



ALABAMA COMMISSION ON THE EVALUATION OF SERVICES

Meeting Minutes

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Date and Location

The Alabama Commission on the Evaluation of Services met on July 7, 2022, at 9:00 a.m. in Room 825 of the Alabama State House, 11 S. Union Street, Montgomery, AL.

Attendance

Member	Present	Teleconference	Absent
Chairman Orr	☒	☐	☐
Vice-Chair Filmore	☐	☐	☒
Commissioner Albritton	☒	☐	☐
Commissioner Carlton	☒	☐	☐
Commissioner Coleman-Madison	☐	☐	☒
Commissioner Green	☐	☒	☐
Commissioner Sawyer	☒	☐	☐
Commissioner Scott	☐	☐	☒
Commissioner Story	☐	☐	☒
Commissioner White	☒	☐	☐
Commissioner Whitt	☒	☐	☐
Commissioner Wingo	☐	☒	☐
Commissioner Poole, <i>ex officio</i> (Finance Director)	☐	☐	☒
Commissioner Fulford, <i>ex officio</i> (LSA Fiscal Division Deputy Director)	☒	☐	☐

A lawful quorum of voting members is present to conduct business.



Notice of Meeting:

Sufficient notice of the meeting was posted on June 21, 2022, to the Secretary of State's Open Meeting Act Posting Board.

Approval of Minutes:

Approval of the minutes of the previous meeting on February 16, 2022.

A motion was made by Commissioner Albritton to adopt the minutes as written. Commissioner Sawyer seconded the motion. Motion passed unanimously with all those present voting.

Reports and Presentation:

Director, Marcus Morgan introduced the Teacher Recruitment and Retention Evaluation and was followed by a presentation from Policy Lead - Amber Bullock and Research Analyst - Virginia Gregory. Following the presentation, the Commission started discussions.

Commissioner White asked "why" teachers were leaving and suggested more research be done to answer this question. He also suggested the report recommendations be more specific and address the answers as to why teachers were leaving the profession.

Commissioner Fulford and Sawyer both agreed that more data needs to be collected to further inform policy changes, and that the data needs to be consistent and dependable. Commissioner Fulford expressed an additional interest in discovering if the recent salary matrix changes resulted in fewer teacher vacancies and indicated that he believed it was working.

Chairman Orr asked for more detail around the differences between voluntary and involuntary losses and he wanted to know whether those leaving voluntarily did so because they knew they would not have their contract renewed. He also asked Commissioner Fulford why data on teacher vacancies was currently being collected. Commissioner Fulford responded that it has never been.

Commissioner Sawyer wanted more detail regarding the factors that were driving the special education crisis and commented on the rising number of children with disabilities. Furthermore, she questioned whether there was any research done on the demographics of those schools lacking teachers.

Commissioner Albritton expressed his concerns regarding the proximity of a higher turnover district and a lower turnover district, asking what may be causing the dichotomies of turnover rates. Responses were offered by Commissioner Fulford and he proposed the differences could be caused by a variety in the salary matrixes as well as the slow implementation of the new teacher salary increase. Commissioner Whitt added that there were schools in his district that were struggling with the new teacher salary increase as the schools no longer had a pay incentive to entice teachers to their schools. Director Morgan added that the staff had started to investigate the proximity issues of competing school districts, offering that some schools seem to function as feeder schools to other recipient schools.

Jessica Sanders, representing the Alabama State Department of Education (ALSDE), was then asked to provide comments to the discussion. She said that SDE was also concerned about teachers leaving and that it is a nationwide problem. She added that there were initiatives in place to combat some of the problems and offered that this same evaluation could be completed two years from now and have drastically different results, given the initiatives.

Old Business:

None

**New Business:**

Fiscal Year 2023 Work Plan discussion included Chairman Orr asking for member feedback. Many topics were discussed, and Commissioner White asked the Chair to consider having members provide their top three priorities from the list of policy areas provided by the staff. Chairman Orr agreed to this process and discussion concluded.

The Commission's FY23 Operations Plan and FY24 Budget request was considered by the Commission. Commissioner Sawyer made a motion to approve the budget as presented, seconded by Commissioner Albritton. Motion passed unanimously with all those present voting.

Adjournment:

There being no further business, at 10:00 a.m. Chairman Orr moved that the meeting be adjourned.