

EPPAC Minutes

Educational Personnel Preparation Advisory Council EPPAC

AGENDA

**Wednesday,
March 5, 2025
3:30-4:30 p.m.
meet.google.com/link**

- Welcome
- Introductions
- Approval of Previous Meeting Minutes
- Sharing
 - Department of Education
 - Updates
 - County Schools
 - Updates
 - BSU
 - Data Sharing / Key Assessments
 - Unit Plan
 - Residency
 - SAEF II Grant: Elem. Education Online Program (RTAPs, Paras., ECCATs, Aides)
 - SPED K-Adult Online Program
 - Dual Credit
 - MOUs
 - CAEP process (Self-Study/Visit)
 - Recruitment
 - Early Admissions (Mercer, Tazewell, McDowell)
 - Future Educators Association
 - Re-Certification
 - Spring 2025 SPED 316/317 & EDUC 490
 - Summer SPED 316/317 & EDUC 490
 - Future suggestions?
 - Graduate Program (MAT?)
- Adjournment

Bluefield State University
Spring EPPAC Meeting
Wednesday, March 5, 2025
Google Meet Minutes

Welcome and Introductions - Dr. Terene Stiltner

The Fall EPPAC meeting was called to order at 3:30 p.m. by Dr. Terene Stiltner virtually via Google Meet.

Present: Terene Stiltner, Shelia Sargent-Martin, Brittany Anderson, Darrell Thompson, Mary Younger-Harmon, Tamara Ferguson, Rhonda Rogers

Approval of Previous Meeting Minutes - A motion was made to approve the minutes for Fall 2024 by Dr. Brittany Anderson and seconded by Dr. Darrell Thompson.

Department of Education

Updates: Teresa Bailey the Educator Prep Program Liaison for the WVDE shared her Power Point presentation and handouts on updates from WVDE.

Praxis Bridge: There is an FAQ document on the website requiring the bridge. Elementary only for now. – For students who have attempted and failed a certain portion within an SEM +/- 1 within the domain in which they had the worst performance. If they answer all module questions with 80% on the first time through then they pass; if not, they will proceed through additional materials and must meet 100%. Modules are \$50 / each until they pass or forfeit. May result in a non-transferable license – acceptance varies by state. FAQs from ETS for students who are eligible to complete a professional learning module so they can meet state licensure requirements without retaking the entire Praxis test.

Partnership Agreements: A key consideration for building a residency partnership between an IHE and a county school system is articulating agreements that clarify each party's responsibilities and foster a shared understanding of the mutual goals and responsibilities aligned to West Virginia Board of Education Policy 5100. WVBE Policy 5100 Requires: Components such as Agreements must delineate roles, responsibilities, and outcomes for each partner. Agreements shall be designed to promote clinical experience of sufficient depth, breath, diversity, coherence, and duration to ensure that pre-service teachers demonstrate their developing effectiveness and positive impact on all students' learning and development. EPPs shall provide a liaison to work with each partnering county board of education and school. The county board of education or school shall provide access to appropriate placement sites. Access to technology and eligible systems; opportunities related to the instruction of students including duties and memberships to committees, meetings, and responsibilities allowed by privacy laws and county relations; including, but not limited to, method courses and co-teaching collaboration that includes a college supervisor. The county board of education or school shall include Epp faculty and/ or staff in professional learning opportunities that would benefit such faculty and staff to better prepare teachers. MOUs can include specific verbiage to each partnership and

should be updated annually. If there is a change in county leadership or EPP leadership, the partnership agreement will be reviewed and revised, as necessary. School closures or cooperating teacher retirements may alter placement of teacher candidates and the MOU may need to be revised. Determining the schedule for MOU review (i.e. perhaps every year at the Spring EPPAC? Or maybe the fall, after changes in systems occur?)

Reminder: Spring Forum, March 18, 2025: 10:00 am – 4:00 pm TEAC, March 19, 2025: 8:30 am – 1:00 pm

County Schools

Updates: Rhonda Rogers (Mercer County)

LETRS Training: A school representative Rhonda Rogers from Mercer County shared about Lexia LETRS – New Reading Curriculum in West Virginia. LETRS is proven professional development designed to help teachers master the content and principles of effective language and literacy instruction. LETRS is through the State Department and Lexia. She stated that she thinks Tazewell County did it a couple of years ago. Lexia LETRS training is offered for any classroom teachers, administrators or special educators that are involved with K-3. Dr. Sargent-Martin asked if they get a certain number of slots for that K-3 or is it just anyone that wants to sign up? Rhonda said in the Central office we only have two slots and there are four us. The requirement for the State Department is that they have to be a K-3 classroom teacher or they could be a Special ED and title one that works with those grade levels. Rhonda said that right now, not all are going to be trained, and she would check with the State Department and see if they would let BSU students attend those trainings. She also offered to provide any trainings that may be beneficial for our students (e.g. county trainings).

Vacancies: Dr. Stiltner ask Rhonda about vacancies in special education. Rhonda stated that they have several long-term subs. right now and Special Education tends to where the largest number of subs. are at now, but she would look into specifics.

BSU

Updates: Dr. Stiltner

Data / Key Assessments: Dr. Stiltner shared information regarding the Key Assessment: Unit Plan. Feedback was requested regarding the possible shift of the assessment being in EDUC 322 which is required of all students to the final content methods courses for those seeking the 5-9 Endorsements (EDUC 436, 437, 438, and 439). Dr. Stiltner shared that, similarly, the Unit Plan Assessment for K-6 endorsement completers will be housed in SPED 313: Assessment, Curriculum, and Planning for Exceptional Learners. Everyone will continue to complete the elementary unit plan in EDUC 322. Based on what we are seeing and feedback from stakeholders, we are exploring the integration of current district instructional priorities (e.g., LETRS training and additional initiatives on classroom management and technology integration (the use of SMART TVs).

Residency Update: This Semester we have 6 Residency Two students, 4 Residency One students and we have 3 registered teacher apprenticeships.

SAEF II Grant: Dr. Stiltner stated that we did get SAEF II Grant that help with online program development and implementation and our Elementary Education Online Program (RTAPS, Paras., ECCATS, Aides) will be offered fully online. She said we are seeing more and more students that are actually working in the classrooms while they're getting their degree.

SPED K-Adult Online Program: Dr. Stiltner shared that we are also working on a program proposal for a SPED K-Adult online program. She stated that she was involved in the Special Education, endorsement proposal ten years ago, so this has been a big learning curve, but she is working. She stated that she did submit the Intent to Plan which went to Board of Governors for approval and she will submit the program proposal after that hopeful implementation in Fall 2025. We are also working on grant to go along with this program, but it's a federal grant and those are on hold right now, so we are keeping our fingers crossed. The grant would offer a lot of scholarship money to students. Rhonda wanted to know more about the Special Education degree. Dr. Stiltner said it be a Bachelor's degree program with a lot of the general studies being similar to our elementary but there's more specialized special education coursework. Rhonda stated that it is a high needs area, so the county is looking forward to benefiting from those graduates.

Dual Credit: Dr. Stiltner stated that dual credit seems to be an area that we're really seeing a lot of growth from our dual enrollment / early college students now. Dr. Sargent-Martin said that we're just really excited to see that number grow. We're excited for the first time ever that we actually have Grow Your Own students in Mercer County, McDowell County, and a similar type of student in Tazewell County. We area seeing growth with our pilot of Early Admission to Teacher Education for these GYO students. If county partners think of any other beneficial courses, please let us know. Rhonda stated that Mercer County is all about dual credit and she said if there is anything that she needs to do, to please let her know. Dr. Stiltner stated we're offering EDUC 110 and 160 through dual enrollment. With the Grow Your Own program, they are part of the course sequence, but if any other students are interested and not considered GYO, they are welcome to enroll in those classes as well.

MOUs: We plan to update our MOUs in Spring 2026.

CAEP: Dr. Stiltner shared that we're preparing for our CAEP self-study to be submitted in early May and then the virtual 'site visit' in February 2026. Dr. Stiltner let Rhonda know that they will be calling on her and others to engage in some dialogue with CAEP and we're still learning about how the visit will work. Rhonda said, she would be happy to help anyway she can.

Recruitment: Early Admissions to Teacher Education were piloted in Mercer County with a plan to conduct those in McDowell County once they have some time to recuperate from the flooding and in Tazewell County tomorrow. We interviewed and admitted 5 students at MCTEC and 1 student in Tazewell County, VA. These were already dual enrollment students at Bluefield State, but we are so pleased with quality of candidates that we're getting. Dr. Stiltner said that Mr.

Farmer does an amazing job with that program at MCTEC - students are well prepared and they really have a leg up when they come Bluefield State. We are very excited to get these students!

Future Educators Association: Dr. Stiltner shared, we are in the development phases of our student organization to be called Future Educators Association and that Dr. Anderson is spearheading that effort. Dr. Anderson stated that people at Bluefield State know I'm very excited about this, but last semester, we kind of talked about some things that we kind of wanted to see happen in our Education Department. We touched base with the national organization, Educators Rising, as well as the state advisor. She said, she will be going up next week to judge Educators Rising. Dr. Anderson shared that we have established officers for our organization at Bluefield State, and our goal is during this time next year to be able to take some of our college students to compete at the state level. She said she feels very confident that they will win at the state level and be able to make it and take our team to the national level. With many high schools hosting Educators Rising chapters, students can seamlessly transition from secondary to post-secondary and receive continued guidance as they prepare for a career in the classroom.

Re-Certification: Dr. Stiltner shared that we're offering recertification classes continuously so if counties have teachers that need recertification credits to spread the word. We try to publicize through flyers/e-mails but sometimes word of mouth works better than anything. Dr. Stiltner shared that we're having a lot of enrollment in the 2 add-on autism courses and that she actually took them this summer and they were great. She really enjoyed the material and it was very much geared towards recertifying teachers. In Spring 2025, we offered SPED 316/317 and EDUC 490 on Early Literacy and in Summer 2025, we will offer SPED 316/317 and EDUC 490 on Culturally Responsive Teaching. If anyone has suggestions on future special topics courses, please let us now.

Graduate Program: Dr. Stiltner said that the EPP may be looking to establish a graduate program at some point in the future. Dr. Stiltner stated, we were thinking about an MAT, because we wanted to be far-reaching and accessible to as many people as possible and when you get into the more specialized areas, you can work yourself out of the market. She asked if those present thought an MAT would be a worthwhile effort? Rhonda Rogers said, absolutely because that will open up the door for more as you do it. Dr. Stiltner said that is the goal. She said is there anything my colleagues need to add? Dr. Ferguson said, she just wanted to thank everybody for all the hard work and she feels like teacher education at Bluefield State has come a million miles from where it was years ago. She said you guys are just doing a tremendous job and she loves the way you work with your partners. She said she is most proud of what she sees from students in the School of Education. Dr. Stiltner thanked everyone so much for giving their time this Wednesday afternoon.

Adjournment: The meeting was adjourned at 4:30 p.m.

Educational Personnel Preparation Advisory Council

EPPAC

AGENDA

**Wednesday,
October 22, 2025
3:30-4:30 p.m.**

<https://teams.microsoft.com/meet/link>

- Welcome
- Introductions
- Approval of Previous Meeting Minutes
- Sharing
 - Department of Education
 - Updates
 - County Schools
 - Updates
 - BSU
 - Data Sharing
 - Dispositions Evaluation
 - Content Evaluation
 - Employer Satisfaction Survey
 - Alumni Survey
 - Employment Data
 - Assessment System
 - Recruitment
 - SPED K-Adult Online Program
 - Elem. K-6 Online Program
 - MOUs
 - CAEP (Self-Study Addendum/Visit – Feb. 2-4, 2026)
 - Re-Certification Courses
- Adjournment

Bluefield State University
Fall EPPAC Meeting
Wednesday, October 22, 2025
Microsoft Teams Minutes

Welcome and Introductions - Dr. Terene Stiltner

Present: Terene Stiltner, Shelia Sargent-Martin, Mary Younger-Harmon, Amanda Matoushek, Sarita Rhonemus, Rodney Montague, Teresa Bailey, Laiken Lucas, Aziyah Jackson

Approval of Previous Meeting Minutes - A motion was made to approve the minutes for Spring 2025 by Dr. Darrell Thompson and seconded by Dr. Shelia Sargent-Martin.

Department of Education

Updates: Teresa Bailey joined the meeting as the new Higher Education Liaison for the WVDE.

Department Re-Organization: Teresa shared that the WVDE has been reorganized under new division led by Mr. Clayton Burch (no longer under Deputy Superintendent of Schools); which is now the Division of Instruction and Career Engagement, which includes the Office of Education Development. Teresa shared also staff changes due to federal program cutbacks; Dr. Jeff Hunter's (federal-funded, Grow Your Own/Registered Apprenticeship) and John Adamick's (administrative assistant) positions were eliminated and Dr. Bridget Phillips left. Teresa shared the remaining staff assignments: Teresa is now the new Higher Education Liaison, Electa Crowder: Grow Your Own, Registered Apprenticeship, ECCAT and Paraprofessional Pathways, Brooke Green; Teacher Recognition and Supports, Donna Landin: Canvas, and Robert Mellace: Military Partnerships and Alternate Certification. Teresa shared updates from WVDE Initiative/Policy Updates such as the Residency MOU Addendum followed by discussion of WVBE Policy 8200, Section 12.4, clarifying that the residency is a non-paid position and may be discontinued at any time. Legislative changes per the State Auditor requires an addendum in MOUs to protect counties from vendor charges if agreements are broken. The addendum applies only to paid/contractual agreements with financial penalties and does not apply to residency MOUs.

Continuous Improvement Cycle for EPPs:

Accreditation and Program Review Cycle:

- Year 1: Internal review of CAEP report, program changes, and share with EPPAC. Internal review incorporating CAEP feedback. For example, CAEP recommended strengthening the employer satisfaction survey.
- Year 2: Mandatory abbreviated EPPRB (ensures WV Policy 5100 alignment; programs review every 7 years). Programs reviewed within the last seven years will not need to resubmit to EPPRB.
- Year 3: Implement changes, collect data.
- Year 4: CAEP/SPA submission.
- Year 5: Analyze EPPRB/CAEP/SPA feedback to prepare for SSR in Year 6.

- Year 6: Write SSR/QAR, implement changes. SSR submission and implementation of feedback.
- Year 7: CAEP site visit.

Clinical Partnerships and Practice:

WVDE emphasized county collaboration and co-designed field experiences, particularly in shortage areas such as special education, science, and mathematics. The goal is to meet county workforce needs by aligning clinical placements with local staffing needs — 'We get students; they get teachers.'

Added notes: Use clinical data for program refinement; address statewide shortages (Special Ed, Math, Science). Ensure authentic/diverse/rigorous placements; align assessments (including dispositions) with P-12 expectations. EPPs must track graduates' post-employment (K-Partnership requirement) for accreditation. Counties encouraged to project 5-year workforce needs (content specializations, not just “teachers”).

Field Experiences: Partnerships should ensure diverse, rigorous clinical experiences and assessment literacy.

Dispositions: Dispositions are evaluated multiple times throughout the program to support candidate development.

Graduate Follow-Up: CAEP requires continued engagement with graduates—counties are encouraged to support post-graduation follow-up surveys.

Clinical Licenses and Endorsements: 2023-24 Clinical Licenses Issued (cleaned data): 267 total; high in Elementary; low in Agriculture (2), Pre-K (1), Spanish (1), Chemistry (1), Early Childhood (1). Note: Elementary still needed statewide (more schools), but specialization (e.g., Math 5-9 + Algebra I) increases marketability. 2024-25 data forthcoming. 2023–2024 Clinical License Data were reviewed, showing an increase in Elementary Education candidates statewide. Candidates are encouraged to pursue add-on endorsements; data shared by Dr. Hagerman. Dr. Sargent-Martin wanted to let the students know we still need more elementary positions than these other positions in the state; so students you are still needed.

WVDE representative provided her contact information and invited additional questions.

County Schools

Updates (none)

Bluefield State University Updates

Data Sharing: Dr. Terene Stiltner

Dispositions Evaluation: Dr. Stiltner shared that Dispositions are an important part of their candidate tracking as they are assessed 4 time throughout the EP Program (EDUC 110, EDUC 280, EDUC 473, and EDUC 475) via the university supervisor, cooperating teacher, and a candidate self-evaluation to aid in triangulation. Discussion included differences between traditional and Grow Your Own (GYO) students. We have found that Grow Your Own students score lower early on the evaluation and that traditional students' self-rate lower in the lower-level courses. We are piloting the updated rubric which adds half-point levels (2.5, 3.5) for more explicit data.

Content Evaluation: Dr. Stiltner reviewed data from the evaluation around Standard 3 - designing effective learning environments and proposed curricular adjustments—such as increasing attention to classroom management strategies and assessment literacy which were also indicated on other assessments like the WVTPA and the STOT.

CVR - Based on feedback from content experts, she shared that Elementary Education K-6 and the Special Education K-6 all met required CVR values. Dr. Stiltner said the content experts found five items on the math eval., 1 item on the ELA eval., 2 items on the science eval., and 2 items on the social studies eval. that may need further attention with 1 respondent for each area indicating those criteria were “useful, not essential”. It was also mentioned that, for mathematics, state data indicates weaker performance statewide. The committee agreed to retain the items presented for review on the content evaluations because EPPAC members believe that those items do continue to align with the needs of students in 5-9 grades.

Employer Satisfaction Survey: Candidates were rated with mostly “Excellent” or “Good” ratings. The survey is administered every two years, continues to yield positive results with the lowest rated area, pertaining to assessment literacy. One member agreed that this can be a problematic area for new teachers. Based on this feedback, the EPP is planning to integrate more professional development in fall or spring on assessment literacy.

Alumni Survey: After review of Alumni Survey and the Graduate Satisfaction Survey, we believe that it is best to discontinue the Alumni Survey. The Alumni Survey, initially administered for two semesters and extended for a third to gather longitudinal data, was discontinued after review indicated that the Graduate and Employer Satisfaction Surveys provided more consistent and actionable data for ongoing program improvement.

Employment Data: Thirteen of 15 of the 23-24 graduates are employed in a position they were prepared for; however, 14/15 are serving in education roles and 1 gained employment outside of education. Employment outcomes are positive, and more students are pursuing add-on endorsements, aligning with state needs.

Assessments: Dr. Stiltner wanted to share that all assessments and surveys have been updated to more explicitly align with InTASC or state standards to aid in verifiability of candidate performance. Also, BSU is transitioning from Watermark to Student Learning and Licensure (SLL) for assessment and data management.

Recruitment

Online Programs: New fully online Elementary and Special Education programs are ideal for paraprofessionals, aides, ECCATs, and others who desire flexibility.

MOUs: Dr. Stiltner and Dr. Sargent-Martin met with community colleges at the Bridge to Teaching event to update articulation agreements so we will be updating and creating additional MOUs with more institutions soon.

CAEP: Dr. Stiltner shared updates on the SSR Addendum and virtual visit. The Self-Study Addendum is due Nov 4 and the virtual site visit is Feb 2-4, 2026. Stakeholder participation in upcoming CAEP-related meetings was encouraged (candidates, alumni, partners).

Re-Certification: Dr. Stiltner shared information on recertification courses available at a \$99 rate.

Dr. Stiltner thanked everyone so much for giving their time to participate and offering feedback.

Adjournment: The meeting was adjourned at 4:00 p.m.