

Minority Teacher Recruitment Policy Oversight Council

Quarterly Meeting #3

(Via Teams)

Minutes

March 17, 2022

Council Members and Guests Present:

Sal Escobales
Jason Teal
Ryan Donlon
Rebecca Good
Sam Galloway
Subira Gordon
Robert Rader
Kevin Walton
Werner Oyanadel
Terrell Hill
Madeline Negron
Steven Hernandez

Guests:

Hamish MacPhail, Policy and Research Director of ConnCAN
Patrice McCarthy, Deputy Director and General Counsel, CAFE
TJ Nuccio, Children and Families Policy Analyst, Commission on Women, Children, Seniors,
Equity & Opportunity
Jarvis Lundy, Head of Future Black Teachers Operations Team, New Orleans, LA

CSDE Members:

Shuana Tucker
Cynthia Cassada
Mary Glassman
Nancy Velez

I. Welcome

- Dr. Shuana Tucker, Chief Talent Officer convened the meeting at 9:03 a.m. and thanked everyone for attending.

II. **Policy Oversight Council Minutes, January 13, 2022** - Ms. Mary Glassman reviewed the meeting minutes. There were no questions or changes.

III. **Guest Presentation:**

- Dr. Tucker introduced the guest speaker: Jarvis Lundy, Head of Future Black Teachers Operations Team, New Orleans, LA
- Mr. Lundy reviewed the efforts underway to attract and retain more diversity teachers across the country including high school and college students and career switchers. He said his work is focused on reshaping the narrative about career opportunities in teaching. He also discussed the need to remove barriers to teaching, including financial support and ease in applying to teacher preparation programs.

IV. **CSDE Updates:**

- **Educator Certification, Interstate Flexibility and CT Reciprocity Update**— Christopher Todd, CSDE Bureau Chief said that as of April 22, 2022, the state will allow Enhanced Reciprocity to the following states and territories including Puerto Rico:
 - Delaware; District of Columbia; Maine; Massachusetts; Maryland; New Hampshire; New Jersey; New York; Pennsylvania; Puerto Rico; Rhode Island; Vermont and Virginia.
 - Mr. Todd explained that the change will guarantee that an out of state educator will be allowed to teach in Connecticut. He said this will allow districts to recruit from those additional states and Puerto Rico
 - Mr. Teal asked if HBCU's were considered in the process. Dr. Tucker said the Talent Office pushed hard to include states from Virginia to Pennsylvania, which has 14 HBCU's and pushed to include Puerto Rico. She said the Department is planning a communications plan to get the information out.
 - Mr. MacPheal asked if reciprocity with the states was two-way. Mr. Todd explained that this is only a one-way flow to bring more educators into Connecticut.
 - Dr. Tucker invited Council members to attend the State Department of Education meeting on April 6 at 9:30 a.m. when the reciprocity update will be shared with the State Board of Education members.
 - **Educators Rising (Grow Your Own) update** – Cynthia Cassada, Education Consultant provided a summary of the 2nd Annual CT Educators Rising Virtual Conference held virtually on March 10, 2022, and hosted by Central Connecticut State University. Ms. Cassada shared the conference highlights which included student hosts; an Instagram challenge; breakout sessions with a CCSU virtual tour and remarks by the CT Teacher of the Year 2022. Ms. Cassada said 200 students participated from six school districts: New Britain, Naugatuck, New Haven, Meriden, Stamford, and East Hartford. A total of 28

winners will now participate in the National Educators Rising Conference in Washington, D.C. in June.

- **Increasing Educator Diversity Symposium** – Dr. Tucker shared that the Increasing Educator Diversity Symposium will be held on April 27, 2022, from 8:30 a.m. to 1:30 p.m. at Quinnipiac University to support young people on a path from middle and high school through college and into education careers. She noted that MTR Council member, Dr. Terrell Hill, Superintendent of Windsor Public Schools will be a guest speaker.

V. CSDE-RESC Alliance MTR Update – Cynthia Cassada and Mary Glassman

- CSDE-RESC ALLIANCE Virtual Minority Teacher Pre-Recruitment Fair – Thursday, April 28, 2022 – Ms. Cassada and Ms. Glassman shared details of the Pre-Recruitment Fair including panel discussions and Office Hours which will allow potential candidates to receive information and advice on resumes and interview techniques. They invited MTR Council members to participate.
- CSDE-RESC Alliance Virtual Minority Teacher Recruitment Fair – Thursday, May 5, 2022 – Ms. Cassada and Ms. Glassman said they will send Council members additional information to share. Mr. Teal also asked about increased promotion through social media. Mr. Oyanadel offered to help promote the event through social media.
- ToT training on Diversity, Equity and Inclusion – Training session March 24, 2022 – Ms. Cassada and Ms. Glassman shared the CSDE-RESC Alliance efforts to train trainers from the six RESCs who will then be prepared to train school district leaders on how to use the CSDE Guidebook for Hiring and Selection on Creating a District Plan to Increase the Racial, Ethnic and Diversity of Your Educator Workforce.

VI. MTR Subcommittee Reports

Advocacy Subcommittee - Subira Gordon, chair

- Meeting - February 3, 2022

Funding Support Committee – Kevin Walton, chair reported on the Subcommittee efforts on legislative recommendations. The committee held meetings on February 2, 2022; February 17, 2022; March 1, 2022 and shared the recommendations:

MTR Policy Oversight Committee 2022 Legislative Session Recommendations

The charge of the MTR Policy Oversight Committee is to support recruitment and retention initiatives to diversify the educator workforce and to support the Connecticut State Board of Education’s **Goal 3: Great Teachers and Leaders**” by developing and deploying strategies for districts state-wide that ensure the most effective educators are in every school and classroom, including making progress on **increasing the racial, ethnic, and linguistic diversity of the state’s educator workforce**.

To accomplish that goal, the MTR Policy Oversight Committee recommends a strategy of both short term and long-term goals to address the teacher shortage and teacher shortage subject area needs in Connecticut and to strengthen the educator pipeline and build partnerships from middle school through high school and college.

The MTR Policy Oversight Committee Funding Sub-Committee recommends the following:

- A multi-year \$10 million investment to support statewide programs and initiatives aimed at increasing the recruitment and retention of educators of color by:
 - **Allowing school districts to use funds on strategies for attracting, recruiting, and retaining educators of color including but not limited to scholarships for candidates enrolled in teacher certification programs such as educator prep programs, alternate route to certification programs and teacher residency programs; investments in Grow Your Own Programs for middle and high school students; funding for shortage area cross endorsements and retention initiatives.**
 - **Allocate a portion of funds to be available directly to assist candidates of color to pursue teacher certification programs.**
 - **Allocate a portion of funds to increase teacher retention efforts such as loan forgiveness programs, mortgage assistance programs and rental subsidy grants.**
- Clarify the Alliance District grant statute to provide greater clarity regarding the use of Alliance District funds to diversify the educator workforce.
 - Delete language in the Alliance district Statute which allows: “(9) strategies for attracting and recruiting minority teachers and administrators”
 - Insert substitute language which allows: “**(9) strategies for attracting, recruiting, and retaining educators of color including but not limited to: scholarships for candidates enrolled in teacher certification programs such as educator prep programs, alternate route to certification programs and teacher residency programs; investments in Grow Your Own Programs for middle and high school students; funding for shortage area cross endorsements and retention initiatives.**”
- Despite the terminology in the legislation referring to Minority Teacher Recruitment Task Force and the fact that the terms “minority” and “minorities” are frequently used in educational policy and in other documents, the CT State Department of Education (CSDE), the Center for Great Teachers and Leaders, and the Northeast Comprehensive Center advocate use of terms such as teachers of color, students of color, and leaders of color rather than the use of minority or minorities.
 - **Rename the Minority Teacher Recruitment Task Force to “Increasing Educator Diversity Task Force” in accordance with Public Act (P.A.) 16-41 (An Act Concerning the Recommendations of the Minority Teacher**

Recruitment Task Force), and rename the Minority Teacher Recruitment (MTR) Policy Oversight Council to “Increasing Educator Diversity Policy Oversight Council” in accordance with the provisions of section 11-4a of the general statutes, the council is charged with annually reporting to the joint standing committee of the General Assembly on matters relating to education regarding recommendations put forward to the Commissioner of Education, including all references in statute.

VII. 2022 Legislative Session Updates

- Ms. Glassman gave an update on SB 1 and SB 274 and invited council members to attend the Education Committee Public Hearing – Monday, March 21, 2022, at 11 a.m.

IX. Adjourn – Dr. Tucker adjourned the meeting at 11:29 a.m.

Next Meeting: Thursday, May 19, 2022, at 9 a.m.