

NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

THURSDAY, JUNE 17, 2021

2:00 P.M.

Office	Address	City	Meeting Room
Department of Education	2080 E. Flamingo Rd.	Las Vegas	Board Room
Department of Education	700 E. Fifth St.	Carson City	Board Room
Department of Education	Virtual/Livestream	n/a	n/a

DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS PRESENT via Videoconference

Magdaline Wells
Tammie Smithburg
William Cox
Kathleen Keene
Thomas Brooks
David Navarette
Vici Cooper
Kristina Ernest
Maria Cristy Fernandez
Elizabeth Rechs
Allison Broisma
Laurie Henderson

DEPARTMENT STAFF PRESENT

In Las Vegas

KellyLynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement
Jolene Borges, Assistant to the Director, Office of Educator Development, Licensure, and Family Engagement

Via Videoconference

Felicia Gonzalez, Deputy Superintendent for Educator Effectiveness and Family Engagement
Jessica Todtman, Chief Strategy Officer, Nevada Department of Education
Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement

LEGAL STAFF PRESENT via Videoconference

David Gardner, Senior Deputy Attorney General

PRESENTERS 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
Nadine Jones, Executive Director Recruitment and Development Clark County School District

AUDIENCE IN ATTENDANCE In-Person

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 2:14 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.

2: PUBLIC COMMENT #1

No public comment in Carson City or Las Vegas. No public comment was submitted via email.

3: APPROVAL OF THE JANUARY 15, 2020, MEETING MINUTES

Member Smithburg motioned to approve the minutes of the January 15, 2020, meeting. Member Cox seconded. Motion passed.

4: UPDATE ON 2021 LEGISLATIVE SESSION

This agenda item was presented after agenda item 5. Ms. Charles from Department of Education reported on two bills that might impact the work of the Task Force. [Nevada Legislature Report Page- AB 418](#) Assembly Bill (AB) 418 a bill about the development of a statewide exit survey sponsored by Assemblywoman Michelle Gorelow. She then reported that Ms. Galland-Collins, Ms. Gonzales, Chair Fernandez, and herself provided feedback and comments on the Bill and amendment. The bill saw three meetings in the Assembly of Committee on Education but was not moved out of the committee and died at the end of session.

The second bill was AB 266 [Nevada Legislature Report Page- AB266](#) sponsored by Assemblywoman Miller. AB 266 changes statute to clarify the reporting of class-size and made changes to the Nevada Educator Performance Framework (NEPF) scoring practices for teachers who meet criteria of class size beyond the State Board of Education recommended class sizes.

The Task Force members were provided the opportunity to ask questions and discuss the impact of the legislation.

5: UPDATE ON IMPLEMENTATION OF STATEWIDE EFFORTS TO ADDRESS TEACHER RECRUITMENT AND RETENTION EFFORTS

This agenda item was presented after agenda item number 3.

Jessica Todtman, Chief Strategy Officer, Nevada Department of Education, presented updates about recent statewide efforts to support the recruitment and retention of educators to the Task Force. [See Meeting Materials.](#)

Task Force members were provided the opportunity to ask questions. Member Smithburg asked how Ms. Todtman would like the Teacher Recruitment and Retention Advisory Task Force to share information with the Nevada System of Higher Education (NSHE) Teacher Pathways Task Force. Ms. Todtman responded she was open to the members feedback on that. She shared they have invited the NSHE Task Force members to read the Teacher Recruitment and Retention Task Force report from

February of 2021. She reported that they are at the early stage of their work, having met for the first time in April. They are working on determining their work plan. Ms. Todtman shared the NSHE Task Force hoped to have the plan finalized by the end of July and will share it with the Teacher Recruitment and Retention Task Force and other groups.

Member Navarette stated he hoped Ms. Todtman would come to the Task Force periodically with updates.

Ms. Todtman recognized Ms. Galland-Collins for inviting her to this meeting and stated looking forward to presenting updates and receiving feedback from the Task Force.

6: PRESENTATION FROM CLARK COUNTY SCHOOL DISTRICT

Nadine Jones, Executive Director Recruitment and Development Clark County School District thanked the Task Force for inviting her to share the work that Dr. Jara commissioned last year. The Commission ran from May of 2020 through November 2020. The report was published in January of 2021. It is available in the Clark County School District (CCSD) website. The purpose was to share historical and present recruitment and retention data with Commission. The 17-member Commission was comprised of internal and external stakeholders.

Ms. Jones presented information regarding the Clark County School District Exit Survey workgroup. [See Meeting Material.](#)

Task Force members were provided the opportunity to ask questions. Member Navarette asked about the percentage of students in teacher preparation programs who did not get hired. Ms. Jones reported data for Fall 2020 shows 228 pre-service candidates of which 168 candidates applied and 142 were hired. Member Navarette suggested streamlining the teacher hiring process and asked if the district had considered using detailed descriptions in job postings to attract more candidates. Ms. Jones thanked Member Navarette for the question and commented that the idea may be something the district brings to the talent acquisition team.

Member Wells referred to Action Step #2 regarding “growing your own teaching course” and wondered if CCSD is including students in the teacher academies that are in various high schools. She felt it would be an excellent method to start a lot of buzz among those students, especially if scholarships are available. She then asked Ms. Jones if this was a part of the program. Ms. Jones answered yes, it is and there are 3 internal “grow our/ your own” focus areas: students who may want to be teachers, paraprofessionals, and substitute teachers.

Member Keene asked about if there was a good response rate to the surveys. Ms. Jones answered that as of the previous month, they had 1,039 people respond.

7: UPDATE ON STATEWIDE EXIT SURVEY WORK GROUP

Members heard updates and engaged in discussion on the work of the NDE stakeholder work group discussing the statewide exit survey.

Ms. Charles reported the exit survey work group has met 4 times. The possible action items for the Task Force is to discuss and possibly approve the draft purpose statement for the survey. Ms. Charles

reported that the exit survey work group had met 4 times. During these meetings the group reviewed in state and out of state example surveys, reviewed questions to determine relevancy, discuss content, wording, and intent. The group has started to identify questions that will serve as the foundation for the new survey that Nevada may adopt. Ms. Charles reminded the Task Force that Member Cox and Member Lattin are members of the work group and offered them the opportunity to share additional thoughts. .

Member Cox expressed that working with this work group was a great opportunity. He then added that one of the important things was trying to keep the survey manageable. It seemed that some questions they reviewed were pertinent to district data and not necessarily state level data. They were working on determining which ones would be best for Nevada.

Member Smithburg wondered how many questions were going to be added to the survey. Ms. Charles answered the work group is looking more at how long it will take to complete a quality survey rather than how many questions.

Chair Fernandez wondered if they had reached out to some districts that already have a survey. Ms. Charles answered yes, they had.

Chair Fernandez clarified that the purpose for this agenda item was to approve the purpose statement for the draft exit survey. She then gave time to the Task Force to read the purpose statement and give the workgroup feedback.

Ms. Galland-Collins added one of the reasons for the purpose statement is to give the work group a clear purpose for what the survey is going to do and how the data will be used. This helps the work group determine which questions to use.

Member Smithburg motioned to accept the draft exit survey purpose statement as it is written. Member Cooper seconded. Motion passed.

The Task Force discussed the possible scope of the exit survey to help the work group identify questions that meet the intent of the Task Force.

Member Cox stated that the question about what type of educator movement gets surveyed became an issue in the work group. Developing questions for movement out of state or district to district is much easier than developing questions that would reflect why an educator left an individual school within a district., This is especially true when organizing the data. Certainly, we want to know what is going on in urban versus rural areas, but how far down we solicit data becomes an issue. The work group ran into problems with how specific the questions should be, who is going to look at the data, and who is going to access that data so that it is more meaningful.

Member Smithburg stated that in Northern Nevada, going from school to school does not compare to going to school to school in Reno or Clark County. Also, who is going to dig through all this information and where is this information going? Member Smithburg reflected on past conversations the Task Force had on why teachers move school to school but recognizes the challenges in going through the data.

Chair Fernandez suggested adding a question to the beginning of survey which asks about the reasons teachers are moving or leaving the profession and then ask follow-up questions such as if it is because of "leadership" or "lack of support."

Member Keene asked Chair Fernandez if she meant the survey should put general questions first and then based on answers there is a skip logic that takes you to more questions.

Chair Fernandez confirmed that was what she meant and added that the questions could be separated in different subject areas for data collection.

Member Navarette asked how they would ensure the survey data would be used by the districts.

Ms. Galland-Collins thanked Member Navarette for his concern and reminded the Task Force that one of the things asked of this workgroup is to consider recommendations on the protocols for the implementation of the exit survey. She then added that she did not have the answer to member Navarette's question. If AB 418 had passed, they could have statutory authority to do some of those things. At this time, the Task Force can only make recommendations around the protocols for the implementation. She suggested giving the work group options. For example, Option A might be we ask districts to implement the survey with anyone who leaves school, district, or profession. Option B might be we only ask districts to give this exit survey to those who are leaving the district or leaving the profession.

Chair Fernandez wondered if the Task Force can provide support to the districts because the exit survey looks like it could be an action plan for intervention to support districts. Ms. Galland-Collins replied that would be a part of the protocols regarding the implementation of the survey.

Member Keene stated she agreed with the idea of not only doing the survey for the people that are leaving the district, but also those leaving the school. There are a lot of people who leave the school dissatisfied or frustrated. It would be good to catch them before they leave teaching altogether.

Member Ernest asked if the Task Force was only interested in creating one survey to cover all basis like school to school, district to district, leaving the state and leaving the profession.

Chair Fernandez answered no, the Task Force will decide if it would be school to school or district to district.

Member Cox stated that the committee is working on all those aspects. The committee has been more focused on the state and district aspect rather than school to school. The districts must look at developing their own survey of why teachers are leaving each school. If we choose school to school as the State, we must go to each individual district.

Ms. Charles pointed out from a survey creation standpoint; it should not be three physically different surveys. It can be one survey with one survey link and questions that use skip logic to questions on either leaving the district, leaving school, or leaving the profession.

Member Wells asked for clarification regarding the focus of the survey. She stated that the main question is who would be reviewing the responses, would it be at the school level, would the principal be reviewing it, or would it be at the district level? If it is at the school level and your school is not doing well, you're the one that is charged with the giving a survey, that could be a problem.

Ms. Charles stated that in the initial recommendation to legislature, the Task Force recommended a third party conduct this survey, collect the results, and then compile the data and provide that to the districts. The workgroup and Task Force are creating the protocols and suggestions for how the districts will be using the data.

Chair Fernandez asked for clarification on who would be receiving the data and if it would be a specific accountability department for the district or superintendent of the district.

Ms. Galland-Collins answered that would need to be determined in partnership with the Department of Education.

Member Smithburg commented that Elko County had a School Board meeting and talked about their exit survey and how they were anonymous. The Board was trying to figure out if teachers that left would be willing to take some positions. It was stated in the meeting that the exit survey showed those who left are the retired teachers. She said it was nice to see how a district used exit survey data to help them move forward.

8: FUTURE MEETING DATES AND AGENDA ITEMS

Members discussed options for future meeting dates. Ms. Charles provided three options of consistent meeting days. She stated the dates do not conflict with State holidays and are not next to a 3-day weekend.

Option A	Option B	Option C
First Wednesday	Second Wednesday	Second Friday
September 1, 2021	September 8, 2021	September 10, 2021
November 3, 2021	November 10, 2021	December 10, 2022
February 2, 2022	February 9, 2022	February 11, 2022
April 6, 2022	April 13, 2022	April 8, 2022

Member Smithburg motioned to approve Option C as the next meeting dates. Member Cooper seconded.

Member Wells and Member Keene opposed the motion. Eight members were in favor, and one abstained. **Motion carried.**

Member Keene suggested discussing recruitment challenges because of housing issues be on the next agenda.

Member Cooper added to Member Keene’s comment that the discussion on housing should focus on looking at financial accountability and availability. Member Smithburg added the amount to pay for housing would also be the issue.

Member Navarette wondered if there any other workgroups that have met anything else to the report.

Ms. Charles answered no, but she hoped to be receiving an update from the Office for a Safe and Respectful Learning Environment (OSRLE) about the climate survey.

9: PUBLIC COMMENT #2

No public comment in Carson City or Las Vegas. No public comment was submitted via email.

10: ADJOURNMENT

With no objections, the Chair adjourned the meeting at 3:57 P.M.