

Nevada Exit/Transfer and Working Conditions Surveys

Nevada State Board of Education
July 31, 2024



Purpose

Provide the State Board of Education with:

- Background information on Nevada's Teacher Exit/Transfer and School Staff Working Conditions Surveys
- Overview of the information collected in these surveys
- Status of each survey
- Next steps

Educator Workforce Data

Educator Workforce Data
Dashboard

Teacher Exit/Transfer Survey

Informed
Decisions

Educator Working Conditions
Survey

School Staff Climate Survey

Teacher Exit/Transfer Survey



Purpose of the Survey

The purpose of the Nevada Educator Exit Survey is to gather data to inform systemic efforts to drive continuous improvement of school, district, and statewide educator retention efforts.

Survey Development

- Recommendation from the Teacher Recruitment and Retention Advisory Task Force for a statewide teacher exit survey
- Developed a statewide workgroup to create the survey
- Collaborated with WestED in the facilitation of the workgroup and development of the survey items and protocols
- Received funding from the Interim Finance Committee (IFC) to support contracting with a third-party vendor to implement the survey
- Contracted with the American Institute for Research (AIR) to implement the survey

Types of Information Collected

1. Reasons teachers left their school, district/charter, state, or profession
2. Future plans
3. Professional background
4. Demographics

AIR Process for Exit/Transfer Survey and Interview

District Notification

- Teacher or school communicates departure/transfer to Human Resources (HR)/District
- HR/District notifies AIR
- HR/District notifies teacher that AIR will be reaching out

Exit Survey

- AIR invites teacher to take the survey
- Teacher completes survey
- Teacher can sign up for interview

Exit Interview

- AIR schedules interview with selected teachers
- AIR conducts interview with teacher

How's the Exit/Transfer Survey Going?

- 9 districts and 1 charter district are participating
- 389 exiting/transferring teachers were submitted by these districts
- 213 teachers completed the survey
- 55% completion rate

Exit/Transfer Survey Interviews

- 123 teachers contacted for an interview to talk about their career journeys
- 50 completed interviews across 7 districts/charter districts

Exit/Transfer Survey Data Dashboard

Nevada Teacher Exit Survey

Wireframe with live data

About The Survey

Who is leaving?

Why are they leaving?

What could keep them?

Where are they going1?

Where are they going2?

View all Nevada survey results by selecting the 'All School Districts' button below. To view individual school district results, select the 'Select District(s)' button, and select the district from the dropdown menu to the right of the button.

All School Districts

Select District(s)

All

of Teachers Invited To Take Survey

389

of Survey Completions

213

Survey Response Rate

54.8%

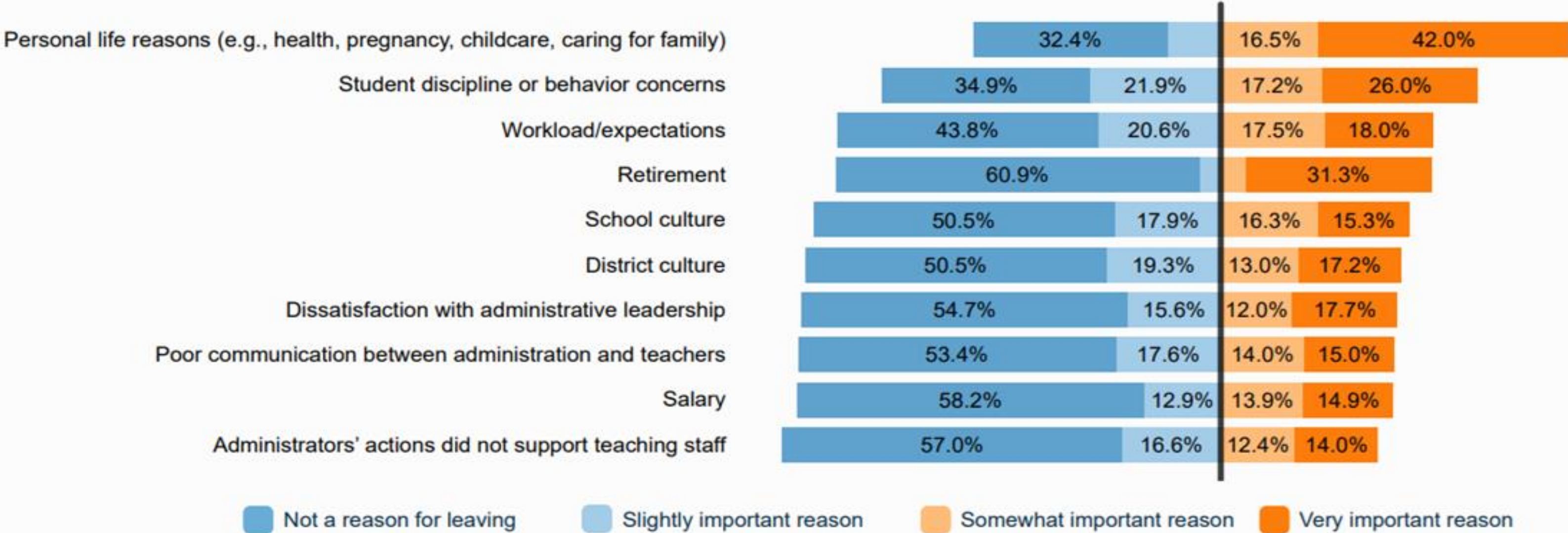
Exit/Transfer Survey - Top Reasons for Leaving

Reasons for Leaving

This section provides response data for those who left voluntarily. Select from the dropdown to view specific questions and responses for that category. The "Subgroup Analysis" section provides average responses by subgroup. Select a demographic to explore further.

Top Reasons for Leaving

This section displays the top ten reasons for leaving, across all teachers.



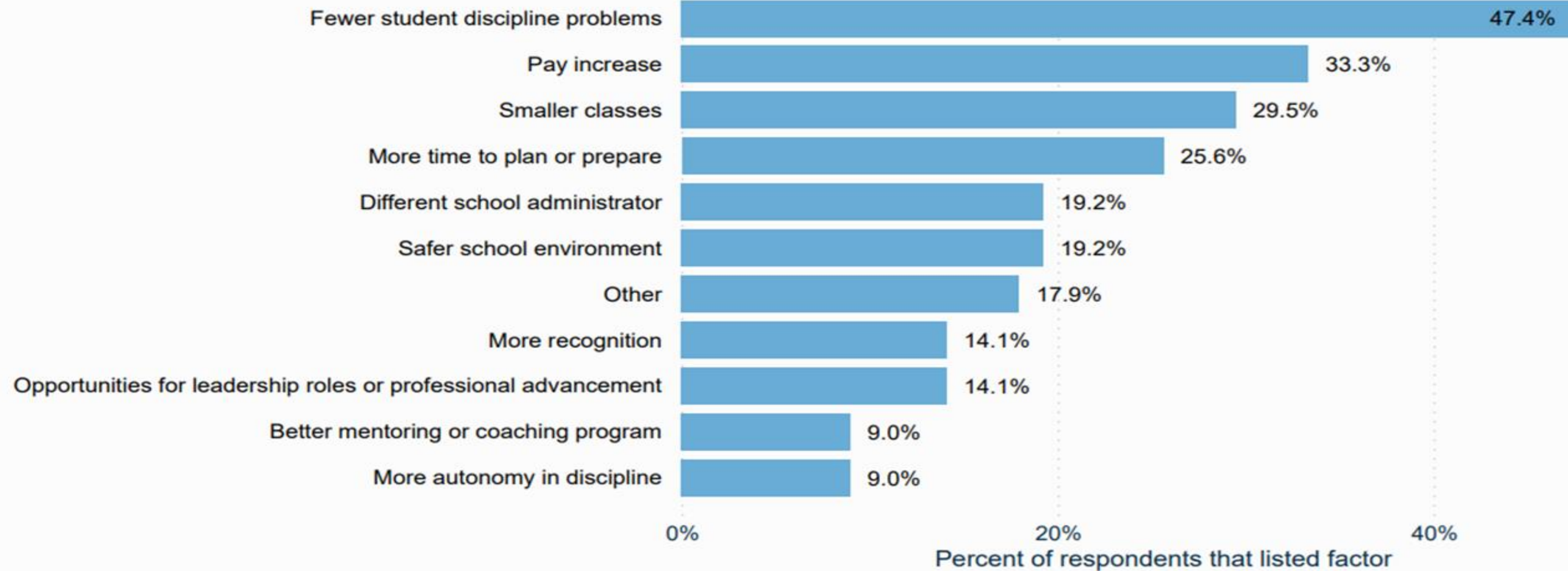
Exit/Transfer Survey - Factors for Staying

Factors for Staying

Respondents were given a list of options to choose from as factors that could have convinced them to stay. This section displays the top factors identified by existing teachers.

The "Subgroup Analysis" section provides responses by subgroup. Select a demographic to explore further.

Top 10 Factors for Staying



Educator Working Conditions Survey



Purpose of the Educator Working Conditions Survey

The purpose of the Nevada Educator Working Conditions Survey is to gather data to inform systemic efforts to drive continuous improvement of school, district, and statewide educator working conditions.

Types of Information Collected

Domains	Stems	Sample Questions
Facilities	Please select how much you agree with the statements below	My school has clean and well-maintained facilities
Instructional Resources and Support	Please select how much you agree with the statements below	Appropriate instructional materials to meet my students' needs
Staff Autonomy, School Level	How much do you have the opportunity to participate in the following school activities:	Developing the school improvement plan
Staff Leadership	Please select how much you agree with the statements below	I am trusted to make sound professional decisions about instruction

Types of Information Collected continued

Domains	Stems	Sample Questions
District/Charter Supports	Please select how much you agree with the statements below	The district/charter provides adequate support to school staff when implementing new initiatives/major decisions
School Leadership/Climate Supports	Please select how much you agree with the statements below	School administrator(s) consistently support(s) me as needed
Family Support and Involvement	Please select how much you agree with the statements below	My school maintains clear, two-way communication with families/caregivers
Workload	Please select how much you agree with the statements below	Class sizes are reasonable such that teachers have the time available to meet the needs of all students
Salary/Benefits		How satisfied are you with the total hours you work per week?

Educator Working Conditions Survey Progress

- Launched summer pilot study for measurement purposes
- First full survey administration in Fall of 2024
 - Alternate years with the Nevada School Climate Staff Survey

Utilization of Data to Drive Continuous Improvement

1. Enable district/charter administrators and policymakers to better understand and respond to the factors influencing educator retention and school working conditions.
2. Collect important uniform statewide evidence to better advocate for resources and/or policy changes.
3. Inform policies and recommendations on educator recruitment/retention and working conditions, including funding programs to better support educators.

Why should districts/charters participate in NDE's Survey Initiatives?

It's useful:

- District/charter-specific survey results will be shared with district/charter administrators and policymakers, providing actionable knowledge and insight into educators' mobility decisions and school working conditions.
- Educators may be more likely to respond honestly to a survey from an independent entity that is bounded to keep their responses confidential.
- Uniform data across the state will allow for state-level understanding and policy decisions.

It's easy:

- Participating in NDE's staff surveys should lift districts'/charters' burden of collecting their own data.
- The district/charter's only responsibility in this process is to share some staff admin data with the independent research organization, American Institutes for Research (AIR). AIR will work with them every step along the way!

Next Steps

- Help spread the word about these initiatives
- Review the results when they become available
- Elevate communication around the results to drive school/district improvement planning

Questions



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