



Commissioner's Back-to-School Meeting

Connecticut State Department of Education | August 2018

Talent Office Updates — Bureau of Educator Effectiveness

Mission Statement

The mission of the CSDE Talent Office is to develop and deploy talent management and human capital development strategies to districts and schools state-wide so that the most effective educators are in every school and classroom and all students are prepared for college, career and life.

Great Teachers and Leaders

National studies have confirmed that, among the school-based factors, the quality of the teacher and principal has the greatest impact on student achievement. In 2016, the Connecticut State Board of Education (SBE) adopted a Five-Year Comprehensive Plan: *Ensuring Equity and Excellence for All Connecticut Students*, which articulates the Board's commitment to ensuring that every student has equitable access to excellent educators, regardless of zip code. Toward that end, the Talent Office continues to focus on all components of talent development with added emphasis on increasing the representation of racially, ethnically, and linguistically diverse educators who have historically been underrepresented in Connecticut's workforce.

Additionally, like other states, Connecticut continues to experience a shortage of teachers in several certification areas including math, science, special education, bilingual and world languages.

Priority Strategies and Accomplishments

- Preliminary data indicates that the increase in the percentage of educators of color in the Connecticut workforce has exceeded CSDE predictions over the past year. While we are encouraged by the increased diversity of the educator workforce, we also recognize there is more work to do to reach our vision.
- The CSDE collaborated with the Center for Public Research and Leadership to conduct a national scan of promising practices related to diversifying the educator workforce. As a follow up, the CSDE developed EdKnowledge, an online repository of research, promising practices, and models of success across the educator pipeline specific to attracting, supporting, and retaining teachers of color. The repository will be available on the CSDE website in early fall.
- During 2017-18, the Talent Office initiated a new partnership with the Connecticut Department of Labor to facilitate greater awareness of pathways to teacher certification for career changers. CSDE staff presented informational sessions and resources to career counselors in five regional job centers across the state.
- The Talent Office partnered with the Center on Great Teachers and Leaders (GTL) and the Northeast Comprehensive Center, federally funded technical assistance centers, to develop a four-part workshop series, *Examining Unconscious Bias in the Hiring and Selection Process: Building the Cultural Competence of the Educator Workforce*. Participants in this series include superintendents, human resource directors, talent managers, and other educational leaders from several Opportunity Districts.

- CSDE has partnered with TEACH.org to develop **TEACH Connecticut**, a multi-stakeholder partnership between the Talent Office, technical assistance partners (TEACH, Ad Council, Digitas, and Microsoft), Educator Preparation Providers (EPPs), Local Education Agencies (LEAs), and other stakeholders. In the fall, TEACH Connecticut will launch a comprehensive communications and marketing campaign designed to elevate the image of teaching, recruit a more diverse educator workforce, and fill persistent certification shortage areas. The campaign is a blend of advertising, online and in-person tools, services, and resources.
- The CSDE was awarded a second round of funding by the Office of Special Education Programs (OSEP) to partner with the **Collaboration for Effective Educator Development and Reform (CEEDAR)** to focus on enhancing clinical experiences for teacher candidates. The *Developing Quality Fieldwork Experience for Teacher Candidates Planning Guide* was developed by CSDE, LEA and EPP partners during Phase I of the CEEDAR grant.
- The CSDE and three districts (Hartford, Meriden, and New Haven) are partnering with the University of Connecticut, one of seven universities across the country that received a **University Principal Preparation Initiative (UPPI)** grant from the Wallace Foundation. The CSDE engaged faculty from three universities in an evidence-based, collaborative inquiry process focused on continuous improvement to transform administrator preparation programs.
- The Talent Office, with input from colleagues in other CSDE bureaus, has developed an online guide, **CSDE Resource Guide for New Administrators**, which includes information and resources designed to provide a quick reference on key topics that new administrators should know. The Guide describes leadership practice that is aligned to the *Connecticut Leader Evaluation and Support Rubric 2017*. The Guide will be available on the CSDE website in early fall.
- In 2018, the Talent Office applied for and received a \$1.1 million dollar grant from the Department of Defense's National **Troops to Teachers (TTT)** program. Over the next five years, the CSDE will partner with a variety of education and veteran's organizations to facilitate the preparation and placement of veterans in priority certification shortage areas.
- Connecticut has long understood the importance of supporting beginning teachers in their first years of teaching. The **Teacher Education and Mentoring (TEAM)** program was established to help school districts provide the induction and mentoring support that new educators need to become effective. The Talent Office remains committed to supporting early career teachers to successfully transition from preparation to the role of professional educators. These efforts will be supported by the restoration of funds to support implementation in districts.
- The Talent Office will continue to prioritize the review and approval of new educator preparation programs designed to address two critical Talent Office goals: (1) programs that address Connecticut certification shortage areas and (2) programs that focus on increasing racial, ethnic, and linguistic diversity.
- Beginning fall 2018, **edTPA** will be required for all initial licensure candidates during student teaching. **edTPA** serves as a culmination of a teaching and learning process that documents and demonstrates a candidate's ability to effectively teach his/her subject matter to all students. This is a performance-based, subject-specific assessment and support system designed to emphasize, measure, and support the knowledge and skills that all teachers need from day one in the classroom.