

**NEVADA DEPARTMENT OF EDUCATION
NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE
FEBRUARY 11, 2022
2:00 P.M.**

Office	Address	City	Meeting
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 PRESENT

Dana Boam
David Navarette
Eleanor Williams
Kathleen Keene
Laurie Henderson
Magdaline Wells
Maria Cristy Fernandez
Tammie Smithburg
Tamara McCord
Lance Lattin
Kristina Ernest

DEPARTMENT STAFF PRESENT

In Las Vegas

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

In Carson City

Amber Reid, Education Programs Professional, Office of Safe and Respectful Learning Environment

LEGAL STAFF PRESENT

David Gardner, Senior Deputy Attorney General

PRESENTERS IN ATTENDANCE

Alex Jacobson, Senior Research Associate, Region 15 Comprehensive Center at WestEd

AUDIENCE IN ATTENDANCE

The Livestream feed allowed public viewing throughout the meeting. No public in attendance in person at the Las Vegas or Carson City locations.

1. CALL TO ORDER, ROLL CALL, PLEDGE OF ALLEGIANCE

The meeting of the Task Force was called to order at 2:02 P.M. by Chair Fernandez. Quorum was established. Chair Fernandez led the Pledge of Allegiance. Members were reminded of the meeting norms.

2. PUBLIC COMMENT #1

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

3. INFORMATION DISCUSSION AND POSSIBLE ACTION REGARDING APPROVAL OF THE DECEMBER 10, 2021, MINUTES

Member Smithburg motioned to approve the December 10, 2021, Meeting Minutes. Member Henderson seconded. Motion passed unanimously.

4. INFORMATION AND DISCUSSION REGARDING UPDATE ON EDUCATOR RECRUITMENT AND RETENTION INITIATIVES (INFORMATION/DISCUSSION)

Kathleen Galland-Collins, Nevada Department of Education, updated the Task Force on Statewide projects relevant to teacher recruitment and retention, including investments of Statewide federal relief funds. Mentioned that Belinda Schauer is new to EDLiFE and designated to recruitment and retention efforts. Kathleen Galland-Collins discussed Home is Possible program information provided by Housing Division and stated that it is not state or federally funded. \$8M allocated for Donors Choose program funded 11,003 projects. During the January interim Legislative Committee meeting, Agenda #5 referred to the State of Public Education including data on retention and recruitment, staffing shortages, impact of Covid-19, local and national data on shortages; research was shared that 32% of 2,690 members surveyed by the National Education Association claimed they will leave a career in education earlier than expected; survey from National Secondary School Principals resulted 68% of principals stated that recruiting qualified educators is more difficult since Pandemic; staffing shortages are in line with national trends; as of December 2021, CCSD had more than 800 teacher vacancies and these numbers are rising each month (data found in CCSD Board webpage); Nevada educators are reporting high levels of burn-out; NDE has allocated ESSER funds toward the recruitment and retention efforts: teacher trainings/CTE programs, and rural and urban expansion; task force updates; strategies in alignment with the US Dept of Education is to support educator and staff well-being, increase compensation, invest in the educator pipeline, and build and maintain a cadre of high quality substitute teachers; priorities include (1) advancing equity, (2) teacher recruitment and retention, (3) Social Emotional Learning (SEL) and mental health, and (4) efficiencies for long term success. Legislative Committee on Education (LCE) meeting updates; at an upcoming LCE meeting they will select the new Task Force members; Ms. Galland-Collins explained the newly developed Nevada Coalition for Educator Recruitment and Retention and a Department workgroup consisting of district human resource directors or their designees. The purpose of this group is to collaborate and help define strategies to systemically support statewide recruitment and retention efforts.

5. INFORMATION AND DISCUSSION REGARDING UPDATE ON STATEWIDE EXIT SURVEY WORK GROUP (INFORMATION/DISCUSSION)

KellyLynn Charles, Nevada Department of Education updated the Task Force and engaged them in discussion on the work of the Nevada Department of Education (NDE) stakeholder workgroup discussing the Statewide exit survey form. She provided that the “experts” gave good feedback. A workgroup recommended that only teachers would use the Exit Survey. Added: purpose statement, audience, who administers the survey, and decided that a third party would administer the survey. Survey results will be kept in a safe and confidential location. All updates on the protocol will be shared with the Task Force. KellyLynn opened for questions. Member McCord asked a clarifying question about the process going forward. NDE Kat Collins answered the question and invited any other comments.

6. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING WORK SESSION

KellyLynn Charles, Nevada Department of Education, led the Task Force in engaged discussion on possible recommendations to the legislature in alignment with its charge, the continuation of NDE workgroups, and report format. She reported regarding the impact/feasibility charts, and related topics: She shared the results from the recent coalition meeting during which the group was asked the questions developed by the Task Force at the previous meeting, this includes: Incentives for current teachers to obtain endorsements in critical areas (ex: special ed) are offered in some districts; some districts are offering pathways for para pros to become teachers; some districts are paying tuition for support staff to become licensed. Tuition assistance is available for qualifying students who enter the Grow Your Own program – teacher pathway; Two districts partner with universities to lower costs for students in English Language Acquisition and Development (ELAD) program. Member Smithburg asked for the names of the districts participating in this incentive. KellyLynn Charles answered that she does not have the names of all the districts, but that many districts are participating. Regarding the question of paid leave or paid sabbaticals, Human resource (HR) personnel from the coalition answered that they do not offer paid leave but do offer unpaid leave. Regarding the questions of teacher recognition, HR personnel from the coalition stated multiple ways they provide teacher recognition; KellyLynn also mentioned Teacher Tuesday, a teacher spotlight provided by the NDE, along with subject-matter awards for teachers that are recognized by the NDE. Regarding the question of teacher workdays and teacher professional development days, HR personnel from the coalition had a variety of responses. Chair Fernandez asked for clarification about professional learning communities (PLC) days in Washoe County. KellyLynn answered that due to ambiguous descriptions for PLCs, she researched the terms “teacher workday, teacher in-service days, teacher professional development, and learning days.” There were no further questions for KellyLynn.

KellyLynn Charles introduced Belinda Schauer, Nevada Department of Education, to discuss the crosswalk between Nevada Climate Survey and North Carolina Working Conditions Survey. Belinda Schauer reported the following findings:

NC Working Conditions Survey VS NV Climate Survey

TOPIC	NC SURVEY	NV SURVEY - # OF corresponding
TIME	18	0
FACILITIES AND RESOURCES	14	10
COMMUNITY SUPPORT AND INVOLVEMENT	8	7
MANAGING STUDENT CONDUCT	7	5
TEACHER LEADERSHIP	18	5
SCHOOL LEADERSHIP	20	2
PROFESSIONAL DEVELOPMENT	39	1
INSTRUCTIONAL PRACTICES AND SUPPORT	18	0
OVERALL PROFESSIONAL PLANS / CLIMATE	25	0
EQUITY	7	6
SCHOOL SAFETY	18	11
NEW TEACHER SUPPORT	39	0

Member Smithburg asked why the report from Belinda Schauer was different from the graphic being shown. Kathleen Galland-Collins affirmed that there is a technical / version-control issue with the on-screen document implying that the graphic being shown was not up to date with Belinda's report. Kathleen Galland-Collins also recommended that members visit the North Carolina Working Conditions Survey Dashboard online. KellyLynn Charles added that the Nevada Climate Survey questions were released this morning and can be shared. Kathleen Galland-Collins stated that the reason for the crosswalk is to see the difference between a climate survey and a working conditions survey. She asked the Task Force to determine their purpose to be either working conditions or climate survey. Member David Navarette asked about North Carolina data of participants completing the survey. Kathleen Galland-Collins replied NC does have district-specific scores for completion rates. Member David Navarette commented that NC asks many more questions than NV survey. Kathleen Galland-Collins replied that the NC survey has been around for years and has been revised and validated over time and that the NC data is systemic and is included in the individual school plans. Member Fernandez stated that she is looking at the NC website now and read an 84% response rate. Kathleen Galland-Collins then shared her screen with the members to show the NC Dashboard (<https://2020results.asqnc.com/>). Member David Navarette asked if there is research that proved the survey data improves working conditions. Kathleen Galland-Collins agreed to David's request for data. Member Smithburg requested that Kathleen Galland-Collins click on various areas of the NC website to show the members some points. Kathleen Galland-Collins suggested to the members to get ideas from the NC website. Member McCord asked if the task force needs to make a motion on the type of survey, or if there is another motion to be made. Kathleen Galland-Collins answered that the Task Force must decide if they want to continue with an NDE workgroup to report to the Task Force with recommendations on what they find around working conditions or climate survey, they can bring the recommendations to this group about which type of survey Nevada should do and go from there. The Task Force can determine what they want to recommend. She reminded them that there are Task Force members who have expressed interest in that group and will be included in the process. Member David Navarette recommended that he thinks they should look into the NC ideas and decide if the Task Force wants to pursue the same type of information. Chair Fernandez replied that they should decide at the next meeting after they have all the information. KellyLynn Charles stated that the Nevada climate staff survey will open up state-wide on February 22, 2022. Teachers will have access to take it at that time. Member Smithburg asked for clarification about the request that failed in legislation regarding the climate survey. Kathleen Galland-Collins answered that the bill that was created was for the Exit Survey, and the Task Force recommend a climate survey, but the LCE did not move it forward at that time. If the Task Force wants a climate survey, then they will need to provide LCE with data and rationale for using a climate survey. Chair Fernandez asked if a choice between a working (exit) vs climate survey had to be made, or could both types of surveys be used? Kathleen Galland-Collins answered that the workgroup can discuss and use the new Nevada Climate Survey to see if it serves well enough to obtain the data needed to inform the impact of retention efforts. Member Smithburg asked for clarification about the LCE decline decision again and asked if they could re-submit a proposal. Kathleen Galland-Collins explained that the bill was surrounding the Exit Survey only, so Task Force can re-recommend the climate survey. Member McCord responded that the purposes of each survey are both valuable data and can be used for recruiting. Chair Fernandez clarified that the purpose of the Climate Survey is a focus on the school climate and the Working Survey is about the district and the use of both is important. Member Navarette expressed his support to have both surveys due to an increase in teacher shortages. He feels that it is urgent to resolve the shortage issue. Member Keene suggests using the Climate Survey as an intervention tool before a teacher quits and as an overall retention tool. Member McCord added that the positive data gained from a Climate Survey can reiterate what areas are good, positive, strong, and working to promote the strong points to prevent a negative climate. Member Smithburg agreed with Member McCord. Member Keene agreed as well and then added that the data can lead to mentorships between principals and between/among districts. **Member McCord motioned to move forward with work on both a Working Conditions Survey and an Exit Survey. Member Navarette seconded. Motion passed.**

Member McCord asked for clarification regarding licensure competency testing guidelines and expiration dates. Kathleen Galland-Collins answered with the regulation language. And she further explained that NDE plans to be in talks with Educational Testing Service (ETS) regarding the 5 or 10-year test renewal. Kathleen Galland-Collins also explained that one can apply to renew their license up to 9-months prior to the license expiration date. Next, she informed the Task Force that there are considerations to be flexible with Praxis pass scores since it is seen as a barrier to some applicants. Member Keene agreed with the necessity of this flexibility and acknowledged that a pass on the test does not correlate with the abilities of an educator. Kathleen Galland-Collins also provided clarification about Alternate Route to Licensure (ARL) requirements.

Chair Fernandez asked to discuss the fingerprinting requirements and the high cost for applicants associated with multiple fingerprinting mandates. New applicants must be fingerprinted multiple times in the same year. She wants to know why a single applicant has to fingerprint 1-3 times and pay each time: volunteer, substitute. Kathleen Galland-Collins stated that it may not be an NDE issue, rather an employer issue.

Member McCord is concerned with teacher burnout and retention. She wants to know more about relationship-building between families and schools. Kathleen Galland-Collins replied that she would find more information to share with Task Force about wrap-around services and the funding.

Chair Fernandez is concerned with the national and state safety and mental well-being of teachers. She suggested a 4-day work week with students that would allow 1-day for teachers to be without students so that they could plan, collaborate, and catch up.

Kathleen Galland-Collins asked if there are any other recommendations to make. She emphasized that some Task Force members will not return for the next session, so this is the last time to make a recommendation as a Task Force member.

Member Navarette requests that the Task Force advocate for better teacher salary compensation in order to stop a mass exodus of teachers. Member Smithburg agreed with Navarette and added the importance to give bonus incentives to all teachers and not just the newly hired teachers. Member Wells reported that the CCSD \$2,000 incentive for Teachers (March & May payments) was seen as an insult rather than an incentive because it is not enough money to communicate teacher value. Her concern is that if immediate action is not taken to increase salaries, then the shortages of teachers will be irreparable.

7. **FUTURE AGENDA ITEMS** Chair Fernandez asked for any further items to be added for the next meeting. No additional items were suggested.

KellyLynn stated that she and Kathleen Galland-Collins give their thanks to the Task Force Team members for their service. She reported that of the 118 Task Force applications for the next term that 85 were eligible and would be reviewed for the next term. Member Keene expressed her gratitude to the Task Force and NDE for their efforts. Member Navarette asked about Item #7. He wants to know how the next term Task Force members will address the suggestions made by the first term Task Force. KellyLynn Charles answered that an over-view will be provided to the new Task Force members.

8. PUBLIC COMMENT #2

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

9. ADJOURNMENT

With no objections, the Chair adjourned the meeting at 3:32 P.M.