

CONNECTICUT STATE BOARD OF EDUCATION
Hartford

TO: State Board of Education

FROM: Dr. Dianna R. Wentzell
Commissioner of Education

DATE: December 5, 2018

SUBJECT: State Board of Education Comprehensive Plan – Goal 3 Update

Executive Summary

Introduction

The Connecticut State Board of Education’s five-year comprehensive plan, *Ensuring Equity and Excellence for All Connecticut Students*, adopted in July 2016, represents the Connecticut State Department of Education’s (CSDE) commitment to Connecticut citizens, communities, and local school districts’ efforts to provide every student in our state an exceptional education in an outstanding school. The aspirational goals of the Board’s comprehensive plan are:

1. Ensuring that students’ non-academic needs are met so that they are healthy, happy, and ready to learn;
2. Making sure all students learn what they need to know to succeed in college, career, and life;
3. Giving all students access to great teachers and school leaders; and
4. Supporting schools and districts in staying on target with learning goals.

Immediately following the adoption of the Board’s comprehensive plan, the CSDE began extensive planning using a system of performance management focused on achieving defined results. By operationalizing the Board’s aspirational goals into actionable steps, the CSDE will improve the quality of execution and systematically manage, monitor, and deliver on the Board’s five year comprehensive plan. For each Board goal, the CSDE developed delivery plans that include:

- Up to three strategies that are specific, measurable, ambitious, realistic, and time-limited;
- Specific activities affiliated with each strategy;
- “Delivery chains,” including the specific people and/or organizations necessary to deliver the activities affiliated with the strategies;
- Appropriate metrics with which to evaluate progress toward the goal; and
- Roles and routines to keep the CSDE focused on achieving the goal:
 - Roles include goal owner, strategy lead, delivery plan facilitator; and
 - Routines include use of the assessment of progress tool, planning meetings, updates to the Commissioner and the State Board of Education.

Goal 3 Progress Update

Goal #3 of the State Board Comprehensive Plan is “access to great teachers and school leaders.” The team identified the following strategy to increase diversity in the educator talent pool and fill vacancies in priority shortage areas:

Expand the educator pipeline with specific focus on diversifying the workforce and filling vacancies in priority shortage areas with high-quality educators.

The racial and ethnic diversity of Connecticut's educator workforce has increased from 8.3% in October 2015 to 8.7% in October 2017. This exceeds our initial prediction to achieve 8.6% by October 2017. The increase from 8.3% to 8.7% translates to approximately 200 new educators of color in the workforce since 2015. The growth in the number of administrators of color increased from 12.2% to 12.9% within the same timeframe.

During 2017-18, the focus was on building awareness of the need to increase the diversity of the educator workforce and establishing partnerships to assist the CSDE in achieving its stated goals. In 2018-19, with numerous partnerships now established, the Talent Office is working to coordinate the efforts of these individual partners to achieve a more comprehensive, systemic approach.

Major activities accomplished or in progress for 2018-19 include:

- Engaging the State Student Advisory Council on Education (SSACE) to explore the educator pipeline with a focus on diversifying the workforce;
- Contracting with the RESC/Minority Teacher Recruitment Alliance to scale up promising practices and models of success through direct work with district leaders and teachers;
- Utilizing district feedback and participation in four facilitated workshops on *Examining Unconscious Bias in Hiring and Selection* to create a guidance document designed to assist districts in developing and implementing a minority teacher recruitment plan as described in P.A. 18-34;
- Facilitating educator networking events designed to connect certified teachers of color and those certified in priority shortage areas, who were not employed in a public school, with representatives from Alliance Districts seeking to fill vacancies;
- Collaborating with Relay Graduate School of Education in its mission to recruit and enroll candidates of color into its teacher education program. 65 new candidates are enrolled in the 2018-19 cohort;
- Approving Teach For America's proposal for a new K-12 Bilingual Education program leading to an initial educator certificate;
- Launching Teach Connecticut in September 2018 with 67 districts (24 Alliance Districts) and 13 EPPs signed on as partners;
- Implementing a multi-year, 1.1 million dollar grant, awarded in May 2018, to the CSDE Talent Office from the Department of Defense, to coordinate and manage a Connecticut Troops to Teachers (CTTT) Program to attract, recruit and support veterans into education;
- Enlisting the service and expertise of a part-time teacher leader in residence/veteran to support the CTTT Program;
- Convening a CTTT Coordinating Council to assist with outreach to professional educator and veteran organizations to recruit veterans into the CTTT Program;
- Developing a training for CTTT coordinators at each of the Connecticut State University (CSU) Educator Preparation Programs and engaging a facilitator to create communities of practice to expand CTTT's capacity to support veterans enrolled in the program; and
- Promoting the CTTT Program, through attendance at multiple veterans' affairs events statewide, to more than 100 service men and women.

Next Steps

The next update to the State Board of Education on Goal 3 will be in May 2019. The following will be accomplished or in progress by May:

- *EdKnowledge*, a repository of current research, promising practices, and models of success to assist school districts and preparation programs in supporting aspiring and practicing educators of color, will be launched and accessible to the public through the CSDE website in winter 2019;
- A guidance document, focused on strategies to assist districts in their efforts to diversify the educator workforce, will be developed and disseminated prior to the 2019-20 hiring season;
- The CTTT Program will engage the Connecticut State Universities and the Office of Higher Education Alternate Route to Certification program to develop partnerships in order to provide individualized guidance to CTTT program participants to pursue teacher certification;
- The Talent Office will survey special education teachers, certified within the last four years but not yet employed in a public school, in order to connect them to districts where special education vacancies exist and to better understand why they are not currently employed in a teaching position in a Connecticut public school; and
- The Talent Office will coordinate a statewide talent development collaborative to include education partners, local school districts, EPPs, and philanthropic organizations committed to supporting our shared talent development goals. Partners will engage in mapping the assets and expertise of each organization to develop a more coordinated, systemic approach.

Ongoing bi-weekly data team meetings with the Talent Office consultants and the Chief Talent Officer will continue in order to monitor progress toward Goal 3. Modifications will be made to the strategy, as appropriate, based on data collection and evidence of impact.

Prepared by: _____
Kim Wachtelhausen, Education Consultant
Talent Office

Approved by: _____
Sarah J. Barzee, Ph.D., Chief Talent Officer
Talent Office