



2016 - 2017 WORKING PLAN

PROFESSIONAL STANDARDS COMMISSION



The 1972 Idaho State Legislature established the Professional Standards Commission (PSC) as an advisory commission to the State Board of Education. The PSC consists of 18 constituency members appointed or reappointed for terms of three years. This working plan, created and revised by the PSC, presents the mission, vision, operating philosophy, long-term goals, and objectives of the Commission. It also includes the associated key strategies for the annual work plan of each committee.

Mission

The PSC makes recommendations to the State Board of Education and renders decisions that provide Idaho with competent, qualified, ethical educators dedicated to rigorous standards, preK-12 student achievement, and improved professional practice.

Vision

The PSC will continue to provide leadership for professional standards and accountability in Idaho's schools. We will handle that responsibility with respect and in a timely fashion. We will nurture positive relationships and collaborative efforts with a wide range of stakeholders. We will be a powerful voice advocating on behalf of Idaho's children.

Operating Philosophy

We are a representative professional team committed to providing a quality education to Idaho's youth. In pursuing our mission, we appoint members to standing committees: standards, authorizations, executive, and professional development. We strive to be proactive, informed, progressive, and accountable. Above all, we value ethical practice, professionalism, and broad collaboration among all stakeholders.

Long-Term Goals

Long-term goals are driven by various challenges that impact the state of Idaho, educators, schools, educators-in-training, and preK-12 schoolchildren. They provide a framework for our major challenges. The development and application of professional standards and the full implementation of its statutory responsibilities would enable the PSC to:

- Increase the professional competence of all practicing and pre-service teachers in Idaho;
- Minimize the number of ethical violations by certificated educators through increased pre-service and in-service professional development;
- Increase the level of understanding, communication, and collaboration between the PSC, the State Board of Education, and other stakeholders; and
- Increase the efficiency of the PSC in fulfilling its statutory responsibilities.

Leadership Team

Communicating and Coordinating

Objective #1: Increase the knowledge of major constituent groups regarding the purpose of the Professional Standards Commission.

Strategies

- Meet with leaders of constituent groups to provide updates on current initiatives of the Professional Standards Commission.
- Collaborate with the State Department of Education on educator quality projects.

Objective #2: Establish the membership for the committees: standards, authorizations, executive, and professional development.

Strategies

- **Invite** a seasoned member of the PSC to serve as chair of each committee.
- Collect recommendations from Commission members regarding which committee they would like to serve.
- Assign PSC members to committees.

Objective #3: Set agenda for PSC activities and meetings.

Strategies

- **Conferences** by phone in-between meetings to set agendas and further monitor the work of the PSC.
- Meet before the beginning of each PSC meeting to approve and make necessary adjustments to the agenda.

Budget Committee

Ensuring Fiscal Responsibility

Objective #1: Monitor the PSC budget.

Strategies

- Develop and maintain a budget system in harmony with the State Department of Education's usual protocol.
- Propose an annual budget to be approved by the full PSC.
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- Approve PSC expenditures (and/or present specific items to the full commission, when appropriate).
- Review budget during Leadership Team conference calls prior to the PSC meeting.

Standards Committee

Ensuring Highly Qualified Educators

Objective #1: Develop recommendations for pre-service educator preparation standards and endorsement requirements for consideration by the State Board of Education.

Strategies

- Review and revise 20 percent of the state educator standards annually.
- Review and revise 20 percent of the rubrics used in educator preparation program reviews annually.
- Determine the schedule for standard reviews and continue alignment with the K-12 Content Standards review.
- Include K-12 Content Standards review committee member on the Educator Preparation Standards review team.
- Review and recommend Praxis II exams and qualifying scores.
- Review and discuss data on the Praxis II exams of Idaho Educator Preparation Programs.

Objective #2: Develop and make recommendations for educator certification and endorsement requirements for consideration by the State Board of Education.

Strategies

- Review and revise 20 percent of the endorsement areas annually, as determined by the standards review timeline.
- Review and revise procedures for the alternative routes.
- Review and discuss certification and endorsement issues arising out of local and federal non-regulatory guidelines and regulatory requirements.
- Review the relationship between Idaho's certification requirements and those of other state and national requirements to determine alignment.
- Review and discuss data on the number of pre-service educators at Idaho educator preparation programs being prepared for specific certificates and endorsements.
- Review and discuss supply and demand and make recommendations for specific certificates and endorsements as needed.

Objective #3: Develop and/or maintain review processes for educator preparation program approval.

Strategies

- Ensure appropriate training of state team members for specific program review visits.
- Oversee a task force that will refine recommendations and/or procedures to:
 - Review and update the process for state program approval and manual.
 - Develop guidelines to train state team members.
 - Review the CAEP/state partnership agreement to ensure alignment of state and national standards and to meet protocol requirements.
 - Develop a process for the use of CAEP educator preparation institution standards for non-CAEP approved institutions.
 - Ensure that accountability measures are part of the review process of educator preparation programs.
 - Maintain schedule for focused visits for conditionally approved programs.
 - Review higher education institutions' annual progress report on conditionally approved programs.

Authorizations Committee

Monitoring Education Quality

Objective #1: Review district requests for Alternative Authorizations.

Strategies

- Ensure all requirements have been met prior to approval
- Present recommendations to full PSC for approval

Objective #2: Collect data as it relates to Alternative Certification and the specific certification needs in Idaho.

Strategies

- Track approvals through the certification process
- Verify review rules and processes for ABCTE, content specialists, and provisional authorizations
- Present compiled data to the PSC

Professional Development Committee

Continuing Professional Development

Objective #1: Promote opportunities to support educators so that they may meet the needs of students.

Strategies

- Use data to drive professional development, including student achievement, teacher shortages, federal mandates, and state requirements.
- Work with the State Department of Education to develop continuing professional development opportunities.

Objective #2: Recommend professional development to promote teacher quality.

Strategies

- Research current studies and best practices on professional development.
- Consider and promote alternative ways to support professional development at the district level.

Objective #3: Explore connecting professional development and teacher certification.

Strategies

- Gather research from states which use professional development criteria for licensure.

Executive Committee

Maintaining Ethical Standards

Objective #1: Foster an environment and culture of highly ethical educators through increased pre-service and in-service professional development to enhance knowledge and understanding of the Code of Ethics and related Idaho Statutes for Idaho Professional Educators.

Strategies

- Maintain and post the Code of Ethics on the State Department of Education and Professional Standards Commission web pages for districts to access.
- Increase awareness of the Code of Ethics and relative Idaho Statutes for pre-service and practicing educators in Idaho.
- Research and define patterns of specific Code of Ethics violations.

Objective #2: Streamline the process for full review and disposition of complaints pertaining to reports of criminal conduct and violations of the Code of Ethics.

Strategies

- Develop and maintain a timeline and tracking system for processing complaints within the State Department of Education and the Deputy Attorney General's Office.
- Conduct investigations, hold formal hearings, and bring cases to a successful conclusion in a timely manner.
- Conduct trainings for and maintain a current list of hearing panel chairs.

Objective #3: Maintain the Code of Ethics as a relevant and responsive set of standards of performance and conduct that will guide and direct all Idaho professional educators.

Strategies

- Review the Code of Ethics annually and recommend changes where appropriate.
- Monitor and engage in national and regional dialogue concerning educator ethics.