

Minutes of the University System of Georgia  
Educator Preparation Academic Advisory Committee Meeting  
March 26, 2003

Attending: Carol Bader, Paul Beare, John Black, Ellen Burleson, Virginia Carson, Ron Colarusso, Cindi Chance, Bettie Conway-Turner, Virginia Donovan, Ann Duffy, Janet Fields, Larnell Flannigan, Olufunke Fontenot, Barbara Frizzell, Susan Gannaway, Sheri Gravett, Caroline Helms, Grace James, Bob Gingras, Bettie Horne, Wilsie Jenkins, Wendy Kennedy, Jan Kettlewell, Tonya Kilpatrick, Virginia Michelich, Penny Mills, Derek Mpinga, Linda Noble, Michael Padilla, Surendra Pandey, Trish Paterson, Janis Reid, Ann Smith, Anthony Strange, Earl Surank, Jan Towslee, Douglas Tuech, Karen Watkins, Jo Anna White, Ed Wheeler, Mary Ellen Wilson, Sue Wilson

Approval of September 13, 2002, Minutes  
Unanimous approval, no changes suggested.

Update on the USG Teacher Preparation Recruitment Initiative - Trish Paterson and Tom Reed. Ron Colarusso opened with a discussion of his concerns regarding inaccurate data provided by PSC-- reoccurring issues that never appear to get resolved with regard to graduates of teacher education programs from around the state; that alternative certification and post baccalaureate certification candidates were not among the PSC's numbers... misrepresented as well... GTAPP... accurate data difficult to ascertain. Training appears to be most in COEs or COEs with LEAs...[See HO1]... differences in data for GSU reported... 271 vs 428 for FY01 and 274 vs 468 for FY02... not just simple or minor numerical differences. Ron Colarusso encouraged all COEs to run the same numbers and provide them to the BOR and PSC.

Teacher Recruitment Initiative- Trish Paterson [See HO2]... overview of the Teacher Requirement Initiative provided--historical information, significant issues developed, correct data, trustworthy data, data a key feature of the Recruitment Initiative. Progress to Date... data points and data sources.... Banner is currently undergoing a redesign... opportunity to impact how redesign components can benefit the USG as a whole. PSC efforts currently underway now too. BOR Teacher Career Center - Ann Duffy intended to serve a couple of audiences... data side...a front-face of the data... collectively and individually... to address production and quality .... working with small task force to establish data points and data sources that will work most efficiently for the USG.... need for baseline data is also important... track trend data.... task force is working... Teacher Career Center will be the focal point for the collection of the data. The question was asked: Why were some institutions not invited to participate in the pilot? Especially one that is 5 years into a major change in the way data is collected and analyzed... Response: conferences have been offered and invitations have been open... stressed need for collaboration... to provide value added components not currently offered by the PSC.... developing and customizing programs requires an incredible workload on the part of the USG faculty and staff... steering committee for Teacher Career Center will hopefully lift some of this load off of the institutions... offer to take additional names at lunch of additional participants.

Another question: How will it work with what Cindy Stephens is doing? Ron Colarusso-- it won't-- their data is so inaccurate, we're having to set up a new system for collection of accurate and valid data. He encouraged anyone and everyone to volunteer their expertise to this project.

Trish Paterson... technical assistance is being provided to pilot sites. A design team is working on pre-assessment instrument to evaluate ... for the purpose customizing programs... 4 phase assessment process... self assessment by the candidate... w/disposition inventories... visit a school.. shadow a teacher... Phase II ... selection process...What to assess? How to assess? Phase III ... honoring an adult learner... honoring their expertise...Phase IV... here's what I think I can do... what can we do to customize my program?

AnnDuffy - marketing. Promotion of teacher education programs.... defining how the USG institutions will market the entire program as well as our own... career counseling very likely... career counselor in place to talk with individuals who are interested in teaching... what's the best look and feel for this? Everyone encouraged to get involved... participate... Georgia State University marketing professors involved already... marketing materials for off-line support with the intent that we'll have our own stuff on there as well as generic statewide information... web site up this summer hopefully.

Cindi Chance... conversations with the PSC about credit for "life credit" ... fear... what happens if "we" get them through the process and somewhere down the line, politics get in the way... will documentation appear with each of these candidates that made this workable? doable? sustainable? Discussion ensues. Jan Kettlewell... performance points of the Regent's Principles is what we need to stick to... will not be questioned by the BOR.

Cindi Chance... transcripts currently the only piece of proof at the PSC... discussion ensues.

Mathematics question: What kind of math life experiences could replace courses in math? No answer for math. But for foreign language... a UN french interpreter... to high school french teacher senario is given. Is mathematics just being used as a straw man? Or is there something real behind this example? Hard pressed to think individuals could pass a content Praxis II test without having completed course work [in math].

Trish Paterson - language poses interesting challenges and barriers... new language was selected to try and rid us of "labels" ... do we like the terminology? Pathways vs alternative... traditional vs alternative... language difficulties with PSC??? Tom Reed working on a rubric to help with Pathways concept... old terminology simply does not work for us... so this is part of the data challenge as well because we all think about the data differently... multiple pathways.. Variation... some concern for whether the new terminology will make difference or not?

Does our language work for a second career educator? Asked for feedback and input. Discussion ensues.

Update on the Site visits to Educational Leadership Programs - Ann Duffy. Review of charge and purpose. Teams finished up six weeks ago. Thanked the deans for not asking where the reports are at this point. 6-12 member teams visited each institution; what do faculty really need to do their work better and more efficiently? Rich conversations and optimistic ideas; Michele Young - Chaired... interested in keeping the committee together... benchmark... found many good practices... deans and faculty have not seen their reports yet. Intent is not to grade, but set a benchmark... how far are we and what do we need to get to where we want to go... no one was shy about what was needed... thanked for hospitality at each site... committee is struggling with a couple of key issues... Based on different interpretations of the Principles... and how to honor the work currently being done on each campus.

Principles and Rubrics for the Preparation of Educators for the Schools of Two-Year Colleges - Dorothy Zinsmeister. Two-year schools playing a much more visible role these days... Chancellor... to Presidents... wanting increased collaboration... Bettie Horne sitting in for DZ... [See HO3]... asking this group to put together a subcommittee to guide and measure the progress being made by two-year schools... handout specifies recommendation... no questions for Jan... volunteers encouraged. Volunteers: Virginia Michelich, Wendy Kennedy, Cindi Chance, hasn't KSU already been working on this? duplication? folded in?

Credit Hour Cap On Transfer - Jan Kettlewell. BOR office received a letter on a waiver the credit hour cap on the number of hours ... politically sensitive... rather than treat it as a single request... made more sense to bring it to this committee... would this group like to respond? A careful response and rationale will have to be developed... to VPAA group next... then Dan Papp... lots of land mines to be negotiated along the way... Q1.. Do we want to? Formal motion... Jan Kettlewell ... seconded.

EPAAC is supportive of establishing a committee to examine and make recommendations on the rethinking of the 120 cap. Question... waiver on cap of 60 or the 120? UGA's was the 120... Janis Reid added the other issue of 60 vs 69 hours for transfers... and the additional 9 hours for secondary education programs... take on the whole enchilada!? If so, we'd need to form an ad-hoc committee. Derek Mpinga... open for other areas/programs other than education? Jan--That's the big elephant!

There are really two issues for the 2-year schools... follow content route... thus extra 9 hours... #2... not all 4-years are following the Area F regulations.. And thus, students are getting a raw deal and the 2-years would like to teach more curriculum. Certification programs for high school teachers is now outside of the 120 cap... academic major and increasing the number of more content hours problematic for early childhood and middle grades... Strong interest... to add more science... a few years ago we emphasized reading and math... if we do anything with science... there will be no way to do it.

Mike Padilla... struggling with faculty work load, credit hours, economics, and especially practica and field experiences... 126 to 129 hours... what they are asking for is an institutional change... can there be a resolution on this situation... a system-wide rule...

do we want to take this on in EPAAC??? We all have problems with field experiences. Passed. Adhoc committee volunteer.

#### Area F Sub-Committee Report - Ann Smith

important for articulation... area F does this if we honor the intent... HO4 and HO5... kudos for committee and minutes by Virginia Michelich... found some good things and some bad things... area F not clean throughout the institutions... idea to write the VPAAAs... not doable... needed clout... so now the committee has come back to EPAAC for support to move forward... and to fold into the other committee... one of the major problems.. Some of the MAT and alternative programs have difficulty with Area F... Larnell Flannigan... transfer students... don't have two concentrations at the 1-2000 levels... students aren't being well informed by advisors... usually 1-2 courses short... those who are looking for middle school focus...

Janis Reid to issue letter to president? Ann Smith-- Not yet. Fold committee first, then make move and write letters to request reviews of Area F and 120 hour cap issue. Ron Colarusso - Governor's package will eliminate special education requirement. What impact will this have? Will Area F affect the 120 cap??? Jan Kettlewell... institutions not in compliance... just didn't know... too many people making too many isolated decisions... Double major concept should have put the credit hour cap to rest. Point made that not all institutions knew the rules had changed since no official BOR letter was ever received.

Some Area F requirements are institutional, not USG. Jan Kettlewell requests for clarification as to where we are... Ann Smith restates what I typed previously... clarification of committee makeup requested again... folding would create too large of a committee. Area F opening up will create an incredible can of worms system-wide. Letter to allow institutions to explain why they "think" they are in compliance... if indeed they are not according to what's written in catalogs. Ron Colarusso... why ask about compliance... if we're getting ready to change it? Some confusion now. Discussion ensues. Janis Reid. Are we following the original 1999 recommendations or not? Seamless articulation from 2-year to 4-year institutions was a major purpose of all this work! Jan Kettlewell. How about the Bettie Horne Sub Committee with expanded charges? Area F Committee will be merged with Bettie Horne Sub Committee... those who want to participate. Committee members were named and confirmed.

Reconsideration of Policy regarding Calculation Program GPA - Larnell Flannigan - Non-traditional students being kept from participating in teacher education programs... first year usually bad... and has adverse effect... current USG policy is unfair... [See HO6]... Regent's GPA or institutional GPA... in some ways we're not consistently following our 98 policies regarding GPA. Older... mature... but can't get the gpa up quickly enough to remain interested in becoming a teacher... motion to consider proposal in HO6... UGA supportive of concept... but how to deal with precision... time... unity across the system... what criteria might we consider??? Needs further study... more precision... Paul Beare... no waiting period... if you retake a course... immediate change in GPA... drop the D or F and move on! Let's not complicate this... age should not matter... maturity either... no committee recommended. Precise language... Larnell

Flannigan... Ivy school example... Cindi Chance... something more than gpa for non-traditional students... like a 10% rule... of total admits... semester by semester... John Black... agrees that we should give students a chance... Regent's Policy... cumulative gpa... thought COEs could craft their own gpa polices... but apparently not. Bettie Horne specified the policy and clarified. Jan... principles... intern preparation... intentional language when approved.. Context: in 98.. After lots of study... data elements were studied... pipeline comparisons... those in teacher education kept coming up on the bottom... regardless of what you looked at... currently reality... what kind of changes would ratchet it up? Admission to teacher education was identified... 2.5 on all courses... the caliber we're looking for... along with the Praxis I score. This was our thinking in 98... reconsideration today... uncomfortable... with taking action today... without study... advice... not to approve this motion as it appears... Political climate about teacher education quality right now is not good and this motion would not be well received. NCATE comment... 2.5... gpa average... not lowering standards. Academic renewal... tossed in the arena... as another way for students... but noted that all hours and good grades are lost. That depends on the institution. Discussion ensues.

Janis Reid. Need for a committee.

Moved to table. Paul Beare second. Tabled.

Motion to form a committee chaired by Larnell Flannigan, with members, Paul Beare, and Jan Kettlewell.

Lunch.

### Principles for the Preparation of School Counselors

Jan Kettlewell - HO7 distributed. Overview comments. Acknowledged USG EPAAC members and USG faculty who served on the committee.

Joanna White - Georgia State University

Richard Hayes - University of Georgia

Raising the Curtain - PowerPoint presentation

This will be the most significant change in school counseling in Georgia in 15 years. History... teachers.. leaders... school counselors... gaps are growing between advantage and disadvantaged students... No Child Left Behind... Standards Based Reform... leading to increased student achievement... beginning to build a new platform to support families and communities... Annual Yearly Progress... in NCLB... is the work and responsibility of school counselors... Where are school counselors in school reform? Peripheral to the mission and function of schools? Nowhere. Shift in focus in school counseling over the last decade. Over 500 producers of school counselors, but only 15 or so doing a good job... especially under the new standards and expectations via the New Vision: leadership, advocate, team and collaborator, and counseling and coordination, and finally... assessment and evaluation. A shift in outcomes has ended in the notion that school counseling preparation stops at the door of the university... Principles for the Preparation of School Counselors... Four Core Beliefs ... [request PowerPoint Presentation to place on the web] Three Themes Underlying the Principles HO7A: quality assurance, collaboration and responsiveness [7 Principles].

Jan Kettlewell reviewed some final points about the great work of the committee noting strengths associated with certain principles.

HO7A and HO7B recommended for formal consideration by EPAAC.  
Moved by Ron Colarusso. Second by Derek Mpinga. Unanimously accepted.

Barbara Holmes - Albany State University  
Cindi Chance - Georgia Southern University  
Derek Mpinga - Waycross College  
Yiping Wan - Kennesaw State University

Status of EPAAC Recommendations Considered at the Fall Meeting of ACAA - Janis Reid. Recommendations concerning the immunization issues are buried in subcommittee work at the next level. Graduate fees were turned down. Recruiting and retaining highly qualified faculty recommendations were considered favorably... but relegated to each individual campus for implementation.

#### New Business

Election/Nomination of Officers

Chair - Linda Noble

Vice Chair - Nominations: from Education... Ron Colarusso

Secretary - Nominations: Virginia Michelich

Rep from Arts & Sciences - Nominations: Beth Rushing

Rep from Education - Nominations: Kent Layton

Two Year Rep - Mike Stoy

Jan Kettlewell. Request to begin working on parallels of teacher and leadership principles with regard to the new school counselor principles. Membership was supportive.

Adjournment