

May 6, 2025

Members and Staff of the Joint Legislative Oversight and Sunset Committee:

My name is Deborah Stevens. Prior to my retirement in 2022, I was a teacher in MA for 17 years, worked for the Delaware State Education Association for 32 years in numerous areas including education policy and professional development, and am currently in my 3rd year as a member of the Delaware State Board of Education. I am submitting this comment as an individual and not as a representative of the State Board of Education.

Having read the supporting documents supplied prior to the meeting of the JLOSC on May 1, I readily support many of the recommendations contained within the JLOSC report. What I cannot support is the ongoing demand from the Charter School Network (CSN) that the Professional Standards Board (PSB) be dissolved through the sunset process.

Regular review of any organization is best practice. It affords the organization the opportunity to acknowledge the practices that are moving their organization in a positive direction while identifying those practices that are either obsolete or in need of revision. However, such a review, when prompted by special interest groups not getting their way, creates the perception that the process is tainted. Looking at it objectively, it would appear that this review is as a result of the ongoing dispute between the PSB and the CSN surrounding Regulation 1596 that addresses licensure and certification for Charter School Leaders.

For three years the PSB has worked to develop a regulation for the licensure and certification of charter school leaders that is rigorous and supported by current leadership standards and research. Members of the PSB have heard the comments from the CSN during their regular meetings and have worked with the Department of Education and the CSN between meetings to develop a regulation that would satisfy the needs of both parties. As I write this letter, there is still no agreement. As a result, members of the charter school network have on occasion made their intent clear, stating to both PSB and State Board of Education members their intent to press for the sunset of the Professional Standards Board.

It should be noted that there has been no general public outcry to eliminate the professional standards board because of their performance in this or any other matter. The Professional Standards Board has operated in the manner defined by statute and in alignment with their policy and procedures. As I mentioned earlier, any organization can benefit from regular review and revisions. It is clear from their statements that the PSB is willing to make the recommended changes that will benefit their operation. I urge this body when making their decision on the future of the PSB, to make it based upon the unquestioned ongoing performance of the PSB, and not on a single complaint filed by a group dissatisfied with a regulation outcome.

Sincerely,

A handwritten signature in cursive script that reads "Deborah Stevens".

Deborah Stevens  
1115 Oakland Ct.  
Newark, DE 19711

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**From:** Bradshaw Linnea  
**Sent:** Monday, May 5, 2025 3:38 PM  
**To:** Sunset (Mailbox Resources)  
**Subject:** Public comment from

Joint Legislative Oversight & Sunset Committee  
411 Legislative Avenue  
Dover, DE 19901

Dear JLOSC Members:

I am writing this, not on behalf of the PSB, but personally as the person who has been working to serve the PSB for over five years. As executive director and the only full-time employee of the PSB I feel that I need to answer Ms. Massett's charges in her 9-page letter. Ms. Massett asserts without evidence that the PSB is outdated, redundant, and disconnected from the current needs of public education. This is her opinion, which is shared by a select group of charter school leaders, but not shared by the PSB, DDOE, other major stakeholders in the state, nor the JLOSC staff researchers.

Ms. Massett and others make their assertions because of the unfortunate and acrimonious process that unfolded with a single regulation, 1596 Charter School Leader. It must be noted that the PSB is filled with public educators, public-school parents, and public-school board members, all who are connected to Delaware's public schools each day. In my five years as executive director, the board has analyzed test scores, lowered passing scores on five science tests and the middle school social studies test. It has merged certificates, repealed certificates, and added new ones, and added two forms of testing flexibility, all actions that are innovative and responsive to workforce needs.

Because of the difficult process of 1596 Charter School Leader, Ms. Massett asserts that the PSB is biased against charter schools. As evidence, she cites a letter written by a PSB member that asserts that unlicensed individuals working in schools are not considered educators under the law. What the PSB member is referring to is that the word "educator" is defined in state code in 14 DE §1202 (6) as a person "licensed by the state...". While I understand that this can be perceived as disrespectful, the statement above is indeed true.

I have not seen bias. I have seen a group of individuals dedicated to the law and to upholding professional standards. Regulation 1596 Charter School Leader came about because of a DDOE DAG opinion which settled the question of whether charter school leaders (administrators) needed to be licensed and certified. That answer was yes. The PSB then worked through a difficult process that they did not seek. DDOE worked on a plan that gave current charter leaders a pathway to certification, while requiring future leaders to be certified with existing traditional administrator credentials. That plan was passed by the PSB and the State Board of Education (SBE). It did receive over 95 public comments, the overwhelming majority of which were opposing the regulation. However, ultimately, both boards voted it into regulation.

Almost immediately, SB 163 was filed, undoing all of the work that had been done on the regulation. Ms. Massett makes several mischaracterizations regarding SB 163 in her letter. First is that DDOE supported it. SB 163 was NOT supported by DDOE. So much so that Secretary Mark Holodick appeared before the Senate Executive Committee to oppose the bill, as did every other major education group in the state, including the PSB. In order to provide public comment, PSB had to vote to do so and it did call an emergency meeting. SB 163 was filed on Thursday June 1, 2023, during the regular June PSB meeting, and was scheduled to be heard six days later on June 7, by the Senate Executive Committee. Ms. Massett asserts that Charter schools have been targeted by PSB

emergency meetings. The timing of the bill was the reason that meeting was called. Ms. Massett also asserts that the PSB went beyond the bounds of their statutory authority by providing public comment. This is untrue. Nothing precludes the PSB from making public comments on legislation, but it must vote to do so, which it did. In any case, because of wide opposition, SB 163 was negotiated and substituted. SS 1 for SB 163 was filed on June 20, 2023, and was not opposed by the PSB or DDOE, although it ultimately did not pass, and was replaced by SB 311 in 2024, which also was not opposed. The current version of Regulation 1596 Charter School Leader was never enforced.

After SB 311 was passed, which separated Charter School Leaders into three groups, Instructional Administrators, Non-instructional Administrators, and Heads of School, a new version of 1596 Charter School Leader was proposed that dealt solely with certification of Instructional Administrators, as the other two groups were now exempt by law. In the intervening time the DCSN worked with DDOE to develop an alternative routes to certification (ARTC) program for instructional administrators in charter schools. The new version of 1596, which would enact that program to lead to certification, was published in October of 2024. It was eventually amended by the PSB in January of 2025, because a critical number of PSB members were concerned that the background experience requirement of “leadership in any setting”, was overbroad. At that meeting PSB added the word “instructional” and voted to republish. This engendered opposition again from charter groups, but it still passed the PSB but was rejected by the SBE in a 3-3 vote on March 20, 2025, not because the PSB did not amend in response to public comment, but because members of SBE did not believe that the requirements were rigorous enough.

Ms. Massett states that the PSB ignores charter voices. Minutes and archives show that they were not ignored, but the arguments made in public comment were considered, but not found convincing enough, given other considerations, to act upon. Evidence of that consideration is found in the Final Order of all regulations that receive public comment.

Ironically, Ms. Massett is calling for the PSB to be dissolved and authority given to the SBE, despite the fact that the SBE votes have not been supportive of what she and the DCSN have promoted. It is unlikely that these problems will disappear even if the PSB is dissolved.

Several other assertions of Ms. Massett’s lack evidence or are untrue. She asserts that there is no correlation between licensure and student outcomes or licensure and the safety of students. Any correlation between licensure and student outcomes would be very difficult to prove, as teacher licensing systems exist in all 50 states and every developed country in the world. Unlicensed practice exists mainly in private schools that serve a different population. As for safety, a teaching license functions a lot like a driver's license. It is a way to ensure basic competency and means that an individual has a basic level of experience and has had their knowledge and performance evaluated as sufficient. While neither one ensures excellence, or prevents all accidents or misconduct, both play a role in the tracking and enforcement of sanctions for misconduct. It is important to note that DDOE can neither investigate, nor place any sanctions on unlicensed individuals.

Ms. Massett asserts that the work of the PSB is redundant with the work of the DDOE. While all of the work is related and intertwined, none of it is redundant. No one at the DDOE does the work of the PSB or its executive director. Dissolving the board does not mean that the work will go away. There is no one at DDOE who does analysis of Praxis scores, works with ETS, works with stakeholder partners to adopt passing scores, works with stakeholder groups to develop and amend regulations. This is not to mention all of the work done on the regulations themselves, from edits that conform to the Registrar of Regulations’ style manual, impact statements, processing public comments and writing final orders. All of this is done by the PSB staff and none of that work will go away. Someone needs to be in charge of licensure rules that are consistent, fair and responsive. The executive director’s role would likely be added to DOE, resulting in minimal savings.

The PSB's costs are neither excessive nor opaque. Ms. Massett states that there is no "public budget expenditure report", when in fact Delaware open checkbook lists every single expenditure of the PSB and what it was for. All expenditures are made within DDOE parameters and under DDOE rules.

Ms. Massett asserts that the process is confusing, although the same process is used for regulation amendment, whether a regulation is DDOE only, involves the SBE, or involves the PSB and the SBE. All regulations go through the Delaware Administrative Procedures Act (APA) process, are published in the Register of Regulations and provide opportunities for public comment with deadlines that are published. It is true that the APA process can be hard to understand for those not familiar with government, but that is not an issue particular to the PSB.

Ms. Massett asserts that the PSB is the author of all licensure and certification barriers, and that her community would never ask for lower standards. I ask, how do you know if someone has met standards if there are no defined standards to meet? What exactly is this supposed "safe and legal pathway" that is qualitatively different than what Delaware has currently established and that also will satisfy Federal law? Ms. Massett does not offer suggestions. Everyone wants robust pathways for career changers that offer value and develop needed skills. There is a lot of creative work happening in this space and there are certainly more things both DDOE and PSB could do. The difficulty is, as always, in the details. Delaware needs pathways that assure competence in BOTH content AND pedagogy. Assuring competence is a barrier, but a necessary one.

Ms. Massett asserts that the DEEDS online system routinely fails to notify educators when licenses are about to expire, leading to avoidable lapses, and that HR directors cannot view license status until after an employee has already been hired and paid twice. Neither is true. The DEEDS system has always notified teachers. What has been updated recently is the notification to the employers as well. That closes an important loophole because what does happen often, and will still happen, is that educators do not update their contact information in the system when they change jobs or if they switch to a different email. It is the educator's responsibility to keep their contact information up to date in the DEEDS system, but often they do not. Additionally, while the full profile of an educator does take some time to flow into DEEDS, the system has a public lookup site. It takes less than 60 seconds to look up any educator in the state. Rendering that argument moot, however, is the fact that educators are asked to upload a copy of their credentials during the application process. There is no excuse for a school not to know the license status of an applicant prior to hiring.

Ms. Massett asserts that the PSB is imbalanced and does not reflect the diversity of Delaware's education system. This is not entirely true, but a glance at the diversity of the professional educators shows that it is reflective of the current demographics of the educator workforce. It is true that there are no charter educators on the PSB, and the nomination process shuts them out. The PSB, via the sunset process, seeks to rectify this, and add two charter members. The PSB itself is not responsible for the legislation outlining the nomination process. Ms. Massett also states that there is an insular culture of reappointment. This is true of most boards, but not excessively pronounced on the PSB. She is incorrect on her facts regarding member terms. One Board member has indeed served nearly 17 years and one 10 years. Two are serving on their second term and the rest, a full 11 of 15 members, are in their first term, though some have held over as no reappointments were made in 2024, and none so far in 2025. There is one vacancy. Also, members are not simply asked if they want to stay on, although that is the first step in the process. Other steps are conversations between the Director of Boards and Commissions and stakeholder groups, the Director and the Governor, and the Governor to the President Pro Tempore of the Senate. A reappointment can be stopped at any point in the process.

Ms. Massett takes issue with the requirement that teachers have to have been honored for excellence to be eligible for appointment and cannot self-nominate. However, it is important that PSB members represent the best in the profession. This is important to keep the nominating bodies in check so they do not simply put forth nominations to represent their interests, which could result in a polarized board. Unlike elected officials, PSB members are not "representatives" from their nominating bodies. It is actually possible to self-nominate, and the Governor is allowed to consider these, or choose for himself if nominees that he is comfortable with are not put forth. However unlikely that a self-nominated person would be chosen, it is possible.

It is unfortunate that the process for regulation 1596 Charter School Leader has led to distrust between the PSB and the Delaware Charter School Network. It is my belief that these arguments are overblown and will resolve once we come to a mutually agreed-upon solution for 1596. Even since the May 1<sup>st</sup> JLOSC meeting negotiations have been continuing. We are close.

This dispute is not main reason; it is the only reason Ms. Massett requests “After years of documented inefficiencies, regulatory overreach, and exclusion of voices — particularly from public charter schools — we believe the most effective path forward is to either dissolve the Professional Standards Board (PSB) or make them an advisory committee to the DDOE / SBE for the PSB to be made an advisory board, or be dissolved altogether.” JLOSC research staff did not find “documented inefficiencies, regulatory overreach, and exclusion of voices”, that would lead them to recommend sunset, nor is sunset supported by DDOE or any other group. In fact, since its inception, the PSB has had authority over the licensing of charter school teachers, yet since I have been executive director there has never been any engagement, positive or negative, from the DCSN on any other regulation prior to Regulation 1596.

To conclude, the sunset request is not based on the facts that the JLOSC staff found, nor the opinion of any but a few. The PSB has the support of the DDOE, and many other educational stakeholder groups. I respectfully request that you reject the sunset request and adopt the recommendations that JLOSC staff has made.



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*Linnea S. Bradshaw Ed.D.*

***Executive Director***

***Delaware Professional Standards Board***

NASDTEC Executive Board Representative, Northeast Region

John W. Collette Education Resource Center

302-735-4276

35 Commerce Way

Dover, DE 19904

[Delaware Department of Education](http://delaware.gov/education)

# Delaware Professional Standards Board

Casey Montigney, Chairperson  
Linnea Bradshaw, Executive Director  
(302) 735-4276

May 5, 2025

Joint Legislative Oversight & Sunset Committee  
411 Legislative Avenue  
Dover, DE 19901

Dear JLOSC Members:

The Professional Standards Board came before the JLOSC on May 1, 2025, after a thorough review of the board had been completed, to agree with most of the suggested changes in the report, excluding the ask to remove hearings from the jurisdiction of the PSB. DDOE and many other stakeholders across the state equally find the PSB's work important and relevant in ensuring that high quality educators and leaders provide instruction for our Delaware students, which has been well documented through the JLOSC process. There is one stakeholder group, the Charter School Network, who changed the tone in the room that day with their attacks on the board, which has been a recurring concern for us over the last three years.

Several commenters called for the dissolution of the PSB, calling it both redundant and unnecessary, when in fact neither of these things is true. Some stated that our board is blocking access to quality educators, which is surprising considering the fact that our own executive director is a part of the team receiving the Governor's Team Excellence Awards for combatting Delaware's teacher shortage. While we do not often get involved in replying to public comments directly, the board felt it imperative to do so in this case due to the nature of these attacks and the sheer number of non-facts shared during those comments. In order to not be overly redundant with a letter you will receive from our executive director, which outlines the events over the last three years in working with the charter schools, we will simply state here that we are in full agreement with her letter and the experience we have had in working with this stakeholder group in particular.

During the public comments on May 1st, Ms. Mumford stated that Delaware is the 6<sup>th</sup> hardest state to become a teacher; in fact, there are no definitive rankings on that subject. She also cited that Delaware ranks 48<sup>th</sup> in student achievement. As for 2024 scores, Delaware was ranked 45<sup>th</sup>, which is not much better, but 45 and 48 are not equal numbers. She accused our board of being unelected officials making decisions when the PSB is the only body given the authority by the legislature to create rules regarding the licensure and certification of teachers and permits for paraeducators. While we are unelected, we are appointed by the Governor and confirmed by the Senate. If dissolved, decision making would presumably revert to the Department, all of whose members are unelected and frankly less accountable, so this argument does not make sense to our board. Additionally,

if the PSB were to be dissolved, there is no current member of DDOE who has the capacity to do the work of the board, so a position would need to be created resulting in little, if any, cost savings.

Likewise, Ms. Mumford accused the PSB of overriding legislation in 2024, but she gave no specifics because that accusation is entirely untrue, not to mention impossible, because legislation always trumps regulation. Even if the board had tried to reverse legislation, which it did not, there could have been no practical effect due to this hierarchy. What the board did do, after SB 311 was passed and the regulation governing instructional administrators in charter schools needed to be amended to conform to the new law, is change one word from the Charter Network's proposed language for Regulation 1596 (Charter School Leader). The PSB, which is made up almost entirely of instructional experts, came to an agreement that those who act as instructional administrators have some type of instructional experience, which is why we added the word "instructional" to our regulation. Because of that addition, Kendall Massett has determined that the PSB must be sunset and has recruited her colleagues in the effort. Amending a certification regulation to conform to new legislation is within the Board's purview, and the Board did nothing wrong, only something that was unpopular with certain charter leaders. Ms. Mumford's comments show that she does not understand the role of the board, the legislative and regulatory process, or the licensure process in Delaware.

Ms. Lopez-Waite shared similar sentiments with previous commenters, stating that the board is duplicative and disconnected, creating unnecessary bureaucracy. She feels that we have marginalized communities from providing input and therefore have restricted diverse leadership. Again, all of these concerns have been refuted in this letter as well as other public communications we have put out regarding this issue over the last three years. We find it important to note that this is the type of redundant public comment we have been considering throughout the process of working through Regulation 1596, and while we always welcome public comments, we do think it is important to state that the amount of public comment on any one issue does not make something more factually true.

In other verbal comment, Mr. Elias Pappas defended the fact that his teachers could not be certified as there is no certification in Greek. Indeed, Delaware allows for licensure and certification in Greek and while their numbers are small, there are 12 certified Greek teachers in Delaware, all who work at Odyssey Charter School.

In regards to written public comments following the May 1<sup>st</sup> JLOSC meeting, the most notably different comments included those from the Montessori world. One felt that the PSB was restricting ARTC programs, especially those for Montessori teachers. The PSB does not control which ARTC programs exist, as this is the job of Educator Excellence at



JLOSC  
May 5, 2025  
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DDOE. This commenter also mentioned a teacher shortage, and while this fact is true, our current Regulation 1596 deals with leaders, of which there is not a shortage in Delaware, and the proposed version of 1596 will welcome Montessori leaders into certification. The PSB likewise is currently in support of an alternative certification program for charter leaders, also outlined the proposed version of regulation 1596.

In conclusion, our Board works with a variety of stakeholders all the time and throughout our regulation process. Sometimes, there is disagreement, and there are times in which the PSB starts a regulation over. However, our Board has never before been targeted in this way by any stakeholder group, even when in disagreement.

We ask that JLOSC members vote to accept their staff recommendations and look forward to working with JLOSC on the needed changes for our board, just as we have worked collaboratively with all of our stakeholders.

Thank you,

A handwritten signature in black ink, appearing to read 'Casey Montigney', with a stylized, flowing script.

Casey Montigney  
PSB Chair, on behalf of the members of the Professional Standards Board

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**From:** Bradshaw Linnea  
**Sent:** Wednesday, May 7, 2025 12:25 PM  
**To:** Sunset (Mailbox Resources)  
**Subject:** PSB comment

Dear JLOSC,

I would like to correct a number cited in the PSB comment to the committee. The actual number of certified Greek teachers is 38, all of whom are currently working at Odyssey Charter School.



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*Linnea S. Bradshaw Ed.D.*

***Executive Director***

***Delaware Professional Standards Board***

NASDTEC Executive Board Representative, Northeast Region

John W. Collette Education Resource Center

302-735-4276

35 Commerce Way

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[Delaware Department of Education](http://delaware.gov/education)



# Delaware Association of School Administrators

9 E. Loockerman Street, Suite 2B  
Dover, DE 19901

Dr. Tammy J. Croce  
Executive Director  
[tjcroce@edasa.org](mailto:tjcroce@edasa.org)

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May 6, 2025

Joint Legislative Oversight and Sunset Committee:

The Delaware Association of School Administrators (DASA) supports the Professional Standards Board and acknowledges the critical role it plays in ensuring a high-quality workforce responsible for promoting the academic success and well-being of each student. Since the inception of the Professional Standards Board in 2000, DASA has worked collaboratively with the Board and education stakeholders to develop, review, and revise credential criteria for those providing educational services to students. This work involves policy research, data review, implementation and impact consideration, and vetting of opinions. The Professional Standards Board ensures that practitioner voice is embedded in decisions and that Delaware maintains a pipeline of qualified, effective educators. Eliminating the Professional Standards Board risks disrupting a well-functioning system that promotes educator excellence and student achievement. The Professional Standards Board's work embodies transparency, professional input, and consistency, all of which are elements critical to public trust and strong educational outcomes.

DASA members serving on the Professional Standards Board and its standing committees fully understand their responsibility to set rigorous standards for educator credentials and are committed to this process. Therefore, DASA respectfully requests that the Joint Legislative Oversight and Sunset Committee permit the Professional Standards Board to remain intact and continue the important work to which it is charged.

Sincerely,  
  
Tammy J. Croce, Ed.D.  
DASA Executive Director

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## ***DASA Executive Board 2024-2025***

Dr. Deirdra Joyner, President  
[deirdra.joyner@christina.k12.de.us](mailto:deirdra.joyner@christina.k12.de.us)

Nicholas Johnson, Treasurer  
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Dr. Lisa Lawson, Past President  
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Emily Falcon, President Elect  
[emily.falcon@colonial.k12.de.us](mailto:emily.falcon@colonial.k12.de.us)

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**From:** Angeline Rivello  
**Sent:** Wednesday, May 7, 2025 12:55 PM  
**To:** Sunset (Mailbox Resources)  
**Subject:** Fwd: <Sunset of PSB>

Dear Esteemed Members of the Joint Legislative Oversight and Sunset Committee,

One in ten children will be sexually abused before the age of 18—and in 90% of these cases, the perpetrator is someone the child knows and should be able to trust, such as a teacher, coach, or family member. Sadly, this is not a new reality. While recent headlines have brought increased public attention to cases of abuse within our schools, these incidents represent a long-standing issue that demands continued vigilance and action.

Each year, a concerning number of licensed educators in Delaware are investigated for professional misconduct. Many of these cases are referred to the Professional Standards Board (PSB), which has consistently approached its role with integrity, fairness, and a steadfast commitment to student safety. The PSB's mission is not bureaucratic—it is lifesaving.

The PSB plays a vital role in Delaware's civil response to educator misconduct. Disciplinary action by a professional board is often the only avenue available when misconduct occurs before criminal behavior or in cases where the legal threshold for criminal prosecution cannot be met. In these instances, the PSB ensures that accountability still occurs, protecting students and upholding the public trust even when the criminal justice system cannot intervene. This is not only a professional responsibility—it is a moral one.

Every licensed profession in the State of Delaware, from law to medicine, is governed by a dedicated board responsible for disciplinary decisions. The PSB serves this function for educators. Composed primarily of classroom teachers, school administrators, and parents, the PSB represents the very communities impacted most directly by educator misconduct. These individuals understand the stakes and the environments in which these issues arise.

Suggestions to transfer the PSB's responsibilities to the State Board of Education or the Department of Education would jeopardize the integrity of this critical work. The State Board has broad oversight responsibilities that differ significantly in purpose and scope. The Department of Education, while instrumental in administering licensure investigations, cannot objectively adjudicate final disciplinary decisions due to both limited capacity and inherent conflicts of interest.

Protecting the most vulnerable among us—our children—is the most important responsibility we share. Ensuring that those entrusted with their education are held to the highest standards of professional conduct is a vital safeguard. The PSB's sanctions are also reported to a national database, preventing individuals with substantiated misconduct from obtaining licensure in other states and continuing to harm children elsewhere.

The work of the PSB is not only essential; it is irreplaceable. For the sake of the safety and well-being of Delaware's students, please do not sunset the Professional Standards Board.

Should you require additional information, I would welcome the opportunity to discuss this matter further. I can be reached at (302) 373-9642.

Best,

Angeline A. Rivello

Board Member, Prevent Child Abuse Delaware

Principal, Lake Forest High School

Former Associate Secretary of Education, DDOE (supervising educator misconduct investigations)

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**From:** Claudine Wiant  
**Sent:** Wednesday, May 7, 2025 12:56 PM  
**To:** Sunset (Mailbox Resources)  
**Subject:** FW: Proposed Sunset of the Professional Standards Board

Hello. Kindly see the below message.  
Be well!

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**From:** Claudine Wiant  
**Sent:** Tuesday, May 6, 2025 2:32 PM  
**To:** Kyra.Hoffner@delaware.gov; Romer, Cyndie (LegHall) <cyndie.romer@delaware.gov>; russell.huxtable@delaware.gov; Poore, Nicole (LegHall) <Nicole.Poore@delaware.gov>; Brian.Pettyjohn@delaware.gov; Bryant.Richardson@delaware.gov; josue.ortega@delaware.gov; Melanie.RossLevin@delaware.gov; Rich.Collins@delaware.gov; Valerie.JonesGiltner@delaware.gov  
**Subject:** Proposed Sunset of the Professional Standards Board

Dear Honorable Members of the Joint Legislative Oversight and Sunset Committee,

I wish to implore you to NOT sunset the Professional Standards Board. The first quarter of 2025 alone saw a remarkable number of reported incidents of educator misconduct against students, many of them escalating to criminal conduct. And those are the ones we know about. Not long ago, educator misconduct prompted the passage of an enhanced Erin's Law as a part of the SAFE Package to assure children would be better protected against misconduct by those adults in a legally recognized position of power over them. To remove a protective layer seems to put our State on a reverse course and dilute the legislative intent of Erin's Law.

Further, the mission of the Board is not exclusively punitive; it also furthers professional development as well as licensure and certification. This is at the crux of what education leaders have been seeking to further professionalize their field and to attain the higher pay and benefits their faculty and staff surely deserve. Higher pay, more training, transparency, set expectations and accountability are all the ingredients for attracting a better pool of applicants to Delaware's education system.

This proposition is in opposite of what Delaware's schoolchildren need to achieve higher academic benchmarks and to feel and be safe at school. I urge you to stand in opposition to sunsetting the PSB. Thank you for service to Delaware.

Warmly,

Claudine Wiant

Cell (302) 379-2111

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**From:** Konysz Rick  
**Sent:** Wednesday, May 7, 2025 2:53 PM  
**To:** Sunset (Mailbox Resources)  
**Cc:** Scott, Cora (K12); Marten, Cindy (K12)  
**Subject:** Clarification on the DOE/PSB Relationship

**May 7, 2025**

**RE: Clarification on the Relationship Between the Department of Education and the Professional Standards Board**

During the recent Sunset Committee meeting regarding the Professional Standards Board (PSB), questions were raised about the relationship between the PSB and the Department of Education's (DOE) Licensure & Certification workgroup. I appreciate the opportunity to provide a brief clarification by submitting a response to [sunset@delaware.gov](mailto:sunset@delaware.gov).

The PSB plays a critical role in maintaining the rigor of Delaware's educator credentialing system. It is responsible for developing and formalizing the 65 unique regulations that govern the issuance of educator licenses, certificates, and permits by DOE's Licensure & Certification workgroup. These regulations ensure that credentialing standards are up-to-date, clearly articulated, and aligned with the qualifications required to serve in Delaware's public school districts and charter schools.

As an independent regulatory body, the PSB engages directly with a broad spectrum of stakeholders to inform its work, including:

- Student advocacy organizations,
- Higher education institutions,
- Licensure-area professional groups,
- The Delaware State Education Association,
- District and charter school representatives,
- The U.S. Department of Education, and
- The Delaware Department of Education.

The PSB's approach ensures that educator credentialing policies reflect the needs of Delaware's education workforce. This structure supports governance and transparency in policymaking while maintaining alignment with the DOE's operational responsibilities.

This is a brief overview of PSB's role and its collaboration with DOE Licensure & Certification's workgroup. Please let me know if additional information is needed.

Rick Konysz



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**Rick Konysz, EdD** (*pron. Connish*)  
Associate Secretary, Workforce Support  
[Delaware Department of Education](https://delaware.gov/education)  
401 Federal Street, Dover, DE 19901  
(302) 735-4211

May 7, 2025

Senator Hoffner, Chair

Legislative Oversight and Sunset Committee

I am writing in response to your Committee's current review of the Delaware Professional Standards Board. I understand there is the potential consideration to sunset this most important Board, by perhaps passing its responsibilities to the State Board of Education or the DOE.

I was an initial Charter Member of the PSB when the Delaware Legislature developed it in 2000, and became the first Chair, as requested by then Governor Carper. It was established for a number of reasons, one of which was to be an independent Board to work with and in collaboration with the State Board and the Department of Education. I was still teaching AND convening the Board every two weeks during that most critical time, working through uncharted waters for a Board of this nature at the time in Delaware.

In 2006, after retiring from 32 years at Lake Forest SD teaching those energetic middle schoolers, I became the PSB's Executive Director until June of 2013. I thoroughly enjoyed that most critical work of promulgating regulations and developing strict and rigorous criteria for educator Professional Development, always keeping in mind, "What's best for kids".

Having worked diligently with the SBE, I know their plates were always full, and with significant changes now happening at the Federal Department of Education, the DE DOE will have enough on their hands without additional responsibilities.

We must provide the most rigorous standards for Delaware educators working and teaching Delaware's most precious resource: our children!

I believe maintaining the Professional Standards Board in its current status is the right thing to do.

Sincerely, Charlie Michels

*I am available for further discussion in any way you might consider.*

*BlackSwamp5954@aol.com*