

This meeting will be recorded. It is requested that TAC members please enable video during the meeting.

Teacher Advisory Council (TAC)

Dec. 12, 2025

Justin Edwards, TAC Liaison, Office of
Educator Licensure and Effectiveness

TAC WEB PAGE LINK

- [ACCESS THE TAC WEBPAGE](#)

I. Welcome

- **Meredith Brewer**, Associate Commissioner, Office of Educator Licensure and Effectiveness

II. Roll Call of Members

- **Melanie Callahan**, TAC Chairperson, South Laurel Middle School

Roll Call

Name	Representing	Term Expiring
Melanie Callahan, Chair	Laurel Co.	Dec. 2025
Chad Davidson	McCracken Co.	Dec. 2025
Carla Criswell	Jefferson Co.	Dec. 2025
Becky Spies	Kentucky School for the Blind	Sept. 2027
Toni Prater	Kentucky School for the Deaf	Dec. 2027
Rosa Cubero-Hurley	Fayette Co.	Dec. 2025
Carla Lawson	Whitley Co.	Dec. 2025
Mandy Perez	Crittenden Co.	Sept. 2026
Kevin Dailey	Boone Co.	March 2027
Kristen Morgan	Danville Ind.	Sept. 2027
Corey Burns	Mercer Co.	Sept. 2027

Name	Representing	Term Expiring
Sarah Lizer	Fayette Co.	Sept. 2027
Casey Page	Shelby Co.	Sept. 2027
Brooke Leffingwell	Campbell Co.	Sept. 2027
Megan Hall	Letcher Co.	Sept. 2027
Joseph Stivers	Jefferson Co.	Sept. 2027
Emmanuel Anama-Green	Harlan Co.	Sept. 2027
Wendy Young	Fayette Co.	Sept. 2027
Nick Shoffner	Middlesboro Ind.	Sept. 2027
Jessica Hobson	Christian Co.	Sept. 2027
Shane Baker	Warren Co.	Sept. 2027
Scot Bratcher	Breckinridge Co.	Sept. 2027

III. Approve Agenda

- **Melanie Callahan**, TAC Chairperson, South Laurel Middle School

IV. Approve Minutes from Last Meeting

- **Melanie Callahan**, TAC Chairperson, South Laurel Middle School
 - [Access the September summary](#)

V. Stay Interview Initiative

- **Elly Gilbert**, Assistant Director, Office of Educator Licensure and Effectiveness

The background of the slide is a collage. The top left shows a line of yellow school buses, with the number '32' visible on the front of one. The bottom left shows a classroom with blue walls, decorated with colorful balloons and framed pictures. There are several small desks and chairs in the classroom.

Stay Interview Initiative

Elly Gilbert

Assistant Director,

Office of Educator Licensure and Effectiveness



Kentucky Department of
EDUCATION

Overarching Idea: What motivates teachers to stay in the classroom?

- How – GoTeachKY Ambassadors will conduct one on one or small group interviews with teachers in their school building and recording their responses to eight questions in a google form. The form will not ask for any PII about the respondents to maintain their anonymity.
- Who – GoTeachKY Ambassadors
- When – November/December 2025 and March/April 2026
- Where – Ambassador's Schools across the state

Ask of the TAC

- While this is a larger group setting than ambassadors will conduct these interviews in, we'd like for you all to, as a group, provide your:
 - Responses to the eight questions ambassadors will ask
 - Feedback on the initiative
 - Potential ideas on how to improve the project ahead of training the ambassadors in October

Question 1

- Why do you stay in education?
 - Either unmute or in the chat

Question 2

- When did you know you wanted to become a teacher?
 - Either unmute or in the chat

Question 3

- What is something you wish people in your community knew about teaching in your school?
 - Either unmute or in the chat

Question 4

- What's a moment that you'll never forget from your classroom?
 - Either unmute or in the chat

Question 5

- If you could tell that future teacher in your classroom one thing, what would it be?
 - Either unmute or in the chat

Question 6

- What do you look forward to when you come to work each day?
 - Either unmute or in the chat

Question 7

- What aspect of the job would you change to make it more satisfying if you could?
 - Either unmute or in the chat

Question 8

- What is a support that your leadership team or administration could provide to make this the best place to work?
 - Either unmute or in the chat

Feedback

- What are your thoughts on the initiative?
- Can you see the value in collecting this information?
- While respondents will be anonymous so they can feel more comfortable in providing honest answers, how would you like to see this data used?

Potential for Improvement

- Do you see any ways that we could improve the process?

Questions

- If you have any questions about the initiative that we have not yet answered, please unmute and ask or email Elly Gilbert
 - elly.gilbert@education.ky.gov

VI. Education Professional Standards Board (EPSB) Update

- Amber Snell, EPSB Chair, Madison County Public Schools

VII. Kentucky Board of Education (KBE) Update

- Alfonso De Torres Núñez, KBE Member, Jefferson County Public School

VIII. Certification Updates

- **Todd Davis**, Director, Office of Educator Licensure and Effectiveness

The background of the slide is a composite image. The top-left portion shows a line of yellow school buses, with the number '32' visible on the front of the lead bus. The bottom-left portion shows a classroom with blue walls, decorated with colorful balloons and framed pictures. Several white student desks and black chairs are arranged in the room.

Certification Structure Discussion

Office of Educator Licensure and Effectiveness

Certification Structure Workgroup

Charge: Review and discuss state and national data, seek feedback from Kentucky school districts and Educator Preparation Providers to determine if the current grade band structure meets the needs of Kentucky school districts.

Stakeholder Groups Represented

- Education Professional Standards Board (EPSB)
- Kentucky School Counselor Association (KSCA)
- Educator Preparation Providers
- Kentucky Association of School Superintendents (KASS)
- Kentucky Education Association (KEA)
- Kentucky Association of School Administrators (KASA)
- Kentucky Association of School Human Resource Managers (KASHRM)
- Legislators
- KDE Staff
- Council on Postsecondary Education (CPE)
- Principals Advisory Council (PrAC)
- Teachers Advisory Council (TAC)
- Education Cooperatives

Certification Grade Bands Recommendation

Interdisciplinary Early Childhood Education

- Retain Preschool-Kindergarten, consider optional endorsement for Grades 1-3

Elementary

- Grades K-6

Middle Grades

- Grades 4-9

Secondary

- Grades 7-12



Content Certification

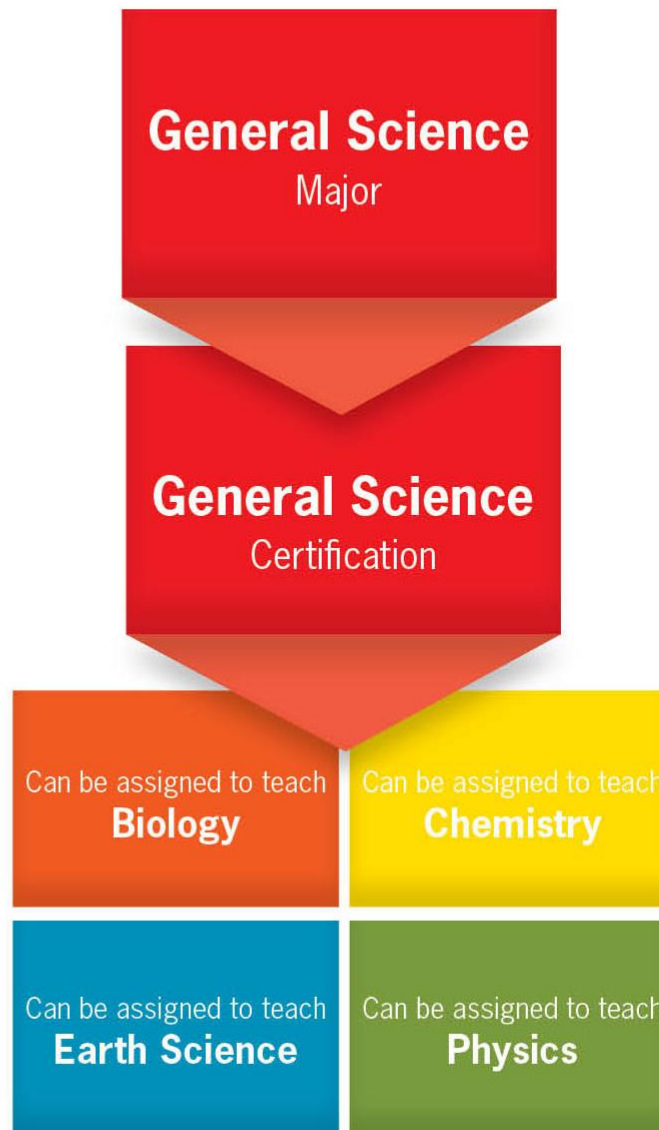
Tennessee

(States with only single-subject certification)



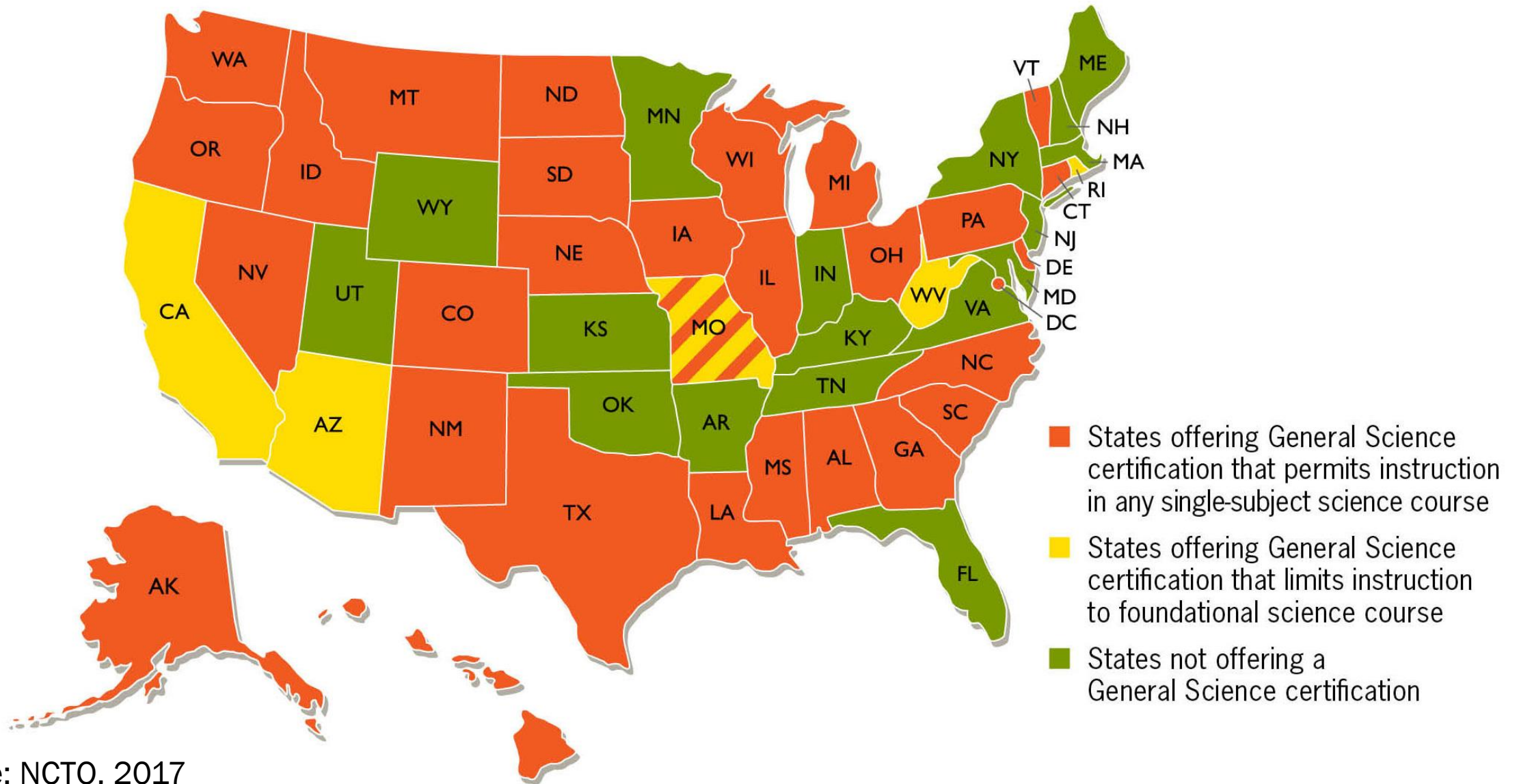
Colorado

(States with only multiple-subject certification)



Source: NCTQ, 2017

General Science Certification



Source: NCTQ, 2017

KENTUCKY

Sciences

- Chemistry
- Physics
- Biology
- Earth Science

Mathematics

- Middle School Mathematics
- Secondary Mathematics

Special Education

- Learning and Behavior Disorders
- Moderate and Severe Disabilities
- Hearing Impaired
- Hearing Impaired with Sign Language Proficiency
- Visually Impaired
- Communication Disorders

WEST VIRGINIA

Sciences

- Biology
- Chemistry
- Physics
- Chemistry/Physics
- Earth and Space

- General Science (foundation classes)

Mathematics (specialized)

- Algebra I
- Algebra II
- Geometry

- Math Comprehensive
- General Mathematics (5-9)

Special Education

- Autism
- Developmentally Delayed
- Emotional/Behavior Disorders
- Intellectual Disabilities
- Multi-Categorical (excludes Autism)
- Severe Disabilities
- Specific Learning Disabilities

- Comprehensive Special Education (SPED)

TENNESSEE

Sciences (specialized)

- Biology
- Chemistry
- Physics
- Earth and Space

Mathematics

- Mathematics (6-12)
- Middle Grades
Mathematics (5-9)

Special Education

- Special Education Interventionist (K-8, 6-12)
- Special Education Comprehensive (6-12)

ILLINOIS

Sciences

- Biology
- Chemistry
- Earth and Space Science
- Environmental Science
- Physics

Permission for all subject areas

Special Education

LBS I - may be assigned to serve students with the following disabilities: learning disabilities, social/emotional disorders, intellectual disabilities, physical/orthopedic disabilities, autism or traumatic brain injury

LBS II – Endorsements

Curriculum Adaptation Specialist

Multiple Disabilities Specialist

Behavior Intervention Specialist

Deaf-Blind Specialist

Bilingual Special Education Specialist

Technology Specialist

Transition Specialist



Kentucky Department of
EDUCATION

Considerations

Preparation

Content Education Majors, Dual Majors, Minors

Certification

Comprehensive vs. Specialized

Permissions

Courses vs. Grade Bands - (Algebra I, Geometry) (5-9, 8-12)

Future Impact

Consequences - Teacher performance, student performance, culture

Feedback and Suggestions

Contact Information

Todd Davis, Division Director

todd.davis@education.ky.gov

Sharon Salsman, Assistant Director

sharon.salsman@education.ky.gov

IX. TAC Chair Election

- **Justin Edwards**, TAC Liaison, Office of Educator Licensure and Effectiveness

IX. Adjournment

- **Justin Edwards**, TAC Liaison, Office of Educator Licensure and Effectiveness
- Future Meeting:
 - March 18, 2026
 - June 17, 2026