

July 2011

NASDTEC

# Communicator

## President's Report - Vickie Chamberlain (OR)

### NASDTEC Executive Board 2011-2012

**President** - Victoria Chamberlain (OR)  
**Vice President** - Brian Devine (MA)

#### Regional Directors:

Northeast - Marta Cambra (VT)  
Southern - Michael Carr (KY)  
Central - TePamela Coleman (KS)  
Western - Elizabeth Keller (MT)

#### Committee Chairs:

Associate Members -  
Meredith Curley  
(University of Phoenix)  
Interstate - Pamela Coleman (KS)  
NEISBA - Janet Welk (ND)  
Professional Practice -  
Beth Myers (IA)  
Professional Preparation &  
Continuing Development  
Marta Cambra (VT)  
Technology - David LaJeunesse (FL)

#### Staff:

Attorney - Carolyn Angelo (PA)  
Executive Director - Roy Einreinhofer

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The June annual conference was well-attended given the economic climate and we had some extremely powerful presentations from education experts. The conference evaluations came in overwhelmingly positive with our kick-off general session receiving the highest marks from conference attendees. The presentation by Troy Hutchings and the Junior ROTC on the interactive training for educators regarding the slippery slope of misconduct illustrated the fine edge between handling a situation appropriately and handling it poorly, resulting in a boundary violation.

Other presentations receiving extremely high marks included: Steve Cantrell's "Measurement to Deliver Effective Teaching;" Deborah Ball's "Building a System for Responsible Teaching;" Ray Pecheone and Sharon Robinson's "Teacher Performance Assessment Consortium and AACTE" and the general session focused on "State Sharing: Collective Wisdom."

Several concurrent sessions were also highly rated with "State Panel: Teacher Leaders" and "Approving Alternative Providers" leading the interest responses. All of the themed meetings focused on the NASDTEC

committees (technology, professional practices, etc.) also continue remain popular with conference attendees.

The NASDTEC board is continuing to search for an effective and efficient method to bring a lot of this high quality content to the web for partners who are unable to attend due to state travel freezes and budget short-falls. We are currently reviewing new web-based technology for our home web page to improve the association's management and membership communication tools.

Finally, the position for association executive director is now being advertised at many education employment sites and publications. The board will be interviewing candidates for the position in October and hopefully can make a final decision by February 2012. We are aiming to have the new director on board in time to work side-by-side with our outgoing director Roy Einreinhofer at the June 2012 conference.

Thank you for your continued support and interest in NASDTEC as we navigate these challenging times in local, state and national education policy and funding.

## Vice President's Report—Brian Devine (MA)



For starters, thank you for electing me as Vice President of NASDTEC, I am honored to serve in this role and I will work hard for you and the organization. To follow up on that theme, it will take hard work to ensure that next year's conference is as successful as our most recent event in Sacramento. The next annual conference is set for June 3-6, 2012 in Baltimore, Maryland. Please mark your calendars now.

Early stages for planning have already begun and the planning committee for the conference is: Mike Carr (KY), Vickie Chamberlin (OR), Pamela Coleman (KS), Meredith Curley (UPhx), Joann Ericson (MD), Roy Einreinhofer (NASDTEC), Elizabeth Keller (MT), Erika Lomax (D.C.) and myself.

The committee will be meeting in Baltimore on August 12<sup>th</sup> and 13<sup>th</sup> and will roll up our sleeves to lay out the foundation and framework for the conference. If you are interested in learning about a particular topic, know of a dynamic and engaging speaker/presenter, or are interested in presenting about some exciting initiative taking place in your organization, please contact me at [bdevine@doe.mass.edu](mailto:bdevine@doe.mass.edu).

Lastly, I would like to personally thank and recognize our outgoing President, George Maurer (IA). Serving in the role of Central Regional Director, Vice President, and President, George has certainly contributed greatly to the organization and we thank him for that.

## Executive Director Search Committee to Begin Work

At its June meeting, the NASDTEC Executive Board finalized the timeline for its search to replace Roy Einreinhofer as executive director, as he will retire effective June 30, 2012.

The Search Committee is comprised of Vickie Chamberlain (OR), George Maurer (IA), Brian Devine (MA), and Mike Carr (KY), who was appointed as committee chair. Applications will be taken for the position until September 30. Details for applying may be found at: <http://www.nasdtec.org/>.

The committee will begin its work in October and will conduct screening and preliminary interviews as needed during November and December. Finalists will be sent to the full board for

interviews during its February meeting. The board is planning to name a new director in time to allow Roy to work with the new ED before his retirement.

The Board is conducting a national search for candidates, advertising the position this summer in *Education Week*, *Chronicle of Higher Education*, and with the American Society of Association Executives (ASAE). The job will also be posted on all three job websites.

## NIESBA News Janet Welk (ND)

The National Independent Educator Standards Boards Association (NIESBA) met during the annual NASDTEC conference in Sacramento. Members attending were Marta Cambra (VT), Victoria Chamberlain (OR), Teri Clark (CA), Ted Gillispie (OK), Lynn Hammonds (HI), Kelly Henson (GA), George Maurer (IA), Phillip Rogers (KY), Jennifer Wallace (WA), and Janet Welk (ND). James Cibulka (NCATE) and Richelle Patterson (NEA) were also present. The meeting was chaired by Phil Rogers.

Washington Trip. NIESBA members Phil Rogers and Janet Welk reported on the Washington trip in May to meet with officials from the U.S. Department of Education, Office of the Under Secretary, National Education Association (NEA), American Association of Colleges of Teacher Education (AACTE), Council of Chief State School Officers (CCSSO), and the National Council for Accreditation of Teacher Education (NCATE) to discuss the inclusion of NIESBA. Dale Janssen (CA) contacted the organizations and scheduled the meetings for the trip but was unable to attend. It was noted that the groundwork laid by this trip may be paying off with the grant notice concerning professional development for regular and special education teachers regarding students with disabilities. Because of the effectiveness of the visits, it was suggested this be an annual trip.

NIESBA Membership of State Consortium on Educator Effectiveness (SCEE). A discussion of the pros and cons of membership on the SCEE evolved into NIESBA becoming a member of CCSSO. Vicki Chamberlain (OR) will contact Gene Wilhoit and Janice Poda (CCSSO) to discuss the opportunity. Terri Clark (CA) will work with Richelle Patterson (NEA) on the possibility of an affinity group.

NIESBA Membership on the CAEP Board. Dr. Jim Cibulka (NCATE) indicated to the Association that NCATE would welcome the membership of NIESBA as part of the State Partnership Board. Dues

would be assessed for CAEP membership in 2013. A motion was made by Janet Welk (ND) and seconded by Ted Gillispie (OK) to appoint Vicki Chamberlain (OR) as the NIESBA representative on the NCATE State Partnership Board.

Teacher Leadership Research. Phillip Rogers (KY) and Richelle Patterson (NEA) reported on the NEA research of independent boards legislation and how independent boards make a difference. This research will be instrumental in the development of independent board. Janet Welk (ND) will compile the legislation for the project.

Recognition of Dale Janssen's Service. Vicki Chamberlain (OR) proposed honoring Dale Janssen (CA) for all of his work as a founding member of NIESBA. A motion was made and seconded to purchase a suitable plaque to honor Dale upon his retirement on June 30 and extending to him our deepest appreciation for his leadership, dedication and hard work in the formation of NIESBA.

Other Items for Discussion. Vicki Chamberlain (OR) discussed the need for more time on the agenda at NASDTEC, develop better communication among members, tracking of legislation as members move through legislative years, and the ability to support each other.

Election of Officers. Dale Janssen (CA) has resigned effective the first of June. As indicated in the By-Laws, Phil Rogers (KY) became the chair upon Dale's resignation. Phil indicated previous professional obligations will keep him from accepting a nomination as Chair. A motion was made by Marta Cambra (VT) and seconded by George Maurer (IA) to nominate Janet Welk (ND) as chair. Motion passed. A motion was made by Ted Gillispie (OK) and seconded by Vicki Chamberlain (OR) to nominate Phillip Rogers (KY) as vice chair. Motion passed. A motion was made by Vicki Chamberlain (OR) and seconded by George Maurer (IA) to nominate Jennifer Wallace (WA) as member at large.

## Central Region Report—Pamela Coleman (KS)

Representatives from the central region enjoyed the 2011 NASDTEC annual meeting. We want to thank Ted Gillispie, who is retiring August 1, for serving as the director of the central region. We wish Ted the very best on his retirement! Please welcome, Linda Reid, who is serving in Ted's capacity at the Oklahoma Commission on Teacher Preparation.

Congratulations to Janet Welk (ND) for her election as the chair of NIESBA (the National Independent Educator Standards Boards Association,) one of

NASDTEC's special committees. Janet will provide great leadership. Congratulations also go out to Susan Helbert (KS), for agreeing to serve on the Interstate Agreement committee representing our region.

All states in the central regions continue to work toward the anticipated ESEA reauthorization requirements. A few states are working on evaluation instruments, longitudinal data systems, and defining effective teacher and leader.

## Technology Committee Report David LaJeunesse (FL)

### Need Help with JSRs in Knowledgebase?

To further assist the Technology Committee, the Executive Board has asked Linda Stowers, to provide more direct guidance and assistance to Members in completing the 2010-2015 Interstate Agreement Tables in Section H of the NASDTEC Knowledgebase. Since only about 50% of our jurisdictions have entered data into the required tables as of June, 2011, Linda will be contacting information providers directly to ensure this critical information is supplied for facilitating our current Interstate Agreement. In support of its Member

Training Plan, the Technology Committee has developed and distributed HELP documentation and our regional representatives stand ready to assist Members in any way possible. We can also arrange to provide Webinar training opportunities for those who need further assistance.

So, if you have not yet gotten your data entered into Section H, please contact the technology committee for assistance. Simply send an e-mail to [support@nasdtec.info](mailto:support@nasdtec.info) with your contact information and we'll get you the help you need.

## June Conference Drawing Winners

As is our tradition after each conference, two entries are drawn from among the evaluation forms submitted. We are happy to announce that this year's winners are:

**Jim Wilson, Walden University** is the winner of a free registration to the 2011 Professional Practices Institute at the Doubletree Hotel, Little Rock, Arkansas, October 19—21.

**Alaysha Muna, Commonwealth of the Northern Mariana Islands** is the winner of a free registration to the 2012 Annual Conference at the Hyatt Regency, Baltimore, Maryland, June 3—6, 2012

Congratulations to both our winners.

And, please use the above dates to mark your calendars for these two important events. We hope to see you all at both events.

## Southern Region Report—Mike Carr (KY)

### Alabama

The Alabama Legislature passed and sent to Governor Bentley about the best education budget we could hope for, in view of the limited state funds available. Although Governor Bentley has no objections to the proposed budget, and appreciates the fact that the Legislature did not wait until the last minute or require a special session to agree on a budget, he most likely will not sign it until other measures are adopted, such as increasing the percentage that educators and state employees contribute toward their retirement accounts, etc. The proposed budget reduces the teaching force by about 1,200 members. Another significant accomplishment to date, although not a positive outcome according to some Alabamians, is the adoption of a tenure law revision to streamline the process of removing ineffective educators. The Alabama SDE is moving as quickly as possible to increase the use of technology in the program review and certification process. Individuals who try to learn about us via the www should be pleased with revisions to the teacher education and certification portal accessible via [www.alsde.edu](http://www.alsde.edu). Renewed emphasis, through Title IV of the Higher Education Act, on the need for colleges and universities to obtain permission to “do business” in other states is raising a significant number of questions. Fortunately, the Alabama Commission on Higher Education (ACHE) is handling the process, in cooperation with the Department of Postsecondary Education and the Office of the Secretary of State. ACHE’s definition of “doing business in Alabama” includes the enrollment of Alabamians in online courses. It appears as though a number of institutions in other states, particularly public institutions, have not submitted the required documents. Staff members from ACHE and the ASDE will work together to decide what to do about certification/licensure and pay for higher degree issues. In spite of financial restraints, progress continues to be made. ASDE relationships with educator preparation institutions, local education agencies, and partner organizations sustain that progress.

### Florida

The 2011 legislative session brought lots of change to the world of Florida educators. The Governor very early signed Senate Bill 736 that includes reforms such as:

Instructional and administrative employees will have new evaluation systems that must base 50% of the rating on student growth data. The student growth model for state assessments must be selected by the Commissioner by June 1, 2011. In the next few years under RTTT there will be several models designed by the state for the various subject areas.

All new instructional hires beginning July 1, 2011, will be issued only a probationary or annual contract- no tenure,

All teacher hires beginning July 1, 2011, must be observed and evaluated a minimum of twice in the first year,

Instructional personnel hired on or after July 1, 2014, must be paid based on a performance salary schedule.

The budget is under review by the Governor but does include substantial cuts to public school districts and all other state agencies. Thousands of state employees will be laid off due to privatization of many prisons and general cuts to all agencies. State employees will for the first time contribute to their retirement plan at a clip of 3% of salary.

### Georgia

1. Race to the Top: Georgia is finalizing the state-wide “organizational phase”, establishing points of contact, timelines, reporting procedures and funding/communication requirements between multiple state agencies and all pilot school districts. In addition, appropriate task-forces and inter-agency committees have been formed and, in some cases, work is well underway to design and pilot the project components.

2. GaPSC Reorganization: Budgetary constraints and changes to mission priorities are leading to a restructuring of the Professional Standards Commission, targeted for the July

## Southern Region Report—continued

2011 timeframe. The Educator Preparation and Certification Divisions will be consolidated into a single division, headed by a Director (Dr. David Hill), with Assistant Directors for each of the previous divisions (Penney McRoy—Preparation; Kelli Young—Certification). This streamlining is intended to eliminate duplication of support requirements and facilitate the planning and communication elements so critical to the preparation/certification functions.

3. On-going Expansion of Electronic “Tools”: All Georgia educators are now required to register with the “My GaPSC Account” system. This system provides secure access to their electronic certification records with updates on the status of all certification transactions. Another certification tool, the Certificate and License Application Information Management System (CLAIMS), was initiated two months ago, further streamlining the electronic application process between the employing school system and the certification office.

4. Certificate “Upgrade” Implementation: Georgia has significantly changed the parameters for paying educator’s salary compensation based on obtaining new advanced degrees. Previously, Georgia paid \$5,000 increases for advanced degrees in almost any subject from almost any institution. As of December, 2010 a new system is in place, requiring advanced degrees to be in subjects for which Georgia issues educator certificates from institutions that are either NCATE or TEAC accredited or hold a Carnegie Classification of RU/VH or RU/H. Following a “grandfathering period” beginning July 15, 2011, advanced degrees that are not from the NCATE/TEAC/Carnegie institutions and in a certificate field already held by the educator or leading directly to the addition of a new, professional certificate will not result in added compensation. In addition, “reciprocity” has been redefined to include only those educators moving into Georgia for the first time. Georgia certified educators who seek state-approved program degrees in other states (excluding the field of leadership) will have to satisfy the Georgia content assessment in addition to providing the college transcript and recommendation form.

5. Creation of New Certificates: Three new Georgia certificates are being created in the fields of Curriculum and Instruction, Information Technology and Teacher Leadership. The standards for both Instructional Technology and Teacher Leadership have been

approved by the Commission and are posted on the website at [www.gapsc.com](http://www.gapsc.com).

### Kentucky

The Standards Board has discussed its approach to reciprocity as prelude to working with new agreement, and the state requirement to have a Masters degrees has led to a redesign of all state university programs for these required degrees; all now have a strong teacher leadership component. Similar redesigns are now being submitted to the Board with its move back to post-Masters administrative certificates. Teach For America will begin operation in a few eastern counties this fall, which is the first time for a non-university provider to operate in KY; KY has finalized its JSRs for entry in the NASDTEC Knowledgebase. The Board is currently reviewing a new regulation which would allow IHEs to submit programs to develop World Language teachers. The Board has a new director of Educator Preparation, with Dr. Kim Walters-Parker replacing Dr. Marilyn Troupe, who recently retired.

### Mississippi

State legislation was passed to strengthen the law on educator misconduct. The MS Educator Code of Ethics will now allow us to take action against a license in more cases than we could before. It also penalizes a school district for failure to report an infraction stated in MS Code. We also have new legislation that narrows our “wide-open” reciprocity policy. Now, reciprocity applicants must show documentation of how they obtained certification that meets our minimum requirements. Our Certification Commission is currently reviewing all approved Praxis cut scores and will make recommendations to the State Board of Education to raise cut scores to the national average. We have also implemented a task force to review all alternate route certification programs in the state and they will bring recommendations for strengthening these programs and may eliminate some. MS is still designing a new Teacher Evaluation Instrument and hope to pilot it in several school districts this fall. Our State Board has approved the Common Core Standards and is aligning statewide frameworks and state tests to match. We will be piloting new statewide tests this fall.

### South Carolina

Dr. Mick Zais, retired Brigadier General and former president of Newberry College in South Carolina, assumed his new position as State Superintendent of Education in January. He has been adjusting to his new role by hearing presentations from all agency divisions,

## Southern Region Report—continued

familiarizing himself with current staff, and formulating his agenda. His reorganization plan for the SDE will be unveiled this summer. Some resignations have already occurred and additional personnel cuts are expected, and the structure of the agency will be streamlined somewhat with fewer divisions. At this point, we don't expect any major changes in the Office of Educator Certification or the Office of Educator Preparation, Support and Assessment; however, it is likely that the Division of Educator Quality and Leadership (under which these offices are currently housed) will continue under Mark Bounds' leadership and may take on additional offices and responsibilities.

In terms of Certification initiatives, we will certify and place (for the first time) approximately 30 *Teach for America* corps members in teaching positions in our state during the 2011-12 school year. In addition, we will continue our primary alternate route certification program (PACE), as well as ABCTE. The State Board of Education has adopted (and the General Assembly approved) a new alternate route certification for principals, which will be implemented when sufficient funds are available for the training phase of the program. This new effort will also result in a tiered approach to administrator certification in our state. It is estimated that full implementation of the alternate route program will occur no earlier than the summer 2012.

The financial picture in the state is improving, and we expect that fewer school districts will be forced to lay off teachers and other staff in the year ahead. In fact, the General Assembly voted favorably within the past week to add \$105 million to the base student cost for FY 2011-12 which raises it from \$1788 to \$1959. This is indeed good news in light of a more optimistic economic forecast.

### Tennessee

- Implemented a 4-tiered licensure system for administrators (Aspiring, Beginning, Professional, Exemplary) but there is some question as to role of some of these levels; This process is still in transition, as the last candidates on the old administrator licensure program will be licensed this fall. We have yet to implement a procedure to advance to the "Exemplary" level Instructional Leadership License.

- TN will not accept administrative licensure gained in other states unless state petitions the TN Board for approval so TN will not sign any agreement for this group of employees; This statement is partially true. Tennessee will not accept recommendation for "initial" Instructional Leadership Licenses from institutions that are located out-of-state (online or on campus) unless their state administrative licensure standards have been verified as being comparable to those in Tennessee. However, we will continue to accept administrative licenses from other states via the Interstate Agreement, if the educator has three or more years of Administrative experience out of the previous seven. Thus, we will sign the Interstate Agreement for Administrators.

- Added middle grades STEM endorsement to deal with so many K-8 certificates; no standards set yet for this new cert; The State Board of Education is in the process of approving licensure standards for the new Middle Grades (5-9) STEM endorsement. The focus is to increase the number of content specialists teaching Math & Science in the Middle Grades. Although Tennessee now offers initial licensure in Elementary only for grades K-6, there are still many "veteran" teachers with an Elementary K-8 or 1-8 endorsement who are still teaching Math and/or Science at the "Junior High" level.

- Two bills now in legislature dealing with abolishing tenure; The Tenure Bill was passed and signed into law, which now delays the awarding of tenure until the start of the sixth year of teaching. (Five years of experience) It also requires renewal of tenure every five years.

- JSR's are mostly finished. Signatures are pending.

- Tennessee's new Commissioner of Education is Kevin S. Huffman, who comes to Tennessee from the Executive Offices of Teach-for-America. Kevin Huffman's former wife is Michelle Rhea, past chancellor of the Washington, DC School System. This is definitely a departure from tradition, whereby most recent Commissioners of Education had come from the ranks of former Tennessee superintendents of local school systems. This appointment portends anticipation of exciting times in Tennessee.

- Another Teach-for-America alum was hired to be Superintendent of the Tennessee Achievement School District (for state takeover of failing schools). His name is Chris Barbic, a Vanderbilt University grad who started the YES Prep public schools program in Houston, TX. (Both he and Kevin Huffman served their time as Teach-for-America instructors.)

## Southern Region Report—continued

- The Tennessee Legislature is struggling to pass a bill to either partial or totally abolish collective bargaining by teachers in Tennessee. The main targets are "seniority" and "reduction in force" rules. This and the Tenure Law are being pursued as a means of holding teachers more accountable and making it easier to remove "ineffective" teachers. Approximately 30% of Tennessee's 136 LEA's do not currently have collective bargaining.

### Texas

State has eliminated printing of certificates and is 100% virtual now; new Code of Ethics adopted and on-line Code course has been developed for all teachers; reading exam has been added for all elementary cert issuances; state says JSRs are "moving up the line" for action. Texas moving forward with accountability for educator preparation programs and the implementation of a teacher effectiveness metric.

### Virginia

The Virginia Board of Education approved new teacher evaluation guidelines in April, 2011, to become effective July 1, 2012. School divisions across Virginia will be piloting both the new evaluation model as well as performance pay systems as part of two separate pilot programs, one focused on schools in improvement, and the other on hard-to-staff schools. New guidelines for principal evaluation will be developed during 2011-.

2012. Teacher Licensure is working to develop new data collections to comply with SFSF requirements, and preparing significant upgrades to its licensure system as part of the Longitudinal Data Systems grant awarded to Virginia.

### West Virginia

The Office of Professional Preparation, in conjunction with other offices at the department of education, has been working diligently to create a new teacher and principal evaluation system to pilot in the School Improvement Grant 1003g schools for the 2011-2012 year. Both the teacher and principal evaluations will include a school-wide score of the state summative assessment performance data as a percentage of the individual's evaluation. West Virginia is a centralized state; the West Virginia Board of Education determines the evaluation process to be used in all 55 counties. So, the new evaluation system will not be a recommended system but rather the required system. Both evaluations systems are based on new professional teaching and leadership standards that were previously adopted into board policy

It is anticipated that the evaluation will be utilized state-wide in the 2012-2013 school year. The institutions of higher education are currently submitting for review revised programs that are aligned to the new West Virginia Professional Teaching Standards.

## Western Region Report—Elizabeth Keller (MT)

*Colorado* is making good progress with the on-line application system, with only a few more license types remaining to be added. Legislation that was passed this past session will allow licensing to hire additional personnel to shorten processing time. Work continues on the new educator identifier project. In addition, we will be starting work with The New Teacher Project on a \$250,000 grant to look at how licensure, teacher preparation and induction all work within the new standards and guidelines that have been adopted during the last few months.

Robert Hammond was named Commissioner of Education by the State Board of Education last

Month after a national search.

*Montana:* The Licensure Staff is handling this busy time in grand style. We have awarded the contract for a new licensure and teaching assignments system to Hupp Information Technology. They previously implemented licensure systems in New Hampshire, Illinois, Oklahoma and Mississippi. We hope to run December program completers through the new system, and be fully operational by Spring 2012. And the best news for Montana, summer FINALLY arrived near the end of June!



**15th ANNUAL PROFESSIONAL PRACTICES INSTITUTE**  
**THE JAGGED LINE:**  
**Exploring Perspectives Regarding Educator Boundaries**  
**Doubletree Hotel, Little Rock, Arkansas**

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**Mark your calendars for the 15th Annual Professional Practices Institute (PPI)**

This 2½-day conference offers participants a unique opportunity to share information, receive training, and develop new intervention strategies on issues related to educator misconduct and professional discipline.

*This year's PPI will focus on exploring the different perspectives regarding educator misconduct.*

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The PPI will continue the general session format with an emphasis on group sharing through facilitated dialogues designed to give attendees maximized networking opportunities to ask questions and engage in dialogue with each other following each stimulating general session. The general sessions focus on issues identified by our members as being relevant to their respective roles as investigators, prosecutors, policy makers and higher education faculty.

***Agenda Highlights:***

- ◆ Experts in the field of social media
- ◆ Case study
- ◆ Panel discussions from each region
- ◆ Effective Communication with the Profession
- ◆ Point- Counter point discussion
- ◆ Common Lexicon
- ◆ Interview with a victim

***Who Should Attend?***

- ◆ Investigators
- ◆ Attorneys
- ◆ State Credentialing/Licensing Officials
- ◆ Higher Education Preparation Program Officials
- ◆ Standards and Practices Board Members
- ◆ Educator Associations
- ◆ Law Enforcement Officers
- ◆ School District Administrators

**For details, visit our conference website: [www.nasdtec.com](http://www.nasdtec.com)**