

January 14, 2020
Minutes for Minority Teacher Recruitment Policy Oversight Council Meeting

In attendance:

Lauren Anderson
Mia Dimbo
Jane Gates
Terrell Hill
Werner Oyanadel for Steven Hernandez
Robert Rader
Kali Rohrbaugh for Steven Hernandez
Christopher Todd
Kim Wachtelhausen
Kevin Walton

Did not attend:

Sal Escobales
Sam Galloway
Rebecca Good
Steven Hernandez
Gladis Kersaint

Meeting started at 9:40 a.m.

Mr. Christopher Todd and Ms. Kim Wachtelhausen started the meeting by having everyone introduce themselves. Chris informed the council that future meetings will be attended by one of the Deputy Commissioners.

Chris continued by reminding the council of its charge per P.A. 16-41.

1. Encourage minority middle & secondary school students to attend institutions of higher education and enter teacher preparation programs;
2. Recruit minority students attending institutions of higher education to enroll in teacher programs and pursue teaching careers;
3. Recruit and retain minority teachers in CT schools;
4. Recruit minority teachers from other states to teach in CT schools; and
5. Recruit minority professionals in other fields to enter teaching.

Updates:

CSDE Talent Office was invited to participate in the New England Secondary School Consortium (NESS)/Great Schools Partnership (GSP) Minority Teacher Recruitment Task Force

The purpose of the taskforce is to bring all six New England states together to share existing strategies and develop new strategies to increase racial ethnic and linguistic diversity. The Talent Office brought a team to include three district partners for a five session series. Task force members are utilizing Connecticut's educator continuum as the foundation for this work. The Task force will complete its work in January 2020 with a report to be released in the spring.

CSDE Talent Office/REL-NEI Pilot Project to Develop Workforce Diversity Plans

The Talent Office in collaboration with REL-NEI is developing a series of four virtual and in person coaching sessions that align to the content of the recently released CSDE guidebook, [Developing a Plan to Increase the Racial, Ethnic, and Linguistic Diversity of Your Educator Workforce: Hiring and Selection](#). Eight districts along with other education partners will be guided through the tools and resources available in order to develop a comprehensive plan to increase workforce diversity. Additionally, REL-NEI hopes to create an additional data tool to capture the demographic match between students and teachers to track whether students of color have exposure to same race teachers and whether

all students have experiences with teachers of color throughout their school careers. The coaching series will run from January 2020 through May 2020. One council member raised the significance of tracking student exposure to teachers of color and the necessity for all students to experience teachers from a variety of cultures and background.

RESC/MTR Alliance Contract

The state of CT has allocated \$262,500 to the RESC MTR alliance for the purpose of convening regional consortia of teachers and leaders of color to propose projects to increase workforce diversity. Additionally, funding will support regional networking events and opportunities for teacher candidates to participate in pre-employment workshops. One member of the council has expressed an interest in rethinking distributions of funds to predominantly be aimed at scholarships. The council member continued by expressing the need to have legislators and district leaders be held accountable for results. If established goals are not met, state financial resources could be withheld.

EdKnowledge

Ms. Wachtelhausen provided a brief update and overview on the launch of EdKnowledge and initial feedback received as a result of the CSDE Talent Office's participation in the NESSC Minority Recruitment Task Force. The Council members discussed potential ways for the CSDE to expand awareness of EdKnowledge and the a general request was made for each Council member to determine whether or not their professional organizations and/or districts already had potential promising practices which could be highlighted in EdKnowledge.

Teach CT

Mr. Todd provided updates on the TEACH CT platform which officially launched last spring. TEACH Connecticut encompasses a suite of strategic recruitment activities in partnership with 16 Educator Preparation Programs (EPPs) and 69 K-12 School Districts/APSEPs. The platform includes a "Talk to a Teacher" option for aspiring educators to get first-hand information from CT educators on a variety of pathways into the profession and certification options. Aspiring teachers can use interactive tools on TEACH Connecticut to search, filter, and find preparation programs and financial aid opportunities that match their specific criteria. Other available tools include preparation program application checklists, one to one coaching, best practice guides, up to \$100 fee reimbursements for testing and application fees, and an opportunity to win a \$1000 scholarship. Currently, TEACH Connecticut has been accessed more than 30,000 times and is currently supporting 1,800 aspiring teacher subscribers. A majority of subscribers are considering teaching in shortage areas; for example, 29% Math/Science, 27% Special Education, and 15% TESOL/Bilingual Education. Nearly half (47%) of these future teachers identify as people of color.

Next Steps:

Given feedback from a number of Council members, Mr. Todd and Ms. Wachtelhausen proposed that the CSDE prepare a draft action plan based on:

- (A) Short-term goals – Potential re-allocation of RESC MTR Alliance Grant to fund scholarships and/or paths to certification
- (B) Long-term goals – Highlight & expand 'Grow Your Own' initiatives including;
 - a. TEACH CT Pilot Survey (High School & Middle School)
 - b. IHE Partnerships
 - c. Educators Rising

Meeting adjourned at 11:02 a.m.