



INDIANA STATE BOARD OF EDUCATION

INDIANA STATE BOARD OF EDUCATION BUSINESS MEETING MINUTES

July 6, 2016
9:00 AM (EDT)

Ball State University Alumni Center
Assembly Hall Room
2800 West Bethel Avenue
Muncie IN 47306

Board Members Present: Superintendent Glenda Ritz (Chair), Dr. Vince Bertram, Dr. Byron Ernest, Dr. David Freitas, Mr. Gordon Hendry, Dr. Lee Ann Kwiatkowski, Mr. B.J. Watts (present via phone), and Dr. Steven Yager.

Board Members Absent: Mrs. Sarah O'Brien (Vice Chair), Mr. Edward Melton, Ms. Cari Whicker

I. CALL TO ORDER

- Superintendent Ritz called the meeting to order. The pledge of allegiance was recited. The roll call reflected that eight of the 11 members were present.

II. APPROVAL OF AGENDA

- Superintendent Ritz deleted new business item D as it was not ready for action. The board unanimously approved the revised agenda.

III. APPROVAL OF MINUTES

- The board unanimously approved the minutes for June 1, 2016 via a roll call vote.

IV. STATEMENT OF THE CHAIR

- Superintendent Ritz announced that the Department of Education released a list of 9 more STEM certified schools.
- Superintendent Ritz then explained that there are specific certifications for a school to be considered a STEM school.
- She then introduced Dr. Terry King, the interim President of Ball State University. Mr. King was there to welcome the state board of education to the campus.

V. BOARD MEMBER COMMENTS AND REPORTS

- None

VI. GENERAL PUBLIC COMMENT

- Public comment was offered by John O'Neil with the Indiana State Teachers Association (ISTA). He was there to state that ISTA opposes the charter



INDIANA STATE BOARD OF EDUCATION

loans. ISTA believes this takes away from overall school funding. ISTA believes there needs to be an increase in funding for all schools not just charters.

VII. **BEST PRACTICES - Innovations in Education - Student Successes**

A. Promising Schools within the Context of Community

- Drs. Eva Zygmunt and Pat Clark of Ball State University presented the best practices of the Ball State Department of Elementary Education practice.

VIII. **Consent Agenda**

- The Board unanimously approved the Consent agenda by voice vote

IX. **Adjudications**

A. State Tuition Support Withholding for Turnaround Academies

- The Board determined the state tuition support withholding for Roosevelt, in Gary Indiana. A motion was made to withhold approximately \$2 million dollars for turnaround academy Theodore Roosevelt. The motion carried with a 7-0 vote. Superintendent Ritz abstained from voting.
- The Board also approved the Indiana Public Schools funds to be withheld for turnaround academies at IPS. The motion carried by a 7-0 vote. Superintendent Ritz abstained from voting.

X. **NEW BUSINESS ACTION**

A. The Final Bi-literacy Rule, LSA Document #15-283, was voted on with a roll call vote resulting in a unanimous 8-0 outcome.

B. Approval of Extending State Accreditation for Purdue University Calumet and Oakland City.

- Before the roll call vote was taken, Dr. Lee Ann Kwiatkowski said that she would abstain from voting as she had been an adjunct professor at Oakland City.
- Dr. Freitas asked Scott Bogan to assist in answering a few questions. Dr. John Rowen from Purdue Calumet as well as Dr. Danny Dunigan the Provost from Oakland City University were available to answer questions.
- Dr. Freitas asked how teacher education and college of education programs are affected by the major transformation Mitch Daniel's has created between the 2 separate universities.
 - Mr. Rowen said that the new university, which is a combination of Purdue Calumet and Purdue North Central will be considered an accredited institution. Both institutions form Purdue Northwest and were accredited schools. Purdue North Central has an elementary education independent school, whereas Calumet teaches elementary education and special education. Details are being worked out for the curriculum, and the plan is to continue what is happening now, he said. Mr. Rowen continued that the



INDIANA STATE BOARD OF EDUCATION

Calumet campus enrollments are up 5-6% this fall and Purdue North Central campus has a steady rate in its programs.

- There was a college of education at the Calumet campus; however, there wasn't a college of education at Purdue North Central-just an education department within the college of liberal arts and sciences, he stated. He said administrative savings is the reason for this. Northwest has higher enrollments in engineering and sciences. However there will be a School of Education and Counseling, which is a midlevel between a college and a department that will be housed within the College of Humanities, Education and Social Sciences, he said.
- Dr. Freitas inquired if the school of education will have some autonomy and to make its own budget and personnel decisions.
 - Mr. Rowen said that the degree of autonomy that they have at the college level will continue. The North Central campus will have a step up by going from a department to a school and they will have curriculum autonomy to go along with budget and personnel management.
- Dr. Freitas asked if, within the last 3 years, there has been any programs eliminated within the new school of education.
 - No programs have been eliminated, Mr. Rowen responded. Two years ago, at the graduate level, there were a couple of programs that were temporarily suspended, he said. There were issues that the programs hadn't been updated in the changing climate. However, in the spring of 2017 those programs are scheduled to come back, he said.
- Dr. Freitas asked how state accreditation works if there are no graduates of a program or if state law requires a certain number of graduates.
 - Scott Bogan said a program continues with accreditation with no visit if a program has 5 or less program completers of that program within a 3-5 year time span.
- Dr. Bertram asked, from program evaluation perspective, and an accreditation perspective, how they look at the performance of graduates in school settings and how that informs the development and improvement of their program.
 - Purdue Northwest tracks alumni and they get evaluation reports from the administration of schools in which they are hired for 1 year, 3 year, and 5 year development. Through this and other criteria, they have determined they need to do a little bit better in classroom management issues.
 - Oakland City does similar 1 year, 3 year, and 5 year assessments on their alumni and uses that information to improve the program in a systematic way. A couple of years ago, Oakland City lost its



INDIANA STATE BOARD OF EDUCATION

NCATE accreditation in part because of their admitted struggle in their need to improve diversity in their hiring within the program.

- Dr. David Freitas asked about the lack of diversity within the full time faculty in the school of education of Oakland City.
 - Dr. Dunigan said that this is an issue for them to improve on. He explained that some of the employees have been there for up to twenty years and that it is a slow process to change the culture, but that they have a position open and are looking to fill it with someone who has a diverse background to help bring diversity to the department.
- Dr. Freitas said that there was a disconnect in Oakland City's commitment to diversity and what they practically do. He asked if there had been a hire within the department of education within the last three years.
 - Oakland City had hired someone in Special Education, but was not of a diverse background. They attempted to hire someone with a diverse background, but the extensive background of the candidate eventually chosen was what led them to make their decision. However, that person has since left and the position is open again.
- Dr. Freitas still expressed that he was not comfortable with the lack of diversity within the Oakland City's department of education. The importance of diversity is critical in our schools, he said. He asked Dr. Dunigan for more assurances that Oakland City will take steps towards more diversity in hiring faculty within their department of education.
 - In regards to the open position, they are currently down to three candidates, two of which are diverse candidates. They also see diversity as a high priority, Dr. Dunigan said.
- Dr. Freitas asks if there is way to vote for accreditation for three years rather than the originally planned seven years.
- Dr. Freitas then suggested the board could vote on a three-year accreditation with a focused visit in year three on the diversity issue and other focused conditions as long as Oakland City has met all the other standards.
- Dr. Freitas asks if there is a motion on the floor.
- Superintendent Ritz says that the motion on the floor is for Purdue University Calumet. The board will take the motion on Purdue Calumet first and then do a second motion on Oakland City.
- The approval of extending State Accreditation for Purdue University Calumet was voted on with a roll call vote resulting in a 7-0 outcome. Mr. Watts was longer available via phone.
- Superintendent Ritz then offered a motion to approve extending State Accreditation for Oakland City.



INDIANA STATE BOARD OF EDUCATION

- Before a vote was taken, the question was raised on whether the visit in the third year would be a state focused visit or a national one.
- Dr. Freitas then made a motion to have the third year visit be a state focused visit specifically for the conditions that were mentioned in the report as well as the faculty diversity issue.
- Superintendent Ritz then said, just to be clear that the board was taking a vote based on those parameters of a three-year accreditation with a state focused visit in the third year.
- Dr. Vince Bertram asked within 30 miles of Oakland City what kind of diversity do they have?
 - In Gibson County where Oakland City is located, diversity is 3% nonwhite, Mr. Dunigan responded. That would be Oakland City's biggest struggle in hiring nonwhite faculty.
- Dr. Bertram expressed his concern that the board is holding a university responsible for people wanting to live in a community, and had concern about the ability to attract people to a community. He then asked what happens when a visit is made in year three. He was also concerned that the board is dictating, to some degree, who they hire and for what reasons they hire. He said he wanted universities to hire and attract the best candidates and not be forced to do something based on the action of the board. So he is more interested in the strategy Oakland City might do to create a more diverse opportunity and in the attraction of students as well from a diverse background.
- Mr. Hendry responded by citing that two of the three candidates right now meet the diversity standards so location doesn't seem to be a problem.
- Mr. Hendry clarified for Dr. Freitas that his comments were about recruitment and that location doesn't seem to be an issue in located diverse candidates for open positions.
- Dr. Freitas added that because students from Oakland City will likely teach beyond the 30 mile radius that they should receive and experience a culturally diverse education before being sent out to teach others.
- Dr. Bertram clarified his point that it wasn't about where students will eventually teach, but in attracting applicants and faculty to a less culturally diverse area. Many people want to live in an area that is culturally diverse and attracting people to areas that are not diverse can present a challenge.
- Superintendent Ritz asked when the board approves accreditation and they last for a period of seven years, but through regular monitoring it is learned that there are issues, what happens? She asked if something is brought to the board, or if accreditation remains in place for seven years, regardless?
 - Mr. Bogan responded that reports are gathered annually from each institution and they have to show how they are addressing



INDIANA STATE BOARD OF EDUCATION

areas that need improvement and showing improvement. He continued that typically information has been gathered and they have waited until the next visit, but it is not clear if there has ever been any intervention.

- After that discussion Superintendent Ritz again offered a motion to approve extending State Accreditation for Oakland City. The motion failed by a vote of 4-2.
 - Mr. Hendry offered up a point of procedure questioning the failure of the vote even though there were a majority yes votes.
 - Brian Murphy, Chief of Staff for Indiana State Board of Education, explained that, according to state statute, to pass the motion 6 board members are required to vote in the affirmative.
- Superintendent Ritz then offered up a couple of options: they can take up another motion or they can table the issue until the August meeting. Tabling would not change anything, she added.
- Dr. Bertram made a motion to approve the original motion to extend the accreditation to Oakland City as they had with Purdue Calumet.
 - Before Superintendent Ritz cast her vote, she asked to make sure that the outcome of the vote would not remove Oakland City's existing accreditation.
 - Oakland City's accreditation is valid through the end of the current academic year, Mr. Bogan added, and Oakland City could bring back the original motion for a seven-year accreditation to the August meeting, Mr. Bogan stated.
 - The motion failed for a lack of six votes by a vote of 3-3.
- Dr. Yager asked when Oakland City needed action taken by the board.
 - Scott Bogan explained by the end of the academic year June 1st 2017.
- Dr. Yager asked if the motion could be tabled and Oakland City held harmless and bring it back to discussion and vote when more board members are able to be present.
 - Mr. Murphy said staff would recommend tabling this and bringing this back in August when there is a full board.
- Dr. Lee Ann Kwiatkowski asked about diversity problems as an area of "needs improvement" within all small rural universities and what precedent was the board setting for all universities, especially small ones. This is an issue the board needs to consider, she added.
- Superintendent Ritz recommended bringing data to the next board meeting.
- Dr. Bertram inquired to know to what extent or exposure the board may have by applying a standard to one institution and not all others who have the very same designation for one area of improvement. He said he was concerned about exposure from that perspective and what the expectations



INDIANA STATE BOARD OF EDUCATION

would be moving forward. Is there legal exposure from every institution with a diversity issue not getting seven years of accreditation, he asked.

- Legal counsel from the Indiana Department of Education did suggest it presents a slippery slope.
 - Oakland City said that they would bring to the August meeting a list of all the university in Indiana who have needs improvement issues in hiring a diverse faculty.
 - Dr. Bertram then asked if, within the last two to three years, the board accredited universities and institutions that had same issue.
 - Data and legal advice will be provided at the next meeting
 - Mr. Hendry expressed disappointment in the conversation about expectations for diversity within the classroom. He questions legal counsel's claim about setting precedent of any kind. He said the board has great discretion in making its decisions and that the board is not a court that is setting any legal precedent. Dr. Freitas' motion only confirmed what the national accreditation organization was saying in that these are areas that need improvement. The spirit of the motion was not to hold any institution hostage in who they hire, but to recognize what was identified in the reports.
 - Dr. Freitas said that when Oakland City returns, he would like to know how many other institutions in Indiana are similarly situated that for several years they have been cited and still have not corrected the situation.
 - Dr. David Freitas explained that the board should approve accreditation for three years instead of seven because Oakland City has failed to improve on their diversity issue for multiple years. The intent is not to punish the institution, but to give them a change to respond to an important issue such as diversity.
- C. The approval of Consultant Positions for Gary/Edison Transition was voted on with a roll call vote resulting in a unanimous 8-0 outcome.
- D. Approval of Online and Paper Pencil Mode Adjustments for Spring 2016 ISTEP+ Grade 3-8 – Item was deleted from the agenda at the beginning of the meeting.

XI. DISCUSSION AND REPORTS

A. Compensation Models - IEERB

- Caitlin Beatson from the Indiana Department of Education and Sarah Cudahy from IEERB presented on this issue.
- The board was handed a memo of teacher compensation plans.
- The compliance officer reviewed all collective bargaining issues and had recommendations.
- The Board was informed that the final report will be issued next month. Further, 209 schools received compliance reports letting them know if they



INDIANA STATE BOARD OF EDUCATION

were compliant or not. Moreover, schools could appeal if they wanted to the board.

- Superintendent Ritz asked about compensation for national certification.
 - Ms. Cudahy explained that there are four factors that relate to teacher raises and certification.
 - Ms. Cudahy acknowledged that Superintendent Ritz' previous concerns about teacher raises and certifications had been resolved.

B. Assessment Update

- Danielle Shockey, Deputy Superintendent of Public Instruction at Indiana Department of Education, was there to present on behalf of Dr. Michele Walker.
- The information for the presentation was created on July 5, and is the most current assessment timeline, she said.
- Ms. Shockey stated that if a student scores 38 or less on PSAT reading portion they had to take the Accuplacer test. Due to a score change the new score is if the student scores 21 or less. Further, if a student scored 40 or less on PSAT math portion they had to take the Accuplacer test. Due to a score change the new score is if the student scores 23 or less.
- Ms. Shockey continued that the ISTAR has 3 tiers of opportunity. Parents will receive information about which tier their student fell into and the percentage of answers their student got correct. Parents will also be receiving their student's results on the ISTAR exams.
- She said the ISTEP parent information was released July 5th, the roster for schools released, and initial results do not include any online/paper-pencil test mode adjustments or changes based on rescore requests.
- Ms. Shockey said the DOE sent out a field memo to remind schools they need to help parents view scores. The schools had to document communication with parents about parent rescore recommendations.
- She informed the Board that grade 10 cut score August 2nd and 3rd will be presented August 10th at the next board meeting.
- Superintendent Ritz explained that preliminary scores are confidential until all scores are final.

a. TAC Update

- TAC Chair Karla Egan provided the TAC update over the phone.
- She presented their recommendation regarding the standard setting design for ISTAR.
- At the last TAC meeting, Dr. Katie McClarty presented a standard setting design on behalf of Questar, she said.
- The design was intended to allow a standard setting for ISTAR in summer 2016, even though the current test design did not allow for student test forms to be linked.



INDIANA STATE BOARD OF EDUCATION

- The proposed Questar standard setting design attempted to link the cut points for the various ISTAR forms through the performance level descriptors. This linking process was intended to create comparable cut points for each test form.
- The members of the TAC discussed the design and concluded that, if it was deemed essential to derive performance levels for 2016, the design was feasible given the difficult constraints.
- However, Dr. Egan informed that the severity of the constraints ultimately led the TAC to recommend that standard setting should not be conducted for ISTAR in 2016.
- The rationale for this recommendation is based on the following: 1. The 2016 ISTAR form was an operational field test that did not allow linking across the various tiers; thus, students taking different forms would not have comparable test scores. 2. The Questar proposal to link scale scores through performance level descriptors would result in only tenuous comparability of cut scores across tiers. 3. Even if a standard setting study was conducted for 2016, it would be likely that another standard setting study would be needed in 2017, given the necessary changes in ISTAR test design. Although more of a policy issue, the TAC recommended that it would be desirable to avoid implementing different cut scores for the ISTAR in consecutive years.
- Finally, the TAC discussed approaches that would permit defensible setting performance levels for the ISTAR as soon as possible.
- The TAC discussed changes to the 2017 test design that will result in a new baseline being established in the 2017-2018 school year and would permit standard setting in 2017, with cut scores that, absent other significant design changes, would represent stable performance standards for several years.

b. Pearson Update

- Rich Young with Pearson was there to present.
- Rick Young restated that roster reports are available for schools to access and the parent portal is up.

C. Accountability Update

- Superintendent Ritz explained that the accountability update was discussed July 5th and that an ESSA update is needed on a continual bases.

D. Strategic Planning Committee Update

- Mr. Hendry said that they had a brief meeting after the full State Board of Education meeting on May 11. They received a quarterly update from INTASS and that the full presentation on the update is on the State Board's website and referred those who are interested to that report.



INDIANA STATE BOARD OF EDUCATION

- He also mentioned that INTASS had two additional districts for district recognition by INTASS and that will be coming up at the next board meeting.

E. INTASS Teacher Evaluation Plan Report

- Sandi Cole was there to present.
- Ms. Cole presented a review of 271 2014-2015 teacher evaluation plans in Indiana.
- She said there are two parts- look at what objective measures are being noted in plans, what characteristics are in teacher evaluation plans.
- Dr. Cole reiterated that the purpose of teacher evaluations is to support teachers.
- Superintendent Ritz asked if a plan could have all 3 requirements with different measures. Ms. Cole clarified that this is a review of plans not implementations.
- Superintendent Ritz wanted clarification that IGM is not being used in 1 in 5 districts.
- Sandi Cole clarified that 80% of schools are using IGM but 20% are not.
- Mr. Hendry asked do you communicate with school districts feedback on their evaluation plans, and Dr. Cole explained that they have not.
- The conclusion to the report was that teachers are evaluated differently all over the state.

F. Dual Language Immersion Program

- Superintendent Ritz explained that just about all the money appropriated was spent.

XII. BOARD OPERATIONS

- None

XIII. ADJOURNMENT

- Upon receiving a motion and a second, the board voted unanimously to adjourn the meeting.