NEVADA LEGISLATURE
LEGISLATIVE COMMITTEE ON EDUCATION
(*Nevada Revised Statutes* 218E.605)

SUMMARY MINUTES

The fourth meeting of the Legislative Committee on Education for the 2017–2018 Interim was held on Friday, April 20, 2018, at 9:30 a.m. in Room 4401, Grant Sawyer State Office Building, 555 East Washington Avenue, Las Vegas, Nevada. The meeting was videoconferenced to Room 3138, Legislative Building, 401 South Carson Street, Carson City, Nevada, and to Room 102, McMullen Hall, 1500 College Parkway, Elko, Nevada

The agenda, minutes, meeting materials, and video or audio recording of the meeting are available on the Committee's meeting page. In addition, copies of the audio or video record are available through the Legislative Counsel Bureau's Publications Office (e-mail: publications@lcb.state.nv.us; telephone: 775/684-6835) and may also be available at http://www.leg.state.nv.us/Granicus/.

COMMITTEE MEMBERS PRESENT IN LAS VEGAS:

Senator Moises (Mo) Denis, Chair
Assemblyman Tyrone Thompson, Vice Chair
Senator Patricia (Pat) Spearman
Senator Joyce Woodhouse
Assemblywoman Brittney Miller
Assemblywoman Jill Tolles

COMMITTEE MEMBERS PRESENT IN CARSON CITY:

Senator Donald (Don) G. Gustavson
Assemblywoman Teresa Benitez-Thompson

LEGISLATIVE COUNSEL BUREAU STAFF PRESENT:

Kelly S. Richard, Senior Principal Policy Analyst, Research Division
Jen Sturm, Senior Policy Analyst, Research Division
Asher A. Killian, Principal Deputy Legislative Counsel, Legal Division
Karly O'Krent, Senior Deputy Legislative Counsel, Legal Division
Christina Harper, Senior Research Secretary, Research Division
Jan Brase, Research Secretary, Research Division

Items taken out of sequence during the meeting have been placed in agenda order.

AGENDA ITEM I—CALL TO ORDER

Chair Denis called the meeting to order.

AGENDA ITEM II—OPENING REMARKS

Chair Denis welcomed members, presenters, and the public to the fourth meeting of the Legislative Committee on Education. He reviewed general meeting and testimony guidelines.

AGENDA ITEM III—PUBLIC COMMENT

Chair Denis called for public comment.

Caryne Shea, Director of Communications, Honoring Our Public Education, commented on the *No Time To Lose* report wherein a statewide vision is essential for a comprehensive statewide educational system. She stressed the significance of Nevada's educational funding structure in relation to Nevada's tax structure. Ms. Shea outlined the necessity to fund the needs of our students and teachers and recognize Nevada's student diversity.

Amanda Morgan, Legal Director, Educate Nevada Now, powered by the Rogers Foundation, submitted written testimony and attested to the critical role of teachers in the educational system (Agenda Item III). She recommended the Legislature ensure supplemental public funding sources actually increase funding for schools and support the development and appropriate implementation of an evidenced-based funding formula.

Sam Lieberman, Regent, District 5, Board of Regents, Nevada System of Higher Education (NSHE), recognized NSHE's purpose to educate, graduate, and retain students within Nevada's workforce. He stated it is vital to Nevada's economy and workforce to bring qualified teachers through the educator pipeline.

Ray Bacon, Executive Director, Nevada Manufacturers Association, reported on recent actions that may have thwarted the legislative intent to provide $3.88 million in competitive career and technical education (CTE) grants. He stated Nevada's Department of Education (NDE) has rejected 10 of the 14 first-round applications for technical and minor issues; as such, $3.6 million in CTE grants will not be awarded. Mr. Bacon stressed this action will impact students at our most successful and productive schools and is not acceptable.

Chair Denis directed staff to investigate this issue.

Kevin L. Child, Trustee, District D, Board of Trustees, Clark County School District (CCSD), opined the need to value our teachers in order to value our students. He conveyed that it is essential to review Nevada's teacher pipeline. Mr. Child recommended a program that would pay for teacher preparation programs with a requirement to teach in Nevada schools for a specified period of time as a repayment plan.

AGENDA ITEM IV—APPROVAL OF MINUTES OF THE MEETING HELD ON MARCH 15, 2018

MOTION: Vice Chair Thompson moved to approve the minutes of the March 15, 2018, meeting. The motion was seconded by Senator Woodhouse and passed. Assemblywoman Benitez-Thompson was absent for the vote.

AGENDA ITEM V—DISCUSSION REGARDING EFFECTIVE INTERNATIONAL APPROACHES TO THE TEACHING PROFESSION AND EMERGING NATIONAL SYSTEMS

Michelle Exstrom, Education Group Director, National Conference of State Legislatures (NCSL), discussed NCSL's purpose and services. She detailed Common Element #2 from the presentation (Agenda Item V A). Ms. Exstrom reported that in other countries teacher recruitment is comprised of a rigorous teacher preparation program and higher wages. She stated that teachers in other countries have support that includes a professional work environment, superior school leadership, and a world-class instructional system created for success.

Linda Darling-Hammond, Ed.D., Charles E. Ducommun Professor of Education Emeritus, Stanford University, and President and CEO, Learning Policy Institute, was encouraged by Nevada's efforts to address the teacher shortage. She reviewed teacher retention and recruitment strategies (Agenda Item V B).

Discussion ensued among Committee members and Dr. Darling-Hammond on the subsequent issues:

- Student teaching;
- Undergraduate, graduate, and teacher preparation programs;
- Teacher incentives and wages;
- Ministries and departments of education in other countries; and
- Student assessments.

Ms. Exstrom encouraged Committee members to contact Dr. Darling-Hammond or visit the Learning Policy Institute's website for detailed information on teacher recruitment and retention. She suggested considering long-term solutions to create a profession where the highest-level students want to enter the teaching profession.

AGENDA ITEM VI—DISCUSSION CONCERNING LESSONS LEARNED AND TAKEAWAYS RELATED TO THE COMMITTEE'S STUDY OF THE *NO TIME TO LOSE: HOW TO BUILD A WORLD-CLASS EDUCATION SYSTEM STATE BY STATE* REPORT

Michelle Exstrom, previously identified, provided information on Maryland's Kirwan Commission on Innovation and Excellence in Education and its goal of ensuring that at least 55 percent of Maryland's residents hold a postsecondary degree by 2025. Maryland's Kirwan Commission will review the reform effort to understand the highest performing systems, recognize how policies and practices differ, and recommend changes to policies and the funding structure. The Kirwan Commission, in collaboration with Augenblick, Palaich, and Associates, performed a benchmark study on the adequacy of funding for education in Maryland. She reported that in the area of early childhood learning one size does not fit all, and many children do not receive the support necessary to arrive at school ready to learn. Ms. Exstrom reported that in the United States we dedicate most of education spending to K–12 education and do not support early childhood education.

AGENDA ITEM VII—PRESENTATION REGARDING COMMUNITY AND STAKEHOLDER OUTREACH EFFORTS CONCERNING SAFE AND SUPPORTIVE SCHOOL ENVIRONMENTS THROUGH THE "BELIEVE.RENO" INITIATIVE

Sarah Krum, community representative, "Believe.Reno," outlined the issues Nevada faces in education and teacher training (Agenda Item VII). She conveyed it is essential for teachers to engage their students for learning to occur. Ms. Krum stressed the importance of self-esteem academically and socially in the educational process.

Murshed Ramos, community representative, "Believe.Reno," discussed teacher quality (Agenda Item VII). He elaborated that the quality of a teacher greatly affects a student's desire to learn.

Ms. Krum presented the following recommendations:

- Implement social emotional learning (SEL) in all counties and grades;
- Train teachers in SEL and why it is important, including information on cognitive distortions;
- Implement curriculum centered on cognitive distortions based on SEL in secondary grades; and
- Encourage teacher professional development to address pedagogical biases and include teaching diverse groups of students.

Assemblywoman Miller and Ms. Krum discussed reasons why students may not want to attend school.

AGENDA ITEM VIII—PRESENTATION REGARDING TEACHER RECRUITMENT AND PREPARATION

Tom Reagan, Dean, Arts and Sciences, Great Basin College (GBC), NSHE, described NSHE's role and ongoing commitment to Nevada's educator pipeline (Agenda Item VIII A). He provided an overview of GBC's teacher preparation program.

There was discussion among Committee members and Mr. Reagan regarding the increase of successful program completers and the recruitment of computer teachers, at GBC specifically.

Dennis Potthoff, Ph.D., Dean, School of Education, Nevada State College (NSC), NSHE, presented information on NSC's teacher preparation and speech pathologist programs (Agenda Item VIII B).

There was discussion between Assemblywoman Miller and Dr. Potthoff regarding the passage of state licensure required exams prior to graduation from NSC.

Melissa Burnham, Ph.D., Associate Dean, Professor of Human Development and Family Studies and Early Childhood Education, College of Education, University of Nevada, Reno (UNR), NSHE, provided an overview of UNR's teacher preparation program for highly effective educators (Agenda Item VIII C).

Dialogue ensued among Committee members and Dr. Burnham on the following concerns:

- Recruitment efforts, specifically for males and students of color;
- Reasons why most UNR graduates remain and teach in northern Nevada following graduation;
- The decline of teacher preparation program applicants; and
- Follow-up efforts with UNR alumni on the quality of UNR's teacher preparation program.

Kim Metcalf, Ph.D., Dean and Professor, College of Education, University of Nevada, Las Vegas (UNLV), NSHE, shared information on UNLV's educator pipeline with a focus on data and programs for initial licensure (Agenda Item VIII D).

There was discussion among Committee members and Dr. Metcalf with regard to the following:

- Traditional, postgraduate degrees and the alternative route to licensure (ARL) pathway to teacher licensure;
- Recruitment of individuals with a bachelor degree into the teaching profession through the ARL program; and
- Recruitment efforts, specifically for males and students of color.

Senator Woodhouse and Dr. Metcalf discussed the "Top Gun" style of teacher preparation program that was slated to start next year at UNLV. Dr. Metclaf shared that the program is in flux because of an issue with the anonymous donation. The program would give $1 million a year to one of the state's universities to start a new program to attract the best and brightest teachers to Nevada. To be eligible for the grant, an institution would need to secure an additional $1 million in matching funds. In November 2017, UNLV was notified that an anonymous donor was interested in the program, and the State Board of Education provisionally granted the state funds to UNLV in December. To date, UNLV College of Education officials have been unable to reach a formal memorandum of understanding (MOU) with the matching donor. Dr. Metcalf stated he is 99 percent positive that a MOU will be forthcoming.

Senator Woodhouse expressed her disappointment with the delay in the program and will be in contact with UNLV to work on a solution.

AGENDA ITEM IX—PRESENTATION CONCERNING TEACHER LICENSURE, RECRUITMENT, AND RETENTION

Dena Durish, Deputy Superintendent, Educator Effectiveness and Family Engagement Division, NDE, shared information on teacher preparation programs, licensure, recruitment, effectiveness, leadership, professional development, and retention (Agenda Item IX A).

Jason Dietrich, Director, Office of Educator Licensure, Educator Effectiveness and Family Engagement Division, NDE, detailed high-quality teacher preparation programs and support. He provided information on Nevada's teacher licensure process (Agenda Item IX A).

Ms. Durish addressed the educator quantity and quality issue, explaining the strategic human capital management support for districts and schools.

Kathleen Galland-Collins, Supervisor, Education Programs, Office of Educator Development and Support, Educator Effectiveness and Family Engagement Division, NDE, provided data on teacher leadership, advocacy, recognition, and the Nevada Educator Performance Framework (NEPF) (Agenda Item IX A).

Ms. Durish offered the following recommendations:

- Stay the course with NEPF implementation;
- Modify teacher incentives to include induction and mentoring support;
- Modify new teacher scholarships for CTE and Business and Industry;
- Expand educator misconduct and compliance capacity; and
- Focus on school leaders and administrators.

Discussion ensued among Committee members and Ms. Durish on the following:

- Providing resources, per the NEPF, for teachers to be effective;
- Challenges with the NevadaTeach and other scholarship programs;
- Incentives for new and transfer teachers;
- Teacher retention and incentives for current teachers; and
- Implementation status of Assembly Bill 312 (Chapter 215, *Statutes of Nevada*) and AB 434 (Chapter 435, *Statutes of Nevada)* passed during the 2017 Legislative Session.

Dawn Huckaby, Chief Human Resources Officer, Office of the Superintendent, Washoe County School District (WCSD), conveyed information on licensure barriers, teacher effectiveness, and recruitment (Agenda Item IX B).

Mike Paul, Ed.D., Director, Professional Growth Systems, Office of Human Resources, WCSD, shared information on highly effective teacher training and supports (Agenda Item IX B).

Ms. Huckaby concluded with the effectiveness of incentives for the hiring and retention of high-performing teachers and information on the ARL program (Agenda Item IX B).

Upon questioning by Vice Chair Thompson, Ms. Huckaby responded that WCSD has not seen a decrease in teacher effectiveness.

Meg Nigro, Executive Director, Recruitment and Development, CCSD, reported on teacher vacancies, licensure, transfer and teacher retention efforts/data, recruitment initiative partnerships, and ARL to licensure programs (Agenda Item IX C).

Andre Long, Chief Human Resources Officer, Human Resources, CCSD, outlined recruitment challenges and initiatives (Agenda Item IX C).

Discussion ensued among Committee members and presenters regarding teacher transfer exit interviews and surveys and the actual number of teacher vacancies.

Teri White, Superintendent, Douglas County School District, and incoming President, Nevada Superintendent's Association, representing rural school districts, presented written testimony on teacher recruitment and retention challenges (Agenda Item IX D).

AGENDA ITEM X—PRESENTATION REGARDING PRINCIPLES TO ELEVATE AND MODERNIZE THE TEACHING PROFESSION

Stephenie Johnson, Associate Campaign Director, K–12 Education Policy, Center for American Progress, submitted information on how to modernize and elevate the teaching profession in Nevada (Agenda Item X). She indicated the TeachStrong Campaign is a national effort and top education policy priority across the nation.

AGENDA ITEM XI—PRESENTATION CONCERNING A PRELIMINARY GAP ANALYSIS COMPARING THE TEACHING PROFESSION IN NEVADA TO HIGH-PERFORMING EDUCATION SYSTEMS INTERNATIONALLY

Meredith Smith, Director of Policy, Nevada Succeeds, reviewed recommendations for the next legislative session (Agenda Item XI) as follows:

- Recommendations for teacher preparation, induction, and residency:
    - Expand mentorship and induction programs, specifically through peer assistance and review for both teachers and administrators;
    - Require educational partnership programs (EPP) to add appropriate courses and capstone projects as graduation requirements that demonstrate students know research methods that enable them to determine the effectiveness of their own work to develop and implement improved curriculum, instruction, and assessment in their schools;
    - Require NSHE colleges of education to conduct an interview for all applicants in its system and/or NDE to require that any state-approved EPP in Nevada be one that also requires interviews and other highly selective criteria;
    - Define standards for residency and induction preparation;
    - Fund clinical and residency preparation programs for all education students in NSHE schools;
    - Develop rigorous standards for supervising teachers and teachers of record for student teachers;
    - Develop scholarships specific for teachers' aides and/or instructional assistants to become teachers;
    - Expand full scholarships for students at NSHE schools who: (1) are in the top of their graduating class anywhere in the country; (2) choose education as a major; and (3) agree to a five-year service commitment in a Nevada public school as repayment;
- Recommendations for career ladders and professional development:
    - Develop a data-based statewide system of professional connection and development for struggling teachers, administrators, and schools with similar demographics that are effective in educating students;
    - Add licensure requirements for paraprofessionals who work directly with students; and

- Implement a tiered licensure structure and incentivize districts to align their professional growth systems to compliment the state licensure designations.

AGENDA ITEM XII—PRESENTATION REGARDING TEACHER RECRUITMENT AND RETENTION EFFORTS THROUGH THE "TROOPS TO EDUCATION" PROGRAM

George Ann Rice, M.B.A., Ed.D., J.D., Associate Superintendent (Ret.), Human Resources Division, CCSD, presented "Troops to Education," a teaching program to assist military veterans and their spouses in securing jobs in the public school system (Agenda Item XII A-1).

Dr. Rice delineated the following recommendations:

- Consider the allowance of retirement contributions for spouses of active duty personnel to transfer into a portable 401(k) account;

- Allow veterans and spouses who have completed another state's ARL coursework and testing to be issued a Nevada ARL license in order to complete the two to three years of successful classroom teaching required for issuance of a renewable professional license;

- Expedite all teaching licensure and school district employment applications for spouses of active duty personnel; and

- Mandate that the United States Department of Defense utilize the Joint Services Transcript, when available, for training and experience credit for veterans who are seeking skilled trade licenses to qualify for jobs with school districts.

Dr. Rice submitted a comparison of the Troops to Teachers and the Troops to Education programs (Agenda Item XII A-2).

There was discussion regarding additional programs offered by other states for active duty military and the tracking of military spouses teaching in the CCSD.

AGENDA ITEM XIII—PRESENTATION ON THE UNIQUE EDUCATIONAL CHALLENGES TO BE ADDRESSED IN THE AFRICAN AMERICAN COMMUNITY

Yvette Williams, Chair, Clark County Black Caucus (CCBC), addressed the challenges to access education for Nevada's students of color. She introduced the Invo Multidisciplinary Program to Address Childhood Trauma (IMPACT) (Agenda Item XIII A-1).

Andrew Post, Senior Vice President, Progessus Therapy, Invo HealthCare, Nova Southeastern University, shared details of the IMPACT program that utilizes teams to address adverse childhood experiences for Tier II and Tier III students. He outlined positive outcomes with IMPACT (Agenda Item XIII A-1).

Travis Warnick, Principal, Shadow Ridge High School, CCSD, shared a student's positive experience who was helped by a school social worker. He stressed the need for additional avenues to reach out and help students in their homes, communities, and churches. Mr. Warnick stated the IMPACT program is a way to reach those Tier III students.

Vice Chair Thompson stated there are organizations in Las Vegas designed to address the needs of this population, and provide access to coordinated care and wraparound services. He encouraged all assistance organizations to work together to utilize available resources.

Ms. Williams responded that the CCBC has introduced the IMPACT program to other organizations. She stated she would seek bipartisan support for the IMPACT program during the 2019 Legislative Session.

Discussion ensued among Committee members and presenters on the following issues:

- The need to determine how and why students are misbehaving;
- The shortage of mental health practitioners in Nevada and the ability of IMPACT to hire the required number of social workers to be successful; and
- How the IMPACT program modifies student behavior and behavior management.

Chair Denis offered, due to time constraints, for Ms. Williams to complete her presentation to the full Committee at the June meeting.

Ms. Williams submitted the following documents for review:

- *Daily Herald* newspaper article (Agenda Item XIII A-2);
- IMPACT fact sheet (Agenda Item XIII A-3);
- Advanced Placement exam score charts (Agenda Item XIII A-4);
- *Expanding Student Opportunities–Prime 6 Program Review, the Civil Rights Project, June 2009* (Agenda Item XIII A-5);
- A research study brief from the Yale Child Study Center, *Do Early Educators' Implicit Biases Regarding Sex and Race Relate to Behavior Expectations and Recommendations of Preschool Expulsions and Suspension?* (Agenda Item XIII A-6); and
- Oregon Assembly House Bill 4002 (78th Legislative Session) (Agenda Item XIII A-7).

AGENDA ITEM XIV—PUBLIC COMMENT

Chair Denis called for public comment.

Meredith Smith, resident, Las Vegas, expressed support for the ability of military spouses to transfer their retirement into a portable 401(k) system. She stated the impact on the financial stability of military families would be incredible.

Bill Garis, Deputy Director, Clark County Association of School Administrators and Professional-Technical Employees and CCSD Administrator (Ret.), expressed support for the IMPACT program. He stated this program is a clinical targeted approach and the best solution to address the root causes and modify the behavior of Tier III students.

AGENDA ITEM XV—ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 5:45 p.m.

Respectfully submitted,

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Christina Harper
Senior Research Secretary

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Kelly S. Richard
Senior Principal Policy Analyst

_____
Jen Sturm
Senior Policy Analyst

APPROVED BY:

_____
Senator Moises (Mo) Denis
Chair

Date: _____

MEETING MATERIALS

AGENDA ITEM	WITNESS/ENTITY	DESCRIPTION
Agenda Item III	Amanda Morgan, Legal Director, Educate Nevada Now, powered by the Rogers Foundation	Written Testimony
Agenda Item V A	Michelle Exstrom, Education Group Director, National Conference of State Legislatures	PowerPoint Presentation
Agenda Item V B	Linda Darling-Hammond, Ed.D., Charles E. Ducommun Professor of Education Emeritus, Stanford University, and President and CEO, Learning Policy Institute	PowerPoint Presentation
Agenda Item VII	Sarah Krum and Murshed Ramos, community representatives, "Believe.Reno"	PowerPoint Presentation
Agenda Item VIII A	Tom Reagan, Dean, Arts and Sciences, Great Basin College, Nevada System of Higher Education (NSHE)	PowerPoint Presentation
Agenda Item VIII B	Dennis Potthoff, Ph.D., Dean, School of Education, Nevada State College, NSHE	PowerPoint Presentation
Agenda Item VIII C	Melissa Burnham, Ph.D., Associate Dean, Professor of Human Development and Family Studies and Early Childhood Education, College of Education University of Nevada, Reno, NSHE	PowerPoint Presentation
Agenda Item VIII D	Kim Metcalf, Ph.D., Dean and Professor, College of Education, University of Nevada, Las Vegas, NSHE	PowerPoint Presentation
Agenda Item IX A	Dena Durish, Deputy Superintendent for Educator Effectiveness and Family Engagement Division, Nevada's Department of Education	PowerPoint Presentation
Agenda Item IX B	Dawn Huckaby, Chief Human Resources Officer, Office of the Superintendent, Washoe County School District	PowerPoint Presentation
Agenda Item IX C	Meg Nigro, Executive Director, Recruitment and Development, Clark County School District (CCSD)	PowerPoint Presentation
Agenda Item IX D	Teri White, Superintendent, Douglas County School District, and incoming President, Nevada Superintendent's Association	Written Testimony

Agenda Item X	Stephenie Johnson, Associate Campaign Director, K–12 Education Policy, Center for American Progress	PowerPoint Presentation
Agenda Item XI	Meredith Smith, Director of Policy, Nevada Succeeds	PowerPoint Presentation
Agenda Item XII A-1	George Ann Rice, M.B.A., Ed.D., J.D., Associate Superintendent, (Ret.), Human Resources Division, CCSD	PowerPoint Presentation
Agenda Item XII A-2	George Ann Rice, M.B.A., Ed.D., J.D., Associate Superintendent, (Ret.), Human Resources Division, CCSD	Comparison Chart
Agenda Item XIII A-1	Yvette Williams, Chair, Clark County Black Caucus (CCBC)	PowerPoint Presentation
Agenda Item XIII A-2	Yvette Williams, Chair, CCBC	Newspaper Article
Agenda Item XIII A-3	Yvette Williams, Chair, CCBC	Fact Sheet
Agenda Item XIII A-4	Yvette Williams, Chair, CCBC	Exam Score Chart
Agenda Item XIII A-5	Yvette Williams, Chair, CCBC	Report
Agenda Item XIII A-6	Yvette Williams, Chair, CCBC	Research Brief
Agenda Item XIII A-7	Yvette Williams, Chair, CCBC	Oregon Legislation

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