

EXHIBIT C1

MEETING SUMMARY

JOINT MEETING OF THE HOUSE AND SENATE INTERIM COMMITTEES ON EDUCATION

ADEQUACY

**Tuesday, May 19, 2020
9:00 A.M.
Room A, MAC Little
Rock, Arkansas**

Senator Jane English, the Chair of the Senate Interim Committee on Education, called the meeting to order at 9:00 a.m.

MEMBERS OF THE SENATE INTERIM COMMITTEE ON EDUCATION IN ATTENDANCE: *Senators:* Jane English, Chair; Joyce Elliott, Vice Chair; Eddie Cheatham, Lance Eads, Jim Hendren, Mark Johnson and James Sturch

MEMBERS OF THE HOUSE INTERIM COMMITTEE ON EDUCATION IN ATTENDANCE: *Representatives:* Bruce Cozart, Chair; Reginald Murdock, Vice Chair; Fred Allen, Rick Beck, LeAnne Burch, Jana Della Rosa, Jim Dotson, Jon S. Eubanks, Brian S. Evans, Denise Garner, Grant Hodges, Richard McGrew, Stephen Meeks, Joy Springer, Dan Sullivan and DeAnn Vaught

OTHER MEMBERS OF THE GENERAL ASSEMBLY IN ATTENDANCE: *Senators:* Alan Clark, Breanne Davis, Jonathan Dismang, Kim Hammer and Jason Rapert. *Representatives:* Stan Berry, Harlan Breaux, Denise Ennett, Kenneth B. Ferguson, Marcus Richmond, Jamie Scott and Stu Smith

Discussion on Report on Educator Preparation, Recruitment, and Retention

Presenters:

Ms. Karli Saracini, Assistant Commissioner, and **Dr. Frank J. Servedio**, Special Projects Administrator, Office of Educator Effectiveness and Licensure, Division of Elementary and Secondary Education (DESE), were recognized. Ms. Saracini discussed issues concerning educator preparation, recruitment and retention. She said the Teach Arkansas Campaign has three main focuses, including: Teacher Cadets, Teacher Recruitment and Retention, and Teach Again-Reignite. She stated that due to recent circumstances, the upcoming career fair events will be held virtually. She referenced regional support for teachers. She said recruitment and retention coordinators are housed at every educational cooperative. She said the Arkansas Public School Resource Center provides recruitment and retention coordinators to charter schools.

Dr. Servedio presented highlights from the Educator Preparation Provider Quality Report (EPPQR). (*Exhibit C*). He said there has been a steady increase in teacher enrollment into the EPP program over the last four years. Dr. Servedio said completion rates are holding steady and Arkansas measures better than average on a national average rate. His presentation encompassed the EPPQR State Standards. He discussed the licensure assessment summary pass rates, novice teacher survey data and narrative responses.

Issues Included in the Discussions:

- ✓ clinical experience for teachers
- ✓ retention rates of teachers living and teaching within the community;
- ✓ retention rates of teachers coming from outside the community to teach, and data to support
- ✓ retention rates of first year teachers
- ✓ retention rates of the Map Program; for students who have not taken the traditional education route
- ✓ teacher shortage area report

Discussion of Issues Related to Teacher Recruitment and Retention

Ms. Elizabeth Bynum, Legislative Analyst, Policy Analysis and Research Division, Bureau of Legislative Research, was recognized. Ms. Bynum stated the report, Issues Related to Teacher Recruitment and Retention was an adequacy extra, that the report was not a requirement of the adequacy study. She provided results from Bureau of Legislative Research surveys of teachers, principals and superintendents on questions related to recruitment and retention. She discussed barriers to recruitment and retention, scholarship and loan programs, working conditions, career and retirement, environment and teacher preparation. (*Exhibits D1 and D2*) Ms. Bynum said other areas of concerns are mental health issues, availability of teachers in critical shortage areas, COVID-19 and the lack of time for planning/preparation and time for parent/teacher conferences.

Issues Included in the Discussion:

- ✓ comments from teachers, sharing their concerns for “lack of respect for the profession”
- ✓ teacher retention related to stress/workload

Discussion of Issues Related to Professional Development and Teacher and Administrator Evaluation Programs

Ms. Adrienne Beck, Legislative Analyst II, Policy Analysis and Research Division, Bureau of Legislative Research, was recognized. Ms. Beck walked members through the current professional development (PD) requirements and provided an overview of how PD policy have changed since 2003. Ms. Beck reviewed funding and expenditures for school districts and charter schools. She highlighted two PD programs known as Arkansas IDEAS and the Professional Learning Communities. Ms. Beck provided an overview of the teacher and administrator evaluation systems known as The TESS (Teacher Excellence and Support System) and the LEADS (Leader Excellence and Development System). She discussed teacher and administrator ratings and how they have changed over time, including the issue of student growth as an evaluation measure. Ms. Beck also provided results from Bureau of Legislative Research surveys of superintendents and principals on questions that were posed relevant to professional development and evaluations. She placed emphasis on the charts and pertinent content for reference. (*Exhibits E1-E2-E3-E4*)

Contributor to the Discussion:

Ms. Karli Saracini, Assistant Commissioner, Office of Educator Effectiveness and Licensure, Division of Elementary and Secondary Education, was recognized. Ms. Saracini responded to Rep. Della Rosa’s concerns regarding student growth as a teacher evaluation measure. She stated she will provide a timeline showing the changes made pertaining to student growth inclusion teacher evaluations.

Next Scheduled Meetings:

Monday, June 8, 2020 at 1:30 p.m. in MAC A, and Tuesday, June 9, 2020 at 1:30 p.m. in MAC

Adjournment:

The meeting adjourned at 12:06 p.m.