

NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE

FRIDAY, SEPTEMBER 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/ Livestream	n/a	n/a

DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS PRESENT via Videoconference

Dana Boam
David Navarette
Elizabeth Rechs
Kathleen Keene
Kristina Ernest
Lance Lattin
Laurie Henderson
Magdaline Wells
Maria Cristy Fernandez
Meridon Fortune
Tammie Smithburg
Thomas Brooks

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
Arina Kazemi, Administrative Assistant II, Office of Educator Development, Licensure, and Family Engagement

In Carson City

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

Via Videoconference

Jeff Briske, Director, Office of Educator Development, Licensure, and Family Engagement
Felicia Gonzales, Deputy Superintendent, Office of Educator Effectiveness and Family Engagement

PRESENTERS IN ATTENDANCE via Videoconference

Alex Jacobson, Senior Program Associate, Region 15 Comprehensive Center at WestEd
Amber Reid, Education Programs Professional, Office for a Safe and Respectful Learning Environment
Andrew F. Morrill, Senior Program Associate, Region 15 Comprehensive Center at WestEd

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 JUNE 17, 2021, MEETING MINUTES

Member Smithburg motioned to approve the June 17, 2021, Meeting Minutes. Member Rechs seconded. Motion passed.

4: UPDATE ON NEVADA SCHOOL CLIMATE/SOCIAL EMOTIONAL LEARNING (NV-SCSEL) SURVEY - SCHOOL STAFF

Ms. Amber Reid, Education Programs Professional of the Office for a Safe and Respectful Learning Environment, gave a presentation on Nevada School Climate/Social Emotional Learning Survey. [See Meeting Materials](#)

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

Task Force members engaged in discussion with Ms. Reid on the survey development, available supports for schools, data analysis, and the new continuous improvement plan process.

5: MEMBERSHIP UPDATES

Ms. KellyLynn Charles stated that member terms will end on February 28, 2022, and the Task Force application will be flown again. She reminded the members that per AB 276, 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. If a member 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 the bill.

6: 2022 TASK FORCE REPORT PLANNING (*Information/Discussion*)

Kellylynn Charles, Nevada Department of Education stated that it is time to begin working on the 2022 Report to the Legislative Committee on Education. Mrs. Charles asked the members to brainstorm possible solutions to address teacher recruitment and retention in Nevada. Member Navarette expressed concern that the work of the Task Force seemed to be going slowly and focused on a lot of different solutions at a surface level. Chair Fernandez suggested moving this to the next meeting to get more time to brainstorm ideas to share.

Ms. Galland-Collins reminded the members that the purpose of the brainstorming session was to gather the ideas in order to delve deeper at the next meeting. Ms. Galland-Collins and Mr. Morrill recorded the members' ideas.

The list below was brainstormed during that session. This agenda item was for discussion purposes only. No official action was taken.

- Access to affordable housing for teachers and access to housing in general in the rural and remote areas.
- Incentives for teachers who stay in a district or school.
- Support for teachers in their first 5 years of instruction (focus on classroom management and student behavior).
- How to deal with negative climate in schools due to lack of leadership.
- Offer sabbaticals or other options to give time to educators to rejuvenate.
- Improve equity of resources for teachers for teaching and learning.
- Provide time in the workday for professional development of new teachers (still paid full time).
 - Not just for new teachers
- Retention incentives instead of offering money for early retirement.
- Development of quality systems for grading, attendance etc. Infinite Campus is not working well – look at fixes to it or alternate systems.
- Respect the profession of educators.
- Accountability system that focuses on learning. (Not just assessments).
- Trust teachers to do the job there were hired to do.
- Flexible hiring options – part time etc.
- Reduce the confusion about the licensure renewal process.
- Reduce the expense of licensure application fees.
- Focus on the retention of teachers and not just the recruitment. (Need to keep the ones we recruit).
- Offer grants to pay for existing teachers to fill some of the critical shortage area and hard to fill positions.
- Offer grants for master's degrees for existing teachers. (Without them having to be in a Title I school etc.).
- Assistance to pay off student loans.
- Give teachers input on their administrator's evaluation (like the student perception on the teacher NEPF have a teacher perception on the administrator NEPF).
- Increase salaries across the board.
- Incentives for students in college to go into education.
- Provide additional paid time for teachers to prepare their classrooms for the school year.
- Each Board Member should spend at least 1-2 days a week in the schools they represent.
- Special education support

Ms. Galland-Collins thanked the members for participating and stated that the list will be shared with NDE's partner, WestEd, to help determine what is needed for the next meeting. Member Brooks requested a copy of the brainstorm list. Ms. Charles stated members will get a copy of the brainstorm list and it will be posted as part of the meeting materials.

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 work group completed the first draft of the exit survey and included the recommendations made by the Task Force. Next, a content expert will review the survey and provide feedback to the work group. The work group will then engage in cognitive interviews with a wide variety of education stakeholders who will provide feedback as they take the survey. She shared the Task Force members will also be asked to complete the survey.

Chair Fernandez asked if there were any questions regarding the updates.

Member Navarette wondered if the exit survey would be piloted and if the task force members would be able to participate. Ms. Charles answered there would be a pilot process and the Task Force members will have an opportunity to take the survey during the process as well.

Chair Fernandez thanked Mrs. Charles for the update.

8: FUTURE MEETING DATES AND AGENDA ITEMS

Member Navarette suggested having a survey on the Task Force solution list asking members to prioritize the work.

Chair Fernandez agreed with Member Navarette's suggestion.

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 3:58 P.M.