

Increasing Educator Diversity Policy Oversight Council

Thursday, January 23, 2025 (Virtual)

Meeting Minutes

In attendance:

Aynsley Diamond, CCSU
Ryan Donlon, LEARN
Sal Escobales, Manchester
Rebecca Good, RELAY
Terrell Hill, Windsor
Werner Oyanadel, CGA
Patrice McCarthy, CABA
Kevin Walton, ACES

CSDE:

Mary Glassman, Increasing Educator Diversity Coordinator
Victoria Malvey, Education Services Specialist

Guests:

Gabrielle Barnes, TEACH CT
Jayson-Ann Johnson, TEACH CT

1. Welcome and Introductions – The meeting was called to order at 9:01 a.m. Victoria Malvey, introduced herself to the members

2. TEACH CT update – Gabrielle Barnes and Jayson-Ann Johnson from TEACH CT provided an overview about TEACH CT and an update of marketing efforts to promote the Talent Office diversity initiatives. Barnes said research and a survey of students and parents about the teaching profession has provided information on how best to market to students and parents. They said more information will be provided once a marketing plan is developed. The project research key findings included:

- Six in 10 high schoolers do not know what profession they want to pursue but one-third are interested in a career in teaching;
- For high school students, practical information is critical about salary/benefits, advancement opportunities;
- Messaging about the available support/resources for teachers that they can improve education from within is important;
- Top perception barriers are that the career is stressful with no work/life balance. Teaching is a monotonous job with little room for autonomy or creativity;
- High schoolers need hands-on opportunities to hear and experience the career firsthand (through internships, career fairs, meeting with/mentoring from others.) they also do their own online research and prefer videos (Tik Tok, YouTube);
- Parents have the most influence with teachers and counselors also being influential. Parents prefer written materials and would like more opportunities to learn alongside their teens.

3. Connecticut Educator Preparation and Certification Board Update – Dr. Rebecca Good, IED Policy Oversight Council Representative. Dr. Good provided a summary of the board’s efforts and indicated the board hopes to have staff soon to support the work of the board.

4. Aspiring Educator Diversity Scholarship – Update. Glassman said applications for the Fall 2025 will be available soon and will be distributed.

5. Educators Rising – Update

6. 2025-2026 Legislative Session – Proposals - Glassman reported that the Talent Office requested \$1.5 million in funding to continue the diversity initiatives, but it is not certain how much will be included in the Governor’s budget. She said additional funding was requested to continue to fund TEACH CT, the Connecticut Educator’s Rising program, and the Connecticut Registered Teacher Apprenticeship program. She noted the Governor did mention the Teacher’s Apprenticeship program and the need to recruit males of color to teaching so the hope is that those programs are important to him and will get funding. Rebecca Good and Aynsley Diamond said it would be important to meet with legislators and requested assistance from CSDE is scheduling a meeting with the Education chairs.

7. Next Meeting Dates

a. Thursday, March 27, 2025 – 9 a.m.

b. Thursday, June 12, 2025 – 9 a.m.

8. Adjourn – The meeting adjourned at 9:45 a.m.