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

SUMMARY MINUTES
September 21, 2020

The seventh and final meeting of the Legislative Committee on Education for the 2019-2020 Interim was held on Monday, September 21, 2020, at 9 a.m. Pursuant to Sections 2 through 9, inclusive, of Chapter 2, *Statutes of Nevada 2020*, 32nd Special Session, pages 9 through 11, there was no physical location for this meeting

The agenda, minutes, meeting materials, and audio or video recording of the meeting are available on the Committee's meeting page. The audio or video recording may also be found at https://www.leg.state.nv.us/Video/. Copies of the audio or video record can be obtained through the Publications Office of the Legislative Counsel Bureau (LCB) (publications@lcb.state.nv.us or 775/684-6835).

COMMITTEE MEMBERS PRESENT:

Assemblywoman Brittney Miller, Chair
Senator Moises (Mo) Denis, Vice Chair
Senator Marilyn Dondero Loop
Senator Keith F. Pickard
Senator Joyce Woodhouse
Assemblywoman Maggie Carlton
Assemblywoman Michelle Gorelow
Assemblywoman Jill Tolles

LEGISLATIVE COUNSEL BUREAU STAFF PRESENT:

Jen Sturm, Senior Policy Analyst, Research Division
Kelly S. Richard, Senior Principal Policy Analyst, Research Division
Christina Harper, Assistant Manager of Research Policy Assistants, Research Division
Asher A. Killian, Senior Principal Deputy Legislative Counsel, Legal Division
Amanda Marincic, Deputy Legislative Counsel, Legal Division

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

AGENDA ITEM I—OPENING REMARKS

Chair Miller called the meeting to order. She welcomed members, presenters, and the public to the seventh and final meeting of the Legislative Committee on Education. Chair Miller reviewed virtual meeting and testimony guidelines.

AGENDA ITEM II—PUBLIC COMMENT

Eddie Ableser, Ph.D., Managing Partner, TriStrategies, Ltd., addressed the proposed bill draft request (BDR) to establish a Nevada *Educator Bill of Rights*. He stated that Nevada has taken positive steps in restorative justice practices; as such, the modeling of an educator's bill of rights after Louisiana's *Teacher Bill of Rights* is a step backwards for Nevada.

Brenda Pearson, Ph.D., Director of Strategic Policy Initiatives, Clark County Education Association (CCEA), emphasized funding is the most important issue facing education in Nevada. She stated that CCEA is focused on finding funding solutions.

Alexander Marks, Communications Specialist, Nevada State Education Association (NSEA), voiced concern with student inequity within Nevada's charter schools. He spoke to the accountability, transparency, and underperformance of charter schools. Mr. Marks stated that public schools outperform charter schools when accounting for student demographics.

Chris Daly, Deputy Executive Director, Government Relations, NSEA, submitted written testimony and requested the Committee support: (1) assessments, evaluations, and student learning goals (SLG) and objectives (SLO); (2) an *Educator Bill of Rights*; (3) charter school accountability (Agenda Item II A-1); and (4) NSEA's 2020–2021 Legislative Priorities (Agenda Item II A-2).

Lindsay Anderson, Director, Government Affairs, Washoe County School District (WCSD), expressed support for "Work Session Document" (WSD) Recommendations A.1., A.2., B.1., and F.3. She stated WCSD does not support Recommendation C.1., and expressed concerns regarding Recommendation G.1.

Leonardo Benavides, Coordinator, Government Relations, Clark County School District (CCSD), stated that CCSD recognizes the importance of mental health for educators, other school personnel, and students. He asked the Committee to respect the collective bargaining process in each school district when considering the recommendation related to the *Educator Bill of Rights*.

Mary Pierczynski, Ed.D., representing the Nevada Association of School Superintendents (NASS), noted support for WSD Recommendations A.1., A.2., B.1., and F.3. She stated that NASS has not had the opportunity to vote on Recommendation B.1. Dr. Pierczynski concluded with concerns raised by some rural district superintendents regarding Recommendation C.1.

Heather Toole, parent of WCSD students, testified to WCSD's failing hybrid learning environment. She emphasized that education is important for students, but kids are struggling in this virtual learning environment, and the challenges of the virtual learning environment are not being addressed (Agenda Item II B).

AGENDA ITEM III—APPROVAL OF THE MINUTES FOR THE MEETING ON AUGUST 26, 2020

MOTION: Senator Denis moved to approve the minutes for the meeting held on August 26, 2020. The motion was seconded by Assemblywoman Gorelow and passed unanimously.

AGENDA ITEM IV—REPORT ON THE GOVERNOR GUINN MILLENNIUM SCHOLARSHIP ELIGIBILITY WAIVERS ISSUED, PURSUANT TO SENATE BILL 2 (31ST SPECIAL SESSION)

Melody Rose, Ph.D., Chancellor, Nevada System of Higher Education, presented information and policy changes on SB 2 reporting requirements concerning scholarship eligibility waivers issued to students who lost eligibility at the end of the Spring 2020 semester (Agenda Item IV).

There was discussion regarding college students who have opted to take a year off from school citing online course concerns as a result of the Coronavirus Disease of 2019 (COVID-19) pandemic.

AGENDA ITEM V—PRESENTATION REGARDING ISSUES CONCERNING SCHOOL BUS INSPECTIONS

Felicia Gonzales, Deputy Superintendent for Educator Effectiveness and Family Engagement, Nevada Department of Education (NDE), introduced proposed legislation to improve school bus safety.

Christina (Christy) McGill, Director, Office for a Safe and Respectful Learning Environment, NDE, reviewed the BDR regarding school bus inspection reports. (Agenda Item V).

The following points were discussed:

- The report summary will outline the current overall health of the school district's bus fleet;
- The streamlined violations notification timeline change to ten days from the date of the inspection for school districts to address identified violations;
- The impact of the change on school districts; and
- The responsibility of the school district superintendent or his or her designee to receive the reports and address identified violations.

AGENDA ITEM VI—WORK SESSION—DISCUSSION AND POSSIBLE ACTION RELATING TO:

Chair Miller introduced the work session and called for members to indicate whether they wanted to pull any items from the consent calendar (CC). All items listed on the CC were removed and considered individually.

Jen Sturm, previously identified, gave an overview of the Committee's WSD (Agenda Item VI).

A. SUPPORTS FOR CERTAIN EDUCATIONAL PROGRAMS

Ms. Sturm reviewed Recommendation A.1.

The Committee considered the option to either send a letter to the finance committees or include a statement of support in the Committee's final report.

There was discussion on the following:

- The letter needs to specify that the request will create a fiscal impact; and
- The ramifications and consequences of letters of support that prioritize a funding request, when funding becomes available, to the finance committees.

MOTION: Assemblywoman Tolles moved to amend and approve Recommendation A.1. to include a statement of support in the Committee's final report to provide appropriations or the reinstatement of funding for wraparound services for children and families once funding is available. The motion was seconded by Senator Denis and passed unanimously.

Ms. Sturm reviewed Recommendation A.2.

There was dialogue on the following issues:

- The elimination of the teachers' school supplies reimbursement account as of July 1, 2021;
- Whether the funding request letter should be sent to school districts rather than the Legislature since education funding is provided directly to the school districts; and
- The ability of the legislature to fund items outside of the new Pupil-Centered Funding Formula.

MOTION: Senator Woodhouse moved to amend and approve Recommendation A.2. to include a statement of support in the Committee's final report to support more dedicated funding to classroom resources once funding is available. The motion was seconded by Assemblywoman Carlton and passed unanimously.

Ms. Sturm stated that Recommendation A.3. was removed for consideration from the WSD.

B. REIMBURSEMENT OF SCHOOL SUPPLIES

Ms. Sturm reviewed Recommendation B.1.

The Committee discussed the method of disbursement and the funding status of the Teachers' School Supplies Assistance Account.

MOTION: Senator Dondero Loop moved to amend and approve Recommendation B.1. to include a statement of support in the Committee's final report to request that funding for the Teacher's School Supplies Assistance Account be prioritized once funding is available. Technology needs for staff and students should also be included in the definition of *supplies*. The motion was seconded by Assemblywoman Tolles and passed unanimously.

C. EDUCATIONAL PERSONNEL

Ms. Sturm reviewed Recommendation C.1.

There was deliberation and agreement on the creation of a Nevada *Educator's Bill of Rights*; however, members decided it should not be modeled after the *Louisiana Teachers' Bill of Rights* since Nevada's student discipline statutes vary greatly from Louisiana's.

Senator Woodhouse asked for legislator volunteers to continue to work on a Nevada *Educator's Bill of Right;* Senator Pickard volunteered.

Assemblywoman Tolles said she understands the value of a consolidated educator protections list in statute and suggested the development of a parental and student bill of rights.

No action was taken on Recommendation C.1.

Ms. Sturm reviewed Recommendation C.2.

There was dialogue on the intent of the program to provide instructional support and share best practices. It was emphasized that there will be a fiscal and staff impact to NDE.

MOTION: Senator Woodhouse moved to amend and approve Recommendation C.2. to include a statement of support in the Committee's final report directing NDE to establish a teacher hotline program where teachers can receive timely support for immediate issues and concerns from experienced teachers. The motion was seconded by Assemblywoman Carlton.

Prior to voting, Asher A. Killian, previously identified, asked whether the Committee wanted to amend the motion to establish a teacher support program, based on the previous discussion.

MOTION AMENDED: Senator Woodhouse moved to amend her motion to revise Recommendation C.2. to an online, or other, teacher support platform program. The motion was seconded by Assemblywoman Carlton and passed unanimously.

Ms. Sturm reviewed Recommendation C.3.

There was discussion regarding the possible fiscal impact, the option to pursue private funding, and how workload surveys may be time consuming.

MOTION: Senator Dondero Loop moved to amend and approve Recommendation C.3. to propose legislation to direct NDE to develop, implement, and analyze the results of the statewide educator exit survey in consultation with the Nevada State Teacher Recruitment and Retention Advisory (TRRA) Task Force. The BDR would also allow NDE to receive private funding to assist in this process and encourage partnerships. Furthermore, school districts will be required to collect and report the exit survey information in their annual report to NDE. The Department will then review school district exit survey information and make recommendations for improvement to the school districts. Nevada's Department of Education will report exit survey information collected, along with any recommendations proposed for school districts or for changes in statute, to the 2021–2022 Interim Legislative Committee on Education. The motion was seconded by Assemblywoman Carlton.

Prior to voting, there was discussion regarding the ability of NDE to accept gifts and grants.

The previous motion made by Senator Dondero Loop and seconded by Assemblywoman Carlton passed unanimously.

Ms. Sturm reviewed Recommendation C.4.

It was explained that student assessment scores are not a requirement of the Nevada Educator Performance Framework (NEPF). Clarification was also provided that Recommendation C.4. allows educator evaluations to be held harmless based on student assessments for Academic Year 2020–2021.

Following discussion, Recommendation C.4. was removed for consideration from the WSD.

Ms. Sturm reviewed Recommendation C.5.

Chair Miller stated that Recommendation C.5. was removed for consideration from the WSD.

Ms. Sturm reviewed Recommendation C.6.

Chair Miller stated that Recommendation C.6. only addresses the issue for school districts to include exit survey data in their annual report to NDE.

Committee members discussed the differences and importance of exit survey data from all school districts.

MOTION: Senator Denis moved to amend and approve Recommendation C.6. to send a letter to the superintendents of each school district requesting that each school district report to NDE and the TRRA Task Force on exit survey information collected by the school district. This motion was seconded by Assemblywoman Carlton and passed unanimously.

Ms. Sturm reviewed Recommendation C.7.

Teacher incentive funding is currently appropriated in statute, and Recommendation C.7.would clarify the flexibilities afforded to districts through unrestricted uses of the funding.

MOTION: Assemblywoman Carlton moved to amend and approve Recommendation C.7. to include a statement of support in the Committee's final report stating that if the Legislature creates and funds a teacher incentive program, NDE and the school districts are encouraged to collaborate to ensure districts are utilizing the flexibilities provided within the program. The motion was seconded by Senator Woodhouse and passed unanimously.

Ms. Sturm reviewed Recommendation C.8.

Comments were made regarding the participation and involvement by NSHE addressing such licensure barriers.

MOTION: Senator Denis moved to approve Recommendation C.8. to send a letter to NSHE requesting that the System ensure its institutions allow students who want to enter the teaching profession to enroll in courses before passing the Praxis exam. The motion was seconded by Assemblywoman Gorelow and passed unanimously.

Ms. Sturm reviewed Recommendation C.9.

There was discussion regarding the identification of current educator licensure barriers, including licensure reciprocity, and recent efforts to address those barriers.

No action was taken on this item.

Ms. Sturm reviewed Recommendation C.10.

Discussion ensued regarding the best avenues to pursue in order to collect relevant educator licensure barrier data.

MOTION: Senator Woodhouse moved to amend and approve Recommendation C.10. to send a letter to all school districts, Nevada's teacher unions, including but not limited to, the CCEA, NSEA, and the Washoe Education Association, requesting the entities identify and report on current licensure barriers and potential statutory solutions. Request the entities report this information to the director of the LCB by December 31, 2020, for transmittal to the Senate and Assembly Committees on Education of the 81st Legislative Session. The motion was seconded by Senator Pickard.

There was discussion that the feedback needs to be from all teachers, not just teachers who are part of a union or association.

Senator Woodhouse corrected previous remarks, for the record, that all local school districts do have a teacher's union.

The previous motion made by Senator Woodhouse and seconded by Senator Pickard passed unanimously.

Ms. Sturm reviewed Recommendation C.11.

Members discussed that Recommendation C.11. should be a statement of support in the Committee's final report.

MOTION: Assemblywoman Tolles moved to amend and approve Recommendation C.11. to include a statement of support in the Committee's final report recognizing the important work already completed in "Grow Your Own" partnerships to assist in the recruitment of teachers and encourage further investment in continuing these partnerships. The motion was seconded by Senator Pickard and passed unanimously.

Ms. Sturm reviewed Recommendation C.12.

There was discussion that Recommendation C.12 be a statement of support in the Committee's final report and the word *ensure* be changed to *consider*.

MOTION: Senator Denis moved to amend and approve Recommendation C.12. to include a statement of support in the Committee's final report to consider funding, sufficient training, and professional development for new programs to occur prior to the implementation of those practices. The motion was seconded by Senator Woodhouse and passed unanimously.

Ms. Sturm reviewed Recommendation C.13.

MOTION: Senator Denis moved to approve Recommendation C.13. to send a letter to the boards of trustees and superintendents of each school district requesting that school districts ensure the development of student learning goals and objectives are teacher driven, pursuant to the requirements outlined in NRS 391.480. The motion was seconded by Senator Dondero Loop.

There was discussion that the SLG and SLO should be student driven.

The previous motion by Senator Denis and seconded by Senator Dondero Loop passed. Senator Pickard and Assemblywoman Tolles voted no.

Ms. Sturm reviewed Recommendation C.14.

Members discussed alternative methods of ensuring compliance with recently enacted legislation, such as contacting school districts directly to confirm class size is considered in evaluations.

No action was taken on Recommendation C.14.

D. DISTANCE LEARNING

Ms. Sturm reviewed Recommendation D.1.

There was dialogue that although NDE is actively collecting data, additional information is needed to determine what distance learning plans have and have not worked.

No action was taken on Recommendation D.1.

Ms. Sturm reviewed Recommendation D.2.

MOTION: Assemblywoman Carlton moved to approve Recommendation D.2. to send a letter to NDE and the boards of trustees of each school district ensuring appropriate distance learning materials/information are accessible for both the blind, deaf, hard of hearing, and visually impaired students and for the blind, deaf, hard of hearing, and visually impaired parents or guardians. The motion was seconded by Senator Dondero Loop.

Discussion ensued regarding potential fiscal impacts with Recommendation D.2. The Department indicated it could use the Coronavirus Aid, Relief, and Economic Security (CARES) Act funding and that the Recommendation is a request, not a mandate.

The previous motion by Assemblywoman Carlton and seconded by Senator Dondero Loop passed unanimously.

E. STUDENT PROGRAMS

Ms. Sturm reviewed Recommendation E.1.

Senator Woodhouse requested to add dual enrollment and dual credit programs in Recommendation E.1.

MOTION: Senator Woodhouse moved to amend and approve Recommendation E.1. and add dual enrollment and dual credit programs in a statement in the Committee's final report supporting any upcoming legislation or other efforts that: (1) establish a coordinated curriculum for robotics programs; and (2) better leverage funding for career and technical education to be more effective. The motion was seconded by Assemblywoman Tolles and passed unanimously.

F. STUDENT AND EDUCATIONAL PERSONNEL SAFETY AND WELL-BEING

Ms. Sturm reviewed Recommendation F.1.

MOTION: Assemblywoman Tolles moved to approve Recommendation F.1. to include a statement in the Committee's final report acknowledging the recommendations included in the anti-bullying, cyber-bullying, and discriminatory harassment working group's report. The motion was seconded by Senator Pickard and passed unanimously.

Ms. Sturm reviewed Recommendation F.2.

The Committee discussed SB 89 (2019), which required mental health resources to be provided as outlined in the recommendation. It was suggested this recommendation be a statement of support in the Committee's final report.

MOTION: Senator Woodhouse moved to amend and approve Recommendation F.2. to include a statement of support in the Committee's final report encouraging information to be provided to school personnel to ensure teachers and staff are provided with resources to assist in recognizing mental health disorders and in making appropriate referrals to assist fellow teachers, pupils, and staff with their own mental health needs. The motion was seconded by Assemblywoman Tolles and passed. Assemblywoman Carlton was absent for the vote.

Ms. Sturm reviewed Recommendation F.3.

MOTION: Senator Denis moved to amend and approve Recommendation F.3. to include a statement of support in the Committee's final report to prioritize funding for school safety and student well-being initiatives and programs once funding is available. The motion was seconded by Assemblywoman Tolles and passed. Assemblywoman Carlton was absent for the vote.

Recommendation F.4. was withdrawn from Committee consideration.

Ms. Sturm reviewed Recommendation F.5.

MOTION: Assemblywoman Gorelow moved to approve Recommendation F.5. to send a letter notifying the superintendents of Nevada's two largest school districts that it had come to the Committee's attention that certain requirements regarding the Handle with Care Program, as established pursuant to NRS 388.14538, have not been implemented in a timely manner, and that the Committee is urging school districts to fulfill those requirements as soon as possible. The motion was seconded by Senator Denis and passed unanimously.

G. ASSESSMENTS

Ms. Sturm reviewed Recommendation G.1.

Members discussed the status of federal and state assessment waivers.

MOTION: Senator Denis moved to amend and approve Recommendation G.1. to propose legislation to provide that the requirement to administer certain assessments under both the federal Every Student Succeeds Act (ESSA) (Pub.L 114-95) and state law will be waived to the extent granted by the federal government. The motion was seconded by Assemblywoman Gorelow and passed. Assemblywoman Carlton was absent for the vote.

Ms. Sturm reviewed Recommendation G.2.

Senator Woodhouse advised a fiscal note will be attached to this BDR due to the additional staff time and costs associated with Recommendation G.2.

MOTION: Senator Denis moved to approve Recommendation G.2. to propose legislation to require NDE to review the educational value of assessments, costs of assessments, and redundancy in similar information being measured by different assessments. The proposal would also require NDE to adopt by regulation appropriate limitations on assessments, including, but not limited to: (1) the actual instructional time lost by students due to the administration of certain assessments; and (2) the number of tests administered. If a school district wants to exceed the recommended limits, the school district must request a waiver from the State Board of Education to exceed such limits. The motion was seconded by Senator Woodhouse and passed. Assemblywoman Carlton was absent for the vote.

Ms. Sturm reviewed Recommendation G.3.

Members discussed the timing of Recommendation G.3. and whether the request should be left up to the chairs of the Senate and Assembly Committees on Education.

No action was taken on Recommendation G.3.

Ms. Sturm reviewed Recommendation G.4.

There was a conversation about the implementation of Assembly Bill 219 (2019) and actions the Committee should take.

Testimony from NDE addressed whether current assessments, including the ACT® and Smarter Balanced Assessment Consortium (SBAC) student assessments, are being offered in other languages.

Further discussion ensued on NDE's request for the proposal process and corresponding timeline.

MOTION: Assemblywoman Tolles moved to amend and approve Recommendation G.4. to include a statement of support in the Committee's final report for certain assessments being offered in any language in which the assessments are published, pursuant to NRS 390.105, as amended by AB 219 (2019). The Committee found the supports have not been implemented in a timely manner, and urge the entities to fulfill those requirements as soon as possible. The motion was seconded by Senator Pickard and passed unanimously.

H. CHARTER SCHOOLS

Ms. Sturm reviewed Recommendation H.1.

MOTION: Senator Woodhouse moved to approve Recommendation H.1. to propose legislation to revise NRS 388A.518, and any other relevant statutes, to modify licensing and other qualifications for certain personnel employed by a charter school, including requiring charter schools to employ licensed teachers. Any person currently teaching in a charter school who would not meet these proposed qualifications would be allowed to continue teaching for up to five years while obtaining the necessary qualifications. The motion was seconded by Assemblywoman Carlton and passed. Senator Pickard voted no.

Ms. Sturm reviewed Recommendation H.2.

Discussion ensue regarding required reports by educational management organizations to the charter schools, which were not provided to the State Public Charter School Authority (SPCSA). It was further discussed that this reporting is necessary for transparency.

MOTION: Assemblywoman Carlton moved to approve Recommendation H.2. to propose legislation to require governing bodies of each charter school in Nevada that contracts with an educational management organization, to report to the SPCSA by November 1 of each even-numbered year on the amount paid to the management organization. The motion was seconded by Senator Woodhouse.

There was a conversation on the information to be reported.

Assemblywoman Tolles stated, for the record, that she supports Recommendation H.2. with the understanding that this Committee will work with the SPSCA on the receipt of these reports from charter schools.

The motion made by Assemblywoman Carlton and seconded by Senator Woodhouse passed. Senator Pickard voted no.

I. NEVADA SCHOOL PERFORMANCE FRAMEWORK

Ms. Sturm reviewed Recommendation I.1.

Members discussed that since the school star rating system is part of the governor's waiver and the star ratings for School Year (SY) 2019–2021 will be carried over to SY 2020–2021, there is no need for Recommendation I.1.

No action was taken on Recommendation I.1.

J. SCHOOL BUSSES

Ms. Sturm reviewed Recommendation J.1.

Assemblywoman Carlton expressed support for Recommendation J.1., but she questioned why State Highway Patrol resources are being used for school district operations to perform inspections.

MOTION: Senator Woodhouse moved to approve Recommendation J.1.to propose legislation to require Nevada's Department of Public Safety (DPS) to provide written notice of violations discovered during semiannual school bus inspections to the superintendent of a

school district, or his or her designee, where the vehicle operates. Further, require DPS to provide an annual report detailing the inspections and related recommendations to ensure the health of the school bus fleet to each district superintendent or the head of each charter school. The motion was seconded by Senator Denis and passed unanimously.

AGENDA ITEM VII—PUBLIC COMMENT

Brad Keating, Director, Government Relations, CCSD, announced that 52 CCSD students have been named as finalists for the National Merit® Scholarship Program.

The following written testimony was submitted for the record:

- Kate Kaufman, special education teacher, K.O. Knudson Middle School, CCSD, and manager of teacher leadership development, Teach For America (Agenda Item VII).

Committee members expressed their gratitude to Senator Woodhouse for her dedication and passion to educators, parents, and students and praised her for all her education accomplishments.

AGENDA ITEM VIII—ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 4:38 p.m.

Respectfully submitted,

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Christina Harper

Assistant Manager of Research Policy Assistants

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Jen Sturm

Senior Policy Analyst

APPROVED BY:

_____

Assemblywoman Brittney Miller, Chair

Date: _____

MEETING MATERIALS

AGENDA ITEM	PRESENTER/ENTITY	DESCRIPTION
Agenda Item II A-1	Chris Daly, Deputy Executive Director, Government Relations, Nevada State Education Association (NSEA)	Written testimony
Agenda Item II A-2	Chris Daly, Deputy Executive Director, Government Relations, NSEA	Legislative priorities
Agenda Item II B	Heather Toole, parent of Washoe County School District students	Written testimony
Agenda Item IV	Melody Rose, Ph.D., Chancellor, Nevada System of Higher Education	Microsoft PowerPoint presentation
Agenda Item V	Christina (Christy) McGill, Director, Office for a Safe and Respectful Learning Environment, Nevada Department of Education	Microsoft PowerPoint presentation
Agenda Item VI	Jen Sturm, Senior Policy Analyst, Research Division, Legislative Counsel Bureau	"Work Session Document"
Agenda Item VII	Kate Kaufman, special education teacher, K.O. Knudson Middle School, CCSD, and manager of teacher leadership development, Teach For America	Written testimony

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