

## **EXHIBIT IX.B**

### **The Professional Standards Board Annual Report 2024**

The Professional Standards Board met on the following dates during the 2023-2024 academic school year:

August 21, 2023

October 13, 2023

December 4, 2023

February 5, 2024

June 3, 2024

During these meetings the following agenda items were outlined and discussed:

TOPIC: Resources for Maine Teachers

Teacher retention continues to be a serious issue for districts across the state. After reviewing our own recommendations, we explored what other resources are available. These resources include offerings from the DOE, various non-profit organizations, and union groups.

TOPIC: PSB Terms

We coordinated with DOE, MEA, and MPA to advise on new appointments to the PSB as current terms run out.

TOPIC: Role of mentoring in teacher retention

Maine has a disjointed and unorganized structure in how mentor training for educators occurs. Mentor training is not often available, and when it is available, it is not coordinated.

Furthermore, at the local level district mentor plans for new teachers vary wildly. We discussed and began to develop recommendations directed towards unifying mentor training and creating recommendations for local districts to improve their new teacher mentoring programs.

TOPIC: Role of MEA, MPA, and MSMA in teacher retention

We talked with representatives from each of the above groups about ways to unify messages and recommendations concerning teacher retention in Maine.

Individual minutes from all PSB meetings are available for further details.

Respectfully submitted,

On behalf of the Professional Standards Board,  
Andrew McCullough  
Chair

## **PSB Work Plan for the '24-'25 School Year**

The PSB Recommends the following action items:

1. The format for election of new PSB members is set and clearly conveyed to all vested parties including the DOE, Governor's Office, MEA, MPA, and MSMA.
2. The PSB works in conjunction with the DOE to establish guidelines for formal new-teacher mentor training across the state. This might include coordination with trainers and training already in place.
3. The PSB works with the State Board of Education to explore restructuring of the language around new teacher mentoring outlined in Ch. 118 in preparation for the eventual opening of Ch. 118 for review.
4. The PSB works with the State Board of Education on any items related to the review of Ch. 115 and Educator Certification in the State.