

**Minority Teacher Recruitment Policy Oversight Council Quarterly Meeting #2
(via Teams)
Minutes
January 13, 2022**

Council Members and Guest Present:

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

Guests:

Heather Doucette, CREC
Shannon Holder, CREC

CSDE Members:

Shuana Tucker
Cynthia Cassada
Mary Glassman
Madison Csejka
Nancy Velez

Dr. Shuana Tucker, Chief Talent Officer, convened the meeting order at 9:03 a.m.

- I. Welcome
 - a. Dr. Tucker thanked everyone for attending
- II. Policy Oversight Council Minutes, November 18, 2021
 - a. Ms. Glassman reviewed the meeting minutes. There were no questions.
- III. Update on CSDE Initiatives
 - a. Dr. Tucker reviewed the PowerPoint presentation on CSDE initiatives.
 - b. Ms. Glassman reported that the CSDE-RESC Alliance two-year contract is pending Attorney General approval. The Council will receive a presentation from CREC later in the meeting on educator diversity efforts.

- c. Dr. Tucker reviewed the Emergency Certification Endorsements which have been approved by the State Board of Education. Districts are taking advantage of this initiative to address the teacher shortage.
- d. Dr. Tucker reviewed the Governor's Executive Order recently signed to allow flexibility in hiring retired teachers.
- e. Dr. Tucker reviewed the EdSight Educator Diversity tool which will allow districts to review their educator diversity hiring data. She said districts have received training on use of the dashboard.
- f. Dr. Tucker reviewed work exploring Northeastern Reciprocity.
- g. Dr. Tucker reported that the department is currently working to update current regulations to facilitate teacher certification requirement discussions and to remove barriers.
- h. Dr. Tucker reviewed the 6-16 pathway which is focused on exposing students to the education profession. She said the goal is to have a seamless transition from middle school and high school into community college and higher education while earning college credits.
- i. Dr. Tucker reviewed the six Residency Models available to support teacher candidates. She said many districts still do not know about these programs and that there are ARPA and ESSER funding to support non-certified individuals and encourage them to apply. That is something the Department is working on.

Mr. Walton commented on the need to be creative in certifying teachers. He said he appreciates all the work to get people into prep programs but asked what other ways there are to certify teachers.

Dr. Tucker said the department's multiple measures work will provide recommendations on changes back to the legislature. A report is due by January 2023, but the goal is to finish by July 2022.

Mr. Gottesman asked about reciprocity agreements with neighboring states.

Dr. Tucker indicated they are working with legal on regulation review and would like to extend reciprocity from Virginia to Maine. Previously, the state focused on three neighboring states, but the need is to expand further.

Mr. Gottesman said he liked the expansion plans which would allow recruitment from HBCU's in Virginia and North Carolina to increase teachers of color.

Ms. Gordon asked for clarification as to whether the legislation allowed for reciprocity or if it is a regulation problem. Regarding the Minority Teacher Task Force, she said she would be willing to assist in moving legislative efforts forward for what is needed.

Dr. Tucker indicated it is a regulation problem because the current regulations present many barriers.

Mr. Hill commented on the need to offer incentives to recruit candidates from out of state. Some individuals are willing to take a reduced salary in other states because of the cold culture in Connecticut.

IV. Presentation: RESC Alliance Increasing Educator Diversity Efforts

- Heather Doucette and Shannon Holder from the Capitol Region Education Council (CREC) representing the RESC Alliance

- Statewide IED Teacher Recruitment Fair: They stated that the Recruitment Fair dates are tentatively 4/28/22 and 5/5/22 and will be virtual. The process will also include a pre-fair professional learning opportunity for candidates of color and district staff.
- Scholarship and Fee Reimbursement Program for Educator Candidates of Color – Financial support for teacher candidates of color is currently available and applications are currently being accepted.
- Grant funding for Recruitment and Retention Strategies for school and district projects – The application deadline recently closed. District proposals will now be scored by the RESC Alliance and awarded.
- Professional Learning Series – the RESC Alliance will work with CSDE to train trainers to assist districts in developing district equity plans as required by legislation.

Support needed from the MTR Policy Oversight Council members:

Ms. Holder and Ms. Doucette asked the Council for their help to communicate information about scholarship and funding opportunities to candidates of color. Also, to raise awareness among school district administrators about professional learning opportunities including the recruitment fair.

They also asked for volunteers to participate in the Pre-Fair Recruitment fair by running sessions and developing content. The Pre-Fair will offer seminars, workshops, and panel discussions for candidates of color.

Mr. Gottesman asked where the district plans are housed. Dr. Tucker said there is no central location and that will be part of further discussions with the Council.

Dr. Tucker asked Council members to save the date of April 27, 2022 from 8:30 a.m. to 1:30 p.m. for an EdRising conference at Quinnipiac University. She is looking for panelists to speak to students about careers in education.

IV. Discussion of Subcommittees and Breakout Sessions:

Ms. Cassada and Ms. Glassman reviewed the subcommittee mission and goals and asked the Council members to select which committee they would like to be placed on. The goal is to hold subcommittee meetings prior to the next board meeting in March.

- *Advocacy Committee – This subcommittee will focus on the drafting of procedures and policies associated with the reporting of, and holding accountable for, district plans to diversify their educator workforce. These policy recommendations will be brought forth to the State Board of Education (SBE) for approval and will help determine the need and focus of future legislative action.*
- *Funding Support Committee – This subcommittee will focus on providing guidance to districts as to how to utilize funding to support and promote MTR efforts, including the use of Alliance District Grant money and ESSER funds. The subcommittee will work with the Talent Office and the Turnaround Office to review available funding and develop resources and guidance to better support the use of funds.*

V. Adjournment

Dr. Tucker thanked everyone for their participation and the meeting adjourned at 10:16 a.m.

Next Meeting: Thursday, March 17, 2022