

**TENNESSEE  
STATE EDUCATION CERTIFICATION COMMISSION  
MINUTES, 1983-1992**

**RECORD GROUP 246**

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## **INTRODUCTION**

Record group 246, Tennessee State Education Certification Commission Minutes, 1983-1992, contains the records of the Ad Hoc, Interim, and Certification Commission, as well as the Career Ladder Program. This record group consists of agenda, minutes, and memoranda pertaining to the policies, procedures, and action taken by the commission from 1983 to 1992. The documents are contained in 102 volumes that measures 18 linear feet. These records were transferred to the Tennessee State Library and Archives from the Department of Education on November 5, 1997. The records were processed into three series and arranged chronologically. The original order was maintained. This is a microfilm only collection; original documents were disposed of according to the Tennessee RDA. There are no restrictions on the use of materials in this record group.

## **SCOPE AND CONTENT**

Record Group 246 contains minutes, memoranda, and committee reports of the State Certification Commission from 1983-1992. The records relate to the Better Schools Master Teacher-Master Administrator Act of 1983. Documents in series one and two begin with the agenda for the meeting of a particular month followed by the minutes of the previous meeting. Series three documents begin with the meeting agenda, followed by the minutes and documents of that particular agenda. Audio recordings of these meetings are available through the Legislative History Department of the Tennessee State Library and Archives.

There are three series in this collection. Series one begins with 22 volumes of Ad Hoc Committee memoranda, meeting agenda, and minutes from April 1983 to May 1984, at which time the Interim Certification Commission was created. The agenda and minutes for the Interim Certification Commission begin October 10, 1984 and continue to October 25, 1991.

Series two contains 56 volumes of records of the Career Ladder Program for teachers and administrators. This series begins with the Career Ladder Policies, Procedures, and Requirements for 1984-1985, and History of the Ad Hoc Interim Commission and Interim Commission. The agenda and minutes documents begin September 7, 1984, and continue through August 28, 1992.

Series three contains three volumes of minutes of the Ad Hoc Interim Certification Commission minutes from April 1983 to March 1984. The remaining 20 volumes contain the minutes and agenda of the Interim Certification Commission from May 1984 to August 1992.

## AGENCY HISTORY

History of  
The Ad Hoc Interim Commission  
and  
The Interim Certification Commission  
April 1983 - January 1984

On March 3, 1983, the senate introduced Senate Bill No. 1000 (HB 1081), better known as the Better Schools Master Teacher - Master Administrator Act of 1983. Senate Bill 1000 was introduced by bipartisan sponsors and incorporated Governor Alexander's Master Teacher Plan, which he outlined on January 28th as the 10th and most important point of his Better Schools Program.

At the suggestion of the legislative leadership, a bipartisan group of six legislators met with educators and others and revised the original bill. The revised version was referred to the Senate and House Education Committees, and on April 12, the Senate Education Committee voted to defer action on SB 1000 until February of 1984.

Subsequently, Senate Joint Resolution No. 96 was adopted by both Houses. The resolution called for the appointment of a Select Joint Legislative Committee to study the Master Teacher - Administrator bill and the Tennessee Education Association bill, and report its findings to the General Assembly in 1984. The Select Committee was composed of a bipartisan group of 14 members of the House and Senate and chaired by Representative Steve Bivens. The Committee held hearings throughout the summer and fall of 1983. On November 23, the Committee voted to recommend a comprehensive educational reform bill to the General Assembly. This chain of events culminated in Governor Alexander's convening the First Extraordinary Session of the 93rd General Assembly and the subsequent enactment of the Comprehensive Education Reform Act of 1984.

### Ad Hoc Interim Commission

A key provision of SB 1000 was the creation of "an Interim Commission on Master Teacher - Administrator Certification," or the Interim Commission. The purposes of the Interim Commission were:

1. To establish procedures and criteria to be used in the selection of an initial group of Master Teachers and Master Administrators. (Criteria should include, but not be limited to interviews, Classroom Observations, and Review of Candidates' Files.)
2. To evaluate and recommend to the State Board of Education initial applicants for Master Teacher and Master Administrator status.

At the request of the legislative sponsors, the Interim Commission was convened on April 4, 1983. The Commission was composed of 18 members, as follows:

- Four most recent state teachers of the year
- President and President -Elect of Tennessee Education Association
- President of TOSS
- President of TSBA
- President of Association for Supervision and Curriculum Development
- Chairperson of Principal's Study Council
- Past Chairperson of Secondary Principal's Association
- President-Elect of the PTA
- Representative of Dean's Council for Teacher Education
- Commissioner of Education
- Four lay persons, one from each Grand Division of the State and one at large, appointed by the Governor.

Governor Alexander and Representative Steve Cobb, one of the bill's sponsors, spoke to the Commission and stressed the importance of the Commission's responsibilities in making the bill work. At that time, many legislators (and educators) felt that the Legislature was being asked to vote for an unknown quantity. The question was, "How would the Master Teachers and Master Administrators be selected?" It was up to the Commission to develop an objective, fair, and equitable selection process.

When action on SB 1000 was deferred until 1984, \$40,000 was included in the 1983-84 Appropriations Bill for the operation of the Ad Hoc Interim Commission. Dr. Russell French from U. K. T. came on board as Executive Director for the Commission; and Dr. Fran Trusty, from U. K. T., also joined the staff to develop administrator competencies and way to measure them.

Under the leadership of Chairman Bill Willis, the Commission studied research provided by staff on successful teacher evaluation programs and incentive pay plans which had worked and those that had failed. Dr. Dr. Susan Rosenholtz and Dr. French provided research on teacher effectiveness and teacher competencies (and indicators) which affect student achievement. Dr. Jane Stallings presented details of her observation system to the Commission, and Dr. Jerry Bellon from U. K. T. and Dr. Lester Soloman from the Georgia Department of Education appeared before the Commission. The Commission heard testimony from the public and educators.

In the process of creating a "synthesis" teacher evaluation program, staff consulted with leading experts in the field of teacher evaluation. Among these were: Dr. Robert Soar, University of Florida; Dr. Jason Millam, Cornell University; Dr. George Redfern, a leading expert in personnel evaluation; and Dr. James Popham, U. C. L. A.

In July, draft competencies and indicators were mailed to Teacher Study Councils throughout the state for review and comment. Input from teachers was analyzed by the Commission and only those indicators that received at least a 70% rating as appropriate were retained. Instrumentation was developed to measure the competencies. The Commission approved the following revisions on December 14, 1983, for field testing for the evaluation of teachers:

- A. Competencies and indicators
- B. Application procedures, portfolio contents, questionnaires and interviews
- C. Observational procedures
- D. Written tests of reading and writing skills and professional knowledge
- E. Weighting and scoring systems.

Thus after nine months, the Commission had accomplished the task.

### Interim Certification Commission

Following the enactment of the Comprehensive Education Reform Act (CERA), the Interim Certification Commission was appointed, confirmed by the General Assembly and convened in May of 1984. The Commission immediately approved, adopted, and ratified the actions of the Ad Hoc Interim Commission.

To implement the provisions of CERA, the Interim Certification Commission was given the power to perform all of the duties of the State and Regional Commissions. The 18 member Interim Commission met almost monthly and sometimes twice a month to consider Career Ladder policies and procedures.

By February 1, 1986, when by law the Interim Certification Commission ceased to function, the Commission had developed, field tested, and approved evaluation systems for general education teachers, vocational education teachers, special education teachers, supervisors of instruction, assistant principals, and principals. Evaluation systems had been developed, approved and field tested for Library Media Specialists and Counselors. Job descriptions had been approved and competencies and indicators had been developed for field testing for: Speech and Language Specialists, School Psychologists, Social Workers, Attendance Workers, and Audiologists.

The Commission reviewed actual evaluation data at the end of the 1984-85 school year, as opposed to field test data, and recommended revisions in the teacher and administrator evaluation systems for 1985-86. These revisions were approved by the State Board of Education and incorporated in the appropriate manuals for 1985-86.

By the end of January, 1986, approximately 42,900 educators were in the Career Ladder Program. This number included Probationary, Apprentice, Career Level I, II, and III teachers, and Career Level I and II administrators. There were 35,949 Career Level I teachers, 592 Career Level II teachers, 898 Career Level III teachers 148 Career Level I and II principals, assistant principals and supervisors.

Source: *Tennessee State Education Certification Commission Minutes, 1983-1992, Series 2; History of Ad Hoc Interim Commission and Interim Certification Commission*

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## SERIES 2

### **CERTIFICATION COMMISSION CAREER LADDER PROGRAM**

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