



# Nevada State Teacher Recruitment and Retention Advisory Task Force

JUNE 11, 2020

9:00 A.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](#).

## SUMMARY MINUTES OF THE REGULAR MEETING

### MEMBERS PRESENT via videoconference:

Lance Lattin  
David Navarette  
Magdaline Wells  
Elizabeth Vessels  
Elizabeth Rechs  
Tammie Smithburg  
William Cox  
Kathleen Keene  
Vici Cooper  
Dana Boam  
Thomas Brooks  
Allison Brolsma  
Maria Cristy-Fernandez  
Laurie Henderson

### DEPARTMENT STAFF PRESENT via videoconference:

Felicia Gonzales  
Jason Dietrich  
Kathleen Galland-Collins  
KellyLynn Charles

### 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 9:00 a.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, and to mute your microphone. She added that today she was asking members to wait until they were called on before speaking. Chair Fernandez mentioned that we all have stories but to remain on task today.

Chair Fernandez moved to Agenda Item #2.

### **2. Public Comment #1**

*In accordance with Governor Sisolak's [State of Emergency Directive 006](#), Section 2, public comment was to be submitted via email and read into the record by Kathleen Galland-Collins, NDE Assistant Director, EDLiFE.*

No public comment was submitted.

Chair Fernandez moved to Agenda Item #3.

### **3. Approval of Nevada State Teacher Recruitment and Retention Advisory Task Force Report**

Chair Fernandez explained the process for reviewing the report. She told members to focus on the content of the report and the essential questions we talked about on Saturday. She reminded members not to focus on the grammar or spelling, that will be fixed later.

Chair Fernandez provided time for members to review. Ms. Galland-Collins shared additional information regarding the updated version of the draft report and asked members to verify they were reviewing the correct document. She added that due to technical difficulties, the formatting may be off in some areas, but that will be fixed later.

Chair Fernandez asked Ms. Galland-Collins to share the draft report on the screen. She asked Ms. Galland-Collins to review how the report was put together by section. She explained the basic format that was approved last time. She reminded members to check the spelling of their names. She noted the language for the roles and responsibilities came from Nevada Revised Statutes (NRS) and Assembly Bill (AB) 276.

Ms. Galland-Collins noted the content of each meeting was included in the draft report, rather than just a list of the meeting dates. The next section explained the categories used and rationale. She explained the report then moves into the recommendations. Ms. Galland-Collins clarified wording and asked members to consider looking at switching "the State" to either "the Legislature" or "LCE" as applicable to clarify responsibility for the recommendation. Ms. Galland-Collins also pointed out areas that lacked parallel structure and informed the members wording can be fixed with their approval as we move forward.

She asked for questions and turned it over to the chair for how the recommendations were to be shared. Chair Fernandez stated she would like to go over each section of the recommendations. The members started the discussion on the recommendations referring to recruitment to the profession.

Member Brooks shared he felt the statement on career fairs could be more impactful as the way it reads now could be glanced over. He then asked if Recommendation #1 included the ability for teachers to get out of class to go to these career fairs to promote the profession or if the recommendation is something the members propose and then the LCE takes that over.

Chair Fernandez reminded the members that the recommendations should not be too specific. Ms. Galland-Collins stated that career fairs could be included in the recommendation wording "creating opportunities for students and educators to provide testimony and otherwise advocate for the profession." Member Brooks hoped some of the ideas included do not get lost. Ms. Galland-Collins suggested that is something that could be added in the presentation to LCE to state it on the record.

The members moved to the Recruitment to Employment section and reviewed Recommendations #2 and #3.

Member Brooks asked for clarification on the wording of “the State,” as he associated it with what the Department of Education or State Superintendent’s office should be able to do. Ms. Galland-Collins clarified that if some things were to be done, it would take funding and that needs to go through the legislature who can designate which agency would do the work. She changed the wording to reflect the need of the legislature to fund the implementation of the recommendations.

Ms. Galland-Collins moved the members to the Retention section and reviewed Recommendations #4 - #9. Ms. Galland-Collins shared that wording explaining why Retention had the most recommendations was included and that are companion recommendations.

Member Brooks shared a concern about Recommendation #4 and that administrators could be put in an awkward position if they receive a letter from the Superintendent and suggested that be mentioned in the presentation as well. Ms. Galland-Collins referred to Recommendation #10 which is a companion recommendation to Recommendation #4.

Ms. Galland-Collins moved to Recommendation #5 on support and mentoring of teachers and called the members attention to the inclusion of most of their concerns from the graphic organizer. She asked for questions and comments. None were noted.

The discussion moved to Recommendation #6 regarding the teacher hotline. Ms. Galland-Collins reminded the members that the recommendation is highlighted green because it was originally included in Recommendation #5, but in drafting the report she felt it was more appropriate as stand-alone recommendation. The members agreed. Member Wells shared that the wording seemed that those calling the hotline would be stressed and in need of support. She proposed using “The State will fund and implement a teacher hotline as an avenue for timely support for immediate issues and concerns from experienced teachers to promote best practices to ensure teacher-student positive interactions.” The members discussed changes to the wording to ensure clarity in the intent of the hotline. Ms. Galland-Collins revised the report according to members suggestions. Chair Fernandez ensured that specific wording was proposed and that members were in agreement as changes were made.

The members added the words “and fund” to Recommendation #5 to maintain parallel structure.

The members moved to reviewing Recommendation #7 regarding class size reporting. Ms. Galland-Collins shared language from the bill regarding class size reporting was used. She hoped the wording reflected the members frustrations with class size reporting.

The members moved to reviewing Recommendation #8 regarding the funding of a study on class sizes and teacher-student ratios in Nevada. Ms. Galland-Collins fixed the parallel structure of wording. Member Navarette noticed inconsistent wording in class size, teacher ratios, and high needs students. He stated they also need the purpose and the rationale to address class sizes in all grade levels. Ms. Galland-Collins asked for clarification. Member Navarette shared that class sizes isn’t just about high needs students, class sizes in general education are large as well. Ms. Galland-Collins suggested adding to the rationale that the class size study also include the equal distribution of students. Ms. Galland-Collins highlighted the purpose to ensure wording is revised to include all students in the clean-up of the document.

Ms. Galland-Collins asked for questions and comments on Recommendations #7 and #8. There were none.

The members moved to reviewing Recommendation #9 regarding the funding of a Statewide loan forgiveness program. Ms. Galland-Collins fixed the parallel language of wording. Member Navarette asked if the wording in the purpose focused on programs that “do not provide sufficient coverage” had to be said. He stated one could argue that there are federal loan forgiveness programs that state specifically they have coverage assuming the teacher meets the requirements, however the issue is many times the loan forgiveness falls through. Member Wells stated she is concerned with the rural specification and how hard to staff school would be defined. Ms. Galland-Collins pointed out the words ‘or’ and “hard to staff” would be determined by whomever the Department or Legislature determined would be responsible for this. Members engaged in conversation regarding the wording of the purpose of the recommendation. Chair Fernandez asked if the members were in agreement on using “Provide an alternative way for educators to find relief from school loans” for the purpose. The members agreed. No changes were made to the rationale.

Mr. Dietrich suggested adding the legislature work with our federal delegation to fix the federal loan forgiveness program. Mr. Dietrich suggested asking LCE if they can work with the federal delegation to look what can be done to rectify some of the issues with the federal loan forgiveness program. Member

Smithburg stated based on her research, that doesn't necessarily help. Member Keene agreed with Mr. Dietrich because on her experience they don't tell you what is wrong. Chair Fernandez stated she just went through a denial and they now tell teachers exactly what is wrong and how to fix it. Ms. Galland-Collins suggested adding this subject to presentation.

Ms. Galland-Collins asked if there were any questions. There were none. She moved the review to the General Recommendations section.

The members moved to reviewing Recommendation #10 regarding delaying the implementation start date of new initiatives, which is a companion recommendation to Recommendation #4. Member Navarette questioned the phrase "delay long enough." Ms. Galland-Collins reminded the members of previous conversations that focused on why implementation of new initiatives needed to be delayed. She reminded the members they wanted time for professional development to occur before the bill goes into effect. Ms. Galland-Collins suggested the start date be delayed until January 1 of the following year. Members engaged in wording for the recommendation. Members asked clarifying questions to ensure correct wording. At the conclusion of the conversation, Ms. Galland-Collins revised the wording to "legislative changes to education policies/practices are funded adequately and the new start dates of the new statutory requirements are implemented on January 1 of the year immediately following a legislative session to ensure that training/professional development on the new programs/practices occurs." Members asked if they agreed with the wording.

Member Navarette asked if this means districts are not mandated to provide this training. Chair Fernandez clarified that no, this just gave districts time to train teachers on new things before they start. Members engaged in discussion on the mandating on the trainings. Ms. Galland-Collins emphasized the word "funded" was included to ensure that districts conducted the training. Ms. Galland-Collins cautioned members on mandating training because that would limit the use of districts to use Title IIA funds. She explained that districts use the TIIA funds to provide trainings and mandates could cause an issue with supplant versus supplement laws for federal funding. Member Navarette thanked Ms. Galland-Collins for the clarification. Members had no additional questions.

The members moved to reviewing Recommendation #11 regarding a feasibility study on affordable or subsidized housing for educators. Member Brooks mentioned he fears who the legislature designates to do the work. Ms. Galland-Collins suggested more specific language could be included. Member Brooks mentioned in his town there isn't a developer. Chair Fernandez mentioned that is the point; to get people working together to get the supports to those areas. Ms. Galland-Collins added "appropriate entities" before the word "developers" on the recommendation. Member Brooks agreed with the changes.

The members moved to reviewing Recommendation #12 regarding the development and implementation of a teacher exit survey in consultation with districts. Ms. Galland-Collins added the word "and fund" to maintain parallel structure. Ms. Galland-Collins asked for questions. There were none.

The members moved to reviewing Recommendation #13 regarding the development, implementation and analysis (in consultation with the Task Force) of a statewide climate/working conditions survey of current employees. Ms. Galland-Collins added the word "fund" to maintain parallel structure. Member Brooks shared he felt this would be easily grabbed on to but was cautious of it being one more thing on teachers' plates. Member Smithburg reminded the members that all the information included in the report was already being voted on at the last meeting for inclusion in the report. Ms. Galland-Collins shared help would be available for teachers. Member Navarette asked about the last sentence regarding using the survey data in a punitive way and if issues would be flagged. Ms. Galland-Collins clarified that the last discussion focused on this survey not becoming a "gotcha" tool. Chair Fernandez indicated they could move on.

The members moved to reviewing Recommendation #14 regarding evaluators of teachers receive inter-rater reliability training. Ms. Galland-Collins included the word "fund" to maintain parallel structure. Ms. Galland-Collins asked for questions. Chair Fernandez asked members if they were ready to move on to Recommendation #15. Members indicated they were.

The members moved to reviewing Recommendation #15 regarding the creation of a task force to study the implementation of the NEPF. Ms. Galland-Collins included the word "fund" to maintain parallel structure. Chair Fernandez asked for questions regarding the recommendation. There were none. Member Navarette pointed out the conclusion states 13 recommendations and the report has 15. Ms. Galland-Collins stated she will make sure to fix that in the final.

**Member Smithburg motioned to approve the content of the report with the understanding that mechanical edits may be made. Member Navarette seconded. Motion passed.**

Chair Fernandez moved to Agenda Item #4

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

Member Smithburg mentioned she didn't want to always have a Saturday meeting,

Chair Fernandez asked if there was a preferred month August or September.

Ms. Galland-Collins mentioned they could do a poll if the members gave us the parameters.

Navarette asked what the next goal was. Chair Fernandez asked Ms. Galland-Collins to answer. She reminded members the next meeting may be July 15<sup>th</sup> when Chair Fernandez will be presenting to the Legislative Committee on Education, and everyone will be notified if the Task Force needs to have quorum then. Ms. Galland-Collins reminded members that in odd years a report to Legislature by February 1.

Chair Fernandez asked for a motion to send a poll with a variety of dates and months.

Member Keene suggested including a presentation by National Institute for School Leadership (NISL) at the next meeting.

**Member Smithburg motioned to hold the first meeting in September and have a poll sent with the dates. Member Keene seconded. Motion passed.**

Chair Fernandez moved to Agenda Item #5.

#### **5. Public Comment #2**

*In accordance with Governor Sisolak's [State of Emergency Directive 006](#), Section 2, public comment was to be submitted via email and read into the record by Kathleen Galland-Collins, NDE Assistant Director, EDLiFE.*

No public comment was received via email

#### **6. Adjournment**

With no objections the Chair adjourned the meeting at 10:40 a.m.