



45

28

2.5

50

32

2.2

56

63

36

71

80

40

2.0

90

100



1.8



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NATIONAL BUREAU OF STANDARDS-1963-A

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ABSTRACT

This directory briefly describes professional practices commissions and teaching standards boards which exist in various states and indicates where additional legislation is being considered or is pending. The data were obtained from executive secretaries of the National Education Association state affiliates and from state departments of education. The descriptions are factual only and make no attempt to convey what has happened as a result of the legislation. Six tables of data comprising 40 percent of the document are included. (Author/JB)

## professional excellence

The Charter of the National Education Association states the purpose of the nation's largest independent professional organization: "To elevate the character and advance the interests of the profession of teaching and to promote the cause of education in the United States."

To carry out this purpose more effectively, the NEA, through its Representative Assembly, has established a number of long-range goals. This document, prepared by the NEA staff for Instruction and Professional Development, represents a part of the effort of the Association to achieve one of these goals: *professional excellence*.

For more information about our program on professional excellence, write or call: Instruction and Professional Development, National Education Association, 1201 16th Street, N. W., Washington, D. C. 20036. Phone: (202) 833-4337.

*James W. Becker, director  
Instruction & Professional  
Development  
National Education Association*

ED 079236

TEACHER STANDARDS AND PRACTICES COMMISSIONS

a directory

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Governance Team

INSTRUCTION AND PROFESSIONAL DEVELOPMENT  
NATIONAL EDUCATION ASSOCIATION  
1201 - 16th Street, N. W., Washington, D. C. 20036

March 15, 1973

SP 006 621

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March 15, 1973

## FOREWORD

This directory is intended to be useful to those persons concerned with state legislation for self-governance of the teaching profession. It describes briefly professional practices commissions and standards boards which now exist in various states and indicates where additional legislation is being considered or is pending. It is a factual description only, and makes no attempt to convey what has happened as a result of the legislation. The data were obtained from executive secretaries of NEA state affiliates and from state departments of education.

While much of the information in this document will not change until existing legislation is either amended or added to, some -- namely, association and commission contacts, legislative plans, and budgets -- may quickly become outdated. What is here, however, will give a brief sketch of what currently exists nationally. Hopefully this information will help facilitate communication among states concerning implementation and operational activities.

Margaret Knispel, Governance Team\*

\*Other members of the Instruction and Professional Development (IPD) governance team are: Richard Cortright, Robert Luke and Bernard McKenna. Malinda Miles, Enyd Medas, and Geraldine Pershing also assisted with the preparation of this directory.

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**ALABAMA**

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No teacher standards and practices board or commission.  
No legislation planned by state association.

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**ALASKA**

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Name: PROFESSIONAL TEACHING PRACTICES COMMISSION  
Established 1966 under the Professional Teaching  
Practices Act

Type: Advisory in certificate suspension, revocation

Members: 9, nominated by groups represented, appointed by  
governor. 3-year terms; eligible for reappointment  
once

Officers: Chairman

Meetings: Semiannual

Budget/Source: \$20,000, from certificate fees

Staff: In legislation process

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**ARIZONA**

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---

No teacher standards and practices board or commission.  
No legislation planned by state association.

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**ARKANSAS**

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No teacher standards and practices board or commission.  
Practices legislation being planned by state association.

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**CALIFORNIA**

---

**Name:** COMMISSION FOR TEACHER PREPARATION AND LICENSING  
Established 1970 under the Teacher Preparation and  
Licensing Law

**Type:** Autonomous, having considerable legal power (State  
Board of Education has veto power)

**Members:** 15, nominated by statewide organizations, appointed  
by governor. 4-year terms, staggered; eligible for  
reappointment twice

**Officers:** Chairman, vice-chairman, executive secretary

**Meetings:** Monthly

**Budget/Source:** \$2,800,000 in 1971-72 from certificate fees

**Staff:** 13 professional, 107 support; full-time

---

**COLORADO**

---

**Name:** COLORADO PROFESSIONAL PRACTICES COMMISSION  
Established 1969 under the Colorado Educational  
Practices Act

**Type:** Advisory to State Board of Education

**Members:** 12, appointed by governor. 4-year terms, staggered

**Officers:** Chairman, vice-chairman, secretary

**Meetings:** Annually

**Budget/Source:** \$8,000 in 1972, from state appropriation. (Upon  
implementation of Code of Ethics, up to \$2 fee will  
be charged teachers who wish to subscribe to the code.)

---

**CONNECTICUT**

---

**Name:** ADVISORY BOARD ON STATE CERTIFICATION OF TEACHERS  
Established 1967 under the State Teachers Certification  
Advisory Board Act

**Type:** Advisory to State Board of Education

**Members:** 15, appointed by governor. 3-year terms, staggered

**Officers:** Chairman, vice-chairman, secretary

**Meetings:** Monthly, except in July and August

**Budget/Source:** State Department of Education

---

**DELAWARE**

---

No teacher standards and practices board or commission.  
No legislation planned by state association.

---

**FLORIDA**

---

Name: FLORIDA PROFESSIONAL PRACTICES COUNCIL  
Established 1963 under the Professional Teaching  
Practices Act

Type: Advisory to State Board of Education

Members: 19, nominated by teachers associations or organizations,  
recommended by state superintendent, appointed by State  
Board of Education. 3-year terms, staggered; eligible  
for reappointment once.

Officers: Chairman, vice-chairman, executive committee

Meetings: Require 3 annually; executive committee meets monthly,  
entire council quarterly

Budget/Source: \$132,000, from certificate fees

Staff: 3 professionals, 4 support; full-time

---

**GEORGIA**

---

Name: PROFESSIONAL PRACTICES COMMISSION  
Established 1967 under the Professional Teaching  
Practices Act

Type: Advisory to State Board of Education

Members: 17, nominated by groups representing professional  
departments, recommended by state superintendent,  
appointed by State Board of Education. 3-year terms  
staggered; eligible for reappointment once.

Officers: Chairman, co-chairman, secretary

Budget/Source: From statewide professional education organizations

---

**HAWAII**

---

No teacher standards and practices board or commission.  
No legislation planned by state association.

---

**IDAHO**

---

Name: PROFESSIONAL STANDARDS COMMISSION  
Established 1972 by statute combining Professional Standards Board with previously established Professional Practices Commission

Type: Advisory to State Board of Education

Members: 15, nominated by organizations represented, appointed by State Board of Education. 3-year terms, staggered; eligible for reappointment any number of times.

Officers: Chairman, vice-chairman, secretary

Meetings: Quarterly and on call

Budget/Source: \$26,000, from certificate fees

Staff: 1 secretary

---

**ILLINOIS**

---

No teacher standards and practices board or commission.  
Legislation pending.

---

**INDIANA**

---

No teacher standards and practices board or commission.  
Legislation being planned.

---

**IOWA**

---

Name: PROFESSIONAL TEACHING PRACTICES COMMISSION  
Established 1967 under the Professional Practices Act; operating appropriation passed in 1971

Type: Advisory to State Board of Education

Members: 9, nominated by individuals and teachers associations or organizations, appointed by governor. Terms staggered; eligible for reappointment once.

Officers: Chairman, vice-chairman, secretary

Meetings: Monthly or on call

Budget/Source: \$30,000 (1971-73), from state appropriations

Staff: 1 support, part-time

---

**KANSAS**

---

Name: (a) PROFESSIONAL TEACHING STANDARDS BOARD  
(b) PROFESSIONAL TEACHING PRACTICES COMMISSION  
Established 1969 under the Kansas Professional Teaching Practices Act

Type: Advisory to State Board of Education

Members: (a) 31, (b) 17, nominated by teacher associations or organizations, appointed by State Board of Education. 3-year terms, staggered; eligible for reappointment once.

Officers: Chairman, vice-chairman, secretary

Meetings: Quarterly

Budget/Source: \$5,000, from state appropriation (in State Department of Education Budget)

---

**KENTUCKY**

---

Name: PROFESSIONAL PRACTICES COMMISSION  
Established 1962

Type: Advisory to State Board of Education

Members: 12, nominated by teachers associations or organizations, appointed by governor. 3-year terms, staggered; eligible for reappointment once.

Officers: Chairman, vice-chairman, secretary

Meetings: On call

Budget/Source: \$3,000, from the profession

Staff: 1 professional, 1 support; part-time

---

**LOUISIANA**

---

No teacher standards and practices board or commission.  
No legislation planned by state association.

---

**MAINE**

---

No teacher standards and practices board or commission.  
Legislation being planned.

---

**MARYLAND**

---

Name: PROFESSIONAL STANDARDS BOARD  
Established 1968 by State Board of Education bylaw  
(Have the effect of law unless challenged)

Type: Advisory to State Board of Education

Members: 15, nominated by teachers associations, educational organizations and other sources, appointed by State Board of Education. 3-year terms, staggered.

Officers: Chairman, vice-chairman

Meetings: Monthly

Budget/Source: State appropriation, in State Department budget

---

**MASSACHUSETTS**

---

No teacher standards and practices board or commission.  
Legislation pending.

---

**MICHIGAN**

---

No teacher standards and practices board or commission.  
Legislation being drafted.

---

**MINNESOTA**

---

Name: PROFESSIONAL TEACHING PRACTICES COMMISSION  
Established 1967 by Minnesota Statute. New Legislation pending.\*

Type: Advisory to State Board of Education; and autonomous, having legal powers.

Members: 12, nominated by teachers associations or organizations, appointed by governor. 4-year terms, staggered; eligible for reappointment once.

Officers: Chairman, vice-chairman

Meetings: Quarterly, or on written request of 6 members

Budget/Source: \$3,000 (biennium), from state appropriation in the State Department budget

\*The legislation pending would amend existing legislation to include standards and licensure functions.

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**MISSISSIPPI**

---

No teacher standards and practices board or commission.  
No legislation planned by state association.

---

**MISSOURI**

---

No teacher standards and practices board or commission.  
No legislation planned by the state association.

---

**MONTANA**

---

No teacher standards and practices board or commission.  
Legislative action planned.

---

**NEBRASKA**

---

Name: PROFESSIONAL PRACTICES COMMISSION  
Established 1967 under the Nebraska Professional  
Practices Act

Type: Advisory to State Board of Education

Members: 12, nominated by teachers associations or organizations  
and members, appointed by governor. 3-year terms,  
staggered; eligible for reappointment once.

Officers: Chairman, vice-chairman, secretary-treasurer

Meetings: 10

Budget/Source: \$43,000, from certificate fees and state appropriation

Staff: 1 professional, 1 support; full-time

---

**NEVADA**

---

Legislation being drafted.

Although there is a Nevada Professional Practices Act  
of 1968 it is not comprehensive legislation; it is  
concerned only with dismissal or nonrenewal of contracts.  
Nevada reports that work currently under way is on  
standards and licensure legislation.

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**NEW HAMPSHIRE**

---

Name: PROFESSIONAL STANDARDS BOARD  
Established 1970 by the State Board of Education

Type: Advisory to State Board of Education

21, nominated by profession and interested individuals.  
appointed by State Board of Education. 3-year terms,  
staggered

Officers: Chairman

Meetings: Monthly

Budget/Source: From State Board of Education

---

**NEW JERSEY**

---

No teacher standards and practices board or commission.  
Legislation pending.

---

**NEW MEXICO**

---

No teacher standards and practices board or commission.  
Legislation being planned by state association.

---

**NEW YORK**

---

No teacher standards and practices board or commission.  
No legislation planned by the state association.

---

**NORTH CAROLINA**

---

No teacher standards and practices board or commission.  
Legislation pending.

---

**NORTH DAKOTA**

---

Name: TEACHERS PROFESSIONAL PRACTICES COMMISSION  
Established 1965 under the Teachers Professional Practices Act

Type: Advisory to State Board of Education

Members: 9, nominated by teachers associations or organizations, appointed by governor. 3-year terms, staggered; eligible for reappointment once.

Officers: Chairman, vice-chairman, secretary

Meetings: Quarterly

Budget/Source: \$1,750, from organizations represented

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**OHIO**

---

No teacher standards and practices board or commission.  
Legislation being drafted by the state association.

---

**OKLAHOMA**

---

Name: (a) PROFESSIONAL PRACTICES COMMISSION  
Established 1965  
(b) PROFESSIONAL STANDARDS BOARD  
Established 1969

Type: Advisory to State Board of Education

Members: (a) 16, nominated by teachers associations or organizations, appointed by governor. 4-year terms, staggered; no successive terms. (b) 26, nominated by teachers associations or organizations, appointed by State Board of Education. 4-year terms, staggered; no successive terms.

Officers: Chairman, vice-chairman, secretary, executive secretary  
(permanent member on the commission)

Meetings: (a) on call, (b) quarterly

Budget/Source: (a) activities financed by the Oklahoma Education Association, (b) \$12,500, from certificate fees

---

**OREGON**

---

Name: TEACHER STANDARDS AND PRACTICES COMMISSION  
Established 1965

Type: Advisory to State Board of Education

Members: 16, nominated by petition and by higher education groups, appointed by State Board of Education. 3-year terms; reappointment once.

Officers: Chairman, vice-chairman, 2 executive committees, past chairman

Meetings: Semiannually

Budget/Source: \$50,000, from certificate fees

Staff: 1 professional, 1 support; full-time

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**PENNSYLVANIA**

---

No teacher standards and practices board or commission.  
Legislation pending.

---

**RHODE ISLAND**

---

No teacher standards and practices board or commission.  
Legislation being drafted.

---

**SOUTH CAROLINA**

---

No teacher standards and practices board or commission.  
Legislation being drafted.

---

**SOUTH DAKOTA**

---

Name: SOUTH DAKOTA PROFESSIONAL PRACTICES COMMISSION  
Established 1969 under the Professional Practices Act

Type: Advisory in certificate suspension, revocation

Members: 7, appointed by governor. 3-year terms, staggered;  
eligible for reappointment twice

Officers: Chairman, vice-chairman, secretary

Meetings: On call, usually bi-monthly

Budget/Source: Expend about \$15,000 annually, from certificate fees

Staff: 1 professional, 1 support; part-time

---

**TENNESSEE**

---

No teacher standards and practices board or commission.  
Legislation pending.

---

**TEXAS**

---

Name: TEACHERS' PROFESSIONAL PRACTICES COMMISSION  
Established 1969, House Bill 32

Type: Advisory to State Board of Education and the Commissioner  
of Education

Members: 15, nominated by professional associations or  
organizations, appointed by governor. 3-year terms,  
staggered; eligible for reappointment for two  
consecutive terms.

Officers: Chairman, vice-chairman, secretary

Meetings: Scheduled in advance for each commission year and on  
call if necessary

Budget/Source: State appropriation

Staff: 1 professional, 1 support; both full-time

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**UTAH**

---

No teacher standards and practices board or commission.  
Legislation pending.

---

---

VERMONT

No teacher standards and practices board or commission.  
No legislation planned by state association.

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VIRGINIA

No teacher standards and practices board or commission.  
Legislation pending.

---

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WASHINGTON

No teacher standards and practices board or commission.  
Legislation being planned.

---

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WEST VIRGINIA

No teacher standards and practices board or commission.  
Legislative action being planned.

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WISCONSIN

No teacher standards and practices board or commission.  
Legislation being discussed within the association.

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WYOMING

No teacher standards and practices board or commission.  
Association legislation defeated in February, 1973;  
new legislation to be considered.

Table 1: POWERS AND RESPONSIBILITIES OF STATE TEACHER STANDARDS, LICENSURE, AND/OR PRACTICES COMMISSIONS OR BOARDS

STATE	ESTABLISH CRITERIA FOR:											
	CERTIFICATION, PREPARATION	TEACHER EDUCATION ACCREDITATION	PERFORMANCE, COMPETENCY	TEACHER CONTRACTS	CONTINUATION IN PROFESSION	ETHICAL CONDUCT	ADOPT RULES, REGULATIONS, PROCEDURES	HOLD HEARINGS	SUBPOENA WITNESSES	WARN, REPRIMAND PROFESSIONALS	SUSPEND, REVOKE, REINSTATE CERTIFICATES	CONDUCT STUDIES
ALABAMA												
ALASKA	X				X	X	X	X	X	X	R	X
ARIZONA												
ARKANSAS												
CALIFORNIA	X	X	X <sup>a</sup>		X <sup>a</sup>	X	X <sup>b</sup>	X	X <sup>c</sup>	X <sup>a</sup>	X	X <sup>d</sup>
COLORADO						X	X	X	X	X	R	X
CONNECTICUT	R										R	
DELAWARE												
FLORIDA	X		X		X	X	X	X	X	X	R	
GEORGIA			X			X	X	X			R	
HAWAII												
IDAHO			X			X	X	X	X	X	R	X
ILLINOIS												
INDIANA												
IOWA			X	X	X	X	X	X				X
KANSAS	X				X	X	X	X	X <sup>e</sup>		R	X
KENTUCKY						X	X	X	X	X		X
LOUISIANA												
MAINE												
MARYLAND	X	X					X	X				X
MICHIGAN												
MINNESOTA						X	X	X	X	X	R	
MISSISSIPPI												
MISSOURI												
MONTANA												
NEBRASKA				R	R	R	X	X	X	X	R	X
NEVADA												
NEW HAMPSHIRE	X		X		X		X	X		X	R	X
NEW JERSEY												
NEW MEXICO												
NEW YORK												
NORTH CAROLINA												
NORTH DAKOTA						X	X	X	X	X	R	X
OHIO												
OKLAHOMA	R						X	X	X	X	R	X
OREGON	R	R	R	R	R	R	X	X	X	R	R	X
PENNSYLVANIA												
RHODE ISLAND												
SOUTH CAROLINA												
SOUTH DAKOTA			X			X	X	X	X	X		X
TENNESSEE												
TEXAS								X				
UTAH												
VERMONT												
VIRGINIA												
WASHINGTON												
WEST VIRGINIA												
WISCONSIN												
WYOMING												

R = recommend. a/ Applies to licensure only. b/ Subject to "stay" by State Board of Education. c/ Credentials Committee can. d/ "...may investigate any aspect of the field of education that it chooses." e/ By order of State Board of Education.

Table 2: MEMBERSHIP OF STATE PROFESSIONAL PRACTICES COMMISSIONS AND STANDARDS BOARDS ACCORDING TO GROUPS REPRESENTED

STATE	TEACHERS		SUPERVISORS	COUNSELORS/STUDENT PERSONNEL	ADMINISTRATORS			LOCAL BOARDS OF EDUCATION	STATE BOARD OF EDUCATION	STATE DEPARTMENT OF EDUCATION	LAY PUBLIC	HIGHER EDUCATION		PROFESSIONAL ASSOCIATIONS	OTHER	TOTAL	
	ELEMENTARY	SECONDARY			JUNIOR COLLEGE	ELEMENTARY PRINCIPALS	SECONDARY PRINCIPALS					SUPERINTENDENTS	PUBLIC				PRIVATE
ALABAMA																	
ALASKA	5				1	1				1		1				9	
ARIZONA								2			3					15	
ARKANSAS	4					1										12	
CALIFORNIA	4	5 <sup>a</sup>				1					3					15	
COLORADO	4							3				1				19	
CONNECTICUT	4					3										17	
DELAWARE	4					1			1							15	
FLORIDA	4		1			1				1						19	
GEORGIA	4					1										17	
HAWAII						1										15	
IDAHO		8 <sup>b</sup>				1				1						15	
ILLINOIS																9	
INDIANA	2					1				1						31	
IOWA	3	7 <sup>a</sup>	3 <sup>c</sup>			2				2						17	
KANSAS (Board)	3	4 <sup>a</sup>	2			1				1						12	
KANSAS (Com'n)	3					2										12	
KENTUCKY	5 <sup>a</sup>					1										9	
LOUISIANA																31	
MAINE																2 <sup>f</sup>	
MARYLAND	3															3 <sup>f</sup>	
MASSACHUSETTS	3															17	
MICHIGAN	3															12	
MINNESOTA	3															15	
MISSISSIPPI	4															12	



Table 3: QUALIFICATIONS FOR MEMBERSHIP ON STATE TEACHER STANDARDS, LICENSURE, AND/OR PRACTICES COMMISSIONS OR BOARDS

STATE	STATE RESIDENT	U. S. CITIZEN	PROFESSIONAL QUALIFICATIONS		
			IN - FORCE CERTIFICATE	IN PRACTICE	YEARS OF EXPERIENCE
ALABAMA					
ALASKA	X	X			5
ARIZONA					
ARKANSAS					
CALIFORNIA			X	X	
COLORADO	X		X	X	
CONNECTICUT	X			X	
DELAWARE					
FLORIDA	X	X	X	X	5 <sup>a</sup>
GEORGIA	X	X	X		5 <sup>a</sup>
HAWAII					
IDAHO	X	X	X	X	5
ILLINOIS					
INDIANA					
IOWA			X	X	
KANSAS	X	X	X	X	5 <sup>b</sup>
KENTUCKY	X		X	X	
LOUISIANA					
MAINE					
MARYLAND	X	X			
MASSACHUSETTS					
MICHIGAN					
MINNESOTA			X	X	5 <sup>c</sup>
MISSISSIPPI					
MISSOURI					
MONTANA					
NEBRASKA	X		X	X	
NEVADA					
NEW HAMPSHIRE	X				
NEW JERSEY					
NEW MEXICO					
NEW YORK					
NORTH CAROLINA					
NORTH DAKOTA			X	X	
OHIO					
OKLAHOMA		(according	to group	represented)	
OREGON	X		X	X	5
PENNSYLVANIA					
RHODE ISLAND					
SOUTH CAROLINA					
SOUTH DAKOTA		(according	to group	represented)	
TENNESSEE					
TEXAS	X	X	X	X	
UTAH					
VERMONT					
VIRGINIA					
WASHINGTON					
WEST VIRGINIA					
WISCONSIN					
WYOMING					

a/ Immediately preceding appointment. b/ Three years immediately preceding appointment.  
c/ Two years immediately preceding appointment

Table 4: MAJOR ACCOMPLISHMENTS REPORTED BY STATE TEACHER STANDARDS  
LICENSURE, AND/OR PRACTICES COMMISSIONS OR BOARDS

ALASKA	<u>Handbook for Teachers</u> (including code of standards and hearing and investigation procedures).
CALIFORNIA	Activated "eminence" credential, cut time-lapse in issuing credentials, currently sponsoring study linking Teacher Behavior to Pupil Growth
FLORIDA	Processed over 145 complaints.
GEORGIA	Adopted "Standards of Competent and Ethical Professional Performance."
KANSAS	Updated certification standards and requirements, state study under way of teacher education and certification.
KENTUCKY	Many ethics cases heard and decided.
MARYLAND	Review of certification standards and recommendations for change.
MINNESOTA	Advisory opinions, two current cases.
NEBRASKA	Practices criteria, investigation procedures, handled formal complaints, consultant and speaker services, certification study and recommendations.
NEW HAMPSHIRE	<u>Licensing of Educational Personnel, Staff Development for Educational Personnel</u> (local guidelines)
NORTH DAKOTA	Code of ethics, investigations.
OKLAHOMA	Study and/or recommendations in areas of student teaching, certification, reciprocity, teacher education, teacher aides, new developments in education; conference on teacher education.
OREGON	<u>Standards of Competent and Ethical Performance; Personnel Development: A Position Statement; 1972 Oregon Rules for Certification and 1972 Certification of School Administrators</u> (recommendations); studies of misassignment, retirement, preparation.
SOUTH DAKOTA	Code of ethics, preliminary guidelines for supervision and evaluation and selection of pilot schools for experimental use of guidelines.
TEXAS	Disciplining of profession.

TABLE 5: AMOUNT AND SOURCE OF ANNUAL BUDGETS

State	State Appropriation	Certification Fees	State Department of Education	Professional Education Organizations
ALASKA		\$ 20,000		
CALIFORNIA		2,280,000		
COLORADO	\$ 8,000		Unspecified	
CONNECTICUT				
FLORIDA		132,000		
GEORGIA				Unspecified
IDAHO		20,000		
IOWA	30,000			
KANSAS	5,000			\$3,000
KENTUCKY				
MARYLAND			Unspecified	
MINNESOTA			\$3,000 (Biennial)	
NEBRASKA				
NEW HAMPSHIRE			Unspecified	
NORTH DAKOTA				1,750
OKLAHOMA				As needed
OREGON		50,000		
SOUTH DAKOTA		15,000		
TEXAS	Unspecified			

← (\$43,000) →

Table 6: Names of Association and Commission Contacts and Addresses

State	Association Contact	Commission Contact
ALABAMA	Don E. Hendren, Director Instructional Services Professional Development Alabama Education Association Box 4177 Montgomery, Alabama 36104	
ALASKA	Robert Van Houte Executive Secretary Alaska Education Association 207 Seward Building Juneau, Alaska 99801	Jeff Jeffers Secretary-Treasurer State Department of Education Pouch F Juneau, Alaska 99801
ARIZONA	Robert Frazier Research Director Arizona Education Association 2102 West Indian School Road Phoenix, Arizona 85105	
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## nea council on instruction and professional development

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