




STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION



TO: Superintendents of Schools

FROM: Dr. Sarah J. Barzee, Chief Talent Officer 

DATE: August 13, 2018

SUBJECT: Talent Office Updates

This memo communicates important information about the Teacher Education and Mentoring (TEAM) Program and changes to certification as a result of the 2018 legislative session.

The Connecticut State Department of Education (CSDE) Talent Office is committed to developing and supporting the implementation of talent management strategies to attract, prepare, induct, evaluate, support, and retain great teachers and leaders for Connecticut's schools. In alignment with the Connecticut State Board of Education's Five-year Comprehensive Plan: *Ensuring Equity and Excellence for All Connecticut Students* and our commitment to ensuring equitable access to excellent educators for each and every Connecticut student, the Talent Office continues to focus on strategies aimed at increasing the racial, ethnic, cultural, and linguistic diversity of Connecticut educators and filling persistent certification shortage areas.

Changes to Certification

The Connecticut General Assembly passed the following legislation, each with impact on educator certification, during the 2018 session:

- [Public Act 18-34: An Act Concerning Minority Teacher Recruitment and Retention](#);
- [Public Act 18-51: An Act Implementing the Recommendations of the Department of Education](#); and
- [P.A. 18-144: An Act Concerning Teacher Permits for Spouses of Transferred Members of the Armed Forces](#)

A one-page document from the CSDE Bureau of Educator Standards and Certification summarizes these legislative changes: [Talent Office Update](#)

TEAM Program Updates

Connecticut's TEAM program has been nationally recognized as a high-quality induction program that provides opportunities for teachers to enhance their practice, improve instruction, grow professionally, and improve student outcomes. We are pleased to share the following updates:

Restoration of Funding to Offset District Costs to Implement TEAM

The CT General Assembly allocated \$1.5 million in state funding to the CSDE to help offset the costs of implementing the TEAM program at the local level.

All local education agencies (LEAs) will receive funding directly from the CSDE based on the number of beginning teachers in each LEA. The CSDE will verify the number of beginning teachers enrolled in TEAM for 2018-19 using data entered into the CSDE Educator Data System (EDS). The funds will be distributed in 2019, following the verification of data for each LEA.

As outlined in a memo dated June 25, 2018, these funds may be used to offset the cost of new teacher induction in any of the following areas:

1. Mentor stipends
2. Mentor/cooperating teacher training
3. TEAM Data system
4. Professional development for mentors and beginning teachers

Verification¹ of TEAM Completion

Beginning fall 2018, the superintendent or a designee will verify successful TEAM completion in EDS. Another new feature, will allow District Facilitators (DFs) to access a list of all beginning teachers in the district who are required to complete the TEAM program, including each teacher's entry and deadline dates for completion.

Teacher Education and Mentoring District Plan

Teacher Education and Mentoring plans must be updated every three years, pursuant to section 10-145o of the Connecticut General Statutes. The next cycle for updating plans is during the 2018-19 school year. The CSDE will provide specific guidance, in the fall, for updating the district three-year plan.

For the 2018-19 school year, the CSDE will require all LEAs to submit a one-page overview of their three-year plan, including a proposed budget describing how the LEA plans to use the funds allocated to support TEAM activities. Once the district knows the number of beginning teachers they have participating in TEAM and the corresponding funding allocation, please have the DF complete and submit the overview using this online template: [2018-19 District TEAM Plan](#) by February 1, 2019.

If you have questions, please feel free to contact Claudine Primack, TEAM Program Manager at 860-713-6826 or via email at Claudine.primack@ct.gov.

SB: cpv-c

cc: Dr. Dianna R. Wentzell, Commissioner
Ms. Ellen E. Cohn, Deputy Commissioner
Ms. Claudine Primack, TEAM Program Manager, CSDE

¹ Pursuant to Section 10-145o of the Connecticut General Statutes, local and regional boards of education are responsible for "verifying, through the local or regional coordinating committee, that the work of beginning teachers and instructional modules has been successfully completed to warrant provisional certification. Upon successful completion of the instructional modules, the superintendent of the school district shall submit the names of the beginning teachers eligible for receipt of a provisional educator certificate to the State Board of Education."