

Increasing Educator Diversity Policy Council Meeting Minutes
Thursday, June 12, 2025
9 a.m. to 10 a.m.
DRAFT

In Attendance:

Sal Escobales, Manchester
Dr. Terrell Hill, Windsor
Hamish MacPhail, ConnCAN
Patrice McCarthy, CABA
Dr. Madeline Negron, New Haven
Werner Oyanadel, CGA
Nancy Sudhoff, Waterford
Faith Sweeney, CEA
Kevin Walton, ACES

CSDE:

Jade Gopie, CSDE
Mary Glassman, CSDE
Victoria Malvey, CSDE

Guests:

Daniel Pearson, Educators 4 Excellence

1. Welcome – Mary Glassman, CSDE Increasing Educator Diversity Coordinator welcomed everyone and convened the meeting at 9:04 and introduced Dr. Jade Gopie, CSDE Talent Office Bureau Chief. Dr. Gopie thanked everyone for attending.
2. Public Comment – Ms. Glassman noted public comment has been added to the agenda but noted there were no comments.
3. Approval of April 27, 2025, meeting minutes – Dr. Hill moved to approve the minutes. Mr. Oyanadel seconded the motion. The motion passed unanimously.
4. Connecticut Educator Preparation and Certification Board Update – Mary Glassman reported that Dr. Rebecca Good, IED Policy Oversight Council Representative was unavailable to attend the meeting. She said the board will not have a July meeting, but all meeting information is posted on the CSDE website.
5. Educators 4 Excellence Presentation – Ms. Glassman introduced Daniel Pearson, Executive Director for Educators 4 Excellence who has a short presentation for the Council. Mr. Pearson thanked the Council members for the opportunity to meet with them. Mr. Pearson said the organization is focused on protecting the investments that have been made in teacher diversity.

He said E4E is a teacher led non-profit with 1,500 members in Connecticut primarily in Hartford, New Haven and Bridgeport. He said the group is interested in finding ways to rethink seniority-based layoff policies to protect teachers of color and teacher diversity. He said he has spoken with Chief Talent Office Dr. Shuana Tucker to collaborate on research on teacher diversity, attraction and retention. He cited data showing an improvement in the diversity gap that Connecticut now has 11% of teachers who identify as diverse but 53% of students identify as diverse.

Mr. Pearson said while diverse efforts have worked, teachers of color tend to be new teachers more likely to be impacted by layoffs. He said E4E would like to collaborate with CSDE and Boston University's Wheelock Education on policy research on teacher demographic data. He provided a list of potential research questions for consideration. He said there was legislation proposed last session related to this initiative that did not pass, and research would provide more information.

Patrice McCarthy commented that in Connecticut, seniority-based layoffs are driven by collective bargaining agreements, so local policies govern.

Faith Sweeney said that as chair of the diversity affairs commission for CEA, she said she has seen a trend of educators of color being targeted.

Kevein Walton asked Mr. Pearson what the ask was of the Council. Mr. Pearson said he would like the Council to support the research efforts by CSDE and Boston University and produce a report on data in Connecticut. He said the purpose would be to understand the impact of layoff policies on teacher diversity.

Ms. Glassman stated there are two questions: CSDE's collaboration with Boston University and what questions to ask for the research study. Mr. Pearson said it is important to have additional data to make informed decisions.

Hamish MacPhail said he appreciates a data collection phase and that there are some national trends and practices that could be interesting. He said once the data is collected, the Council could decide how to move forward with it. He said he is excited from a data perspective.

Ms. Glassman asked if CSDE has flexibility to draft the questions and Mr. Pearson said yes.

Mr. Walton asked if E4E has started having discussions with the unions and what kind of feedback they have received. Mr. Pearson said he would like to have the data first to then share with the unions.

Ms. Glassman thanked Mr. Pearson for his presentation and Mr. Pearson said he is happy to have further conversations or answer any questions. Ms. Glassman said she will try to get a follow-up meeting for the Council to discuss.

Dr. Negrón said it is important for the Council to decide where to place their energy since Connecticut is grounded in local collective bargaining agreements.

6. Aspiring Educator Scholarship Program – Ms. Glassman shared that applications are now available for the Fall 2025 semester. She said the deadline for applications is September 15, 2025, and asked Council members to share the information. She said the scholarship is available to any high school student graduating from an Alliance School District and enrolled in a Connecticut educator preparation program. A total of \$10,000 per year is available to undergraduate and graduate students.

7. Legislative Update – Ms. Glassman reported that no legislative proposals by the Council were adopted in the 2024-2025 legislative session. She said the Registered Teacher Apprenticeship program did not receive any additional funding. The Aspiring Educator Scholarship Program continues to be funded at \$6 million per year.

Mr. Oyanadel said the next session is a non-budgetary year so there is time to develop new legislative proposals.

Mr. Walton added he would like to have discussions with the teacher unions to get feedback on the E4E research proposals. Ms. Glassman said she will work to arrange discussions.

8. Next Meeting Date – Glassman said next meeting dates will be sent for the 2025-2026 year.

9. Adjourn- Dr. Gopie thanked everyone for attending. adjourned the meeting at 10:04 a.m.