

Minority Teacher Recruitment Policy Oversight Council

Minutes
December 19, 2018

Present: Lauren Anderson
Mia Dimbo
Sal Escobales
Terrell Hill
Gladis Kersaint
Robert Rader
Kevin Walton
Daisy Torres for Madeline Negron

Call-ins Steven Hernandez
Sheila Kearney

Absent: Arlene Arias
Sarah Barzee
Sam Galloway
Jane Gates
Elsa Nuñez

CSDE Staff: Lisa Cushing
Amber Moye
Kim Wachtelhausen

Visitors: Jennifer Benevento
Teri Merisotis

Meeting came to order at 1:04 PM 12/19/18

Ms. Kim Wachtelhausen, Education Consultant, CT State Department of Education (CSDE), led the meeting in Dr. Sarah Barzee's absence. Dr. Barzee, Chief Talent Officer at the CSDE, is the new commissioner's designee as chairperson of the Council with Ellen Cohn's retirement in December 2018, Dr. Barzee was unable to attend the meeting due to a family emergency.

Dr. Lauren Anderson, Associate Professor at Connecticut College and Mr. Robert Rader, Executive Director, of the Connecticut Association of Boards of Education were introduced and welcomed as new members to the Council.

Members were updated on the implementation of P.A. 18-34 (An Act Concerning Minority Teacher Recruitment and Retention), specifically section seven pertaining to the requirement for local boards of education to develop and implement a minority teacher recruitment (MTR) plan. The CSDE's partnership with The Center on Great Teachers and Leaders and the Northeast Comprehensive Center to create and present a four-part workshop series on Examining Unconscious Bias in the Hiring and Selection Process was discussed. A guidebook, currently in draft as a result of the four-part series, will prompt districts to examine current practices aligned with the CSDE goal to increase the racial, ethnic, and linguistic diversity of the workforce and develop a comprehensive and responsive MTR plan. The guidebook will be released in April 2019.

Council members were given a draft copy of a self-assessment document, to be included as a resource in the guidebook, for review and feedback.

Members' review of the self-assessment tool prompted the following discussion points:

- The inclusion of “minority” in the Council’s title was questioned. It was recognized and applauded that the term “minority” was intentionally omitted from the draft assessment tool provided to the Council for review.
- An urgency to attract, recruit, and retain teachers of color is of value for all students.
- Candidates of color pay the same amount for their degrees and certification assessments as their White counterparts, yet are given access to positions in roughly 10% of districts across the state.
- University of Connecticut has tracked a 40% increase in students of color enrolled in the Executive Leadership Program.
- The hiring and selection of teachers and leaders of color needs to be “problematized.”
- District data, to include numbers of teachers of color recruited, selected, interviewed and hired, should be transparent and accessible.

There was discussion and some disagreement among members about whether MTR plans should be submitted to the CSDE as a state mandate. Local boards of education would likely oppose mandated submission and review of MTR plans by the CSDE.

The meeting concluded with several members restating a sense of urgency to increase the diversity of the educator workforce and a proposal that the Council meet more often than quarterly.

Meeting concluded at 2:49 PM 12/19/18