

KUMISION SETTEFIKASION PARA I MANMANIDUKA

GUAM COMMISSION FOR EDUCATOR CERTIFICATION

UOG STATION-SOE, MANGILAO, GUAM 969323

www.gcec.guam.gov

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GCEC REGULAR MEETING

Tuesday, November 13, 2012

UOG, SOE Room 103 @ 5:30 p.m.

AGENDA

- I. Call to Order / Roll call of members
- II. Approval of Minutes
- III. Reports
 - A. Treasurer
 - B. Chairperson
 - C. Executive Director
 - D. Sub-Committees
 - E. Legislative Liaison
- IV. Old Business
 - A. Draft – RULES GOVERNING THE CODE OF ETHICS FOR GUAM EDUCATORS (Suspension & Revocation of Educator Certificates)
 - B. Update - List of Praxis II content tests
- V. New Business
- VI. Announcements
- VII. Adjournment

Next Meeting – December 11, 2012

KUMISION SETIEFIKASION PARA I MANMANIDUKA
GUAM COMMISSION FOR EDUCATOR CERTIFICATION

Dr. Lawrence F. Kasperbauer, Treasurer

TREASURER'S REPORT
Tuesday, 11/13/2012

(Run Date 11/9/2012)

PL 130-55 GENERAL FUND APPROPRIATION ACCOUNTS (5100A127600GA001) - YEAR-TO-DATE						
Budget Category	FY 2011 Lapsed Funds (Funds not available)	Total	Appropriation			Funds
			Alloctments	Expenditures	Encumbrances	Available
						Unallotted Balance
111 - Personnel	24,835.12					
113 - Benefits	12,491.34					
114- Health Benefits						
230 - Contractual services	1,737.68					
233 - Building rent	1,200.00					
240 - Supplies	351.85					
271- Drug Testing Charges						
290 - Miscellaneous	2,041.47					
363 - Telephone	2,790.00					
Total	45,447.46					

FEE ACCOUNTS (5100X087600RS501800) - YEAR-TO-DATE						
Budget Category	Allotments	Expenditures	Encumbrances	Funds	Monthly Collections	
				Available	(110023213)	
					October	November
111 - Personnel	-	-	-	-	-	1,527.50
113 - Benefits	-	-	-	-	-	7,965.00
220 - Travel	6,486.00	5,335.26	-	1,150.74	December	4,085.00
230 - Contractual services	32,854.17	9,480.55	-	23,373.62	January	1,575.00
233 - Building rent	14,500.00	6,000.00	-	8,500.00	February	1,302.50
240 - Supplies	1,810.14	-	-	1,810.14	March	175.00
250 - Equipment	4,183.18	-	-	4,183.18	April	-
271 - Drug testing	150.00	-	-	150.00	May	-
290 - Miscellaneous	10,982.18	1,700.00	-	9,282.18	June	155.00
363 - Telephone	6,127.14	793.49	-	5,333.65	July	-
450 - Capital outlay	-	-	-	-	August	-
800 - Exp Reim	-	-	-	-	September	-
Total	77,092.81	23,309.30	-	53,783.51	YTD Total	16,784.50

*Update to 11/9/2012

Account Total not loaded \$11,154.41
NOTE: \$3,100.00 moved from Misc. (290) to Travel (220) for travel costs for Margie's Oct. 2012 NASDTEC Conference & appears in FY2013 Treasurer's Report.

KUMISION SETTEFIKASION PARA I MANMANIDUKA
 GUAM COMMISSION FOR EDUCATOR CERTIFICATION
 Dr. Lawrence F. Kasperbauer, Treasurer

TREASURER'S REPORT

Tuesday, 11/13/2012
 (Run Date 11/13/2012)

PL 131-233 GENERAL FUND APPROPRIATION ACCOUNTS (5100A137600GA001) - YEAR-TO-DATE

Budget Category	FY 2012 Lapsed Funds (Funds not available)	Total Appropriation				Funds Available		Unallotted Balance
		Alloctments	Expenditures	Encumbrances	Available	Available		
111 - Personnel	-	121,693.00	8,824.00	-	10,076.00	103,063.00		
113 - Benefits	-	51,976.00	3,743.54	-	4,252.46	43,980.00		
114- Health Benefits	-	-	-	-	-	-		
230 - Contractual services	-	14,100.00	-	-	-	0.00 due to 15% Reserve		
233 - Building rent	-	6,000.00	-	-	-	0.00 due to 15% Reserve		
240 - Supplies	-	1,062.00	266.00	-	266.00	796.00		
271- Drug Testing Charges	-	-	-	-	-	-		
290 - Miscellaneous	-	4,200.00	-	-	-	0.00 due to 15% Reserve		
363 - Telephone	-	4,800.00	-	-	-	0.00 due to 15% Reserve		
Total	-	203,831.00	12,567.54	-	14,594.46	147,839.00		

FEE ACCOUNTS (5100X087600RS01800) - YEAR-TO-DATE

Budget Category	Funds Available				Monthly Collections (110023213)			
	Alloctments	Expenditures	Encumbrances	Available	October	November	December	YTD Total
111 - Personnel	-	-	-	-	-	-	-	23,507.50
113 - Benefits	-	-	-	-	-	-	-	-
220 - Travel	4,250.74	4,217.57	-	33.17	-	-	-	-
230 - Contractual services	23,373.62	2,578.23	6,790.68	14,004.71	January	February	March	-
233 - Building rent	8,500.00	-	-	8,500.00	April	May	June	-
240 - Supplies	1,810.14	-	-	1,810.14	July	August	September	-
250 - Equipment	4,183.18	-	-	4,183.18	October	November	December	-
271 - Drug testing	150.00	-	-	150.00	January	February	March	-
290 - Miscellaneous	6,182.18	-	-	6,182.18	April	May	June	-
363 - Telephone	5,333.65	-	755.40	4,578.25	July	August	September	-
450 - Capital outlay	-	-	-	-	October	November	December	-
800 - Exp Reim	-	-	-	-	January	February	March	-
Total	53,783.51	6,795.80	7,546.08	39,441.63	YTD Total	23,507.50	Account Total not loaded	\$34,661.91

*Update to 11/13/2012

NASDTEC PROFESSIONAL PRACTICES INSTITUTION

Accountability: It's all About the Kids

October 17-19, 2012

Cincinnati, Ohio

Submitted By: Margie LG-Artero

Guam Commission for Educator Certification

Elements of a Self-Audit: Resources, Vulnerabilities and Scrutiny

California and Florida representatives detailed the events when their commissions were faced with criticism by the media about the public records that showed educators remaining on the job after being disciplined. Since then, both states have created legislation that requires their agencies to conduct self-audit reviews with all educators' files. In short, their agencies have learned that they must be transparent, and that they must report what their audit findings are that show what actions were taken about any reported educator misconduct. In both states, mandatory reporting is effective because it is a way to prevent "passing on the trash" to other jurisdictions. Specific laws include: 1) banned confidential agreements, 2) required reference checks from former employers, 3) reported reprimands and discipline actions, and 4) updated and maintained webpage with screening tools that include reprimands, revocation and suspension notices. Now, both states require all educators and staff to be mandatory reporters and that training is provided by their districts annually.

Aftermath of Victimization: A Parent's Perspective of Educator Misconduct

Terri Miller of S.E.S.A.M.E. (Stop Educator Sexual Abuse, Misconduct and Exploitation) spoke about her experience as a parent when discovering about an educator who was sexually abusing students and the lengths of work that she had to do to have the abuser removed from the school district. She spoke about the realization period, the reporting period, the personal and emotional injury, the wedge or blockers that challenged her task and the media's reports to move the school district to remove and have the abuser convicted. She discussed that every abused student by an educator is entitled to Title IX benefits that include counseling and investigative reporting that must include an interview with principal, reporting teacher or adult, counselor and an investigative report that is forwarded to the Title IX officer, the district superintendent, the school board, and the certification agency. Ms. Miller assisted in the creation of the law that states that victims can file complaints directly with the state's certification office.

Cybertraps for Educators

Frederick S. Lane, a technology expert, presented examples on how educators get caught committing crimes against students through the use of technology or how educators become the victims through the use of technology. He spoke at length as to why it important that educators be provided training in the dangers of communicating with students by texting and using social media. He stated a law must be

created that prohibits an educator to directly call or text students without a parent's supervision. He also stated that the use of technology is never "deleted". A recording of any communication is "saved" in hard drives permanently.

NASDTEC: New Resources and Future Vision

Dr. Phillip Rogers, Executive Director, presented how NASDTEC has improved its' tools in identifying and updating directory information, updating its' database on educators who have had their certificates revoked, providing conferences for collaboration, and most importantly, providing the most updated website. He encouraged members to become active in their region and participate in at least one interest group, and send items of interest to be shared with NASDTEC.

Tackling the Tricks of High Stakes Testing: Investigating and Prosecuting a Cheating Scandal

Paul Shaw, Director, Ethics Division, Georgia Professional Standards Commission and John Grant, Chief Investigator, Georgia Professional Standards Commission, presented the lengthy investigation on educator scandal in their state when 144 educators were caught erasing and correcting wrong answers on standardized tests. As a result of this scandal, former educators and staff had their certificates suspended, revoked, and were removed from their jobs after evidence showed that they tampered with student answer sheets. It is illegal to erase stray marks on answer documents and that educators must report irregularities in testing procedures directly to the certification commission.

Building an Ethical Profession: Findings and Initiatives from an Educator Ethics Symposium

By Kathleen Swann, ETS Product Director, and Troy Hutchings, Research Chair in Education at University of Phoenix

During the Ethics in Teaching Symposium in April 2012, the creation of educators Code of Ethics goals by Educational Testing Service (ETS) were discussed as to how to create a national model standards Code of Ethics similar to those components in other professions Code of Ethics such as the American Counseling Association (ACA), the American Psychology Association (APA), and the American Bar Association (ABA). At this time, educators are only checked for two misconduct areas; disposition and conduct in relations to laws but not with any definition for ethics. The presenters emphasized that work is currently being done to mirror other professional Code of Ethics. They added that educators need a Preamble, General Principles, Sections, and Terminology. In the meantime, interviews are being made

with elementary, middle, high, and special education educators to field interests so that there can be research in what is authentic, organic and purposeful in their responsibilities as educators.

Prosecution of Educator Misconduct: A case study with Perspectives of a Prosecutor and Hearing Officer

By Ohio's Attorney General's Office

The featured case was about former educator, Aaron Stratton, who smoked marijuana with a female student in his basement, downloaded mild pornography in school's computer, and made inappropriate remarks to his students. As a result, his certificate was revoked.

Systemic Approaches to the Prevention of Sexual Misconduct with Students

By Glenn Lipson, school lawyer and Dan Shinoff, forensic psychologist, California

This team emphasized on how students suffered sexual assaults in the hands of educators and other adults at school. Many students mistake attention for love in which becomes sexual later. They featured student cases and emphasized how predators could have been caught earlier had there been a mandatory colleague reporting law. As a result, prevention in educator training is mandatory. The following prevention rules that all educators must adhere to are 1) Don't hug a student, 2) Don't be alone with a student, 3) Balance personal and professional life, 4) Don't be overly personal with students, 5) Honor your judgment, 6) Too much is Too much; a violation of Title IX, 7) Respect your intuition, 8) One-on-One must have an open door, lights on, and plain in sight, 9) All students receive the same attention, encouragement, and support, and 10) Compliments are not personal. There are online courses offered for educators in learning more about misconduct.

Effects of Educator Misconduct: Dealing with the Educator's Breach of Ethics

The Kentucky Education Professional Standards Board

A panel was featured that field questions and answers about educator misconduct in the state of Kentucky and the panel presented ideas in addressing the process of investigating and decision-making in their work that defines what is a reprimand, a suspension, and a revocation. They also presented how technology has become the most "telling" evidence in catching an educator's misconduct.

Through a Child's Eyes: Sensitive Interview Techniques

Cindy Kuhr, Victim Specialist, Ohio

As a former investigator, Ms. Kuhr pointed out techniques in interviewing child victims suffering from sexual abuse. She highlighted what are behavior indicators and appropriate questioning techniques. A video of an abused victim was featured and a short memory exercise was included in her presentation.

Creating a Portfolio of Available Ethics Training and Misconduct Prevention Programs

NASDTEC Professional Practices Committee

NASDTEC is currently working on consolidating effective ethics training programs and is seeking participants to share ideas in providing online and on-site training that target educator ethics and

standards of conduct. In the meantime, NASDTEC's website includes many preparation and prevention programs from various profit and non-profit entities that provide training for developing policy and procedures that can be adopted by certification commissions. Go to www.nasdtec.net for more information.

State: GUAM

Report Date: NOVEMBER 9, 2012

Test Administration Date: NOV-2012

Client Relations Director (CRD): MALIK MCKINLEY

Phone Number: (609) 683-2492

Registration

	Paper-Delivered Testing
Number of Centers Testing	2
Number of Tests Registered for with Accommodations*	
Number of Registered Tests	31

Test Categories	Paper-Delivered Testing
Praxis I®	10
Praxis II®	21
ParaPro	
School Leadership Series (SLLA or SSA)	

*Includes PLNE, Sabbath and Disabilities accommodations.

Comments:

Administration

Test Day – National Saturday Administration

Reporting Address Changes

Comments:

Test Site Cancellations/Non-preventable Closures

Comments:

Make-ups Required

Comments:

Other News

State: GUAM

Report Date: OCTOBER 10, 2012

Administration Month: SEP-2012

Client Relations Director (CRD): MALIK MCKINLEY

Phone Number: (609) 683-2492

Registration

	Computer-Delivered Tests
Number of Centers Testing	1
Number Tests Scheduled	39
Number of Tests Taken	39
Number of Tests Not Taken	0
Number of No Shows	0

Comments:

Administration

Administration Issues

Comments:

Other News

NEW TOOLS AVAILABLE TO HELP YOU AND YOUR TEACHER CANDIDATES! (1) A NEW AREA ON OUR WEBSITE EXCLUSIVELY FOR STATE AGENCIES. (2) TEST TAKERS CAN VIEW TWO VIDEOS, "STRATEGIES FOR SUCCESS" AND "COMPUTER-DELIVERED TESTING DEMONSTRATION."

State: GUAM

Report Date: OCTOBER 2, 2012

Test Administration Date: SEP-2012

Client Relations Director (CRD): MALIK MCKINLEY

Phone Number: (609) 683-2492

Registration

	Paper-Delivered Testing
Number of Centers Testing	1
Number of Tests Registered for with Accommodations*	
Number of Registered Tests	23

Comments:

SCORES WILL BE REPORTED ON OCTOBER 16TH FOR MULTIPLE-CHOICE TESTS AND ON OCT 23RD FOR ALL OTHER TESTS.

Test Categories	Paper-Delivered Testing
Praxis I®	
Praxis II®	23
ParaPro	
School Leadership Series (SLLA or SSA)	

*Includes PLNE, Sabbath and Disabilities accommodations.

Administration

Test Day – National Saturday Administration

Reporting Address Changes	NO. OF CENTERS: 1 NO. TEST TAKERS AFFECTED: 15
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Comments:

GUAM COMMUNITY COLLEGE (23016) - UPDATE TO REPORTING ADDRESS

Test Site Cancellations/Non-preventable Closures	
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Comments:

Make-ups Required	
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Comments:

Other News

State: GUAM

Report Date: SEPTEMBER 11, 2012

Administration Month: AUG-2012

Client Relations Director (CRD): MALIK MCKINLEY

Phone Number: (609) 683-2492

Registration

	Computer-Delivered Tests
Number of Centers Testing	2
Number Tests Scheduled	57
Number of Tests Taken	56
Number of Tests Not Taken	0
Number of No Shows	1

Comments:

Administration

Administration Issues	
Comments:	

Other News

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State: GUAM

Report Date: AUGUST 6, 2012

Client Relations Director (CRD): MALIK MCKINLEY

Administration Month: JUL-2012

Phone Number: (609) 683-2492

Registration

	Computer-Delivered Tests
Number of Centers Testing	2
Number Tests Scheduled	141
Number of Tests Taken	132
Number of Tests Not Taken	0
Number of No Shows	9

Comments:

Administration

Administration Issues

Comments:

Other News

REGISTRATION HAS OPENED FOR THE 2012-13 TESTING YEAR AND INFORMATION FOR THE NEW TESTING YEAR HAS BEEN POSTED ON THE PRAXIS WEBSITE.

SAT READING SCORES 2012

GRADE	NATIONAL AVERAGE	DOE AVERAGE	<i>Difference</i>
1st	574	535	-39
2nd	615	567	-48
3rd	634	586	-48
4th	644	605	-39
5th	659	618	-41
6th	673	634	-39
7th	680	647	-33
8th	688	661	-27
9th	696	666	-30
10th	704	676	-28
11th	712	693	-19
12th	717	696	-21

AVERAGE	666	632	-34
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***RELATIVE TO PROMOTING SOUND CERIFICATION PRACTICES BY ESTABLISHING
REALISTIC REQUIREMENTS TO TEACH IN THE GUAM PUBLIC SCHOOL SYSTEM***

Preamble

WHEREAS, certification requirements are needed to confirm eligibility to teach in the public schools of Guam, and

WHEREAS, the certification requirements for Guam should take into account the certifications requirements from other states that best mirror Guam situation, and

WHEREAS, multiple assessment is an important aspect of instruction as it gives a holistic picture of teacher performance

WHEREAS, the performance rating of teachers is a crucial and vital element to determining the quality of instructions, and

WHEREAS, PL 31-50 law recognizes the importance of degrees obtain from accredited institutions, and

WHEREAS, taking multiple degrees and engaging in professional developments activities that award certificates of teaching in education are widely recognized routes to advance in the profession, and

WHEREAS, length of teaching experience is a factor that is considered in hiring of teachers, and

WHEREAS, standardized exams like praxis are not culture free and therefore not appropriate to be administered to a diverse group of teachers coming from different cultures and with different language proficiencies

RESOLUTION

NOW THEREFORE BE IT RESOLVED that the Guam Education Board advises the Certification Office to establish realistic interpretations of the Law governing certification requirements to consider the following alternatives in its implementation

- 1- That composite Score of 513 be used for reading, writing and math
- 2- That the following will be used as alternative options for failure to meet the recommended composite score
 - a. Satisfactory to Outstanding teacher evaluation;

- b. More than 5 years of teaching experience in the public school system
 - c. Bachelor's degree in education obtained from accredited universities
 - d. Pass in Praxis II or its equivalent content test
 - e. Pass in an alternative graduate course with an external exam that is related to praxis
 - f. Master's degree in the area of specialization or certification
- 3- That GDOE Education Board, UOG-SOE, GCC and TEACHERS from various academic levels (elementary and secondary) be represented in the Certification Council.
- 4- That teachers issued Professional Certificate should NOT be downgraded to Initial Certification as per the Law states: Teachers considered in good standing to retain such certificate must present evidence of the following:
- a. Completion of 90 (ninety) clock hours of professional activities to include semester hours, continuing education units or Professional Growth Plan requirements as acknowledged by administrator on-site; and
 - b. Satisfactory performance evaluation; moreover, a Professional Educator Certificate may be issued to a holder of a valid or recently expired Professional I Certificate issued under Guam Education Policy Board policies 1000.21, 1000.22, 1000.24, 1000.25 and 1000.27 who provides evidence of teaching and ninety (90) clock hours of professional activities within the Professional Certificate I.

October 30, 2012

To: Guam Board of Education

From: Guam Teachers

We are all holders of Professional I certificates. Why are we being pushed down to Initial Educator Certificate level and take PRAXIS 1? The law requires PRAXIS 1 for initial certification. We have passed that stage of initial certification. We are Professional 1 Certificate holders. However, our Professional 1 Certification has expired and therefore Section 4 of Public Law 31-50 should apply. It states:

A Professional Educator Certificate may be issued to a holder of a valid or recently expired Professional I Certificate issued under Guam Education Policy Board policies 1000.21, 1000.22, 1000.24, 1000.25 and 1000.27 who provides evidence of teaching and ninety (90) clock hours of professional activities within the Professional Certificate I.

Requiring PRAXIS 1 to be taken by us at this stage is unacceptable. No law should have a retroactive effect. Invoking such a law is punitive.

As quoted in the Praxis Examinee Score Report, "Category scores should not be considered a precise reflection of a candidate's level of knowledge in that category and ETS RECOMMENDS that category information not be used to inform any decisions affecting candidates without careful consideration of such inherent lack of precision."

Moreover, please look at the provisions of Public Law 31- 50 that inform decisions. Please use our arguments and the provisions of this law in considering our request to continue serving our children in the Guam public schools and be a part once again of the profession we dearly love - TEACHING!

Finally, we have provided you with alternative options like use of multiple assessments, performance rating, graduate credits, composite score requirements as used in the other states and territory, and other relevant information. We have met all the alternative options that we have mentioned. Are these not enough to prove that we are QUALIFIED TEACHERS who are always ready to serve the children of Guam?

Resolution for Teachers' Certification

Dated: October 30, 2012

Print Name and Sign	Date	Print Name and Sign	Date
Emilia Gonzalez EJBR	Oct. 30, 2012	Percy Apiag P. Apiag	Oct. 30, 2012
Arceli B. Quilla A. Quilla	Oct. 30, 2012	Gregoria Rendilla G. Rendilla	Oct. 30, 2012
Mrs. Melissa Bulala M. Bulala	10/30/2012	Piote Fernandez P. Fernandez	10/30/12
Sharon Oliveros S. Oliveros	10/30/2012	Rose C. Hernandez R. Hernandez	10/30/12
Audrey Nadine Cortez A. Cortez	10/30/2012	Ron C. Hernandez R. Hernandez	30 Oct 2012
Jane M. Green J. Green	10/30/12	Alana Tapales A. Tapales	Oct. 30, 2012
Darla M. Reyes D. Reyes	10/30/12	Alana Tapales A. Tapales	Oct. 30, 2012
Merlyn Camaya M. Camaya	10/30/12	Cynthia Manibasan C. Manibasan	10/30/12
Janet Valdez J. Valdez	10/30/12	Debbie Francisco D. Francisco	10/30/12
Luzviminda Emi L. Emi	10/30/12	Arceli Quilla A. Quilla	10/30/12
Lilibeth B. Jaque L. Jaque	10/30/12	Marisa Lonsang M. Lonsang	10/30/12
J.S. Kian J. Kian	10/30/12		
Juan Mesa J. Mesa	10/30/12		
Tammy L. Tartaguer T. Tartaguer	10/30/12		
Tomoko Ema T. Ema	10/30/12		
VICTORIA B. MESA V. MESA	10/30/12		
Shuichi Ema S. Ema	10/30/12		
Dominador Diaz D. Diaz	10/30/12		

Date: April 11, 2012

To: *Lea Santos*, Executive Director

Address: Guam Commission for Educator Certification
KumisionSettefikasion Para I Manmaniduka
UOG SOE Room 105
UOG Station
Mangilao, GU. 96923

From: *Aguon, Mary Jane*, Machananao Elem. _____

Bulala, Ma Nelesa, Harry S. Truman Elem. _____

Certeza, Audrey, Wettengel Elem. _____

Cruz, Maria S., Astumbo Elem. _____

Ema, Shuichi, Southern High _____

Ema, Tomoko, Southern High _____

Green, Janet, Guam Early Intervention System _____

Kim, JungSook, Chief Brodie Elem. _____

Limtiaco, Emiliana, JFKHS _____

Mesa, Joan- J.Q., San Miguel Elem. _____

Quilla, Arceli, Southern High _____

San Nicolas, Jocelyn, Wettengel Elem. _____

Reyes, Darla, JM Guerrero Elem. _____

Taitague, Tammy, MU Lujan Elem. _____

Villagomez, Luzette, Liguana Elem. _____

I. Subject: Rule Making Petition Re: ETS Pre-Professional Praxis I Skills Test Requirement

We are formally addressing our concerns in not meeting the ETS Pre-Professional Praxis I Skills Test requirements for certification. In order to obtain a valid initial Educator or Professional Educator teaching certificate we must meet the required scores for Mathematics (170), Reading (173), and Writing (170).

II. Proposed Rule or a Summary of its Contents:

We are proposing the requirement for teacher certification.

Applicants will meet the basic skills testing requirements by submitting either individual PRAXIS 1 qualifying scores or achieving a combined total score of 513 for all three PPST. For example, scoring a 180 in mathematics, 165 in reading, and 169 for writing. The applicant will be able to substitute their scores from mathematics to meet the required reading and writing scores for certification as long as they achieve a combined total score of 513.

III. Reasons for Proposal:

We the teachers' have compiled out data using a matrix format. The data indicates our PRAXIS I scores (Reading/Mathematics/Writing), performance evaluation rating from their school's administrators, number of years in teaching, college attended, year graduated, college degree, grade point average, required Reading, English and Math courses, PRAXIS I interventions, Master Degree grade point average, and PRAXIS II content area test and score. (See Attachment A)

Individuals have strengths and challenges in linguistics or mathematics. According to research conducted by Howard Gardner, an American Psychologist and Educator in Theory of Human Multiple Intelligences. (See Attachment B)

- Definition of Intelligence
"An intelligence is the ability to solve problems, or to create products, that are valued within one or more cultural settings (Gardner, 1983/2003, p. x)"¹
- Accordingly to ETS Praxis Series *Examinee Scores Report* "category scores should not be considered a precise reflection of a candidate's level of knowledge in that category and ETS recommends that category information not be used to inform any decisions affecting candidates without careful consideration of such inherent lack of precision." (See Attachment C)

IV. Effect on existing rules or orders

On January 26, 2012, we received a Notice of Proposed Adverse Action from the Department of Education Interim Superintendent of Education. Range of penalties for stated offenses as follows: refusal and failure to perform prescribed duties and responsibilities, and insubordination to obtain a professional teaching certificate. On February 20, 2012, a final notice of Adverse Action was issued. If we do not obtain a valid teaching certificate before August 17, 2012, a suspension without pay will be effective from August 3, 6, 7, 8, 9, 10, 13, 14, 15, & 16, 2012. After the 17th of August 2012, further disciplinary action will be taken

¹ Plucker, Dr. Jonathan. "Human Intelligence: Howard Gardner" <http://www.indiana.edu/~intell/gardner.shtml>

if no valid teaching certificate is presented to the Department of Education. That result may be in the removal of our position as a teacher. We come to ask on the existing rules and orders that we continue our position as teachers’.

V. Any data Supporting the Proposal

We have compiled research cited from NASDTEC of the states that require a Basic Skills tests and states that have state generated tests. (See Attachment D)

Out of fifty states sixteen states do not require PRAXIS 1 the Basic Skills Test for teacher certification. (See Attachment E)

*Most states, the District of Columbia, Guam, and Puerto Rico have signed the Interstate Contract for teacher certification, maintained by the National Association of State Directors of Teacher Education and Certification (NASDTEC) accordingly to **Reciprocity and Acceptance of Teaching Certificates Across State Lines** signing the interstate agreement.²* (See Attachment F)

- (Reference Public Law 31-50, Page 17, Lines 9 thru 14).

In reference to the Stages of Teacher Licensure from the NASDTEC Interstate Agreement for Educator Licensure, various stages are described and categorized for educator licensing. For example, “**Stage 1 Teacher License**” means a license issued to an individual who holds a minimum of a Bachelor’s degree, has met approved teacher preparation program admission requirements, but has not met the jurisdiction-specific requirements of the issuing Member Jurisdiction. (See Attachment G)

VI. Effect of the proposed rule on existing practices in the area involved, including cost factors.

The paper delivered test is a fee of \$50. Computer-delivered Praxis I, Pre-Professional Skills Tests (PPST) in Reading, Mathematics and Writing are given by appointment year-round, based on test center availability. Test can be taken as a separate test or combined test in a single testing session. A person taking a computerized test will pay a fee of \$80 for one test (Reading/Mathematics/Writing). The PRAXIS tests are available by appointment. A person is able to take the PPST once a month and no more than 6 times a year.

VII. Names or a description of those mostly likely to be affected by the proposed rule

The person(s) who is likely to be affected by the proposal rule will be the teachers’ who are currently holding a temporary certificate within the Department of Education and whom have been evaluated with Outstanding, Above Average, or Satisfactory in their Professional Teacher Evaluation Performance as an educator. In addition, a vast number of years of experience and dedication will be lost because of not passing PRAXIS I Pre-Professional Skills Test.

² Reciprocity and Acceptance of Teaching Certificates Across State Lines, 2010 National Center for Education Information, https://mail-attachment.googleusercontent.com/attachment/?ui=2&ik=a5487135fc&view=att&th=1362f34c783a0b62&attid=0.1&disp=inline&realattid=f_gzy3spgg0&safe=1&zw&saduie=AG9B_P-ZC9N8OatAI3CeqadZU0RZ&sadet=1332480248260&sads=jVOiV7k007ADajdWSmzZexaHPb4&sadssc=1

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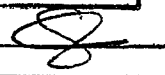
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Date: Sunday, October 7, 2012

To: Lea Santos, Executive Director
and/or

Commission Members:


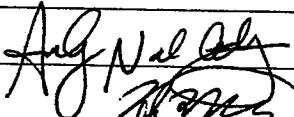

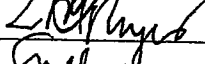

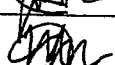
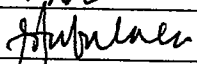
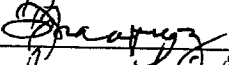
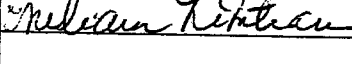
Asuncion P. Guerrero, Chairperson (Community Rep)
Margie LG Artero, Vice-Chair (Guidance Counselor Rep)
Gayle Hendricks, PhD (Terminal Degree Rep)
Lawrence F. Kasperbauer, Ph.D, Treasurer (Community Rep),
Roberta Marie Abaday (Teacher Rep)
Jessie San Nicolas (Administrator Rep)

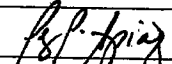
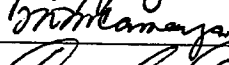
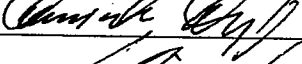
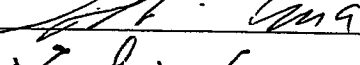
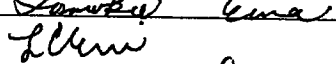
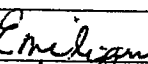
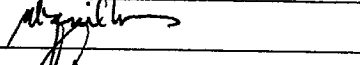

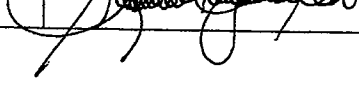
GUAM Certification Office
10/8/12
Rec'd. by: 
PAID: _____

Address: Guam Commission for Educator Certification
Kumision Settefikasion Para I Manmaniduka
UOG Station-SOE Bldg., Room 105
Mangilao, GU. 96923

From: Guam Teachers' Institute

Advisor: Dr. Jose Cruz	jose.g.cruz@gmail.com	864-9705
Audrey Certeza	ancerteza@gdoe.com	727-1780
Emiliana Limtiaco	emilianalimtiaco@gmail.com	929-2039

Early Childhood Birth-Pre-K

Elementary Grades K-5









Secondary Grades 6-12	
Career Education	
Science: Biology/Chemistry	
Mathematics: Pre-Algebra	
Mathematics: AP Calculus	
Japanese	
Mathematics: Algebra I	
Special Education	
Mathematics: Trigonometry	
Science: Anatomy Honors/ Biology	

Subject: Rule Making Petition Re: ETS Pre-Professional Praxis I Skills Test Requirement

Educator's Praxis Scores and Recommendations
By Dr. Jose Q. Cruz and Others

During the past three months, teachers who did not pass the present Guam Praxis I score requirements were meeting to assess the results of their scores. Other performance considerations were thought about but are not included in this assessment.

Table 1 presents the proposed qualifying score option and is noted in italics. The Composite score of 513 is the major component for consideration. It includes minimum score requirements in the respective subject areas and is derived from a similar policy of the Washington D.C. school district.

Table 1 Change Rationale

Guam	Reading	Mathematics	Writing	Composite	Qualifying score option
	173 <i>Minimum: 168 (-4)</i>	170 <i>Minimum: 165 (-5)</i>	170 <i>Minimum: 165 (-6)</i>	513	Composite score of 513 <i>Applicants may meet the basic skills testing by submitting their Praxis I scores and achieving a score of 513 for all 3 PPST and meet the minimum score expectations</i>
D. C.	172 Minimum: 168 (-4)	174 Minimum: 169 (-5)	171 Minimum: 165 (-6)	517	Composite score of 517 May meet the basic skills testing requirement by meeting either individual Praxis I qualifying scores or a combined total score of 517 and meeting the minimum scores.

Table 2 presents the results when the proposed change is implemented.

Table 2: Individual Subject and Composite Scores (teacher code ensures privacy)

N= 24

Teacher Code	Reading	Math	Writing	Composite	Comments:
	173	170	170	513	
0120	172(H)	174	171	517	
0190	172	170(L)	175(H)	517	
0191	172	171	173	516	
0100	171	173	170	514	
0140	165*(L)	180(H)	169	514	*May be disqualified because minimum score is below 168.
0170	171	175	167(L)	513	
0205	171	173	169	513	
0210	169	172	172	513	
0200	167	173	173	513	
0215	171	171	171	513**	**Composite Scores below 513 not qualified by the proposal
0115	172	169	171	512	
0181	171	170	171	512	
0105	170	171	170	511	
0110	170	170	171	511	
0150	165	180(H)	166	511	
0180	172	164	174(H)	510	
0132	169	170	170	509	
0230	169	170	170	509	
0160	172(H)	167	170	509	
0131	171	170	165(L)	506	
0151	162(L)	173	167	502	
0240	164	166	169	499	
0152	168	160(L)	165	493	

Ten (9) teachers met the proposed 513 composite score and minimum score requirements. The Reading score by Teacher 0140 did not meet the proposed minimum score of 168. Note the score on the subject areas of math and writing. May an exception be made by the Certification Council in this instance? Table 3 adds the findings on performance evaluations of the same teachers.

Table 3 Performance Evaluation Results of the Respective Teachers

Teacher Code	Satisfactory (S)	Above Average (AA)	Outstanding (O)	
0120/ 4	0	4	0	
0190/5	2	3	0	
0191/5	2	5	0	
0100/4	0	1	3	
0140/5	4	2	2	May be disqualified because minimum score in Reading is below 168.
0170/4	3	2	2	
0205/5	5	0	0	
0210/5	4	5	0	
0200/5	2	3	0	
0215/6	0	0	6	Teachers below are not qualified by the proposal
0115/4	0	4	1	
0181/3	0	0	3	
0105/3	0	3	3	
0110/4	0	4	0	Evaluation not PTEP but Employee Performance Evaluation form
0150/5	3	2	3	
0180/4	0	1	4	
0132/4	4	2	0	
0230/5	3	4	1	
0160/4	4	0	0	Evaluation not PTEP but a special program form
0131/3	0	2	2	
0151/5	5	0	0	
0240/6	0	5	6	
0152/5	0	0	5	

The number(s) after the code (/) is the number of times the teacher was observed or evaluated. The number in the S, AA, or O columns is the frequency of the rating received. The numbers are taken from a Teachers' Data: Matrix created from the discussions and meetings. Note the statements about the evaluation form(s) used that is not the same used with the other teachers.

Table 4 Services as an Educator

Teacher Code	Total # of yrs. Teaching on Guam	Remarks
0120	4	
0190	7	
0191	5	
0100	7	
0140	9	
0170	7	20 yrs.= Korea
0205	5	
0210	7	
0200	5	15 yrs.= Philippines
0215	7	5yrs.=Philippines/ 1yr.=Palau/ 1yr.=FSM/ 1yr.=CNMI
0115	5	18 yrs.=Philippines
0181	4	
0105	3	
0110	7	
0150	7	6 yrs.=Japan
0180	4	
0132	4	
0230	6	
0160	3	
0131	5	
0151	5	28 yrs.=Philippines/ 4 yrs. GU Private Schools
0240	7	
0152	8	

Table 5 Acceptable Praxis I scores from certain School Districts or States.

Table 5 District/State: ETS Praxis I Series Pre-Professional Skills Test: Reading, Writing, and Mathematics

District/State	Reading	Mathematics	Writing	Total	Specific Requirement
Guam Requirement	173	170	170	513	Qualifying Score Reading 173, Mathematics and Writing changeable.
<u>Proposal:</u>	<i>Minimum score 169 (-4)</i>	<i>Minimum score 165 (-5)</i>	<i>Minimum score 164 (-6)</i>	513	Modeled by DC Alternate Composite Score method Composite Score: 513 Note: Applicants may meet the basic skills testing requirement by submitting either individual Praxis I qualifying scores or achieving a combined total score of 513 for all three PPST and meeting the minimum scores indicated in the table.
District of Columbia (DC)	172	174	171	517	Qualifying Score Option
	Minimum score 168 (-4)	Minimum score 169 (-5)	Minimum score 165 (-6)		Composite Score Option: Composite score of 517 Note: Applicants may meet the basic skills testing requirement by submitting either individual Praxis I qualifying scores or achieving a combined total score of 517 for all three PPST or CPPST tests and meeting the minimum scores indicated in the table.
Pennsylvania (PA)	172	173	173	518	Method 1: Qualifying Score Until April 2, 2012
	Minimum score 169 (-3)	Minimum score 170 (-3)	Minimum score 170 (-3)	521	Composite score (sum of all three tests). A minimum score in each area with a composite score of 521 is required. Until April 2, 2012
Maine (ME)	176	175	175	526	Composite Score: 526 Applicants for initial teacher certification must achieve a composite score of 526 on the three sections of the Praxis I, with no single score on any section being more than three points lower than the required score above.
Department of Defense Education Activity (DoDEA)	177	175	174	526	None
North Dakota (ND)	173	170	173	516	Composite Score: 516 Note: North Dakota has instituted a composite score of 516 based on the Current Qualifying Scaled Scores for PPST Reading, Writing and Mathematics, provided the candidate has met the passing score currently in place for two of the three tests.
Hawaii (HI)	172	173	171	516	Only Praxis PPST tests taken prior to July 1, 2011 will qualify for the composite score, PPST tests taken after this date will have to receive a passing score to be used for licensure.
Arkansas (AR)	172	171	173	516	None
Connecticut (CT)	172	171	171	514	None
Nebraska (NE)	170	171	172	513	None
Mississippi (MS)	172	172	173	511	None
Commonwealth of the Northern Mariana Islands (CNMI)	170	170	170	510	Composite Score of 510 (for all 3 tests)

Appendix 1: Pacific Daily News Article August 17, 2007, GPSS lowers requirements

Appendix 2: Sample Report ETS Category Scores

Appendix 3: Board Policy 1000 Professional Certification Date Issued 08/09/07

Appendix 4: Letter addressed to Leah Santos, Executive Director Guam Commission of Teacher Certification