

Minority Teacher Recruitment Task Force

MEETING MINUTES

Monday, January 25, 2016

4:00 PM in Room 1E of the LOB

The meeting was called to order at 4:08 PM by Chairman, Sen. Gary Winfield.

The following committee members were present:

Members: Arias A, Barzee S, , Rodriguez O, Hernandez S, Gloster T,
Legislatures: McCrory D. 007, Winfield G. 0010 , Porter R. 094

Absent were: Comer, A, Gates, J. Wilson T

OPENING

Meeting called to order at 4:08PM by Sen. Gary Winfield.

INDIVIDUAL REPORTS

Mr. Rodriguez reported on the Reciprocity Subcommittee progress. The Subcommittee looked into interstate agreement to up right current system; subcommittee would like to look into expanding the agreement with other countries, such as Brazil and Mexico.

Mr. Orlando expressed a need for improved communication of intercity and interstate agreement participants and interested parties – the Task Force should look into conducting comparative analysis of Connecticut and other states. Mr. Orlando finished by stating one of the subcommittee's goals is to understand the process for out of state teachers to come into CT to teach, and that such action would be pivotal for its success.

Dr. Barzee, who serves on the Reciprocity sub-committee, clarified that there are pathways for teachers to come in with experience teaching from out of state, but that better communication is needed to convey the already existing programs that

Connecticut has agreements with - such as teacher prep programs, certification offices, and teacher federations

Rep. Robyn Porter reported on Praxis Subcommittee progress. Rep. Porter commented that there were concerns the Praxis itself blocks people out, measure inclusiveness, context, possible cultural biases, and a norm and criterion references. The subcommittee should be looking at other states such as Minnesota, South Carolina, Colorado, and California, to see how they are handling Praxis.

Ms. Gloster mentioned Prof. Gates will be sending material on criterion reference versus norm referencing. The subcommittee is looking into the issue because CSDE conducted a fairness review on the Praxis. Ms. Gloster mentioned that 31 states have adopted Praxis-Core and Connecticut has adopted the multi-score cutoff for the Praxis-Core. The Praxis subcommittee was looking at Minnesota and their 1 year renewable teaching certificates to teachers are trying to pass the Praxis. It can be renewed up to 4 times.

Ms. Barzee added that in the industry of candidate testing there are two vendors, ETS and Pearsons: furthering that Connecticut does both. In the industry of candidate testing there is a fairness review as standard practice and does not believe that it was explained at its best.

Ms. Barzee mentioned she sent ETS Fairness Review standards to the chairs and subcommittee members, adding that the subcommittee spoke about a potential follow up to the respect to the norm and criterion reference and better understanding the standard practice around the fairness review, potentially inviting ETS back to speak to the task force, and clarified that Praxis-Core is at the multistate while some of our state's Praxis are at the multistate some are higher.

Rep. Porter added that subcommittee also spoke about MAPT performance k-12 because it seems that is where a block of people are failing.

Ms. Arias reported on Recruitment and Retention subcommittee progress. Ms. Arias stated that there are long term programs, but spoke of a need for some short-term solutions. In addition, there is a lack of accountability measures for current programs, and her subcommittee is exploring paraprofessionals as a recruitment source should receive more attention.

The promotion of the teaching profession needs to increase; it is difficult to promote the teaching profession to those who did not have the best teachers.

Also the question was raised as to who conducts the hiring, as it sometimes varies by district, references Waterbury civil service. Furthermore, Ms. Arias commented on possible exploration of Praxis exemptions for people who have the experience and what it takes to be a good teacher.

Ms. Arias then questioned who runs teacher fairs and success of them, do individuals know about teacher fairs, and what are the best practices to recruit teachers and students, as well as their effectiveness The Subcommittee believed Dr. Usery's recommendations should be explored. Teacher prep programs, both prior to and after the practice, would be a good idea. There was testimony that teacher cadet programs should begin earlier.

It was expressed that the Best Practice Subcommittee did not meet.

Sen. Winfield went over the drafting process of the report. The Senator further suggested the subcommittees meet again, minutes be taken by someone from the group and for the chairs or clerks to report back to the subcommittee. Sen. Winfield stated that he will work with the chair of the education committee to make sure there is a vehicle for the recommendations that are eventually made.

REMARKS FROM THE FLOOR

Sen. Winfield opened the floor for remarks.

Rep. Douglas McCorry asked for clarification on Minnesota's interim teaching certificate.

Tamara Gloster gave the clarification

Sen. Winfield requested subcommittees to give meeting date and time to Clerk.

ADJOURNMENT

Senator Winfield adjourned the meeting at 4:28 PM

Leslie Navarrete
Committee Clerk