



# NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

FRIDAY JANUARY 15, 2021  
3:30 P.M.

## Meeting Location

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  
Laurie Henderson  
Tamara McCord  
Lance Lattin  
Allison Broolsma  
Thomas Brooks  
David Navarette  
Vici Cooper  
Kristina Ernest

### DEPARTMENT STAFF PRESENT via videoconference

Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement  
KellyLynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement

### SENIOR DEPUTY ATTORNEY GENERAL via video conference

David Gardner, Senior Deputy Attorney General

### AUDIENCE IN ATTENDANCE via videoconference

Alex B. Jacobson, Senior Research Associate, Region 15 Comprehensive Center at WestEd  
Andrew F. Morrill, Senior Program Associate, Region 15 Comprehensive Center at WestEd  
Mary Peterson, Co-Director, Region 15 Comprehensive Center at WestEd

## **AUDIENCE IN ATTENDANCE**

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 3:31 P.M. by Tammie Smithburg, Task Force Vice-Chair. Quorum was established. Vice-Chair Smithburg 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.

Vice-Chair Smithburg moved to Agenda Item #2.

### **2: PUBLIC COMMENT #1**

Vice-Chair Smithburg asked Ms. Galland-Collins to share her screen to provide the email address for public comment submission and gave additional time for public comments due to a delay in the livestream.

No public comment was submitted.

Vice-Chair Smithburg moved to Agenda Item #3.

### **3: APPROVAL OF THE DECEMBER 18, 2020 MEETING MINUTES**

Tammie Smithburg, Vice-Chair gave members a few minutes to review the previous meeting minutes.

**Member McCord motioned to approve the minutes of the December 18, 2020 meeting. Member Cox seconded. Motion passed.**

Vice-Chair Smithburg moved to Agenda Item #4.

### **4: APPROVAL OF THE FEBRUARY 1, 2021 REPORT TO THE LEGISLATIVE COUNCIL BUREAU**

Vice-Chair Smithburg explained members will see the approved updates to the report in the form of red for old language and blue for new language. She reminded members the report was what the Task Force already voted on at the last meeting and gave additional time to review the report.

Vice-Chair asked the members if there was any discussion and if they agreed with the wording.

**Member Cooper motioned to approve the February 1, 2021 report to the Legislative Council Bureau. Member Lattin seconded. Motion passed.**

Vice-Chair Smithburg moved to Agenda Item #5.

### **5: REVIEW OF RESEARCH ON TEACHER RETENTION STRATEGIES**

Vice-Chair Smithburg turned the meeting over to the presenters from Region 15 Comprehensive Center at WestEd to review and discuss literature on teacher retention strategies during the pandemic caused by COVID-19. She then asked Ms. Peterson to introduce the other presenters as well. Mary Peterson, Project Director for WestEd stated they did not find a lot of research on the evidence of best practices and strategies on that topic when they looked at the report. She then explained that they found a fair amount of material by experts and practitioners in the field on strategies that seem to be working in the field. She stated the presentation starts with Alex Jacobson talking about what WestEd team found regarding those practices that seem to be working. Then, they will ask Ms. Galland-Collins to share about the retention strategies that are already been done prior to the pandemic and what is currently happening in Nevada. Finally, Andrew Morrill will finish with a table of resources and talk about other resources and reference materials that are out there.

Ms. Peterson shared the Region 15 Comprehensive Center (R15CC) staff has requested an in-depth literature review from the Regional Education Laboratory (REL) West to identify evidence-based or research-informed strategies and practices at the SEA, LEA, or school level that address teacher retention in the context of COVID-19. This will be shared with the Task Force when it is available. Alex B. Jacobson, Senior Research Associate with the Comprehensive School Assistance Program at WestEd shared the research document *Teacher Retention Strategies During a Pandemic* ([see meeting materials](#)) He stated the document focuses on themes and what is currently being written about what is happening during the pandemic to ensure the retention and recruitment. The first bullet is the importance of providing teachers with leadership opportunities and to be collaborators on the COVID planning. The second bullet is about focusing on maintaining and adopting recruitment to the current contexts to ensure there is no lag in filling vacancies due to the pandemic. Mr. Jacobson shared that The DC Policy Center focused on recruitment in a virtual context through strategies such as virtual recruitment fairs, virtual tours, and virtual networking opportunities for potential candidates. The last bullet focuses a broader view on the potential opportunities that exists in this challenging time to hire midcareer or highly skilled teachers into the teacher workforce that may not have otherwise made the decision to pursue teaching. He then underscored Ms. Peterson's statement that there is not a lot of research that has been done on how COVID is impacting retention; it is more about drawing on expertise and the current reality to pull out themes. Mr. Jacobson then turned over to Ms. Galland-Collins.

Ms. Galland-Collins shared the strategies listed are already implemented in Nevada. She stated Bullet #1 is the Nevada Educator Performance Framework (NEPF) for principals that has been in place for years and they are currently finalizing Principal Supervisor Standards that will help supervisors help principals meet their standards. Nevada has implemented Bullet #2 through the use of Title IIA Federal funds and the development of the Social Emotional Academic Development (SEAD) Center. Courses are available online through Canvas and professional development (PD) is also provided to administrators by the Regional Professional Development Programs (RPDP). Regarding Bullet #3, explicit teacher leadership opportunities/pathways have been implemented through the creation of the Superintendent Teacher Advisory Cabinet (STAC) and the Principal Advisory Cabinet (PAC) which involves educators from across the state who meet with the Superintendent of Public Instruction and her cabinet to share information and bring it back to their districts. They also provide advice and feedback to the Superintendent. We are also expanding our educator recognition programs. Last year Nevada had two Milken award winners. We are also expanding on the Teacher of the Year (TOY) process and collaborating with other offices within NDE to help support their recognition efforts. As far as Bullet #4, NDE works with the RPDPs to provide PD. We started the Nevada Digital Learning Collaborative. It is a huge undertaking, but we had a Symposium in the Fall and one on April 17 to support digital learning. She directed the members to the Nevada Department of Education webpage for the digital learning resources. She stated Bullet #5, strengthening or designing teacher mentoring and induction programs is on a 5-year plan to develop what it will look like in the state and how to help support districts. For Bullet #6, NDE is in partnership with the U.S. Department of Education to air a Nevada specific public service announcement in February. Ms. Galland-Collins continued explaining that NDE is partnering with all of the Higher Education institutions in Nevada to have a 2-hour, hands-on recruitment to the profession summit. NDE is still working on Bullet #7, "Grow Your Own" programs and are working on a partnership with Nevada State College in both Northern and Southern Nevada. We are also still collecting talent management data to inform or improve retention strategy design which is the final bullet. It is part of that "exit survey" workgroup the Task Force asked for. Ms. Galland-Collins then asked Task Force if there were any questions.

Member McCord stated in the past the State had done stipend for teachers in Nevada, but she didn't hear NDE staff mention that. She asked if stipends were still something provided or not at the current time. Ms. Galland-Collins answered that in the Special Session, a lot of those incentives were done away with, but it is the authority of this group to make recommendations around incentives. She suggested this is something the Task Force could continue to work on for the next report due in June 2022. She added the Task Force can have Jeff Briske who is the Education Program Professional that handles a lot of those projects within the Department come and give the Task Force an overview.

Andrew F. Morrill, WestEd explained most of the articles that teachers read are tied to research and may cite research covering a broad area of creating student's center culture or aspects of increased instructional capacity. He stated he will briefly speak to four general areas in the document shared. He stated research on the impact of COVID-19 will increase in the coming years. In general, the 4 areas of research teachers likely to see are: 1) the student-centered culture and boosting of social and emotional learning, 2) the wellness, care, and health of staff and faculty, 3) the leadership actions at the district and school level, 4) and focusing on the instructional capacity of educators. The document contains some examples of each and links to more information. He then opened the floor for questions.

Vice-chair Smithburg thanked the presenters and moved to Agenda Item #6.

#### **6: REVIEW OF RESEARCH ON EXIT SURVEYS**

Mary Peterson, WestEd turned the presentation over to Alex Jacobson to share some of the highlights he found about teacher exit survey. Alex B. Jacobson, WestEd gave a brief overview and talked about 3 categories: Teacher Characteristics, Reason for Leaving, and Future Employment Plans ([see Meeting Materials](#)).

Member McCord wondered if after Ohio implemented this exit survey, they saw improvement in teacher retention and recruitment and what the effects of using this survey were. Mr. Jacobson answered he has no information on that. He stated WestEd can look into it more deeply to see if there has been any analysis completed. He stated he had the impression of a positive review of the method for gathering information about reasons why teachers leave. Member Navarette thanked Mr. Jacobson for the information and asked about Alaska and Florida's surveys are no longer used and if so, is there a survey that is replacing them or have they just ceased the use of exit surveys.

Mr. Jacobson answered they were not able to gather where those states are with their surveys. In some cases, states have their regular survey administrations and some cases they have exit surveys that are not done a regular basis. Member Navarette asked if there was any reason why these particular states were chosen to be shared. Mr. Jacobson answered no, they are not really intending to say anything particular about the quality or anything significant about them and that if anything, they represent a spectrum of a level of detail and investment. For example, Ohio would be more detailed than Florida, and Alaska may be a little more detailed than Florida. Utah is an interesting example because they are just implementing theirs. Ms. Peterson stated the questions that were asked are good questions and WestEd is planning to have a subcommittee to really focus on exit surveys. Andrew F. Morrill added that the selected surveys were shared because in many cases there was information available about them. WestEd staff did a quick scan and there was information they thought that would be useful to Task Force such as copies of the actual surveys or links to the annual reports as Mr. Jacobson discussed.

Vice-Chair Smithburg asked the Task Force if there were any other questions for WestEd or NDE staff.

Vice-Chair Smithburg moved to Agenda Item #7.

**7: TASK FORCE WORK SESSION**

KellyLynn Charles, Nevada Department of Education gave a brief update about what discussed in the last meeting about creating workgroups focus on the survey. Emails were sent to all the members of the Task Force requesting their interest on participating in a workgroup. She stated nine members have responded and reminded the members to complete the form. Ms. Charles shared once NDE receives all the responses, NDE is going to reach out to additional stakeholders for their participation.

Vice-Chair Smithburg suggested the Task Force have a meeting in April or May and that the work groups would not have all their meetings by then. She then asked Ms. Galland-Collins if she was correct. Ms. Galland-Collins confirmed Vice-Chair Smithburg was right. Vice-Chair Smithburg continued this will be ongoing project that will inform the work of the Task Force throughout the fall and into June of next summer. Member Navarette asked about the timeline for the work group meetings and if they meet as many times as they want, or it is meeting once or twice. Ms. Charles answered it would definitely more than once or twice in order to have enough time to dive into the research and data, and to come back to the Task Force with recommendations.

Vice-Chair Smithburg again asked the members to discuss if they would like an April or May date. Member McCord stated spring break is usually in April, so she wondered how those schedules fit. Ms. Charles stated she would check the holidays before sending survey dates. Vice-Chair Smithburg stated as long as there were no oppositions, towards the end of April or beginning May is a good time and if the Task Force agreed they need to have a motion on the floor.

**Member Cox motioned to approve to have meeting on the end of April and beginning of May as the next possible meeting dates. Member Keene seconded. Motion passed.**

Vice-Chair Smithburg moved to Agenda Item #8.

**8: FUTURE MEETING DATES AND AGENDA ITEMS**

Members discussed options for future meeting dates. Vice-Chair Smithburg suggested late April or May in order to provide time for the work groups to convene. Members agreed.

**Member Cox motioned to approve April or May as the next possible meeting dates. Member Keene seconded. Motion passed.**

Vice-Chair Smithburg moved to Agenda Item #9.

**9: PUBLIC COMMENT #2**

Vice-Chair Smithburg asked Ms. Galland-Collins to share her screen with the email address and gave additional time due to delay on live stream for public comments. No public comment was submitted.

Vice-Chair Smithburg moved to Agenda Item #10.

**10: ADJOURNMENT**

With no objections, the Chair adjourned the meeting at 4:39 P.M.