

**Connecticut State Board of Education  
Hartford**

**To be Proposed:**

November 6, 2024

**Resolved**, That the State Board of Education receives the Connecticut Advisory Council for Teacher Professional Standards Annual Report 2023-2024, developed by the Council and submitted in accordance with the requirements of subsection (e) of Section 10-144d of the Connecticut General Statutes, and directs the Commissioner to take the necessary action.

Approved by a vote of \_\_\_\_\_ this sixth day of November, Two Thousand Twenty-Four.

Signed: \_\_\_\_\_  
Charlene M. Russell-Tucker, Secretary  
State Board of Education

**Connecticut State Board of Education**  
**Hartford**

**To:** State Board of Education

**From:** Charlene M. Russell-Tucker, Commissioner of Education

**Date:** November 6, 2024

**Subject:** Connecticut Advisory Council for Teacher Professional Standards  
(CACTPS) Annual Report 2023-2024

Attached, you will find a copy of the Connecticut Advisory Council for Teacher Professional Standards Annual Report 2023-2024, developed by the Council and submitted in accordance with the requirements of subsection (e) of Section 10-144d of the Connecticut General Statutes.

Prepared by: \_\_\_\_\_  
Sharon M. S. Fuller  
Education Consultant, Talent Office

Approved by: \_\_\_\_\_  
Dr. Shuana K. Tucker  
Chief Talent Officer, Talent Office

**CONNECTICUT ADVISORY COUNCIL  
FOR TEACHER PROFESSIONAL STANDARDS**

October 1, 2024

To: Clerk of the Senate  
Clerk of the House of Representatives

Cc: Education Committee  
Legislative Library  
Office of Legislative Research  
State Board of Education  
State Library

Subject: Connecticut Advisory Council for Teacher Professional Standards Annual Report 2023-2024

As the body charged with making recommendations regarding the teacher career continuum to the Governor's Office, the Education Committee of the General Assembly, and the State Board of Education (SBE), as appropriate, the Connecticut Advisory Council for Teacher Professional Standards (CACTPS or Council) recommends the following for the 24-25 school year:

- 1) Focus efforts and allocate resources to retain teachers. Teacher retention is critical as districts find teachers leaving the profession, moving to other districts for higher salaries, better benefits, and overall better working conditions.
- 2) Include more educators on committees and councils that are focused on implementing changes to the profession. Educators need to be the drivers of change. Educators need to be active members of councils that are advocating for changes to the profession.

**History/Background**

The Council was established to (1) advise the State Board of Education (SBE), the Governor, and the joint standing committee of the General Assembly having cognizance of matters relating to education concerning teacher preparation, teacher recruitment, teacher certification, teacher professional development, teacher assessment and evaluation, and teacher professional discipline; (2) review and comment upon all regulations and other standards concerning the approval of teacher preparation programs and teacher certification; (3) report to the SBE, the Governor, and the joint standing committee of the General Assembly having cognizance of matters relating to education annually on its activities and recommendations, if any, concerning the condition of the teaching profession; and (4) develop a code of professional responsibility for teachers not later than September 30, 1993.

**Council Charge**

The CACTPS addresses timely and relevant educational issues at the depth necessary to contribute meaningfully to educational improvement. The aim of the Council is to investigate key issues thoroughly, develop substantive policy recommendations and bring greater visibility to critical matters. The Council

focuses annually on one or two major issues affecting the teaching profession and makes recommendations to the Governor's Office, the Education Committee of the General Assembly, and the State Board of Education (SBE), as appropriate.

The CT Advisory Council for Teacher Professional Standards expanded to 19 members this year. The composition of the Council changed due to legislation passed in the previous year. Various new members were added to the Council including additional representatives of the American Federation of Teachers, a parent of a secondary student, and an additional member of a Teacher Prep Program. We were excited to add the current Teacher of the Year and the prior year's Teacher of the Year to the Council. We made great strides this year in filling many of the open positions. Again this year, the Council continued to explore ways to ensure we had a full roster. Each year the Council discusses the importance of filling Council vacancies in order to have all voices at the table. The Council takes an active role in seeking new members for consideration by those positioned to make appointments. Members are appointed by legislators, the SBE, and other specifically identified educational organizations, as outlined in statute. The Council needs those responsible for appointing members to actively engage in the process. It is imperative that we continue to streamline the appointment process in order to fulfill all Council vacancies in a timely manner. Three of the nineteen appointments remain unfilled. Please see [Attachment A](#) for the 23-24 membership roster.

#### **Issues of Focus for 2023-24**

In 2023-24, the Council focused on:

- Updates to the Certification Guidelines
- Educator Evaluation and Support (Model Plans and District Implementation)
- Legislation affecting educators

#### **Summary of Council Meetings for 2023-2024**

- The Council met in person for all five meetings: September 22, 2023, November 17, 2023, January 12, 2024, March 22, 2024, and May 10, 2024. Sandy Mangan was the chairperson of the council. Maia Vargas served as secretary of the Council. The Council Chairperson collaborated with a variety of stakeholders to fill the roster.
- Fran DiFiore joined the Council as a guest this year. Fran actively worked to reconvene the CT Advisory Council of Administrators Advisory Council. She used the CACTPS as a model for her work.

Meetings covered a variety of topics and included such activities as follows:

- Sharon Fuller updated the Council on priorities, initiatives, and news at the CSDE, including:
  - CT Certification Regulations Council
  - CT Teacher of the Year
  - State Model Plan for Evaluation Guidelines and Plans
  - CT Educator Rising Program (inaugural student board)
- Elizabeth Sked and Joslyn DeLancey updated the Council on CEA's work, including:
  - EESC's work including the development of a Model State Plan
  - CEA's Model Evaluation Plan
  - WEP/GPO and its impact on teacher retention and recruitment
  - School Climate Legislation
  - Current legislative proposals

- Certification Regulations Council
- At the September meeting, Sandy Mangan was re-elected as the CACTPS Chairperson. A significant amount of time was spent discussing the charge of the CACTPS because there were several new members due to terms expiring and the new composition of the council. Fran DiFiore attended this meeting as a guest. Fran is working to re-establish the CACAPS and wanted to observe the CACTPS meeting to help her build her council. Fran attended all of our meetings and actively contributed to the discussions. The EESC and the new evaluation guidelines were also discussed at length. The Council decided they would like to focus on the guidelines and invited Kate Field, CEA's Teacher Development Specialist, to speak at the November meeting.
- In November, Kate Field, Teacher Development Specialist, from CEA spoke to the Council regarding the new evaluation guidelines. She shared with us the work of the ESSC and why the guidelines have changed. SLOs have not improved student achievement-not durable from one grade level to another. Student achievement on standardized tests have been flat since 2012 when SLOs were implemented nationwide. The achievement gap has not narrowed and widened in some cases. Numerical calculations of teacher performance provide an illustration of reliability that masks a high level of subjectivity. Ratings do not serve to improve educator performance. Students are disengaged, stressed and anxious-steadily worsened since 2012. Focus on math and literacy test scores has narrowed the curriculum and eroded kids' educational experiences with no corresponding benefit. Serious teacher shortage and decline in enrollment in EPPs. Teachers and administrators are stressed, demoralized, overburdened and need a simpler system that treats them like professionals and allows them to focus on the growth of the whole child. Districts have a wonderful opportunity to create a plan that promotes teacher professional growth.
- In January, Julianne Frost (SDE) and Kate Dias (CEA President) spoke to the CACTPS about the work of the Certification Council. It has been looking into how to facilitate certification and make sure that values are able to be addressed over time. There are rules housed in both statutes and regulations which makes it very difficult to change. Adaptable systems are needed as to not hold back our profession. Shifting certification out of statutes and regulations and into a teacher standards board is imperative. There have been conversations about re-envisioning certification so that the profession is more accessible. The idea is to make the regulations more broad. The Certification Council is the catalyst for meaningful change. Educators need to be the drivers of change, not special interests, educators need to be on the councils that affect change. There is a need to establish a new framework during this legislative session and work out the details during the next, totality of the plan will be in two steps. In developing the new regulations the focus will be on "What is best practice".
- March found the Council listening to Lou Rosado Burch (CEA Legislative Coordinator). Lou shared legislative updates. Each year, the Council spends one meeting receiving legislative updates. The Council discusses the impact on the field of education. The Council SB14 for improving educational outcomes, removed cell phone policy language, asked SDE to develop model language about cell phone policies. SB363 Includes language regarding EdTPAs role in completion of teacher prep programs but needs to have additional language to say "at no cost to student", EdTPA can not be used by a university to fail a student. An Act Concerning School Discipline SB380 -limits OSS to 2 days for pre-K-2 students, adds trauma informed responses, also prevents law enforcement from informing BOE's when students have been removed from a

school if that student has not been charged with a crime. Much discussion within the group about the two day OSS for violent offenses for behavior causing “physical harm”. 5436 Educator Certification. Expands certification 2 years on each side, removes provisional certification. CEAs Priority bill -SB381 An Act to Ensure Fairness in the Workplace, Includes \$60,000 minimum starting family, pandemic pay, adds a teacher to governor's workforce council, language concerning “just cause termination”, changes to mandated reporting rules at DCF to eliminate “frivolous” reports, includes more flexibility in what teacher can ask students about. Changes failure to report from a felony to a misdemeanor for first offense.

- The Council’s May meeting was a joint meeting with the CACAPS. The groups met with Commissioner Charlene M. Russell-Tucker, Dr. Shuana Tucker, Julianne Frost, and Sinthia Sone-Moyano. The Commissioner’s focus was recruitment, retention and diversity. The diversity of educators in CT is on the rise after much work. The Aspiring Educators Diversity Scholarship Program established in 2023 is providing financial support to aspiring educators from diverse backgrounds and is offered to students from the states 16 priority districts. Enhanced Educator Certification Reciprocity initiative is making it easier for out of state educators to become certified in CT. The Ed Rising program has been expanding and is a great feeder program to expose students to opportunities that will prepare them for a career in education. Teacher certification board is looking to think creatively about new guidelines for bringing people into our profession, the goal is to create a plan that does not quickly become outdated. During the past legislative session, there have been 58 Education proposals proposed by 14 different committees. As educators and education administrators we work best as a united front.

### **Council Planning 2024-2025**

During the 24-25 academic year, the Council is interested in focusing on the following topics:

- Professional Development
- Teacher Retention

### **Conclusion**

This annual report is provided to the SBE in accordance with requirements of subsection (e) of Section 10-144d of the Connecticut General Statutes establishing the Council, so that the SBE may be apprised of its activities and the educational issues that are important to the Council members. The Council will update the SBE on its activities on an annual basis.

Respectfully submitted,

Sandy Mangan  
CACTPS Chairperson

## CONNECTICUT ADVISORY COUNCIL FOR TEACHER PROFESSIONAL STANDARDS (2023-2024)

Appointed by	Title	F.Name	L.Name	Organization	Mailing Address	City	Zip	Phone	Representing/Role	Ending 9/30	Email
AFT, CT		Carol	Gale	Hartford Federation of Teachers				860-249-7629	Elementary teacher	2024	carol.agle@hft-1018.org
AFT, CT		Rose	Reyes	Windham Public Schools					Elementary teacher	2026	reyesrose09@gmail.com
AFT, CT		Jenny	Graves	New Haven Fed. of Teachers					Special Education Teacher	2026	jgraves@nhft933.org
AFT, CT	Ms.	Lauren	Mancini-Averitt	Maloney High School	58 Stuyvesant Ave	New Haven	06512	203-215-4557	Secondary teacher	2024	<a href="mailto:manaveritt@aol.com">manaveritt@aol.com</a>
CEA	Ms.	Erica	Hunt	Newington Public Schools	9 Tuttle Circle	S. Windsor	06357	860-989-3911	Secondary teacher	2026	<a href="mailto:ehunt@npsct.org">ehunt@npsct.org</a>
CEA	Ms.	Maia	Vargas	Branford Elementary	18 Pontiac Drive	East Lyme	06357	860-271-5917	Elementary teacher	2024	<a href="mailto:mvgas@branfordschools.org">mvgas@branfordschools.org</a>
CEA	Ms.	Danielle	Fragoso	Daniel Hand High School	22 Sheffield St.	Old Saybrook	06475	860-304-0903	Secondary teacher	2025	<a href="mailto:fragoso72@yahoo.com">fragoso72@yahoo.com</a>
CEA	Ms.	Sandra	Mangan	Torrington School	800 Charles St.	Torrington	06790	860-806-3323	Elementary teacher	2025	<a href="mailto:smangan@torrington.org">smangan@torrington.org</a>
<b>Governor</b>		<b>VACANT</b>							<b>Business/Industry</b>	<b>2024</b>	
House Speaker	Ms.	Ayesha	Clarke		192 Palm St.	Hartford	06112		Parent	2024	<a href="mailto:aclarke@hesct.org">aclarke@hesct.org</a>
House Majority Leader	Dr.	Bridget	Carnemolla	Avon Public Schools	34 Simsbury Road	Avon	06001	860-404-4701	Superintendent	2024	<a href="mailto:bhcarnemolla@avon.k12.ct.us">bhcarnemolla@avon.k12.ct.us</a>
House Minority Leader	<b>Mr.</b>	<b>Joshua</b>	<b>Smith</b>	<b>Region 15</b>					<b>Superintendent of a Regional BOE</b>	<b>2026</b>	<a href="mailto:jsmith@region15.org">jsmith@region15.org</a>
SBE	Dr. .	Melody	Horton	Sacred Heart Univ.					Teacher Prep Program	2026	<a href="mailto:hortonm3@sacredheart.edu">hortonm3@sacredheart.edu</a>
SBE	Dr.	Dianna	Wentzell	Univ. of St. Joseph's					Teacher Prep Program	2026	<a href="mailto:dwentzell@usj.edu">dwentzell@usj.edu</a>
<b>Senate Majority Leader</b>		<b>VACANT</b>							<b>Board of Education</b>	<b>2025</b>	
Senate Minority Leader	Ms.	Marlene Ann	Megos	RESC Alliance	190 Bayview Blvd.	Stratford	06615	860-604-4383	Parent of a Secondary Student	2026	<a href="mailto:mmegos@yahoo.com">mmegos@yahoo.com</a>
Senate Pro Tem	Ms.	Kate	McCoy	Mansfield Public Schools	134 Warrenville Rd.	Mansfield Center	06250	860-423-1611	School Administrator	2026	<a href="mailto:mccoyk@mansfieldct.org">mccoyk@mansfieldct.org</a>
	Ms.	Kiana	Foster-Mauro	Nathan Hale Arts Magnet School					Current TOY	1/1/26	<a href="mailto:kianafostermauro@gmail.com">kianafostermauro@gmail.com</a>
	Ms.	Carolyn	Kielma	Bristol Public Schools					Prior Year TOY	1/1/25	<a href="mailto:carolynkielma@bristolk12.org">carolynkielma@bristolk12.org</a>

<b>CSDE</b>											
	Dr.	Shuana	Tucker	CSDE	450 Columbus Blvd.	Hartford	06103		Chief Talent Officer		<a href="mailto:Shuana.tucker@ct.gov">Shuana.tucker@ct.gov</a>
	Mr.	Christopher	Todd	CSDE	450 Columbus Blvd.	Hartford	06103	860-713-6848	Bureau Chief, Talent Office		<a href="mailto:Christopher.todd@ct.gov">Christopher.todd@ct.gov</a>
	Ms.	Sharon	Fuller	CSDE	450 Columbus Blvd.	Hartford	06103	860-713-6841	Liaison		<a href="mailto:sharon.fuller@ct.gov">sharon.fuller@ct.gov</a>

CEA											
	Ms.	Joslyn	DeLancey	CEA	21 Oak St.	Hartford	06106	860-525-5641	Vice President		<a href="mailto:joslynd@cea.org">joslynd@cea.org</a>
	Ms.	Elizabeth	Sked	CEA	21 Oak St.	Hartford	06106	860-525-5641	Liaison		<a href="mailto:elizabeths@cea.org">elizabeths@cea.org</a>