

# *Human Resource Directors' Meeting*

## **Fall 2016 Minutes**

### **Call to Order**

The Council Chair, Dr. Sallie Miller, called the meeting to order at 12:00 p.m., October 19, 2016, in Jordan Hall, Room 361.

### **Attendees**

Ms. Kathy Tessin, Chief Human Resource Officer  
Muscogee County School District

Mr. Jeff Branham, Human Resource Director  
Harris County Schools

Dr. Deirdre Greer, Dean  
College of Education and Health Professions

Dr. Sallie A. Miller, Associate Dean for Assessment and Accreditation / Council Chair  
College of Education and Health Professions

Mr. Roger Hatcher, Director, Center for Quality Teaching and Learning  
College of Education and Health Professions

Ms. Debby Whatley, Coordinator of Teaching and Learning, Council Secretary  
Center for Quality Teaching and Learning

### **Summary of Discussion Topics**

**Dr. Sallie Miller, EPPC Council Chair and Associate Dean for Assessment and Accreditation,** welcomed the members to the meeting and lunch.

**Mrs. Debby Whatley, Coordinator of Teaching and Learning, and Council Secretary,** submitted the Spring 2016 council meeting minutes and they were approved without revision.

**Ms. Kathy Tessin, Chief Human Resource Officer, Muscogee County School District,** commented that MCSD added about 30 positions this year. MCSD applied for approval for Georgia TAP specifically for SPED and autism needs. She would like to explore a possible contract with CSU to facilitate edTPA in the proposed MCSD Georgia TAP Program.

Ms. Tessin stated that TEM would not take effect until 2020. MCSD will be using data formally known as SLOs to determine *Student Growth Percentiles (CAEP Standard 4.1)*. Teacher growth will be measured by TKES and LKES. Data from CSU graduates will actually be from teachers in their third year of induction due to the way scores are reported from the state. [In Spring 2017, Dr. Miller](#)

will send a list of CSU-COEHP completers (AY 2014, 2015, 2016) to Ms. Tessin so that the student and teacher growth measures can be provided for CSU purposes via MOU agreement.

**Mr. Jeff Branham, Human Resource Director, Harris County Schools**, reported that Harris County Schools were using *District Means Scores* to measure student growth this year (CAEP Standard 4.1). He concurred teacher growth will be measured by TKES and LKES. Mr. Branham stated the hardest to staff schools were the middle grades (difficult to recruit middle grade classroom teachers). In Spring 2017, Dr. Miller will send a list of CSU-COEHP completers (AY 2014, 2015, 2016) to Mr. Branham so that the student and teacher growth measures can be provided for accreditation purposes via MOU agreement.

**Dr. Deirdre Greer, Dean, College of Education and Health Professions**, explained the new PSC changes to Professional Learning for certification. She asked the Human Resource Directors to look at the wording on application forms concerning Professional Learning Plans. Since it has been recommended to many educators that they have Professional Learning Plans (PLPs) for various reasons, the key wording “for remediation” should alleviate any confusion. The school districts will distribute the referenced forms.

Next, Dr. Greer clarified admission to CSU versus Teacher Education. All students entering Teacher Education must be admitted to both CSU and the educator preparation program. This includes Master of Arts in Teaching (MAT) students and provisional teacher candidates because these candidates must meet the Professional Standards Commissions’ guidelines of minimum 2.5 GPA.

Dr. Greer was asked to investigate offering programs for Speech-language Pathology (SLP) and English for Speakers of Other Languages (ESOL).

**Mr. Roger Hatcher, Director, Center for Quality Teaching and Learning (CQTL)**, updated the council on the progress of the Professional Development School (PDS) program. CQTL initiated *Interview Days* on October 12 and 13 for our student teachers. Every candidate was given the opportunity to interview with personnel from Harris and Muscogee County Schools. Several were hired within 48 hours. The event was so successful we plan to continue it each semester.

CQTL will also begin a Mentoring Induction Program (MIP) for first year teachers who graduated from CSU. The MIP committee members will attend MCSD information sessions to help new teachers.

**Dr. Sallie Miller, Council Chair and Associate Dean for Assessment and Accreditation**, stated Memoranda of Understanding (MOUs) from Harris County and Muscogee County have both been received.

The Council for the Accreditation of Educator Preparation (CAEP) Standard 3 on teacher shortages was explained and opened for discussion. Critical areas were Special Education, Speech-language Pathology (SLP), and Spanish. Valdosta State University and the University of West Georgia are the closest Institutions of Higher Education to offer a certification in SLP.

Dr. Miller distributed and explained information on relevant CAEP standards, EPP alumni surveys, and EPP employer surveys. The council deliberated on the surveys and provided feedback on the wording of lower rated items.

**The council's next meeting is Spring 2017.**

**Meeting Adjourned at 1:22 pm**

**Respectfully submitted by: Debby Whatley**