

# NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

FRIDAY, DECEMBER 10, 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/ <a href="#">Livestream</a>	n/a	n/a

## DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

### MEMBERS PRESENT via Videoconference

Allison Brolsma  
Dana Boam  
Eleanor Williams  
Elizabeth Rechs  
Kathleen Keene  
Laurie Henderson  
Magdaline Wells  
Maria Cristy Fernandez  
Meridon Fortune  
Tammie Smithburg  
Tamara McCord  
Thomas Brooks  
Vici Cooper

### 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

Tina Statucki, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement

### PRESENTERS IN ATTENDANCE via Videoconference

Elizabeth Fadali, Economist III Nevada Housing Division  
Jeneeah Girma, Affordable Housing Advocate, Nevada Housing Division  
Dwight Pace, Homebuyer Program Supervisor Nevada Housing Division

Andrew F. Morrill, Senior Program Associate, Region 15 Comprehensive Center at WestEd

**LEGAL STAFF PRESENT**

David Gardner, Senior Deputy District Attorney

**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 2:02 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.

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

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

### **3: APPROVAL OF THE SEPTEMBER 10, 2021 MEETING MINUTES**

**Member McCord motioned to approve the September 10, 2021 Meeting Minutes. Member Keene seconded. Motion passed.**

### **4: NEVADA HOUSING DIVISION PRESENTATION**

Elizabeth Fadali, Economist III Nevada Housing Division (NHD) shared a [presentation](#) on the background of the Nevada Housing Division and programs the department manages. She also shared the limits of their purview and what the NHD does not do. Ms. Fadali introduced Jeneeah Girma Affordable Housing Advocate, Nevada Housing Division.

Jeneeah Girma introduced herself and explained her role is to establish and maintain relationships with stakeholders to promote and educate the public about the programs and resources available through the Nevada Housing Division.

Ms. Fadali explained that NHD distributes funds and does not provide direct services. She then explained that NHD does not have control over private market housing, rents, or new housing developments. Ms. Fadali shared the Home is Possible and Home is Possible for Teachers programs are most likely to help recruit and retain teachers. Ms. Fadali shared the link to the [NVHousingSearch.org](#). She introduced Dwight Pace, Homebuyer Program Supervisor Nevada Housing Division to continue the presentation.

Dwight Pace shared information on the Home is Possible (HIP) programs in Nevada. He shared the programs have helped close to 1,200 teachers. He shared the key benefits to teachers are \$7,500 assistance in the form of a second mortgage with 0% interest and no payments usable for a down payment and closing costs that is forgivable after five years with \$125 forgiven each month the teacher is in the home. The HIP program is available in all counties, and you do not need to be a first-time homebuyer. He explained the state covers the cost of the \$7500 and they extend the program by quarter to ensure funds are available. Mr. Pace explained that the loans are not conventional loans, and they want to ensure the teacher can afford the home they are purchasing. He shared the requirements of the program including salary, home price, and property eligibility. Mr. Pace asked for questions on the program.

Vice-Chair Smithburg asked where the Housing Division received its funding. Mr. Pace answered that the program is funded by the fees collected on other HID programs. Vice-Chair

Smithburg followed up by asking Mr. Pace if it would be beneficial for the Task Force to recommend additional funding be provided by the legislature. Mr. Pace answered yes, with more funds they would be able to assist more teachers and provide more than \$7500 to each teacher.

Vice-Chair Smithburg thanked the presenters for coming and sharing the information.

## **5: UPDATE ON THE NEVADA DEPARTMENT OF EDUCATION EDUCATOR RECRUITMENT AND RETENTION INITIATIVES**

Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement shared a [presentation](#) on the Nevada Department of Education educator recruitment and retention initiatives. She shared information on the Teach Nevada Scholarship Program, the Incentivizing Teacher Pathways grant, the Nevada Institute on Educator Preparation, Retention, and Research (NIEPRR) grant, the Nevada Educator Preparation Institute and Collaborative (NV-EPIC) grant, and the Nevada Institute on Teaching and Educator Preparation (NITEP) grant. She also shared an update on the DonorsChoose initiative. Ms. Galland-Collins asked if there were any questions. Member Boam asked if NIEPRR was only for those who were already teachers. Ms. Galland-Collins clarified that NIEPRR is for pre-service teachers and there are some funds for in-service teachers and paraprofessionals with less than five years of experience.

Vice-Chair Smithburg thanked Ms. Galland-Collins for the information.

## **6: UPDATE ON STATEWIDE EXIT SURVEY WORKGROUP**

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 work group completed the cognitive interviews. She explained the cognitive interview process and that the workgroup conducted 46 interviews across 11 districts and with a diverse group of stakeholders. The average time of survey completion was 19 minutes. Ms. Charles shared participants taking the survey liked the skip logic, the number of questions, the format of the survey, the length of time to complete it, the details of the questions, the open-ended answer options, and the usable data that would be gathered. During the interview process, the workgroup added questions about the teacher's district, their separation date, and added license choices. She shared the [draft survey questions](#) and answer selection choices. Ms. Charles asked the members to share their thoughts on the questions and the process.

Ms. Charles explained that the next step is to have a content expert review the survey again and provide feedback to the workgroup. The work group will begin to draft protocols for survey administration and use at their next meeting.

Vice Chair Smithburg asked if there were any questions regarding the updates. Members shared their experience in participating in the cognitive interviews and their appreciation for the quality of the questions and structure of the survey.

Vice Chair Smithburg thanked Mrs. Charles for the update.

## **7: 2022 TASK FORCE REPORT PLANNING** (*Information/Discussion/Possible Action*)

KellyLynn Charles, Nevada Department of Education shared the [results](#) of the impact and feasibility brainstormed list from the previous meeting. Ms. Charles and Ms. Galland-Collins explained how the data was organized. Vice-Chair Smithburg asked for clarification on the feasibility of some of the recommendations and stated as the members continue with the process, they keep in mind the authority of the Task Force.

Ms. Charles explained the organization of the high, medium, and low matrix. Vice-Chair Smithburg suggested the members focused on the high impact, high feasibility solutions first. Ms. Galland-Collins pointed out that some of the solutions the Department could do right now and that the Task Force could ask the Department to gather more information on items of interest. Member McCord suggested looking at solutions that focus on retaining educators. Members engaged in discussion to make a request for more information. Member Keene asked for information on incentive funds available in districts for current educators to obtain endorsements in critical areas. Vice-Chair Smithburg suggested more information on current loan forgiveness programs for all teachers. Member McCord would like to see a clearer recommendation focused on supporting special education teachers. Members would like information on district sabbatical/leave policies and recognition efforts.

## **8: MEMBERSHIP UPDATES**

Ms. KellyLynn Charles stated that member terms will end on February 28, 2022. She reminded the members that per Nevada Revised Statute (NRS) 391.492, each member of the Task Force serves a term of two years and may be reappointed to one additional 2-year term following his or her initial term. Ms. Charles reminded members who would like to be reappointed for second and final term, they need to complete the application and indicate they are seeking a re-appointment.

Mrs. Charles urged members not seeking a re-appointment to share their experience of being on the Task Force with colleagues and encourage them to apply to ensure we have one member from each of the rural districts, two members from Washoe and three members from Clark per NRS.

## **9: FUTURE AGENDA ITEMS**

Vice-Chair Smithburg asked if any members had requests for agenda items. Members reiterated the request for information around special education and asked for information or possible presentations from other entities working on recruitment and retention efforts.

## **10: PUBLIC COMMENT #2**

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

## **11: ADJOURNMENT**

With no objections, the Vice-Chair Smithburg adjourned the meeting at 4:06 P.M.