



# NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

**FRIDAY DECEMBER 18, 2020  
2:00 P.M.**

## **MEETING LOCATIONS:**

Due to the circumstances created by the COVID-19 pandemic, the Teacher Recruitment and Retention Advisory Task Force (Task Force) met via videoconference. In accordance with Governor Sisolak's [Directive 021 \(subsection 37\)](#), there was no physical location designated for this meeting. The meeting was livestreamed on the [Nevada Department of Education Website](#).

## **DRAFT SUMMARY MINUTES OF THE REGULAR MEETING**

### **MEMBERS PRESENT via videoconference:**

Magdaline Wells  
Elizabeth Vessels  
Tammie Smithburg  
William Cox  
Kathleen Keene  
Dana Boam  
Maria Cristy-Fernandez  
Laurie Henderson  
Eleanor Williams  
Elizabeth Rechs  
Tamara McCord  
Lance Lattin  
Allison Brotsma  
Thomas Brooks  
David Navarette

### **DEPARTMENT STAFF PRESENT via videoconference:**

Kathleen Galland-Collins  
KellyLynn Charles  
Arina Kazemi

### **SENIOR DEPUTY ATTORNEY GENERAL via video conference:**

David Gardner

### **AUDIENCE IN ATTENDANCE via videoconference:**

Andrew Morrill

### **AUDIENCE IN ATTENDANCE via Livestream:**

The Livestream feed allowed public viewing throughout the meeting.

## 1. Call to Order; Roll Call: Pledge of Allegiance

The meeting of the Task Force was called to order at 2:00 p.m. by Cristy Fernandez, Task Force Chair. Quorum was established. Chair Fernandez led the Pledge of Allegiance. Members were reminded of the meeting norms, to use the hand raise feature, to mute the microphone, and to wait until they were called on before speaking.

Chair Fernandez moved to Agenda Item #2.

## 2. Public Comment #1

Public comment was submitted by Jeff Church. Ms. Galland-Collins read the public comments to the Task Force. Comments are included in their entirety in Appendix I. (See attached Appendix)

Chair Fernandez moved to Agenda Item #3.

## 3. Approval of the October 24, 2020 Meeting Minutes (*Information/Discussion/Possible Action*)

Chair Fernandez asked members to review the minutes.

**Member Smithburg motioned to approve the minutes of the October 24<sup>th</sup> meeting. Member Boam seconded. Motion passed.**

Chair Fernandez moved to Agenda Item #4.

## 4. Task Force Work Session (*Information/Discussion/Possible Action*)

Cristy Fernandez explained that today members will engage in discussion on the teacher exit survey, teacher hotline/support system, any future data requests, possible revisions and/or additions to the previous report, and the possible creation of work groups.

Chair Fernandez asked Ms. Galland-Collins to share information about work groups and if there were any revisions to the Task Force report.

Kathleen Galland-Collins, Nevada Department of Education reminded the Task Force the feedback from Legislative Committee on Education was regarding the word “hotline” and that the group voted to change the word to align with an online platform or web-based form. She informed the members that Ms. Charles has been able to talk to internal folks around what’s already been done with a platform and what the members can be involved in. Ms. Charles will share with the members. She shared that those revisions will be made to the report at the next meeting. Ms. Galland-Collins stated there was also a discussion briefly around if the Task Force wanted to make any changes to the recommendations around class size. In the last meeting, links to various class size reports were shared and from the group’s comments, it was a heavy lift to find all the information they wanted to find from those reports. Members can explore further if they want to make changes to the report.

Chair Fernandez asked when the report should be ready. Ms. Galland-Collins answered the report has to be finalized and submitted on or before February 1<sup>st</sup>.

Chair Fernandez asked the members if they wanted to make any changes. Ms. Galland-Collins clarified that the February 1<sup>st</sup> submission requirement doesn’t mean the Task Force can’t do a report in other years

as there is the requirement to report twice. In the even numbered years, they report to the Legislative Committee on Education and the odd numbered years they submit the report to the Legislative Council Bureau. Chair Fernandez asked members how they felt about changing the report or if they want to submit the report as it is. Member Keene stated they were worried about how many students were in a classroom, but her district seems to be shrinking and they have several teachers that are teaching 2 grades as a combination. She suggested they take a look at that as well since those teachers have a double workload.

Chair Fernandez asked if anybody had questions and if they were comfortable moving with the report as it is written now. Ms. Galland-Collins stated they can do track changes to remove the word “hotline” and replace that with the language “online platform for support” and bring it back to this Task Force at the January meeting to get it finalized. Chair Fernandez explained that the question for the Task Force would be if they would like to have people come to the Task Force to present or if they want workgroups created to discuss topics and bring it back to the Task Force.

Ms. Galland-Collins suggested to do both. This Task Force can suggest NDE create some workgroups which include some members of the Task Force around a variety of topics the Task Force touches on. Some of the work groups could be around an exit survey, class size, or the climate and culture survey. The Department would do stakeholder groups on the Task Force's behalf.

Member McCord suggested information from a group that had done exit surveys before would be beneficial to see what questions they found effective and gave them the best feedback. Ms. Galland-Collins suggested asking their partner WestEd to help the Task Force compile information on state or districts that may have one in place and present a general overview. She asked Mr. Morrill if WestEd could help with that. Mr. Morrill answered yes, that would be entirely consistent with the support WestEd provides this Task Force. Ms. Galland-Collins asked member McCord if she would also want Nevada specific information or only nationwide. Member McCord answered it could be nationwide.

Member Smithburg asked for clarification on whether they can have presentations or put workgroup together about class size because it was hard as a team to find the information. She wanted the explanation on how accessible the information is so teachers can have a better understanding.

Member Brooks referred to member McCord’s comment and asked if they could have information on districts that have high success rates in retaining their teachers. Chair Fernandez agreed it would be good to see what exemplar states or districts are doing to retain teachers.

Chair Fernandez asked Ms. Charles to share information on the “hotline.”

KellyLynn Charles, Nevada Department of Education, explained she was able to meet with some of the Department’s Digital Engineers that have been working diligently to get teachers trained on digital learning. They have started creating a Teacher Support Group on Facebook for teachers to ask questions and get support. They will have a network of teachers to moderate the group and teacher leaders to provide feedback and support. The group went with Facebook because teachers are already on Facebook and know how to use it; it is not a new platform or website that teachers will have to learn. They are hoping to be live and able to provide support around February of 2021.

Chair Fernandez stated that Task Force does not want to do any changes to the report, the Task Force just wants some groups come to talk to the Task Force and give information about the climate survey, class

size, and maybe reach out to some national groups that have been effective in teacher retention. She then asked the Task Force if anybody wanted to add anything she missed.

Member Wells wondered if everyone is ignoring the health consideration regarding recruitment and retention during this pandemic. A lot of teachers consider leaving the profession based on how things are being handled, not only in Clark County, but also in other areas. She wondered how that would affect what the Task Force is trying to do.

Member Smithburg stated her understanding was that the Task Force can always add more things later but when the Task Force started it was asked to not focus on the pandemic. She added there is a report that has to be submitted in February that Task Force agreed on last school year. She stated that once the Task Force is done with that, they can work on the other things like the pandemic. She then asked Ms. Galland-Collins if she was correct. Ms. Galland-Collins answered that Member Smithburg was not wrong, but in relation to the pandemic it was more about not letting the pandemic impact recommendations that may cost money. The Task Force needs to consider data in this pandemic. There is not a complete picture of how vacancies have been impacted as data is still being gathered. She then stated this is something the workgroup/stakeholder group could explore and then present that information to this Task Force.

Member Wells stated in regard to retention, it might be a good idea because even the collective bargaining units are very involved in this and they would want to know what is going to happen. Member Wells added that if graduating students in education don't feel they're going to be safe they will look for different jobs. Chair Fernandez shared her thoughts that data from the climate survey recommendation will help the Task Force see what teachers in different districts feel regarding what the pandemic did to them. Member McCord stated that with COVID, hybrid learning, and the stressors put on teachers because of the pandemic, and since the goal is to retain teachers the Task Force should be proactive and not wait until after the pandemic. Member Smithburg agreed with Member Wells and Member McCord.

Chair Fernandez summarized that Task Force agreed to not make any changes to the report and would like to have some groups present about the climate survey, exit survey, and the class size. Ms. Galland-Collins stated that if Task Force wants the Department to develop some stakeholder groups that includes some of the Task Force members, there has to be a motion. Chair Fernandez wondered how many people from the Task Force could be in each workgroup. Ms. Galland-Collins answered there should be no more than 4 or 5 members to avoid quorum issues. She added the Department can pull in a variety of stakeholders with other expertise such as HR personnel on the exit and climate survey work groups because they know the questions that should be asked.

Member Brooks asked Ms. Galland-Collins to explain about teacher retention work group to refresh his memory. Ms. Galland-Collins explained that the teacher retention group was in direct response to Member Wells' comment to explore a little about what districts are currently doing and what the retention is like in this pandemic. She explained they can look at some national data too. Member Wells confirmed that was correct. She shared the belief that Legislators may be very interested in how the pandemic has impacted schools, including our educators.

**Member Smithburg motioned to approve that NDE develop work groups that include Task Force members to explore and make recommendations around the topics of exit survey, climate survey, teacher retention, and class size. Member McCord seconded. Motion passed.**

Chair Fernandez moved to Agenda Item #5.

## 5. **Future Meeting Dates and Agenda Items** (*Information/Discussion/Possible Action*)

Chair Fernandez asked Ms. Charles to share the proposed January dates, Ms. Charles shared the result of the survey to have quorum:

Friday, January 8, 2021; at 3:30 p.m.

Saturday, January 9, 2021; at 10:00 a.m.

Wednesday, January 13, 2021; at 3:30 p.m.

Friday, January 15, 2021; at 3:30 p.m.

Member Smithburg wondered about the timing of the report and if the work groups were going to impact the current report as that will affect the date of the next meeting. Ms. Galland-Collins reminded the members they would bring the revised report back to Task Force on the selected date which simply changes the “hotline” language as approved at the last meeting. She then explained the Task Force would have next year to explore the topics of exit survey, climate survey, teacher retention, and class size with the work groups. The work groups can provide reports throughout the year on their progress to inform the next report. Member Smithburg thanked Ms. Galland-Collins for the clarification.

Ms. Galland-Collins stated a recommendation from NDE that would be to go for January 15<sup>th</sup> as the next meeting date to give WestEd more time to gather the data that will be presented, specifically around best practices for retention.

**Member Cox motioned to approve January 15, 2021 at 3:30 as the next meeting date. Member Smithburg seconded. Motion passed.**

Ms. Galland-Collins explained how NDE will build the stakeholders groups. NDE will be sending out a Google form to each of the Task Force members to ask which group they might want to be part of and then NDE will make the selection. Task Force members are being chosen first and then NDE will reach out to districts across the state to ensure there is representation from across the state.

Chair Fernandez moved to Agenda Item #6.

## 6. **Public Comment #2**

Ms. Galland-Collins shared her screen for email address and gave additional time due to delay on live stream for public comments.

No public comment was submitted.

## 7. **Adjournment**

With no objections the Chair adjourned the meeting at 2:52 p.m.

## Appendix I

I am a recently elected WCSD Trustee effective Jan 4. Views are mine. I have taught Recruiting and Retention nationwide mostly focused on law enforcement. My main background is law enforcement and military.

Regrettably I reached out having taught Recruiting & Retention nationwide asking to offer input without response. That said I have not had time to review the whole report but I can say that Suggestion #11 is paramount. Housing is key to Washoe and Clark. I can explain how districts may do that. Essentially, much like mines in Nevada, the district can offer voluntary housing ranging from quality RVs, apartments, etc. District ownership of a complex actually likely appreciates. Said housing especially directed to new hires, STEM, Special Ed and other critical areas is essential.

“11. The Legislature work with appropriate entities/developers to conduct a feasibility study and cost analysis for providing affordable or subsidized housing to educators in all areas across the state including, but not limited to rural and urban settings. a. Rationale: housing can be difficult to find in remote areas of the state and/or may be very expensive in other urban/suburban areas. This is a barrier to recruiting and retaining teachers in those schools.”

Secondary is that Recruiting be at the state level. It is fiscally illogical that each of the 18 districts do their own. The state can recruit as a whole and then refer the candidate to the appropriate agency and/or link via the website. A state website, a state recruiting team, media ads etc that then refer are key.

I also included below my general 10 Golden Rules of Effective Recruiting for the individual agency.

Note: The same holds true to other functions such as needed school skills like bus drivers and police departments. Many WCSD and CCSD have their own police agencies. Jeffrey Church

1. Recruiting is an action verb
2. If the rules are broken, change the rules
3. Expedite the hiring process
4. A 100 employee district has more than 100 recruiters
5. Use and train motivated recruiters
6. Think outside the box
7. Get back to basics
8. If your human resources or personnel department doesn't work hand in hand with recruiting, you are dead in the water
9. If your Superintendent, Director doesn't support recruiting, you are done before you start
10. Retention is better than Recruiting

Jeff Church