

**Connecticut State Department of Education  
Minority Teacher Recruitment Policy Oversight Council  
March 18, 2019**

**Minutes**

**Present:**

Lauren Anderson  
Mia Dimbo  
Sam Galloway  
Jane Gates  
Sal Escobales  
Elsa Nunez  
Robert Rader  
Daisy Torres (for Madeline Negron)  
Kevin Walton

**Absent:**

Arlene Arias  
Steven Hernandez  
Terrell Hill  
Gladis Kersaint  
Sheila Kearney

**CSDE Staff:**

Sarah Barzee, Chair, Chief Talent Officer  
Christopher Todd, Bureau Chief  
Kim Wachtelhausen, Education Consultant  
Nancy Velez-Cruz, Administrative Assistant

**Visitors:**

Jennifer Benevento, AFT-CT

The meeting came to order at 9:05 a.m. on March 18, 2019. Dr. Sarah Barzee led the meeting beginning with relevant updates from the CSDE:

**Status of P.A. 18-34- An Act Concerning Minority Teacher Recruitment and Retention and Pending Legislative Proposals**

- Dr. Barzee shared a handout describing Talent Office initiatives in progress in response to the 2018 Minority Teacher Recruitment Policy Oversight Council recommendations and requirements outlined in P.A. 18-34. Further discussion about strategies in place and the development of recommendations for the 2019 report to the General Assembly will occur at the June meeting.
- A Council member raised a concern about options for an individual with a lapsed certification. Current law prohibits the reissuance of a lapsed certification unless current subject area exam(s) are passed with a satisfactory score. Districts are required to inform teachers whose provisional educator certificates are pending expiration. There is also the opportunity to re-apply, post expiration, for a proven hardship. Reminders are sent to all certification holders, from the CSDE,

six months prior to the certification expiration date. Legislation has been introduced to eliminate the requirement for retake of exams for reissuance of a CT certification.

- The Talent Office is collaborating with the Governor's Office to increase opportunities for reciprocity while maintaining equity of requirements for in-state candidates.
- Eligibility for mortgage assistance is proposed for individuals who teach in an Alliance district. The benefit also proposes that mortgage assistance extend to graduates of HBCUs.
- Legislation is proposed to recognize an advanced degree from a regionally accredited institution as exceeding the requirement for a bachelor's degree when pursuing teacher certification.

**Raised Bill No. 1022: *An Act Concerning Minority Teacher Recruitment and Retention***

**Raised Bill No. 7149: *An Act Bolstering Minority Teacher Recruitment***

- Commissioner Wentzell will be providing testimony about language in Raised Bill 1022 stating that the Minority Teacher Policy Oversight Council in collaboration with the Minority Teacher Recruitment Task Force shall **ensure** that 250 educators of color will be employed in the workforce annually, 30% of which are to be male. While conceptually the CSDE supports the proposal, progress to date has been closer to 100 educators annually. The CSDE is on the trajectory to meet the 10% goal projected for 2021 as outlined in the State Board of Education Comprehensive Plan.
- Currently the CSDE does not participate in an interstate agreement for administrators. The requirement for the 092 endorsement is 18 credits beyond the master's level. Raise Bill 1022 is proposing that an administrator, deemed to be successful after 3 years of employment in another state, be eligible to practice in CT. Thoughts from the Council on this proposal include:
  - Concern that CT candidates are at a disadvantage
  - Parity for CT aspiring administrators must be considered
  - Change in requirements influences administrator preparation programs
  - The need to look at institutionalized practices that lead to disparity
  - Concern that language in the bill will not actually do what it is intended to do
  - Change can be publicly perceived as unintentionally lowering standards
  - Should be considered as a separate piece of legislation
  - Question raised about required course in special education as a certification requirement for teachers/ administrators but no required coursework to prepare teachers/administrators to work with bilingual students. Dr. Barzee suggested this as an issue where the Council can actively engage through contact with legislators.

**TEACH Connecticut "Campaign in a Box"**

- TEACH Connecticut is intended to elevate the image of teaching. Dr. Barzee discussed it as a robust site with a variety of resources to include "Talk to a Teacher." Aspiring teachers can schedule an appointment to have a conversation about entering the profession with a seasoned CT educator. Dr. Barzee suggested that Council members check out feature articles about Ryan Parker and Miguel Cardona. Monthly, different educators will be profiled representative of a variety of backgrounds, cultures, personal, and professional experiences. Campaign in a Box (directions previously emailed) will assist Council members to help promote what is featured on the TEACH Connecticut site monthly.

**EdKnowledge: *An Online Preview of Promising Practices and Models of Success***

- Council members were given an outline of promising practices and models of success that will be featured as part of an online repository ready to be available on the CSDE site in June 2019. There will be an opportunity for all educators to submit promising practices to include descriptions, levels of success and contact information.

## **Creating a Plan to Increase the Racial Ethnic, and Linguistic Diversity of Your Educator Workforce: A Guidebook for Hiring and Selection**

- P.A. 18-34 requires districts to develop and implement a plan to increase the diversity of their educator workforce. The guidebook will provide tools and resources to assist districts to develop a comprehensive plan that considers, philosophies, policies, structures, and practices that need to be in place to realize success. It is under consideration to have plans posted on individual district websites and on the CSDE website for public access.

### **RESC/MTR Alliance Contract**

- The contract was executed in March 2019. CREC did hold a recruitment fair in March and the RESC Alliance is planning a larger event to be held in June. An amendment to the contract will allow continued work on the initiatives outlined in the contract through the 2019-20 school year.

### **Educator Networking Events**

- In June 2018, the CSDE sent a survey to certified teachers of color who were not appearing in the educator data system as employed in a public school. A networking event was planned last June 2018 and more than 50 educators attended. Of those, almost 66% were hired in certified positions for 2018-19.

Dr. Barzee shared the availability of a certification look-up for in-district secure login users. The system will be launched in April 2019. It is important that CECS profiles are updated with current email addresses.

### **Questions/Comments from Council Membership:**

- When communicating with Deans, copy Provosts so they can provide an additional support.
- We need to be careful not to diminish importance of diversity work when tied to funding.
- Question was raised about educator networking events and process for invitations. Sarah shared process by which the CSDE can mine certification and EDS databases.
- Question was raised about the statistic shared that more than 700 candidates of color were not employed in CT public schools. Can we explore more high-touch strategies? How can we connect more personally?
- Can CEA and AFT regularly attend networking events?
- CABE's toolkit specifically designed for board members and their roles in developing plans to diversify the workforce should work in concert with the CSDE guidebook.
- Do we want to consider an educator networking event specifically for bilingual certified educators?
- Question was raised about opposition to edTPA and the proposed legislation to study impact. Bill to study impact is pending.
- All 17 institutions are in agreement about AP exam scores of 3 or above to count for college credit. This is moving forward to the State Board of Education and will sit on the consent agenda for the next scheduled meeting.

### **Work Session: Asset Mapping to Achieve Collective Impact**

- Due to time limitations, Dr. Barzee postponed the asset mapping activity to the June meeting. She appealed to the Council to propose high impact-feasibility recommendations as a Talent collaborative. The charge before the Council is to think about educator pipeline and thoughtfully consider assets each organization brings to the work, review the recommendations from 2018, and propose new or expand on previous recommendations that have the potential for high impact.

The meeting was adjourned at 10:40 a.m.