes of the November meeting as amended.

**Vote:** The motion was approved without dissent by roll call vote.

## **II. CTE Committees**

1. CAEP Agreement
2. CTE Handbook
  - a. Kathryn McCurdy, Joan Swanson, Laura Stoneking
3. 602-606 Rules
  - b. Chris Ward, Kelli Moore Dunn, Laura Wasielewski
4. Title XV Education 190:1-190:7 (legislative rules – 1951)
5. PSB Update

The December PSB meeting was cancelled due to not having a quorum.

## **III. Program Reviews (Existing and New Program requests)**

- ### **A. Review the 2022-2023 Program Approval Schedule and Progress Report Schedule**

There were no updates.

## **IV. Program Reports (Progress Reports, Approval Reports, National Accreditation Reports)**

- ### **A. Keene State College: CAEP Report**
- Brian Walker stepped down as co-chair prior to presenting CAEP findings.

1. Present the CAEP findings: Kathryn McCurdy and Brian Walker

Kathryn McCurdy reported the CAEP report was received at the same time Keene State did. The report is broken into standards. There were lots of practices noted that met

the Council for the Accreditation of Educator Preparation (CAEP) standards. CAEP reported the program has met all the standards and does not require responsive action. The report stated there is a lot of data gathering that occurs across candidates and other stakeholders. There is a clear model of partnerships. There is support for clinical practitioners within the schools who are supporting the teachers. There were commendations for leadership: Master of Education with advanced licensure. K-12 stakeholders thought practices around technology were strong and students were well prepared to work with K-12 students across multiple socioeconomic backgrounds. Keene utilizes an advisory board which meets multiple times a year.

Brian Walker added CAEP's review looks at the entire EPP. For some standards they have an approval process through an outside organization.

## 2. Reactors: Mike Fournier and Joan Swanson

Joan Swanson stated there is a team that gets together to go over data collection. She wondered if there was a specific person responsible for the assessment data. Tanya Sturtz responded Ed Prep is centralized in the Arts, Education, and Humanities Department. Tanya Sturtz serves the role of leadership on the faculty side in gathering all the data.

Joan Swanson noted there were four points of decision making for candidates. She wondered what happens at those points if candidates do not meet the bar. Tanya Sturtz responded the candidate would not proceed. All the decision point information is clearly available on the website. There are times when a student can apply for an extension and there is a process in place.

Joan Swanson noted there were many data points in terms of data gathered. The report noted data collection through surveys. She wondered about the other ways data is gathered. Tanya Sturtz responded they have program specific data that is collected through key assessments. Each program aligning with the professional standards have about 7 key assessments specific to the program. Unit wide assessments align around clinical, test scores, disposition evaluations. The survey is used for Standard 4, which is completers and employers.

Joan Swanson asked about areas for improvement: the EPP provided limited evidence of quality insurance and limited evidence that data is analyzed for continuous improvement. Tanya Sturtz responded what's expected for the New Hampshire standards is not always the same. CAEP has more standards that are required of them than the New Hampshire standards. A lot of changes have taken place through staff transition. The new processes are now in place. CAEP stipulations show unmet standards. Areas for improvement (or AFIs) are suggestions to be met within the 7-year approval.

Mike Fournier stated Keene State College was in the paper for New England Institutions to earn accreditation this fall with CAEP and the only one in New Hampshire. Steve Appleby was quoted giving commendations.

Mike Fournier appreciated the focus on technology integration with respect to clinical partnerships. He appreciated the clarity on candidate assessment and the four decision points. Those milestones are important for success. He appreciated the mention about professional dispositions as it is very important to educator success.

Mike Fournier stated the review seems substantively different than other reports. When an Institutes of Higher Education (IHE) is Council for the Accreditation of Educator Preparation (CAEP) accredited with a cursory review, the NHDOE can approve the program. There should be a crosswalk between what CAEP may not have and the DOE has so they don't go through two reviews. Laura Wasielewski responded a former CTE member advocated that if a program goes through the CAEP review, it should count for the state due to the intensity and rigor of the review. There is some alignment of the standards. Bill Ross stated that when amending the 500s and 600s Administration Education Rules, something could be included to allow the Bureau of Credentialing to release information to Professional Educator Preparation Program (PEPP).

Mike Fournier stated the State Board should see the CAEP report unless they have been adequately prepped on why the report looks substantively different than others.

Chris Ward stated the site visit report provided by CAEP is not the final report and language is sometimes changed prior to the final report. If providing documentation from CAEP, the action report should go forward, which is a 1–2-page document containing the AFIs. That is the official decision from CAEP.

### 3. Keene State Response

Tanya Sturtz thanked Laura Stoneking and Laura Wasielewski for their work on the review.

### 4. CTE Questions/Comments

Chris Ward stated the action letter is public information on CAEP's website. The other documents are not public information. Documents 1-3 in the CTE/NHED Final Report should be removed.

Chris Ward asked what data was presented for candidate impact. Tanya Sturtz responded they used a completer survey and a focus group follow up. They worked with a local SAU to receive data on completers over the timeline of a year to see if they were having a positive impact. SAU 29 received approval to share teacher evaluations that were done on completers in the schools. Without sharing personal information, Tanya Sturtz used the data to create a summary.

### 5. Vote/Recommendations to NH SBE

**Motion:** Joan Swanson motioned, seconded by Laura Wasielewski, that the CTE recommend to the State Board of Education seven-year approval for Keene State College for the listed PEPPs through February 28, 2030.

**Vote:** The motion was approved without dissent by roll call vote with Tanya Sturtz abstaining.

## **V. Administrative Rules Update (602-606)**

### **A. Review the 602 rules and vote**

Chris Ward reported at the last meeting, there was a discussion about the interim review. Language was added into the proposal under 602.13. Two definitions were added to 601: interim review and action plan. If approved, the NHED and the CTE they would come together to decide whether an actual review would take place or an action plan.

Another new section added was on the annual report. Currently, the annual report is done but is not in the rules. It was added under 602.15 and states, "An approved PEPP during each year of its term of approval shall submit to the Department and New Hampshire Council for Teacher Education (NHTCE) an annual report." Specific language regarding what is included in the annual report was not included as it changes from year to year.

Laura Stoneking gave an update on fees. The fees have not changed since at least 2004. They are out of line with the work that is done. The fees will be restructured. The exact numbers are not ready and cannot be voted on today. All of the other rules can be voted on and brought to the State Board and the fees can be brought at a later date.

Julie Shea commented on the four options. Option 1 talks about a timeline and process and there is a set of times that go through. Option 2 does not give timelines. Option 3 states there is a timeline and process, but there are no timelines. Chris Ward stated the wording was not changed from the previous rule. There was discussion on whether dates are needed for Option 3. Option 3 is new programs and does not have expirations. Language was added after the selection of chairs to give timeline to create consistency of language. The Memorandum of Understanding (MOU) will be created no later than 2 months after the team is created. Option 2 was updated to have the same timelines as Option 3.

**Motion:** Chris Ward motioned, seconded by Tanya Sturtz, that the CTE accept the proposed changes to 602.01 through 602.18 with the exception of 602.05.

**Vote:** The motion was approved without dissent by roll call vote.

B. Ed 603-606 Rules will be sent later.

A draft is completed and will be sent out. The draft should be taken back to institutions to discuss potential changes that will impact staff and faculty. Notes should be brought to the January meeting for discussion and possible vote. The deadline is March. The goal is to get the initial proposal to the State Board's February meeting.

## **VI. Substantive Change Requests**

### **A. Rivier University: Licensure Program Request**

Diane Monico stated the substantive change request was presented last month. The John Gleason the Dean of Rivier University agreed that this is the correct process. A Standard Operating Procedure (SOP) was added to describe the process used. They are asking for recognition of the courses that are required for a licensure, like principal, that might have been taken in a degree they already have. They are including an internship because it wasn't completed with a previous degree. They are requesting the ability to recommend for licensure only. There are cases where a candidate cannot earn an additional degree because the previous degree is too close.

Bill Ross asked about a timeframe beyond which courses are too old and no longer relevant. Diane Monico responded the catalog requirement is the degree completion that are current based upon approvals.

Chris Ward asked for an example. Diane Monico responded she has a student who earned an MEd in Ed Studies. Some of the Ed Studies courses are the same as the principal MEd Ed Admin because some of the foundation courses are the same and are electives in the Ed Studies program. She cannot enroll in a second MEd, but there are only 3 courses and an internship missing.

Bill Ross stated the Bureau of Credentialing would count the courses through the transcript analysis process.

Laura Stoneking stated as part of any approved Ed prep in New Hampshire, both early and culminating field experiences to demonstrate the competencies is required.

Brian Walker asked for additional language to only apply to candidates who already have an MEd. Bill Ross asked for specific language of an appropriate master's degree.

**Motion:** Brian Walker motioned, seconded by another member, that the CTE accept the substantive change for all the programs listed.

**Vote:** The motion was approved without dissent by roll call vote with Diane Monico abstaining.

## **VII. Guest Speakers: National Collaborative for Digital Equity**

Mary Ford the Director of Inclusive Career Pathways shared National Collaborative for Digital Equity (NCDE) worked closely with U.S. DOL and are now a sponsor for the New Hampshire Registered Educator Apprenticeship Program. This is an effort supported by the United States Department of Education (USED) and the US Department of Labor (USDOL) to help schools address critical shortage of both paraeducators and teachers. The goal is to be a feeder system to all the IHEs in the state of New Hampshire. Apprentices must be working a minimum of 30 hours in the schools. They earn their salary through the schools. Additional funds are available to support tuition, books, childcare, etc.

They have 27 paraprofessionals in the Manchester School District signed up for the program. It is affordable and competency based. Sixteen of the twenty-seven (16/27) are in the AA program through the community college system of New Hampshire, seven are in the BA program, and the remainder are in a post baccalaureate option. They are partnering with the community college to provide a 2+2 option. Community College System of New Hampshire (CCSNH) received a \$5.8 million grant to support the apprenticeship programs across the state.

Brian Walker asked if the IHE must go through a process to be approved for the apprenticeship. Mary responded they would like to be a feeder system with liaisons in each of the five regions of the state. They tap into resources for funding across federal and local programs.

Diane Monico asked about articulation agreements with community colleges. Mary responded they want to help provide the most credit efficient pathway. They would like to work with IHEs and support the school districts. By removing financial barriers for paras, more people can go through the process.

Bob McLaughlin the Executive Director from National Collaborative for Digital Equity (NCDE) stated there is federal funding under the infrastructure bill called the Digital Equity Act. It equips candidates, strengthens curriculum as needed to better prepare future teachers and administrators to help address the digital divide challenges in school. It is also about diversifying the profession. There's a window ending in June for states to develop plans and funding requests for New Hampshire's share of \$1 billion over the next four years. They would like to do a focus group with CTE to do a needs assessment. The focus group can be done via Zoom.

An email will be sent with information on both programs with next step suggestions.

## **VIII. NH DOE Updates**

Laura Stoneking reported four rules were recently fully adopted: music teacher, classical languages, theater teacher, and early childhood. The self-assessment matrix

and the reviewer matrix have been updated and are on the website. They will also be on Canvas. Moving forward, program adjustments must be made to ensure candidates meet the standards by the time they are recommended for licensure. Updates will be made in the annual report.

Kate McAffery, English Language Arts Consultant shared she is working on two projects. One is letters; a significant number of educators are enrolled. Students completing internships are eligible for the training through a grant. There are three courses: early ed, elementary, and administration. Anyone working with youth in New Hampshire are eligible. Certification is provided after completing the program and passing the exam.

Research is being done regarding literacy. Focus groups will be created to discuss what is going well and what can be better supported. This can include teacher outcomes. They will look at other state and country alignments in literacy. Survey data will be collected. Third grade ELA assessment results will be reviewed for the state. The research will be conducted by RMC. Marsha McCaffrey Arts, Physical Education Consultant shared RMC is a long time New Hampshire educational research company. They have been a regional technical assistance center. They understand New Hampshire education. The research contract is being funded through ESSER funds. The goal is to look at gaps in learning. A final report will be created summarizing findings. It is an opportunity for the State Board to be informed about what is needed in higher education and NH PEPPs.

Brian Walker questioned who will have access to the data and how it will be used. There is sometimes a disconnect between what IHEs are teaching their students and what is expected when they are hired. Kate McCaffery responded the third-grade data will not be used as teacher prep information. RMC will conduct research for the NHDOE to evaluate the reading standards and the NH IHE programs. They will collect data to develop reporting plans for NH educators regarding preparation. They may be used to guide, improve, and highlight effective practices.

The purpose of the work is to increase capacity for providing high quality, effective reading instruction and literacy-based instruction on how children learn to read. It begins by looking at standards in terms of how students are taught to read. At the teacher prep level, what is happening in programs and what IHEs may need to make better programs. There is a summary report that will not identify any higher eds that will go to the State Board. Individualized reports can be made available for IHEs.

There will be two informational Zoom sessions: January 9 and January 13.

A. Bureau of Higher Ed

1. Criminal Records History Check Process

The Department of Safety will attend the January meeting. There have been 6 issued PEPP candidate criminal history records check and 25 applications in process.

a. Questions from IHEs

1. Clarification on 3-year rule
2. Any challenges that have surfaced since implementation



- b. Rules for Sub committees
- B. Bureau of Credentialing
  - 1. Clarification on the new Educator Information System (EIS)
    - a. Review how this works for recommending candidates for licensure
    - b. How/when to input new candidates

Anybody who did not have an EIS number should be sent to Bill Ross when they are assigned one. Anybody who enrolls after November 1<sup>st</sup>, can be entered by the institutions.

- C. NH State Board of Education Updates

## **ADJOURNMENT**

**Motion:** Brian Walker motioned to adjourn the meeting at 3:04 pm.