



NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

TUESDAY, DECEMBER 20, 2022

4:30 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

SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS IN ATTENDANCE

- Aaron Watson
- Alicia Logan
- Lance Lattin
- Linda Kile
- Magdaline Wells
- Maria Cristy Fernández
- Meridon Fortune
- Natalia Cui-Callahan
- Nicole Witkowski
- Sandra Ayers
- Sherry Spencer
- Viengkhone Peabody

NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF

- Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)
- KellyLynn Charles, Educator Programs Professional, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)
- Rick Derry, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

LEGAL STAFF PRESENT

- Greg Ott, Senior Deputy Attorney General

PRESENTERS IN ATTENDANCE

- Jhone Ebert, State Superintendent of Public Instruction
- Andrew F. Morrill, Senior Program Associate, Region 15 Comprehensive Center at WestED
- Tammie Smithburg, Elko County School District

1. CALL TO ORDER, ROLL CALL, PLEDGE OF ALLEGIANCE, AND LAND ACKNOWLEDGEMENT

The meeting was called to order at 4:32 PM followed by the Pledge of Allegiance and land acknowledgement led by Vice-chair Christy Fernandez.

2. PUBLIC COMMENT #1

No public comment from both Carson City and Las Vegas, no public comment submitted via email.

3. INFORMATION AND DISCUSSION REGARDING COMMENTS FROM THE STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

State Superintendent Ebert stated she was thrilled to be joining the meeting and thanked the members for their work they have done. She recognized Tammie Smithburg and staffs work with West Ed on the June 2022 report to the Interim Standing Committee on Education (COE). Superintendent Ebert shared that the statewide exit survey and the working conditions survey were taken to the legislature and funded with \$1 million. She reiterated that the Task Force spent months discussing what was needed and this work is going forward because of their recommendations. Superintendent Ebert asked for questions. Mrs. Smithburg thanked Superintendent Ebert for her support and sitting with her during her presentation. Member Wells thanked Superintendent Ebert for her letter thanking the members for their work.

4. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE MAY 12 AND MAY 18, 2022, MEETING MINUTES *(Information/Discussion/For Possible Action)*

Member Spencer motioned to approve the May 12 and May 18, 2022 meeting minutes. Seconded by Member Fortune. Motion passed.

5. INFORMATION, DISCUSSION, AND POSSIBLE ACTION TO HOLD ELECTION TO REPLACE THE CHAIR *(Information/Discussion/Possible Action)*

Vice-chair Fernandez explained the roles of the Chair position. Chief Deputy Attorney General Greg Ott explained the process and facilitated the election of chairperson. The floor was opened for nominations. Vice-chair Fernandez nominated Member Lattin. Member Lattin was unanimously elected as Task Force Chair. Member Lattin accepted the role. Vice-chair Fernandez turned the meeting over to Chair Lattin.

6. INFORMATION AND DISCUSSION UPDATE ON THE INTERIM STANDING COMMITTEE ON EDUCATION REPORT PRESENTATION *(Information/Discussion)*

Tammie Smithburg provided an overview of the presentation of the Task Force report to the Joint Interim Standing Committee on Education (COE). She stated the members were excited about the nineteen recommendations and had reached out to other stakeholder groups for input. Ms. Smithburg stated the legislators commended the Task Force on their

work. Mrs. Galland-Collins shared that Ms. Smithburg did a good job presenting and the COE listened attentively.

7. INFORMATION AND DISCUSSION UPDATE ON RECRUITMENT AND RETENTION WORK (*Information/Discussion*)

Mrs. Charles reiterated that COE was impressed with the recommendations and that a few have already had action taken. She shared the statewide exit survey and working conditions survey were funded with \$1 million at the October Interim Finance Committee meeting.

Mrs. Charles and Ms. Galland-Collins met with the developers of the North Carolina working conditions survey that the Task Force had previously reviewed. Mrs. Charles shared that the questions of the North Carolina working conditions survey are not embargoed and Nevada can use them as appropriate for our state. Mrs. Charles shared that she, Mrs. Galland-Collins, and Belinda Schauer will be attending the National Teacher Shortage Summit in New Orleans and are looking forward to sharing what they learn with the Task Force.

Mrs. Charles shared that NDE is conducting training on licensure best practices and teacher induction across the state as districts reach out for support. Mrs. Charles also shared that she and Mrs. Galland-Collins presented at an education subcommittee meeting of the Henderson City Council to share the work of the Task Force and how the City Council could help.

8. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING WORK SESSION (*Information/Discussion/Possible Action*)

Mrs. Galland-Collins shared her screen with the Recommendations Table. See [Meeting Materials](#). Mrs. Charles explained the organization and intent of columns and the rating system. The columns labeled Area of Impact, Authority, and Legislative Action were pre-populated on a 1-4 scale with 1 meaning no action has been taken, 2 meaning there was interest in taking action, a 3 meaning the COE sent a letter to other entities for action to be considered, and 4 meaning funding provided. The columns for Financial Feasibility and Perceived Impact were to be rated by members on a scale of 1-4 with 1 for low feasibility/impact and 4 for high feasibility/impact. She asked the Members to share their thoughts on the financial feasibility, perceived impact, and evidence of research for each recommendation. Mrs. Galland-Collins explained the purpose of the conversation will be to help determine changes and format of the February 1, 2023 report to the Legislative Council Bureau (LCB). At each recommendation, Mrs. Charles and Mrs. Galland-Collins explained the action that had been taken thus far.

Recommendations 1, 2, and 4 were rated as having high financial feasibility and high impact. Recommendation 3 was given a 2 in financial feasibility and a 3 in perceived impact. Members engaged in conversation on recommendation 5 and gave it a 2 in financial feasibility based on the response of COE to this recommendation. After discussing the level of impact of messaging and branding the profession on educator retention members gave a 4 in perceived impact. Members decided to leave Evidence of

Impact on R&R (Research) blank unless a member knew of related evidence. On recommendation 6, members gave a 1 in financial feasibility and a 2 in perceived impact. For recommendations 7-11, the members rated the perceived impact on recruitment and retention at a 3. At Recommendation 12, the Task Force began to focus only of the perceived impact on recruitment and retention based on their own experiences. For recommendations 12, 13, and 15, members rated the impact at a 4 and asked NDE to research any proposed increases to the Public Employee Retirement System (PERS) payout percentage and years of service (recommendation 12). Recommendation 14 was rated a 1 for financial feasibility and a 3 for perceived impact after the conversation surrounding negotiated agreements and impact on district budgets. Recommendation 16a-f was taken as a single recommendation and rated at a 4 for perceived impact.

Member Kile stated that due to the legislature not taking action on recommendation 16 and seeing the recommendations having been covered elsewhere, it might be beneficial to reorganize them. Member Witkowski stated the previous report used umbrella terms and grouped recommendations together and it might make it larger impact if they were separated this time. Mrs. Galland-Collins added that providing more information on how each recommendation is different from the others.

Mrs. Galland-Collins explained that Mrs. Charles and she would make the changes suggested to the report. The Task Force would need to hold a meeting in January for the report to be voted on. Mrs. Charles stated they would look at the calendar and send out a survey for the date of the January meeting.

Mrs. Galland-Collins asked if there were any other recommendations or areas to focus on in the report. Mrs. Charles reminded the members there was conversation on the messaging and branding, PERS, housing assistance and asked if there was any clarifying language that should be included. Member Witkowski stated the wording in the PERS recommendation should be clearer as some changes make PERS less appealing as a benefit.

9. FUTURE AGENDA ITEMS (*Information/Discussion*)

No future agenda items suggested.

10. PUBLIC COMMENT #2

No public comment in Las Vegas, No Public comment in Carson City.

11. ADJOURNMENT

Without objection, the meeting was adjourned at 6:15 PM.