

# Increasing Educator Diversity Policy Oversight Council



April 10, 2024

9:00 – 10:00 a.m.

Connecticut State Department of Education



# Agenda



1. Welcome and Introductions – Dr. Shuana Tucker, CSDE Chief Talent Office
2. Review of Diversity Initiatives
  - a. Aspiring Educators Diversity Scholarships
  - b. Connecticut Educators Rising Professional Development forum – May 29, 2024 at the University of St. Joseph, West Hartford, CT
  - c. Enhanced Reciprocity Initiatives – Patricia Wilson, Bureau of Educator Standards and Certification
  - d. Connecticut Registered Teacher Apprenticeship program
3. 2024 Legislative Agenda
4. 2024 Meeting dates
  - Thursday, June 13, 2024
5. Adjourn



# The Aspiring Educators Diversity Scholarship



- This is the first year that the Aspiring Educators Diversity Scholarship is available for diverse students who graduated from a public high school in a **priority school district**
- Students must be enrolled in an approved educator preparation program in Connecticut
- Up to \$10,000 available annually for undergraduate or graduate programs
- A total of 29 applications were received for the Spring 2024 semester
- Spring 2024 applications are being processed currently





# The Aspiring Educators Diversity Scholarship



## Here is a list of Educator Preparation Programs where students applied:

- Albertus Magnus College
- Central Connecticut State University
- Charter Oak College
- Eastern Connecticut State University
- Fairfield University
- Quinnipiac University
- Relay Graduate School of Education
- Sacred Heart University
- Southern Connecticut State University
- University of Bridgeport
- University of Connecticut
- University of Hartford
- University of St. Joseph
- Western Connecticut State University

## There are 17 approved EPP programs

- 8 EPPs participated for the fall semester
- 14 EPPs participated for the spring semester
- A total of 115 applications were received



# The Aspiring Educators Diversity Scholarship



## The Aspiring Educators Diversity Scholarship Program

APPLY BY MARCH 1, 2024



### The Aspiring Educators Diversity Scholarship Program:

- Available for diverse students who graduated from a public high school in a priority school district
- Students must be enrolled in an approved educator preparation program in Connecticut
- Up to \$10,000 available annually for undergraduate or graduate programs
- Established by the Connecticut Legislature and administered by CSDE
- **Application deadline is March 1, 2024**



To apply, scan the QR code or visit:

[https://sde.ct.gov/qualtrics/form/SV\\_38VZngkwwBD6y4S](https://sde.ct.gov/qualtrics/form/SV_38VZngkwwBD6y4S)

For questions, contact: [SDE.AEDscholarship@ct.gov](mailto:SDE.AEDscholarship@ct.gov)

The Connecticut State Department of Education is an affirmative action/equal opportunity employer.

Connecticut State Department of Education

- The program will be advertised shortly for the Fall 2024 semester!



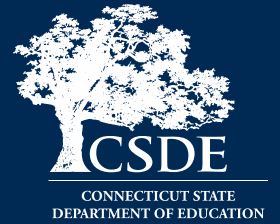
# Connecticut Educators Rising Program



- Educators Rising creates a clear pathway in school districts for young people who want to serve their communities as highly skilled educators
- The program promotes educator diversity, creates an educator pipeline and creates a long term solution to address the teacher shortage
- 60% of Teachers work within 20 miles of where they attend high school
- This is the third year of Connecticut's Educator Rising Program
- 22 School districts are currently enrolled in Connecticut Educators Rising programs with more than 500 students participating
- Applications are currently open for **Educators Rising Mini Grants for school districts to apply for up to \$10,000 for each school to start a new program and up to \$5,000 to expand an existing district program to a middle or high school or to attract males of color of English language learner students**



# Connecticut Educators Rising Program



## EDUCATORS RISING Mini-Grants

- CSDE grants due April 15, 2024
- Grants available to expand existing programs OR start new programs
- Interested districts should submit a contact name and email via the QR code below.

**\$5K-\$10K** available for interested districts!



**Educators Rising** is a community-based model, in which chapters at schools feed teacher preparation programs at institutes of higher education with the support of State Departments of Education and local funders and foundations. These entities come together to provide a clear pathway to increase teacher diversity and teacher quality.

The application is available through the QR code.



## The Educators Rising Mini Grant deadline is April 15, 2024

## Please share the information with education leaders and local school districts



## Educators Rising Programmatic Curriculum and Administrator Professional Development

*CT Grows Its Own! Planting the Seeds for Future Educators*

### WHAT?

- ✿ Teacher Leader Curriculum Development
- ✿ Administrators PD
- ✿ Installation of 2024-2025 Cabinet Officers
- ✿ Diversity Awards
- ✿ Student Experience Awards

### TIME AND PLACE?

May 29, 2024 9:00 a.m. - 3:00 p.m.

University of Saint Joseph West Hartford, CT



### Guest Speakers



Deputy  
Commissioner

*Cynthia Sone-Moyano*



State Senator

*Doug McCrory*



Waterbury  
Superintendent

*Dr. Verna Ruffin*



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EDUCATORS  
RISING

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# Educators Rising

## What: You are cordially invited to attend the Connecticut Educators Rising Professional Development Forum

- **When: May 29, 2024 at 9 a.m.**
- **Where: University of St. Joseph 1678  
Asylum St., West Hartford CT**





# Phase Two: Enhanced Reciprocity



The Bureau of Educator Standards and Certification is pleased to announce ten additional midwestern and southern states have been added to the current pathway for educators to obtain certification through the enhanced reciprocity agreement.

Enhanced Reciprocity States and Territories:

<b>Alabama</b>	Maine	New Jersey	<b>South Carolina</b>
Delaware	Massachusetts	New York	<b>Tennessee</b>
District of Columbia	Maryland	<b>North Carolina</b>	Vermont
<b>Georgia</b>	<b>Michigan</b>	Pennsylvania	Virginia
<b>Illinois</b>	New Hampshire	Puerto Rico	<b>Wisconsin</b>
<b>Indiana</b>	<b>Ohio</b>	Rhode Island	



# Enhanced Reciprocity By the Numbers



**We are proud of the impact enhanced reciprocity has had since April 2022**

- Since implementing the enhanced reciprocity agreement, the Bureau of Certification has issued **2,217 endorsements to 1,666 educators** who hold valid certification in Delaware, District of Columbia, Maine, Massachusetts, Maryland, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Vermont, and Virginia.
- Of the endorsements issued, **968 certified educators are currently employed in a Connecticut public school district.**



# New CT Educator Certification System



- The Bureau of Certification is seeking a new educator certification application processing portal to modernize the workflow of the bureau, reduce application processing time, and improve customer service.
- Specifically, the Bureau of Certification is seeking a computer-based software provider that offers blockchain technology to support the processing of educator certification applications, which will eliminate the need of scanning requested/required documentation into the system and will reduce processing time from over 3 months to 2 to 4 weeks.
- Several state agencies, including Massachusetts, have adopted similar blockchain technology software to expedite the processing of educator certification applications.
- Currently, we have been in discussion with one vendor from Randa. We are hoping to move forward with Randa as soon as possible.



# Connecticut Registered Teacher Apprenticeship Program



**The Connecticut Registered Teacher Apprenticeship Program is sponsored by the Connecticut Department of Education and approved by the Connecticut Department of Labor**

There are currently two pilot programs participating in the program;

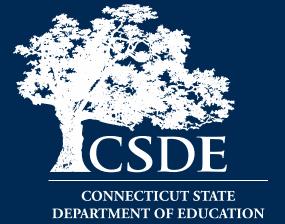
- Waterbury School District – Following the NexGen Program model in partnership with Central Connecticut State University for students working toward a bachelor’s degree
- New Britain School District – Following the teacher residency model in partnership with the Connecticut Teacher Residency Program administered by the Capitol Region Education Council (CREC) for post bachelor’s degree candidates

## **How the Apprenticeship program works:**

- **Districts partner with an approved Educator Preparation Program to recruit students to their school district with CSDE support**
- **The school district in collaboration with their local teacher’s union develops a memorandum of agreement to pay wages to the apprentice for student teaching; to pay the mentor teachers and to meet certification requirements**
- **The district files an application with the state Department of Labor with the apprenticeship information**
- **The DOL approves the application**



# Connecticut Registered Teacher Apprenticeship Program



## Benefits of the CT Registered Teacher Apprenticeship Program

- The CT Registered Teacher Apprenticeship program helps students earn while you learn and removes the financial barriers to becoming an educator
- Teacher apprentices are able to tap into federal apprenticeship dollars to support child care and transportation
- CSDE will assist school districts and educator preparation programs in helping to create teacher residency programs
- CSDE currently has \$1.5 million to assist school districts recruit candidates by funding tuition, mentor stipends and other student teacher costs
- Other state and federal funds might be available to support teacher apprenticeship programs



# 2024 Legislative Agenda



Regular Session convenes on February 7, 2024 and adjourns on May 8, 2024

Education Committee Co-chairs – Rep. Jeff Currey and Sen. Douglas McCrory

## Legislative Issues:

- **Expansion of Aspiring Educators Diversity Scholarship beyond Priority School Districts**
- **State funding for TEACH Connecticut**
- **Continued state funding for Connecticut Educators Rising**
- **Funding to upgrade Teacher Certification software**





# 2024 Meeting Dates



Next Meeting:

- Thursday, June 13, 2024



# Questions

