

# **Presentation to the Joint Legislative Oversight and Sunset Committee**

**Professional Standards Board**



May 1, 2025



# Hello! I'm ...

Casey Montigney

Chair of the Delaware  
Professional Standards Board

**With a special thanks to my fellow PSB JLOSC Subcommittee members:**



**Emily  
Cunningham**



**Mona Singh**

# Agenda

**01**

Who We Are

**02**

Key  
Accomplishments  
& Strengths

**03**

Update Since  
the Self  
Report

**04**

Response to  
Findings &  
Recommendations

**05**

Challenges &  
Suggested  
Changes



# 01

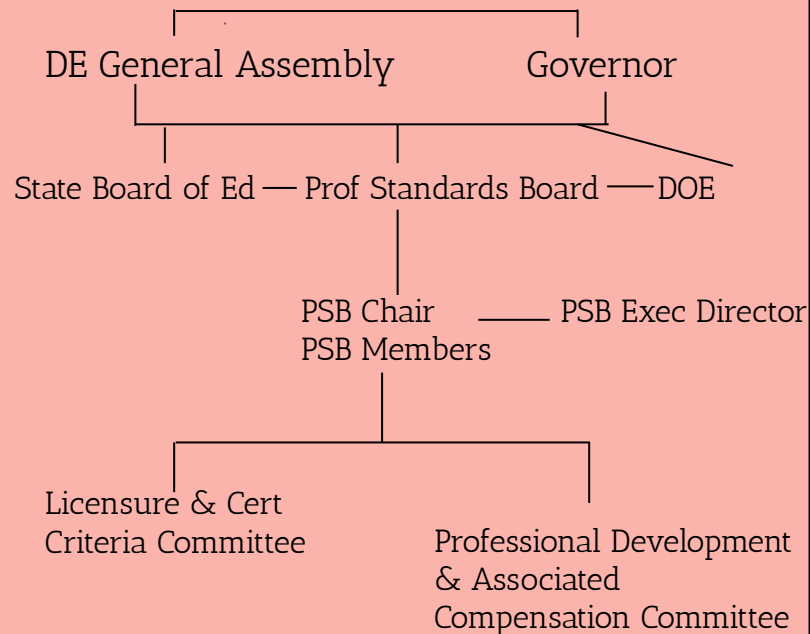
## Who we are

PSB was created because "those entrusted with the achievement of our students should have a voice in the development of policies that affect their profession" 14 Del. C. 1205 (a)

Created to work in close coordination and collaboration with DOE, via PSB Executive Director

Decision - making remains independent from DOE

### DE Professional Standards Board Accountability Chart



# 01

Who We Are

## The Start

Created by **Senate Bill 260** in **2000** with the mission to develop and maintain a rigorous system of educator licensure, certification, and professional development to **continually improve the quality of instruction for Delaware's children**.



Replaced the Professional Standards Council (1991)...

"Self governance is the mark of a profession"

-DSEA press release

# 01

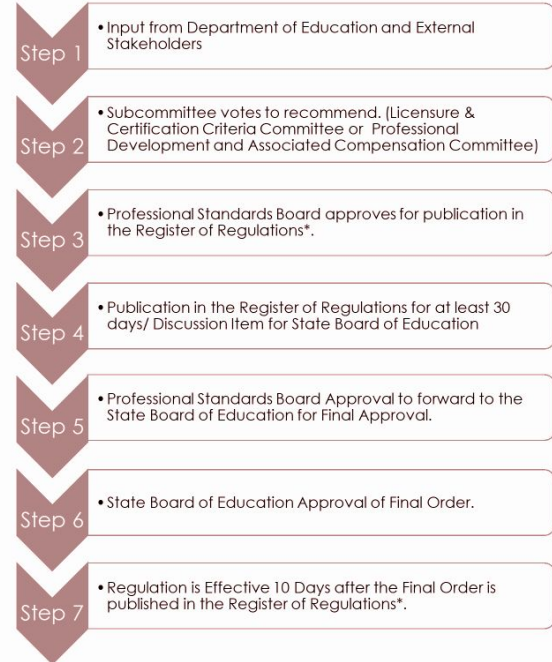
Who We Are

## Our Regulations Process

The Professional Standards Board is responsible for promulgating rules and regulations in the following:

- Licensure and Certification requirements
- Educators' professional development
- Establishing criteria for approval of professional development activities for Continuing Licensure, and for Knowledge and Skills salary supplements
- Establishing criteria for paraprofessional qualifications and training

### PSB Regulation Approval Process



\*The Register of Regulations is published on the first day of each month. The deadline to submit for publication is the 15<sup>th</sup> of the prior month.

# 01

## Membership

**16 education stakeholders, including:**

Twelve educators- 7 teachers, 1 specialist, and 4 administrators

Two parents

One school board member

One higher education faculty member





# 01

## Our Members

**Scott Abbott** - Higher Education

**Amber Augustus** - KC Building Administrator,  
Delaware Teacher of the Year

**Khayree Bey** - NCC Middle School Teacher, District  
Teacher of the Year

**Benjamin Black** - KC High School Teacher, Building  
Teacher of the Year

**Emily Cunningham** - SC Parent

**Manette Dupras** - KC District Administrator

**Ned Gladfelter** - SC District Administrator

**Amber Hobbs** - KC Elementary Teacher, District  
Teacher of the Year

# 01

## Our Members

**David Kohan** - NCC High School Teacher, Nationally Board Certified

**Bruce Leibu** - KC High School Teacher, Nationally Board Certified

**Delethia McIntire** - NCC District Administrator

**Casey Montigney** - NCC Middle School Teacher, District Teacher of the Year

**Anastasia Robinson** - SC Specialist, Nationally Certified School Nurse

**Mona Singh** - NCC Parent

**Betty Wyatt** - School Board Member

**Vacant** - SC Elementary Special Education Teacher

01

# Notable Legislation

Who We Are



**SB260** establishes the PSB with 4 ongoing committees, including TPRR - ed prep, grad salary; LCCC - dual licensing system; PDACC - PD; DPAS II - eval system

2000

2003

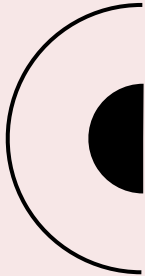
**HB88** reestablishes the PSB with two committees, LCCC and PDACC (which we have today)

2005

**HB94** delays the sunset of the PSB to 2006

2006

**SB263** removes the sunset provision



# 02

## Key Accomplishments & Strengths

- Engagement of the profession
  - System of stakeholder engagement: content experts, HR, curriculum directors, special education coordinators, LCCC, higher ed, etc
- Making the work a priority
- 65 regulations updated at least every 4 years
- Create consistency in regulations which supports those who need to navigate them
- Considerations for teacher retention - alleviate shortages but maintain standards and quality workforce

# Recent Accomplishments

2018 through 2023 - **folded the standard certificate (1505) into all certificates** so all requirements are listed in one document

2022 - **Multiple Measures** - gives flexibility on passing scores with other criteria. Has helped over 90 educators reach certification since enacted in 2022. At least 50 additional currently student teaching.

2022 - **School Reading Specialist** - PSB found a middle ground between DOE & interest groups

2023 - Incorporated Marketing and **Business certification into a single regulation** - removing redundancies in system

2023 - Created new regulations for Behavior Analysts, Behavior Analyst Assistants and JROTC teachers.

2024 - Developed a more streamlined process for the **91-day pathway** into teaching.

2025 - Developed HB97

Upcoming - Incorporating Praxis Bridge

# 03

## Updates since May 2023 Self Report

Board and Committees met regularly maintaining compliance with the APA and FOIA

Over 40 regulations amended or adopted (5 new)

4 hearings requested, one held

10 regulations currently in the amendment process

5 regulations amended in response to public comment

Promulgated rules and regulations stemming from SB133 (Literacy)

Explanation of the regulation amendment process added to the website

# 04

## Response to Findings & Recommendations

### Recommendation #1

The PSB thanks the Committee for their recommendation and concurs that adding the word "Educator" to the the name of the Board would be helpful.

# 04

## Response to Findings & Recommendations

### Recommendation #2

The PSB believes that it should continue to hold hearings upon request.

It agrees that the statute could be clarified and suggests that the PSB could be involved in approving final orders resulting from consent agreements.



# 04

## Response to Findings & Recommendations

### Recommendation #3

The PSB agrees with the statutory revisions, many of which were outlined in the self-report.

- Quorum language
- Adding Charter educators to the Board to maintain diverse viewpoints
- Removal of outdated language
- Board member removal
- Governance of the executive director

# 04

## Response to Findings & Recommendations

### Recommendation #4

The PSB welcomes the opportunity to delve into more comprehensive data review, and more targeted regulation updates, rather than cosmetic refreshes every four years whether updates are needed or not

The PSB would like to prioritize the strategic planning process..

# 04

## Response to Findings & Recommendations

### Recommendation #5

HB97 deals with unlicensed practice and was developed by the Department with input from the PSB through its executive director.

Several recent events have highlighted the need for an unlicensed practice provision.

PSB asks the JLOSC for its support of HB97 in addition to the other recommended statutory changes.

# 04

## Response to Findings & Recommendations

### Recommendation #6

The PSB looks forward to cooperating with the JLOSC on these changes and being released from review.

# 05

## Additional Suggested Changes



The Challenge



Proposed Solutions

National Board  
Certifications for  
teachers is a valuable  
certification and has  
been known to raise  
teacher effectiveness, but  
is underutilized in  
Delaware

The PSB should be directly involved  
in promoting individuals to attain  
National Board Certification through  
the NBPTS, and celebrating those  
that do.

# 05

## Additional Suggested Changes



The Challenge



Proposed Solutions

There is inconsistent use of the terms "professional learning" and "professional development"

Statute should be clarified to define both terms and the purposes for each.

# 05

## Additional Suggested Changes



The Challenge



Proposed Solutions

The PSB is not involved in any way in the development and running of the Comprehensive Educator Induction Programs, and yet it is in charge of the regulation

Statutory revisions should more clearly delineate the role of the PSB in the induction program.

# 05

## Additional Suggested Changes



The Challenge



Proposed Solutions

In 2020 the USDOE changed institutional accreditation for colleges and universities in the US. Further changes may be forthcoming.

Research alternative language regarding regional accreditation for inclusion into chapter 12



# 05

## Additional Suggested Changes



The Challenge



Proposed Solutions

Increase the PSB  
involvement in the  
Educator Pipeline.

Consider adding a student  
non-voting member to the PSB,  
possibly a senior in the Teacher  
Academy Pathway

# 05

## Additional Suggested Changes



The Challenge



Proposed Solutions

The JLOSC has suggested strategic planning.

Limited Budget does not allow for strategic planning sessions, or reimbursement of substitutes.

- Amend statute to require strategic planning
- Amend stipend language to allow stipends for more than 12 meetings per year.
- Possibly raise stipends
- Raise the budget to support these changes

# Thank you!

Do you have any questions?

