



#### 4. Discussion / Reactions to College and Career Ready Transitions Panel

#### 5. Discussion: Proposed School Counselor endorsement

- Clarification needed regarding the “12 hours” requirement
- Pool might need to be expanded because of vacancies.
- Remove the 2 year teaching requirement – lose 3-5 people each year because of this. (Those with teacher certifications already.)
- Public institutions/private companies are looking for those with counseling background – easier to pay off student loans because private business pays more than education.
- Counseling jobs seem daunting to some – another issue contributing to the shortage.
- Content-context- knowledge: contextual knowledge most problematic
  - Need background (contextual) to deal with the students and their background
- How do you meet all the requirements of the position and credibility with teachers without the proper background?
- Example: One school
  - The two counselors have lunch duty
  - Have regularly scheduled time
  - Not available for emergencies
- Rural areas:
  - Expect counselors to do so much – very different from urban expectations (sometimes they even drive the bus)
- Widen the pool of available applicants
  - The building supervisor should know the culture of the school and expectations and be able to determine which applicants would work best
- There are 550 total hours required for the endorsement: if this is completed in a school system, this does give some experience
- Discussed some of the requirements in Rule 10

#### 6. Discussion / ‘Addressing Nebraska Teacher Supply Issues’ and Educator Preparation Marketing and Recruitment Plan (tentative)

Every state (except New York) recorded teacher shortages in general.

Report from K. Peters from meeting he attended at University of Pennsylvania:

##### Reasons for Teacher Shortage:

- Teaching largest profession in country (nursing second)
  - Twice as many jobs open as people going through the system
  - No effect – lower class ratios
  - Schools produced more than needed for special education
  - STEM approach – 88% produced since that began
- 1987 – average tenure 15 years
  - Average tenure 1 year now
- Increase in female teachers 66.9 – 76.1 – 80% (more going in)
- Teachers are less diverse – students are more diverse (some increase in diversity of teachers – not enough)
  - White students decreased – white teachers increased
- Lower retention of minority staff – they don’t want to be micromanaged

- 12% - gone 1<sup>st</sup> year
- 23%- gone 2<sup>nd</sup> year
- 31%-gone 3<sup>rd</sup> year
- 44.6%- gone 4<sup>th</sup> year

Number one problem: System has grown more than can keep up with  
Allowed early retirement

Traditional program vs alternative programs: retention made no difference

**7. Sign-up Sheets:**

**Middle Level Content tests / Score Settings – July 12, 2016**

**Special Education Supervisor Content Test / Score Setting – July 13, 2016**

**Folio Review for UNK – October 21, 2016**

**Folio Review for York College – November 10, 2016**

**8. Meeting adjourned at 1:40 p.m.**

**Standing Committee Recommendations for presentation to Full Council:**

**Minutes submitted by:** Denise White