

# Nevada Educator Workforce & Class Sizes – Data Portal



## Overview

- Context
- Goals
- Website Review
- Next Steps



Why is this important and how did we get here?





## February 2016





"Nevada is declaring its teacher shortage as an emergency, a move that allows vacancy-filled schools to hire teachers from out of state who aren't yet licensed locally."

## **April 2018**



"Nevada is at the forefront of the debate, after a study by the National Education Association found that the state had the largest average class sizes in the nation last year for the second year running, followed by Arizona and Utah."



## August 2019





"Washoe County School District is facing a teacher shortage, and they are looking to hire as many applicants as possible, but many parents say the lack of teachers affect their students' education."

#### October 2019





"Clark County isn't the only school district facing issues hiring teachers. Teacher shortages are a problem nationwide. There are more than 300,000 vacancies across the country, according to Nevada State College."

#### Fall 2020

Nevada Department of Education commissioned comprehensive study of Nevada's educator workforce & class sizes.



### March 2021



## Nevada Class Size and Educator Workforce Report Estimates the Cost of Equitable Access to Teachers for All Students

March 05, 2021

"For a long time, we have known that Nevada's class sizes are too big and that we have far too many teacher vacancies. This analysis provides a critical look at the obstacles to reaching our goal of all students having equitable access to effective educators and puts a price tag on what it would cost to get us there."

State Superintendent Jhone Ebert



### March 2021





# Sounds nice... What was done about it?

"For a long time, we have known that Nevada's class sizes are too big and that we have far too many teacher vacancies. This analysis provides a critical look at the obstacles to reaching our goal of all students having equitable access to effective educators and puts a price tag on what it would cost to get us there."

State Superintendent Jhone Ebert



### **June 2023**





## August 2023





## August 2023



## Did anything improve?





## YES!

Nevada's teacher attrition rate is the best it has been in 15 years!



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**Teacher Attrition Rate** 

2022-2023 to 2023-2024

12.5%

BEFORE new teacher contracts from historic investment



## YES!

## Nevada's teacher attrition rate is the best it has been in 15 years!

Teacher Attrition Rate

2022-2023 to 2023-2024

12.5% --> 8.7%

Teacher Attrition Rate 2023-2024 to 2024-2025

BEFORE new teacher contracts from historic investment

AFTER new teacher contracts from historic investment

30% improvement year-over year!



## Student / Teacher ratios improved in 12 of 17 Districts

Including the state's three largest districts: Clark, Washoe, & Elko



Teacher counts are up year-over-year in the Washoe County School District for the first time in 5 years!



## Clark County School District

+1,100 MORE teachers

Year-over-Year



19,082

The Clark County School District has more licensed staff than EVER before!

And the best student-teacher ratios they have EVER had.



Did this improve anything?







## Nevada's Improving Teacher Workforce

- Teacher attrition rates improved by 30%
- Teacher retention improved across elementary, middle, and high school
- The count of classroom teachers is up +1,200 statewide
- There is a licensed staff member for every 15.7 students



## Nevada's Improving Teacher Workforce

It's not enough to share aggregated data points.

How do we make ALL the data accessible to EVERYONE?



How do we make the data accessible to everyone?





## Goals

Simple enough for any community member



- Simple enough for any community member
- Robust enough for the nation's top researchers



- Simple enough for any community member
- Robust enough for the nation's top researchers
- Practical enough to inform strategy and monitor progress at all levels



- Simple enough for any community member
- Robust enough for the nation's top researchers
- Practical enough to inform strategy and monitor progress at all levels
- Improve student learning



## Frustrations

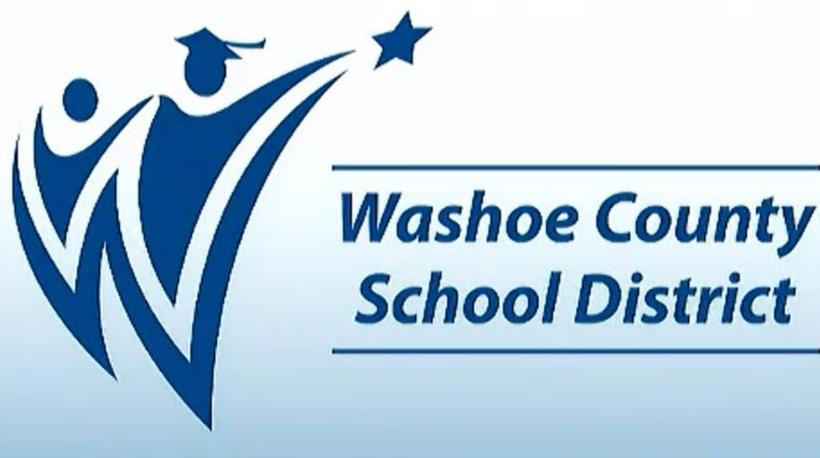
In addition to setting goals for the work,

we need to acknowledge and resolve existing frustrations.



# Class Size Data Presented to Legislative Committee on Education

August 26, 2020



"I know your frustration about different district reports looking differently and data being pulled differently and not fitting in with the vision that I think you had in mind."

- Lindsay Anderson, former Director of Government Affairs Washoe County School District





"And we actually heard from educators saying earlier today that this is one of their recommendations because they know that when we are looking at <u>ratios of student and teacher numbers that they're not accurate</u>.

It's representing the schools and not necessarily, well in their report I think they said the districts, it's not representing how many each teacher has."

- Brittney Miller, Assembly District 5



"The problem is, in Carson City... they generated a report...dozens or hundreds of pages long. The problem is that if you want the parent to be able to get anything meaningful out of it... it certainly would not be easy.

If the **Department of Ed [NDE]**, were to be the centralized source that has access to all of the Infinite Campus data files they could create an output that could be sortable if you will.

Like the accountability reports where you sort by district, by school, by teacher name, by subject, something like that.

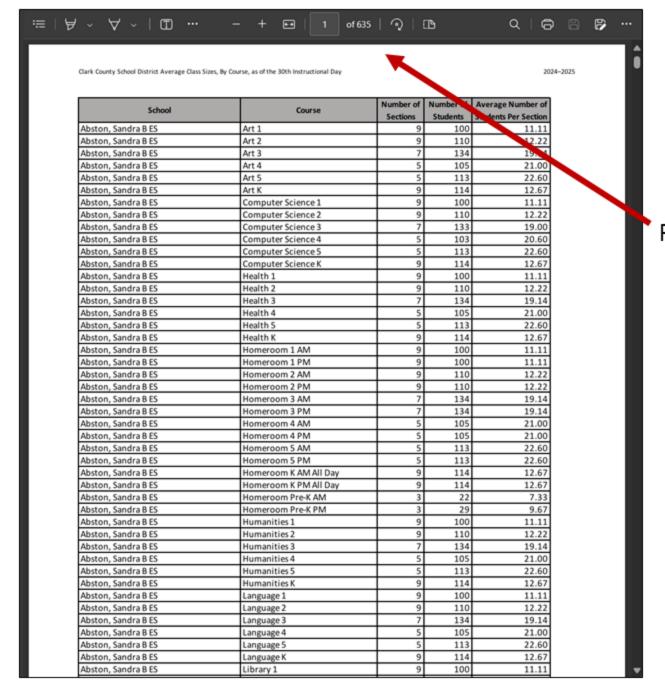
The output would be much more user friendly. It might be useful to the public. Right now we could have someone share with us their template to extract the data, create a pdf, and we could comply with the law but I don't know that it would be meaningful to many parents.

- Superintendent Russell Klein, Lander County School District

## Frustrations

What does existing reporting look like?



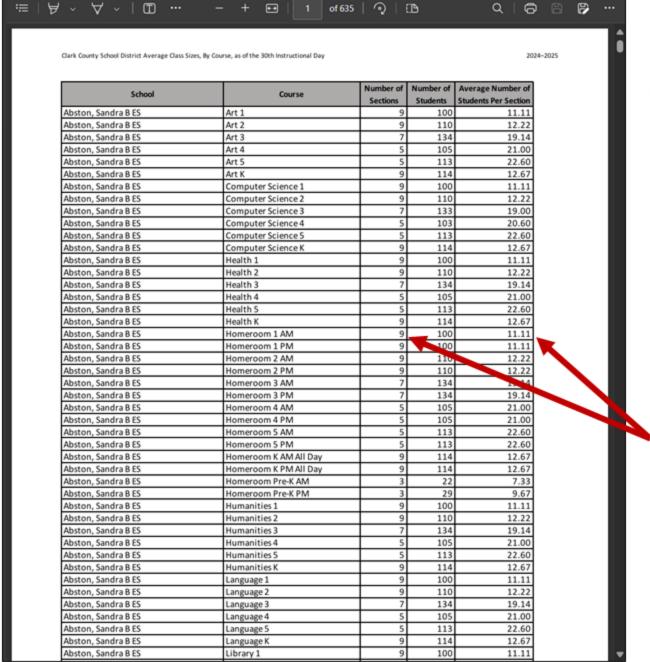


#### **Clark County School District**

Average Class Sizes 2024-2025

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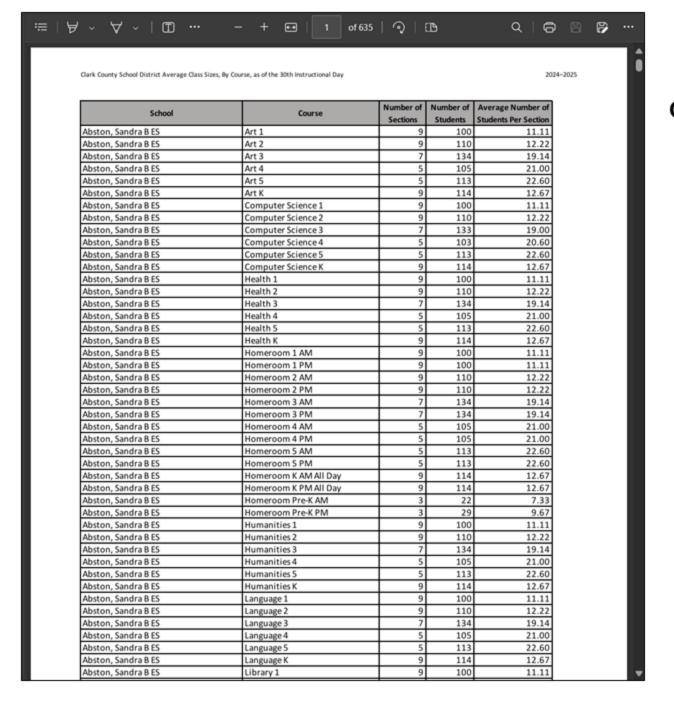


#### **Clark County School District**

Average Class Sizes 2024-2025

Sections grouped together and then averaged.



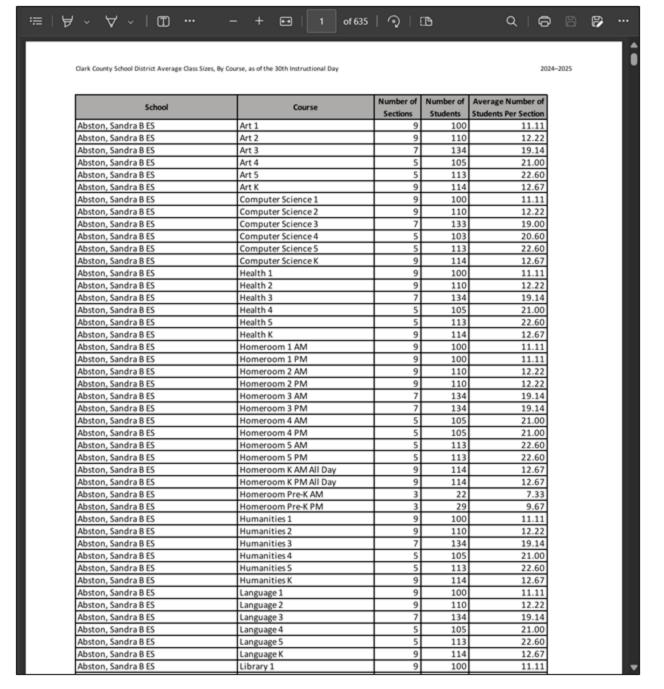


#### **Clark County School District**

Average Class Sizes 2024-2025

Can you easily tell they have over 1,000 more teachers than the prior year?





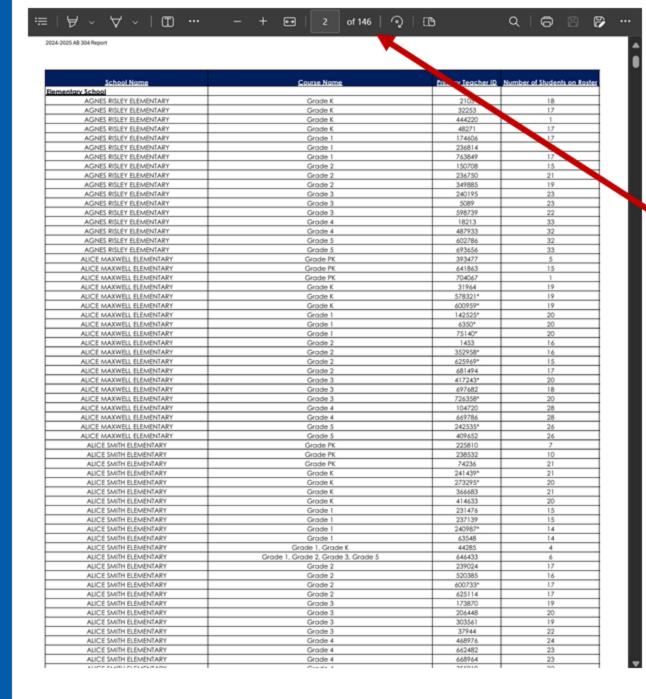
#### **Clark County School District**

Average Class Sizes 2024-2025

Can you easily tell they have over 1,000 more teachers than the prior year?

Can you easily do any comparisons or sorting?





#### Washoe County School District

Average Class Sizes 2024-2025

Page 1 of 146





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AGNES RISLEY ELEMENTARY	Grade 1	763849	15
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AGNES RISLEY ELEMENTARY	Grade 2	236750	21
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AGNES RISLEY ELEMENTARY	Grade 3	240195	23
AGNES RISLEY ELEMENTARY	Grade 3	5089	23
AGNES RISLEY ELEMENTARY	Grade 3	598739	22
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AGNES RISLEY ELEMENTARY	Grade 5	693656	33
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ALICE MAXWELL ELEMENTARY	Grade 4	669786	28
ALICE MAXWELL ELEMENTARY	Grade 5	242535*	26
ALICE MAXWELL ELEMENTARY	Grade 5	409652	26
ALICE SMITH ELEMENTARY	Grade PK	225810	7
ALICE SMITH ELEMENTARY	Grade PK	238532	10
ALICE SMITH ELEMENTARY	Grode PK	74236	21
ALICE SMITH ELEMENTARY	Grade K	241439**	21
ALICE SMITH ELEMENTARY	Grade K	273295*	20
ALICE SMITH ELEMENTARY	Grade K	366683	21
ALICE SMITH ELEMENTARY	Grade K	414633	20
ALICE SMITH ELEMENTARY	Grade 1	231476	15
ALICE SMITH ELEMENTARY	Grade 1	237139	15
ALICE SMITH ELEMENTARY	Grade 1	240987*	14
ALICE SMITH ELEMENTARY	Grade 1	63548	14
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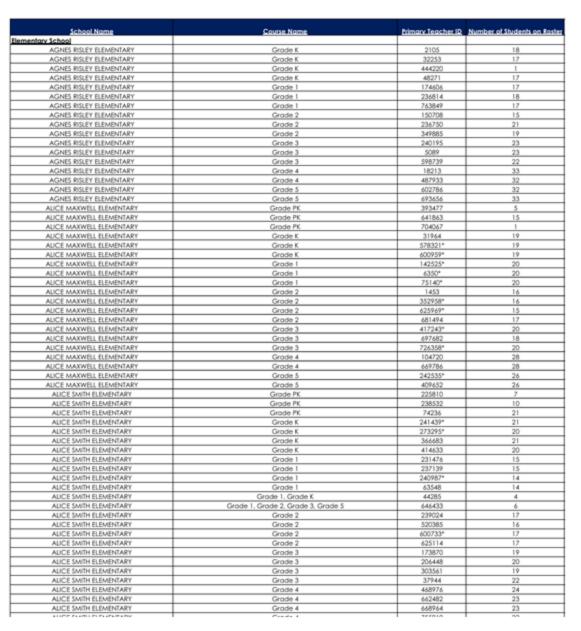
### Washoe County School District

Average Class Sizes 2024-2025

Individual sections reported by teacher. Not grouped and aggregated together.







### Washoe County School District

Average Class Sizes 2024-2025

Can you tell they have more teachers than the prior year?

Can you sort or make any meaningful comparisons?



## Goals

- Simple enough for any community member
- Robust enough for the nation's top researchers
- Practical enough to inform strategy and monitor progress at all levels
- Improve student learning
- Resolve existing frustrations



# Website Review

How will it work?



#### Data Portal





#### Welcome

We know the most important factor affecting student learning is the classroom teacher. Our #1 priority in Nevada is to ensure that every student has access to a highly effective teacher in a reasonably sized classroom.

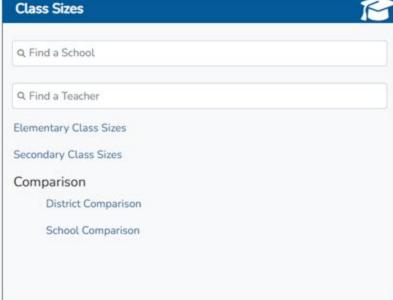
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We want to bring timely access and transparency to our educator workforce data and the class sizes our students are experiencing. Through this work, we can be purposeful and strategic in our efforts to recruit, retain, and provide our students access to the best teachers possible.

This site will inform how Nevada sets its goals and monitors its progress around everything related to our educator workforce and the classes and class sizes our students have access to.

As we continue to improve and build upon this site, let us know what you think. This is just the beginning!





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#### Data Portal





#### Welcome

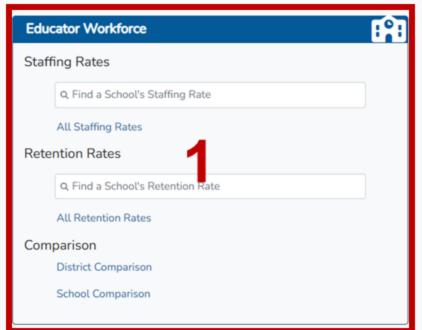
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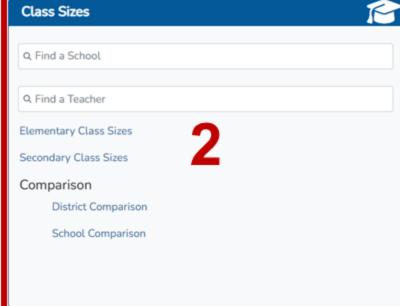
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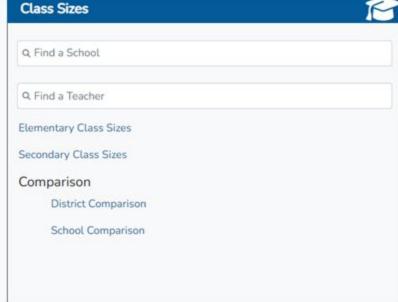
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Virginia City Middle School

#### Welcome

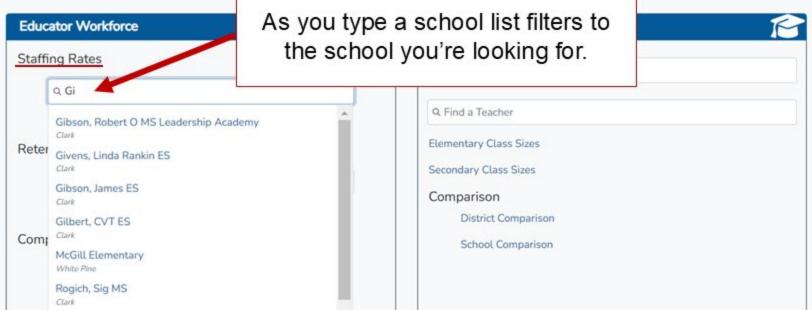
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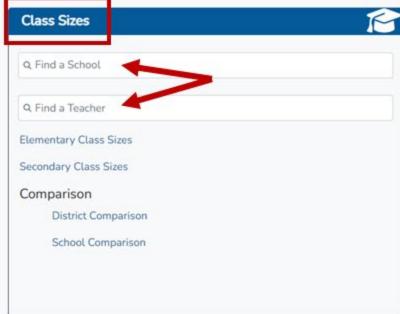
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Let's look at staffing rates for the whole state.

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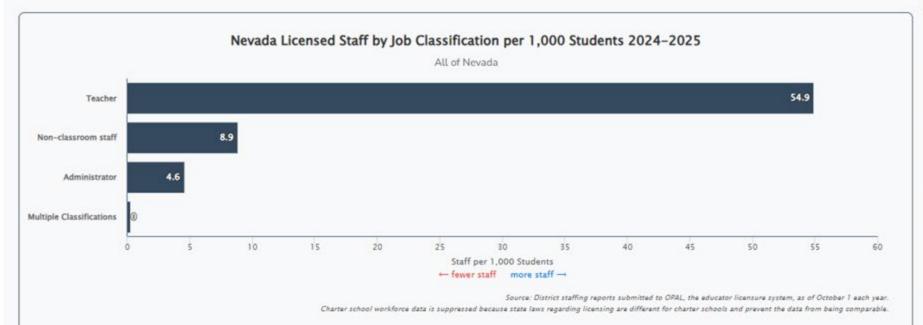
#### Q What You'll Find Here!

This page reports all of the licensed job assignments in Nevada as of October 1 of the given school year. You can explore all of the individual job assignments in the table below the chart.

For aggregating the data in the chart, licensed educators' job assignments can fall into one of four categories:

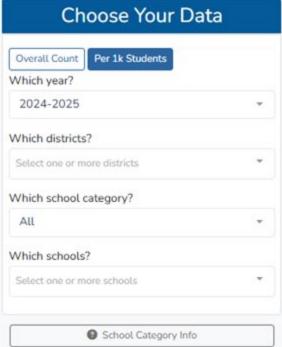
- . Teacher The person's job assignment is considered a classroom teacher.
- Non-classroom staff The job assignment is not considered a classroom teacher and is not an administrator. These positions include jobs like:
   Counselor, Nurse, Reading Specialist, etc.
- Administrator An administrator can be school-based like a Principal or Assistant Principal, or it can be in the central office like a Superintendent or Director.
- Multiple Classifications The person has multiple job assignments that fall into more than one of the previously mentioned classifications. For example, the person may be doing work as both a classroom teacher and non-classroom staff.

Staffing Rates are being shown as a ratio per 1,000 students. To see the actual count of staff, click Overall Count.





- There were 22,316 classroom teachers in Nevada in 2024-2025.
- There were 54.9 teachers for every 1,000 students in 2024-2025.
- 27,801 people were employed as licensed staff in 2024-2025



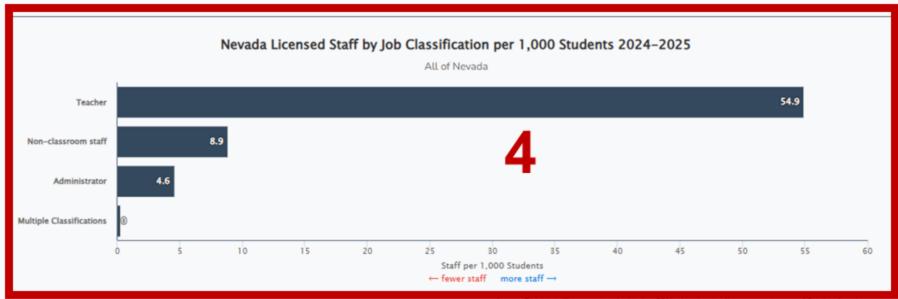
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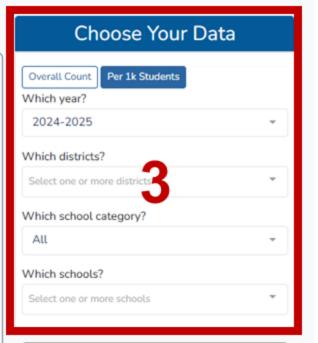


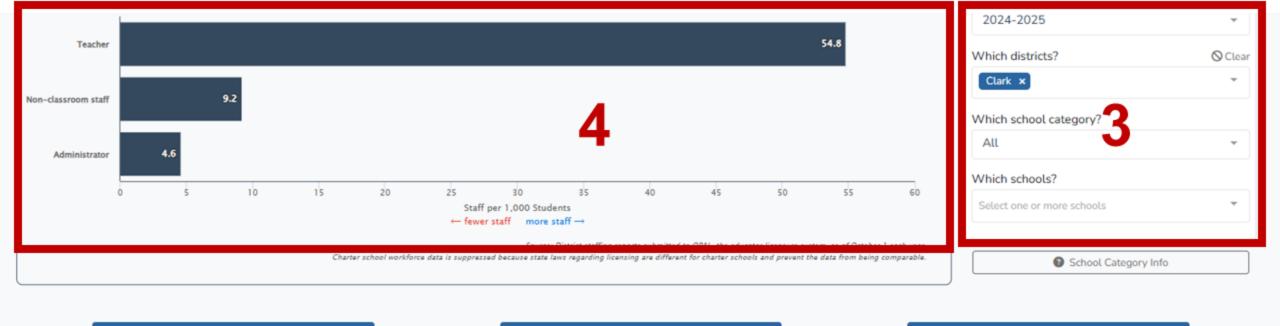
Source: District staffing reports submitted to OPAL, the educator licensure system, as of October 1 each year.

Charter school workforce data is suppressed because state laws regarding licensing are different for charter schools and prevent the data from being comparable.



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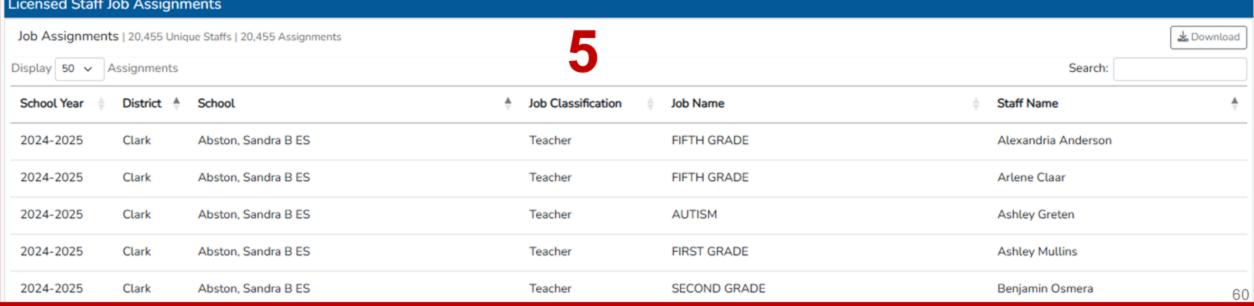


Retention Rates

District Comparison

School Comparison

Licensed Staff Job Assignments



#### Q What You'll Find Here!

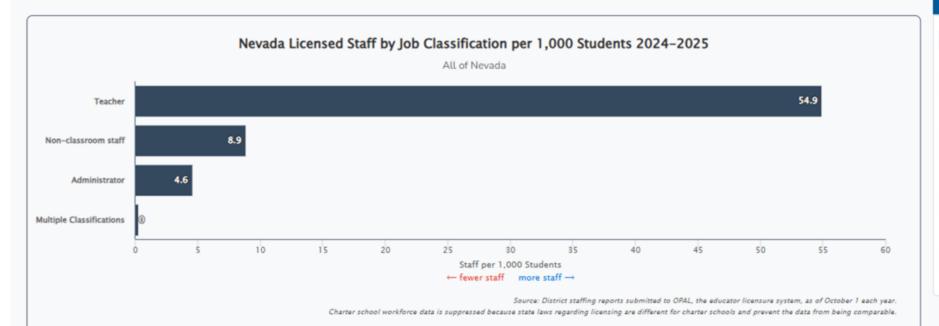
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#### Highlights

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Overall Count Per 1k Students	
Which year?	
2024-2025	~
Which districts?	
Select one or more districts	~
Which school category?	
All	~
Which schools?	
Select one or more schools	~
School Category Info	

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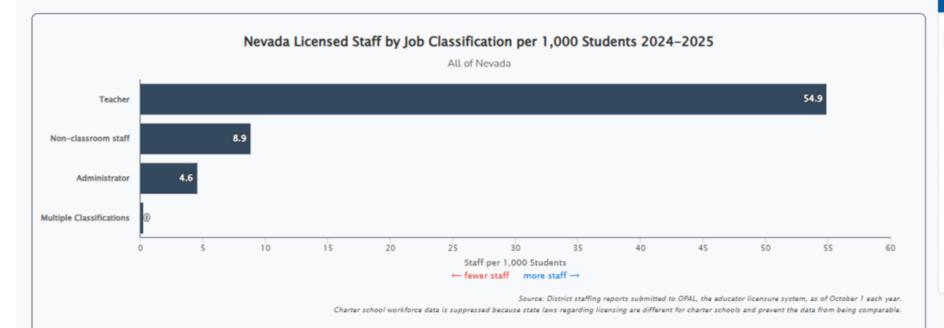
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#### NEVADA Department of Education

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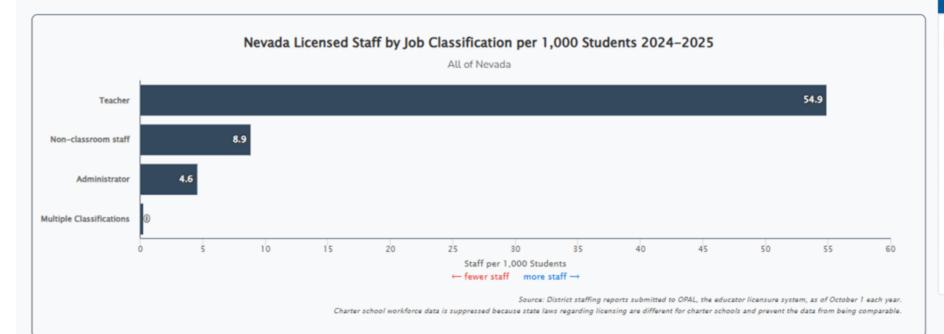
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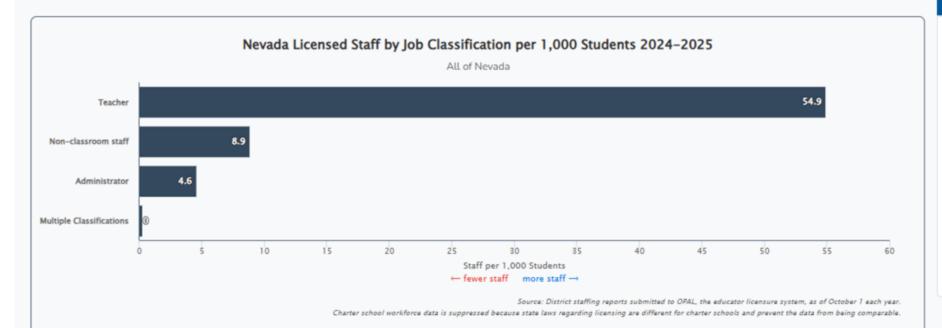
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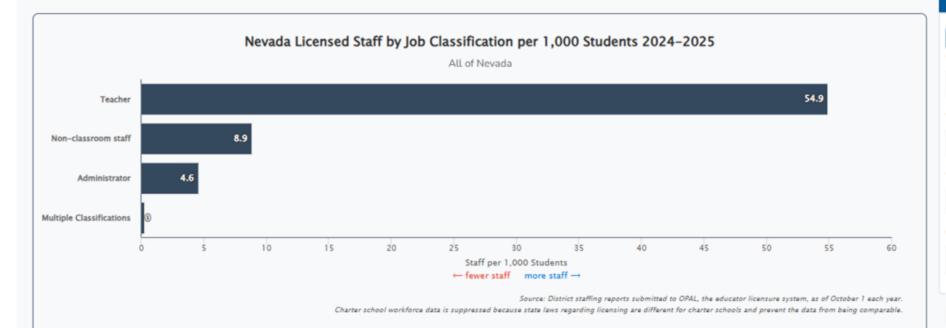
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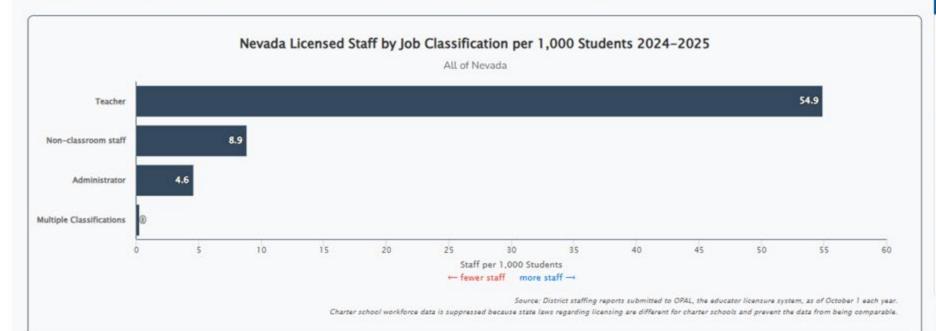
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Overall Count Per 1k Students

Which year?

2024-2025 

Which districts?

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Which school category?

All 

Which schools?

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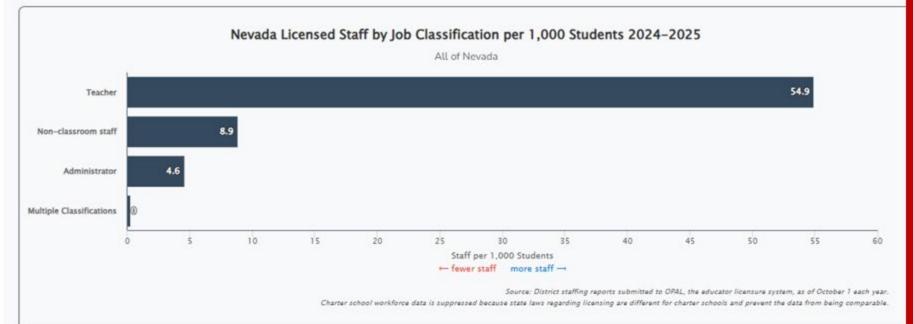
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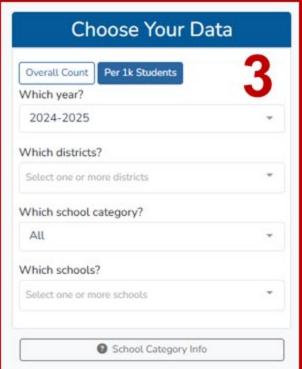
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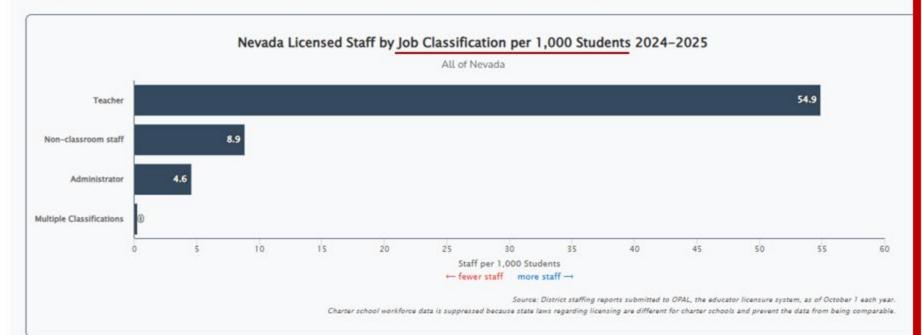
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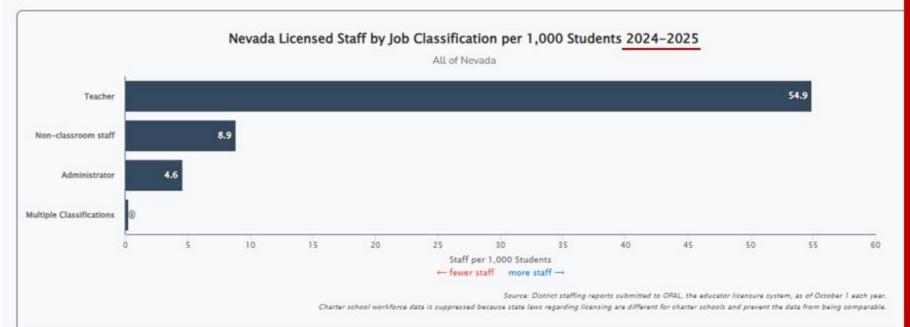
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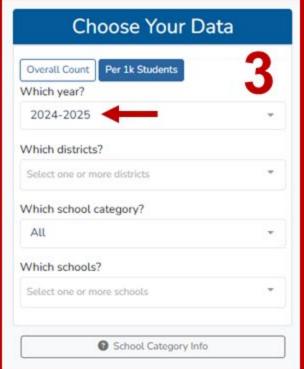
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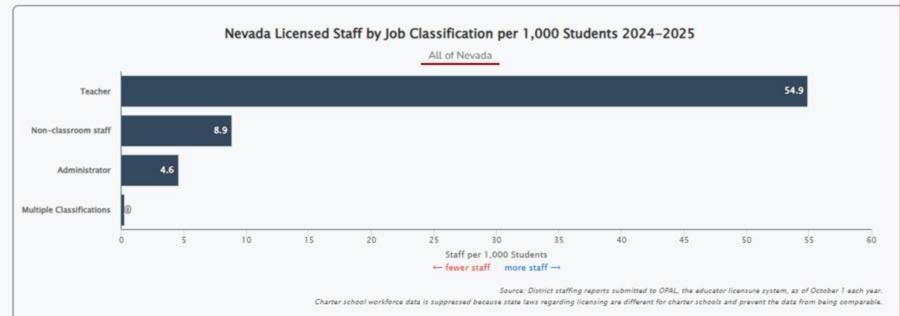
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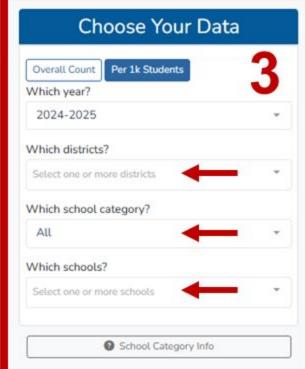
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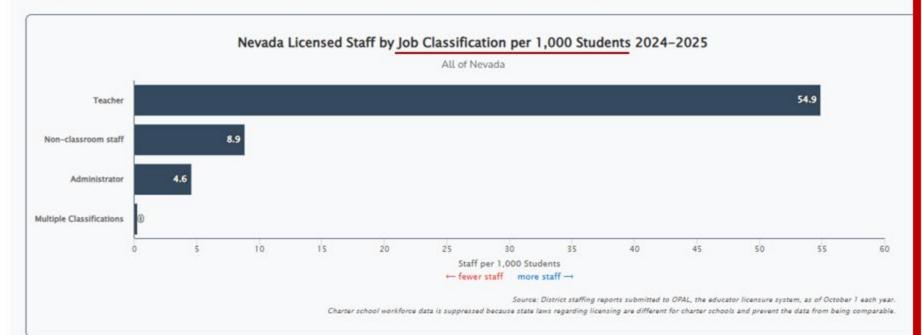
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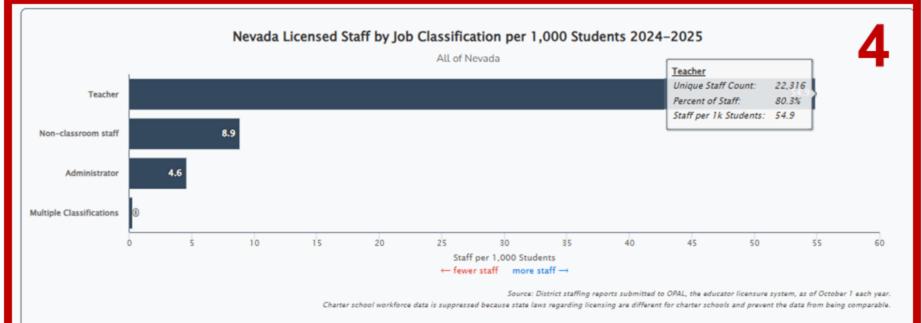
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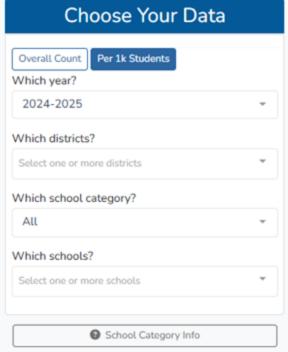
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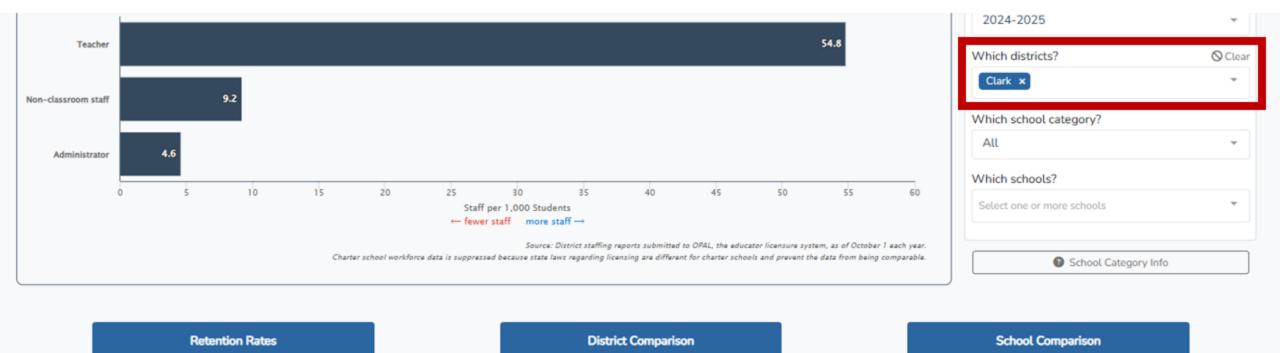
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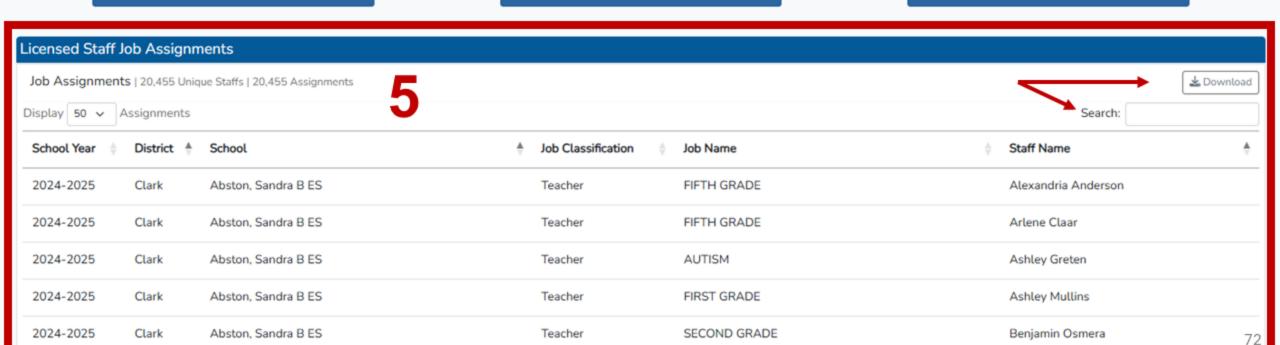


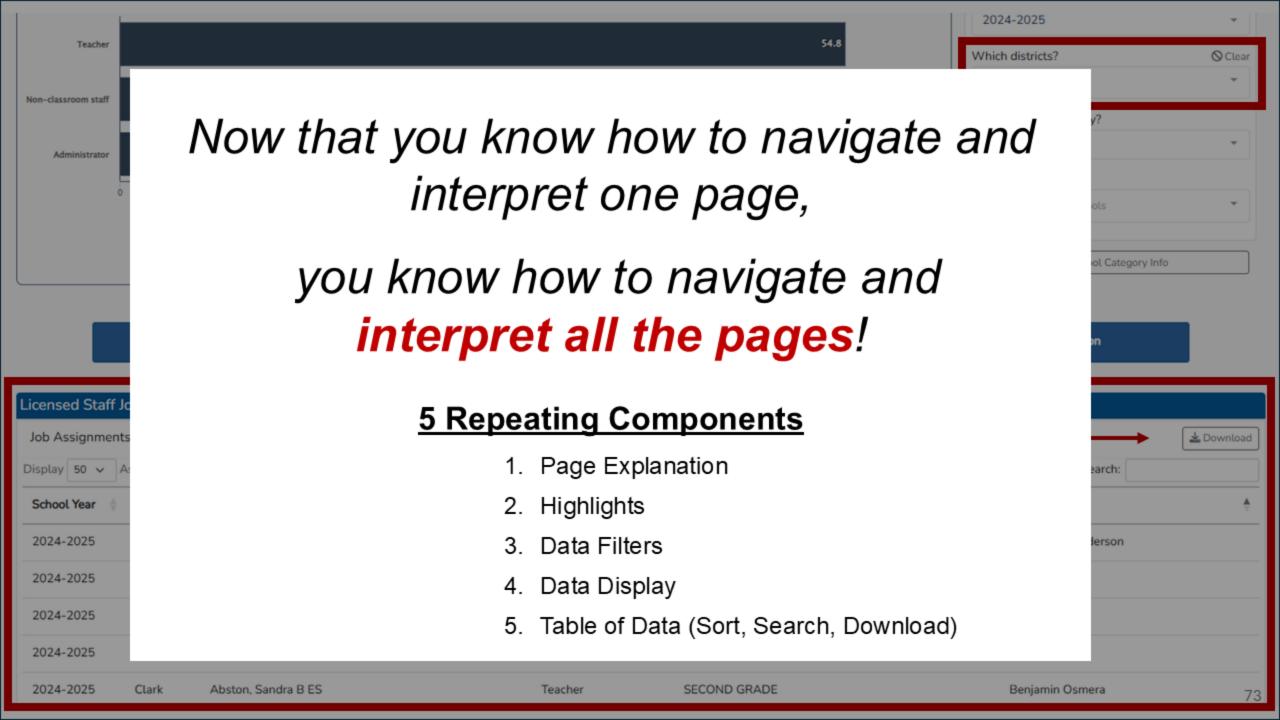


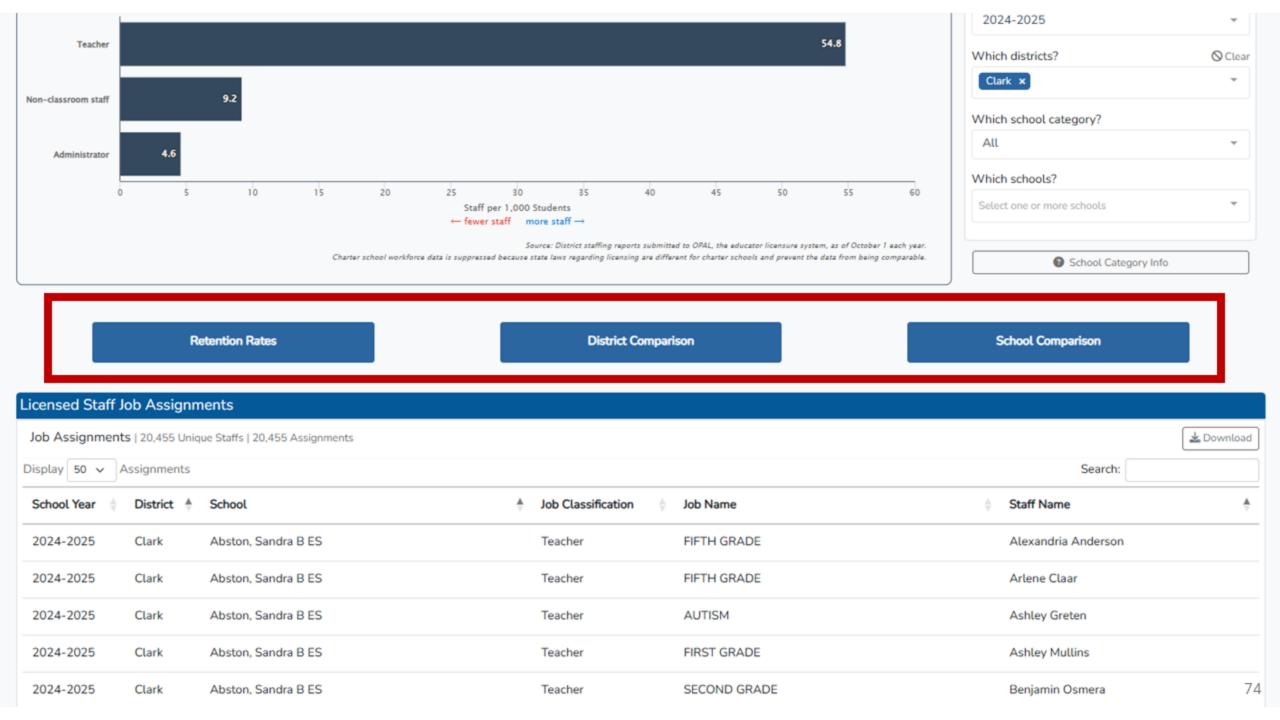
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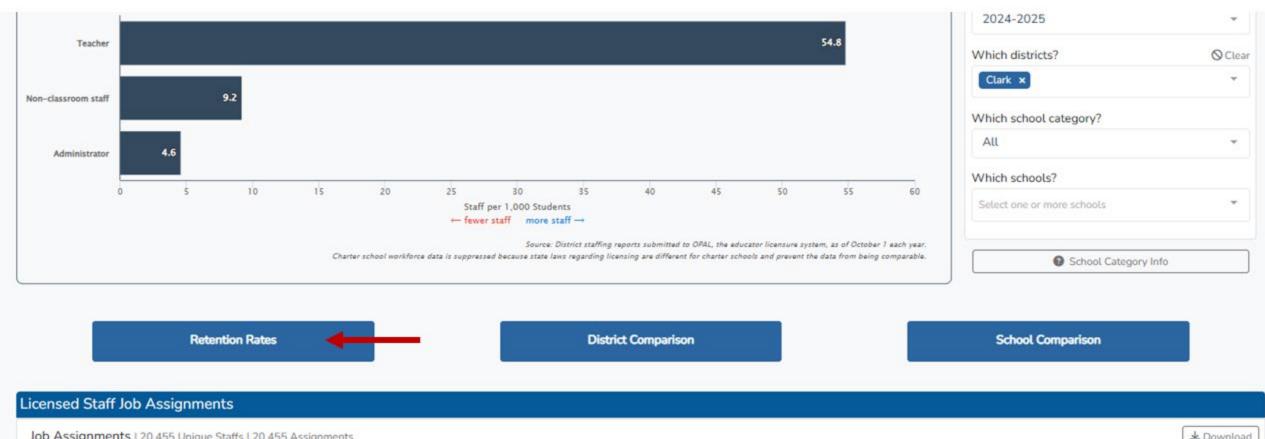


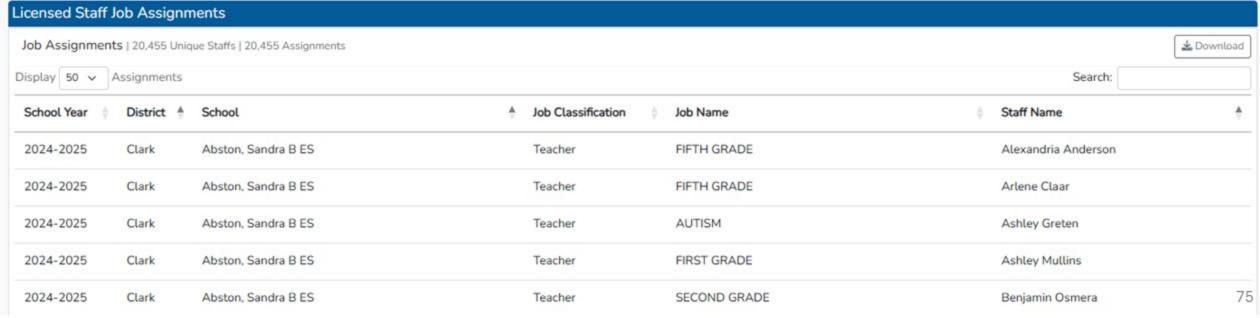












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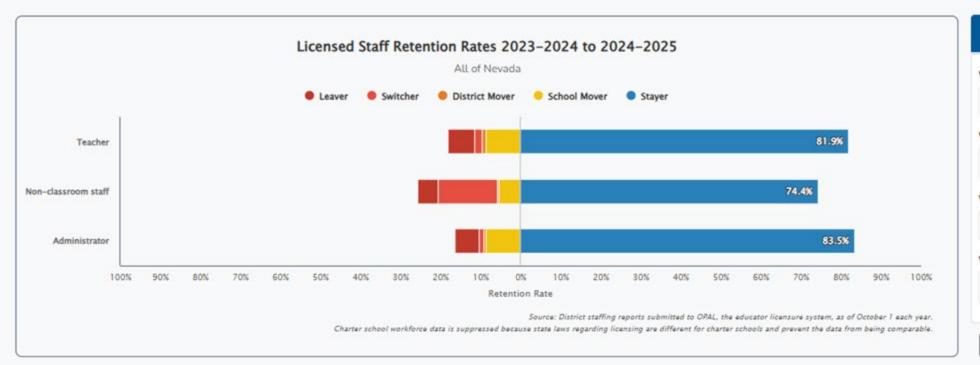
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### Highlights

- 81.9% of all classroom teachers in Nevada in 2023-2024 continued to teach at the same school/location in 2024-2025.
- 83.5% of all administrators in Nevada in 2023-2024 continued to work at the same school/location in 2024-2025.



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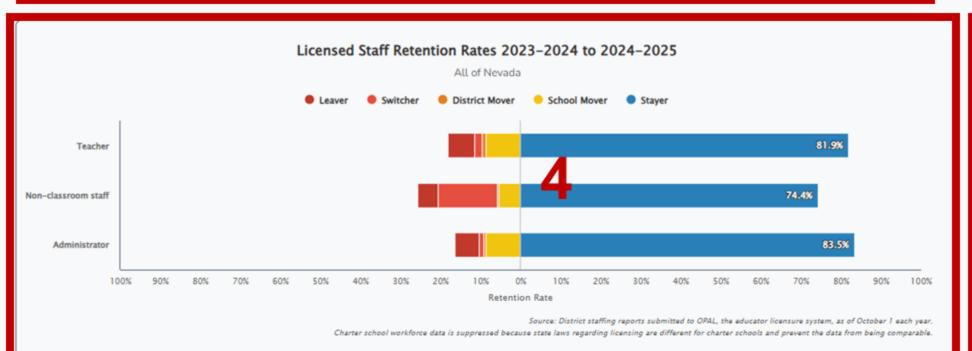
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Which year?					
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Which school category?					
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Which schools?					
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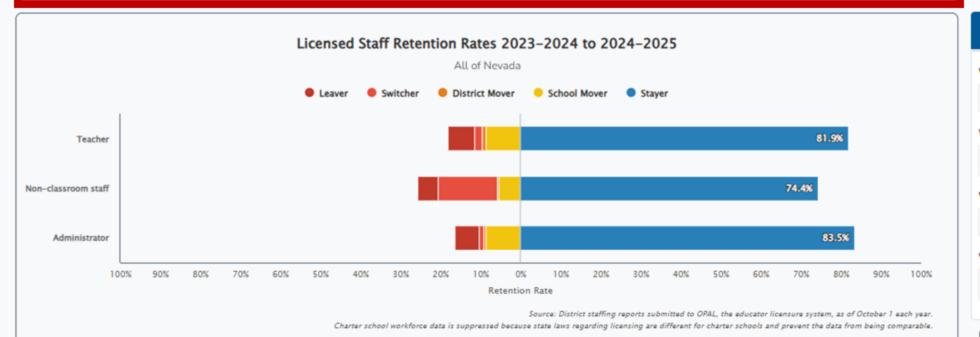
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# Educator

# Q What Y

This page report following school

# Where do these metrics come from?

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### **Teacher Attrition and Mobility**

Results From the 2021-22 Teacher Follow-up Survey to the National Teacher and Principal Survey

> NCES 2024-039 U.S. DEPARTMENT OF EDUCATION

A Publication of the National Center for Education Statistics at IES



Table A-3. Teachers' status by school characteristics: Percentage distribution of public and private school teacher stayers, movers, and leavers, by school type and selected school characteristics in the base year: School year 2021-22

School type and selected school characteristics in 2020-21	Stayers	Movers	Leavers	
All teachers	83.9	7.8	8.4	
All public school teachers	84.1	7.9	7.9	
School classification				
Traditional public	84.3	7.8	7.5	
Charter school	81.1	10.1	8.3	
Community type				
City	81.5	9.4	9.0	
Suburban	85.2	7.3	7.	
Town	85.4	7.1	7.	
Rural	84.8	7.6	7.6	
School level <sup>1</sup>				
Elementary	83.4	8.7	7.5	
Middle	83.6	8.4	8.0	
Secondary/high	86.0	7.0	7.	
Combined/other	82.6	6.0	11.3	
Student enrollment				
Less than 100	70.2	10.8	19.	
100-199	79.2	11.2	9.0	
200-499	83.1	8.0	8.5	
500-749	84.3	7.8	7.5	
750-999	87.1	7.6	5.	
1,000 or more	85.5	7.6	7.0	
Percent of K-12 students who were approved for free or				
reduced-price lunches				
0-34	85.1	6.8	8.	
35-49	85.5	7.7	6.	
50-74	84.3	8.0	7.	
75 or more	82.4	9.0	8.	
Region				
Northeast	87.1	5.0	7.5	
Midwest	86.5	7.2	6.3	
South	82.0	9.8	8.3	
West	82.4	8.2	9.4	

See notes at end of table.



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Because we have more granular data, we break "Movers" out into two categories:

- 1. School Mover (schools within district)
- 2. District Mover (schools across districts)

Percent of K-12 students who were approved for fr	ee or		
reduced-price lunches			
0-34	85.1	6.8	8.1
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See notes at end of table.

Leavers

7.9

7.9

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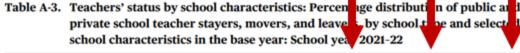


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82.6

70.2

79.2

83.1

84.3 87.1

85.5

11.2

Similarly, for more context, we break "Leavers" out into two categories:

- 1. Leavers (leave education profession in NV)
- 2. Switcher (switch job classifications)

Percent of K-12 students who were approved for free	e or		
reduced-price lunches			
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35-49	85.5	7.7	6.8
50-74	84.3	8.0	7.7
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7.6

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### Q What You'll Find Here!

This page reports the retention status of all licensed staff by job location and job classification from October 1 of one school year to October 1 of the following school year.

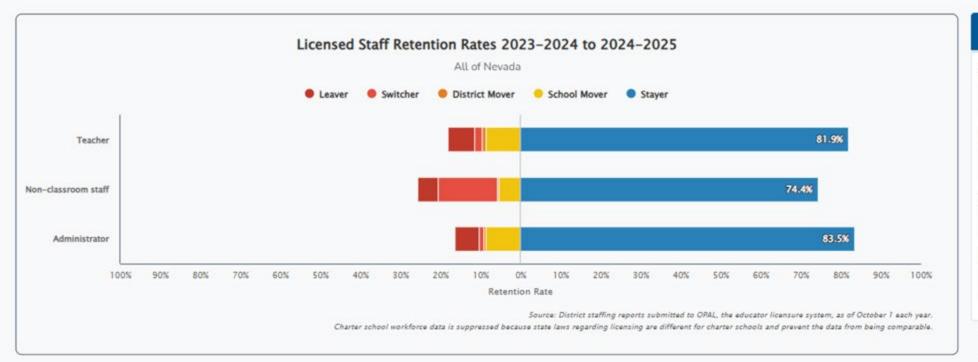
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### Highlights

- 81.9% of all classroom teachers in Nevada in 2023-2024 continued to teach at the same school/location in 2024-2025.
- 83.5% of all administrators in Nevada in 2023-2024 continued to work at the same school/location in 2024-2025.



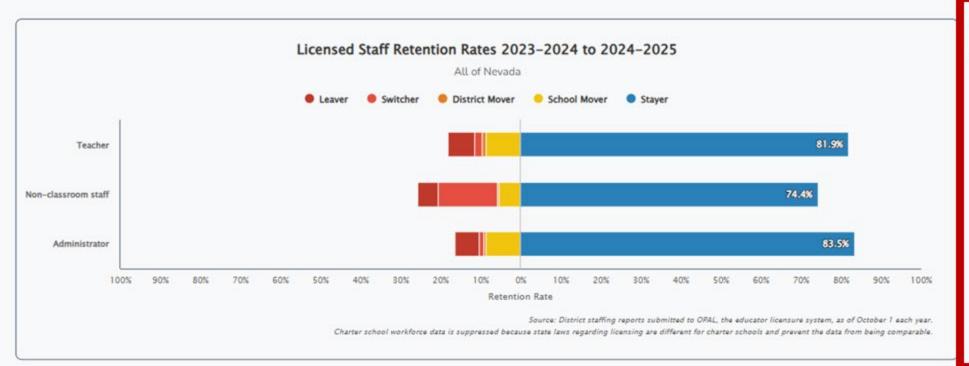
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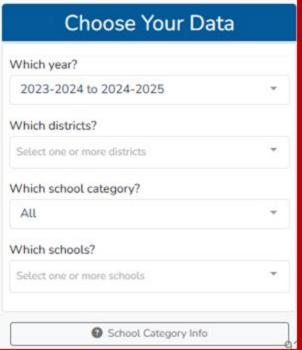
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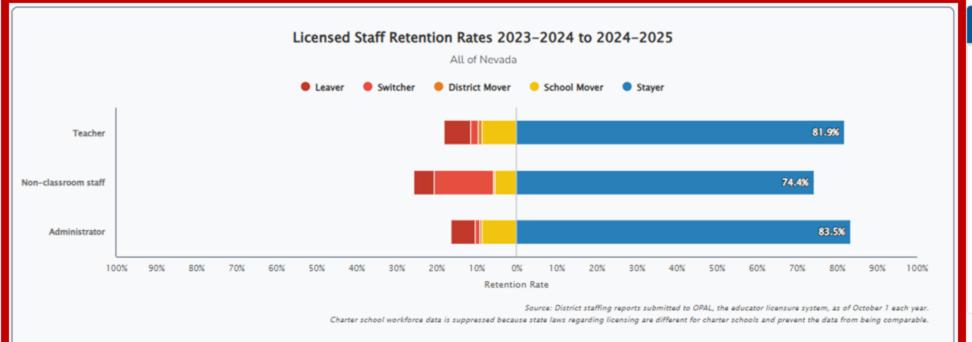
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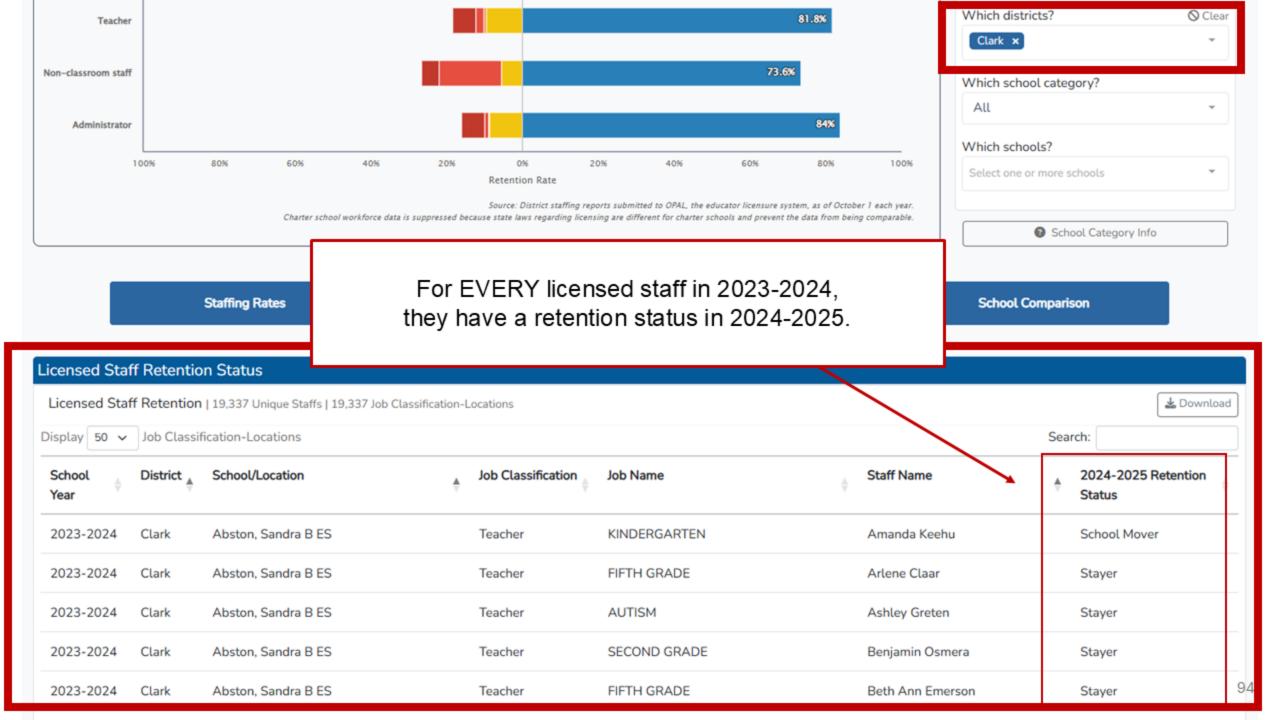


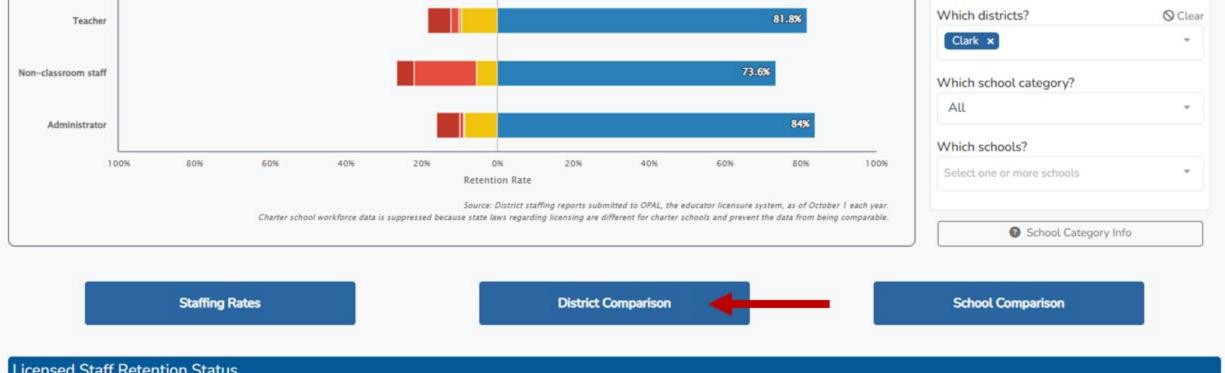
### Highlights

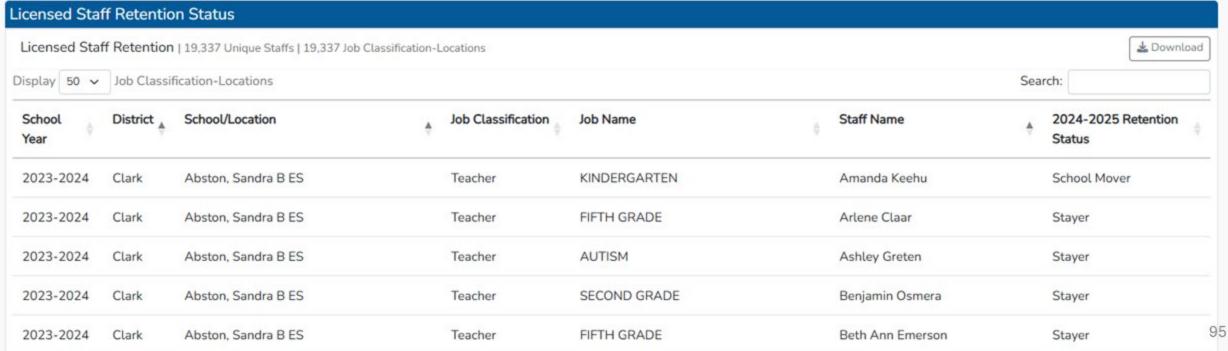
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### Q What You'll Find Here!

This page allows you to compare licensed staffing rates and retention rates across school districts.

Licensed staffing rates are calculated by reporting the number of staff per 1,000 students. You can compare staffing rates across any one of the three job classifications: Teacher, Non-classroom Staff, or Administrator.

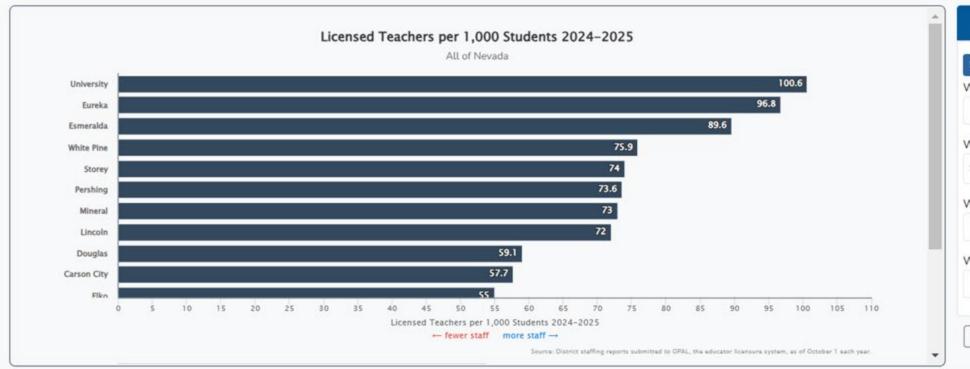
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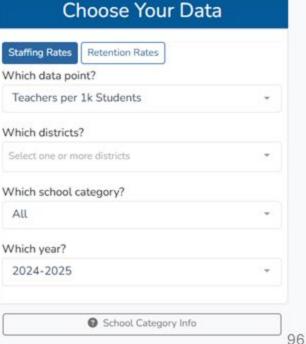
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- Nevada employed 51.2 teachers for every 1,000 students in 2023-2024.
- 14 districts employed more teachers per
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- Nevada employed 4.4 administrators for every 1,000 students.





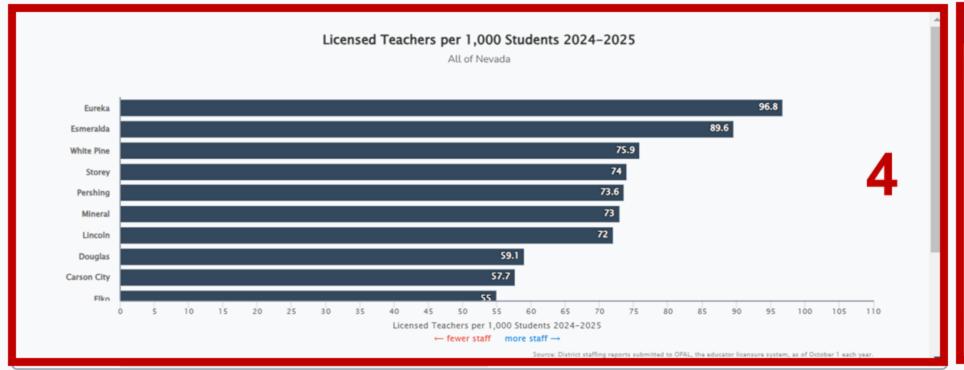
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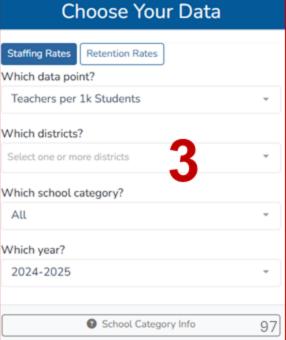
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### Q What You'll Find Here!

Licensed st Non-classr

This page

Retention I school yea Single Entity vs. District Comparison

Instead of looking at the staffing rates for all job classifications at once for a single entity (e.g., whole state, single district, etc.),

We are looking at all districts at once and comparing a single job classification.

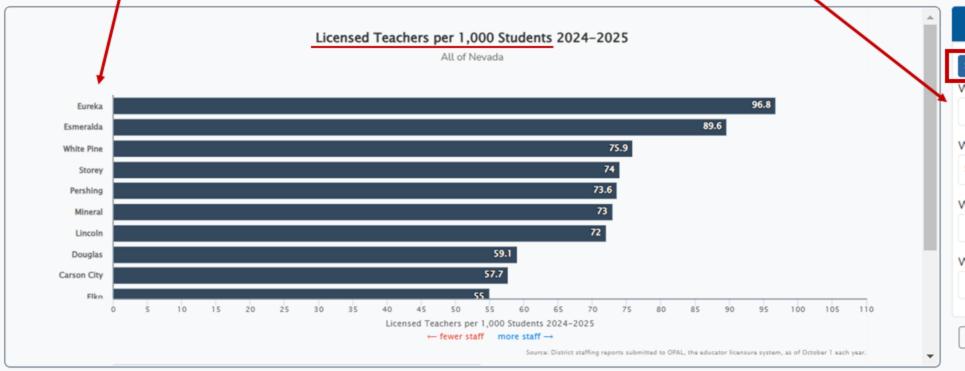
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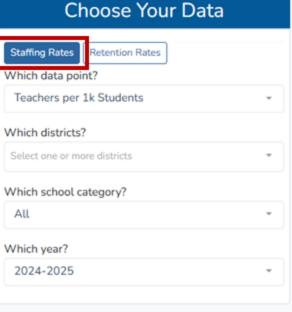
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School Category Info

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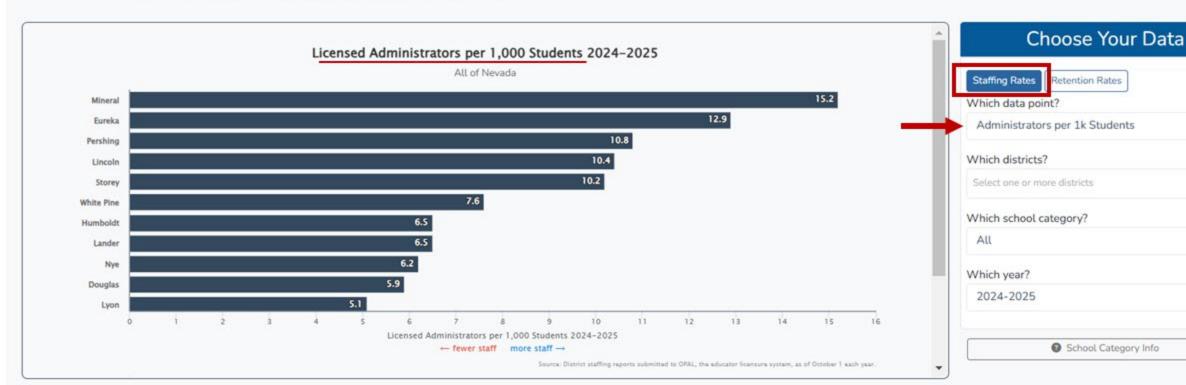
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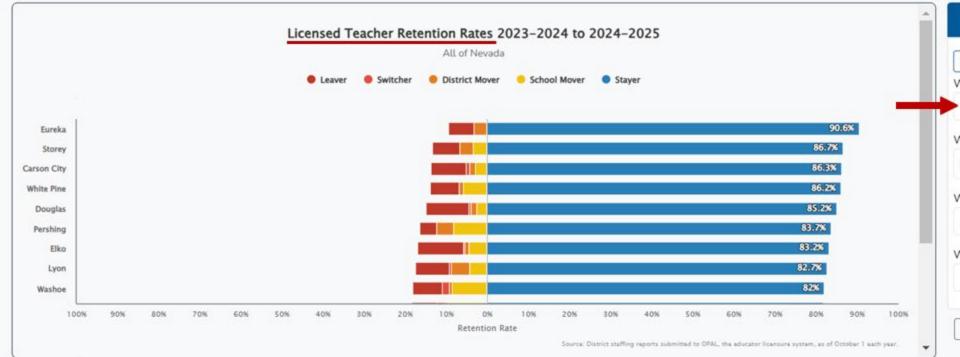
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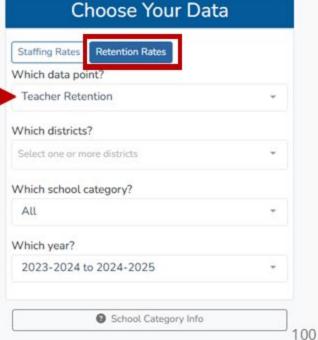
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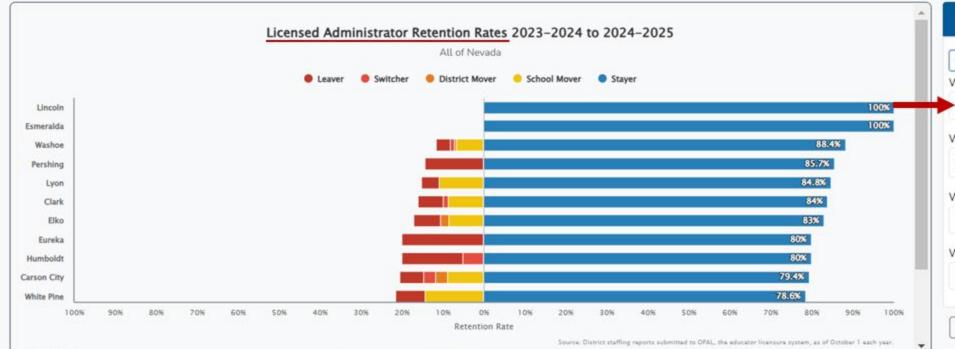
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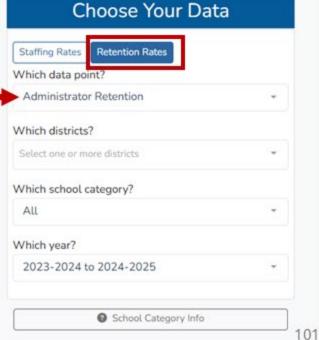
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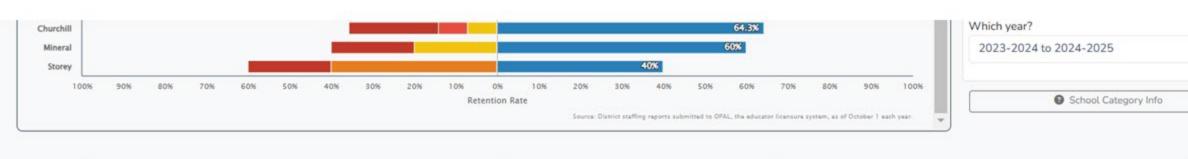
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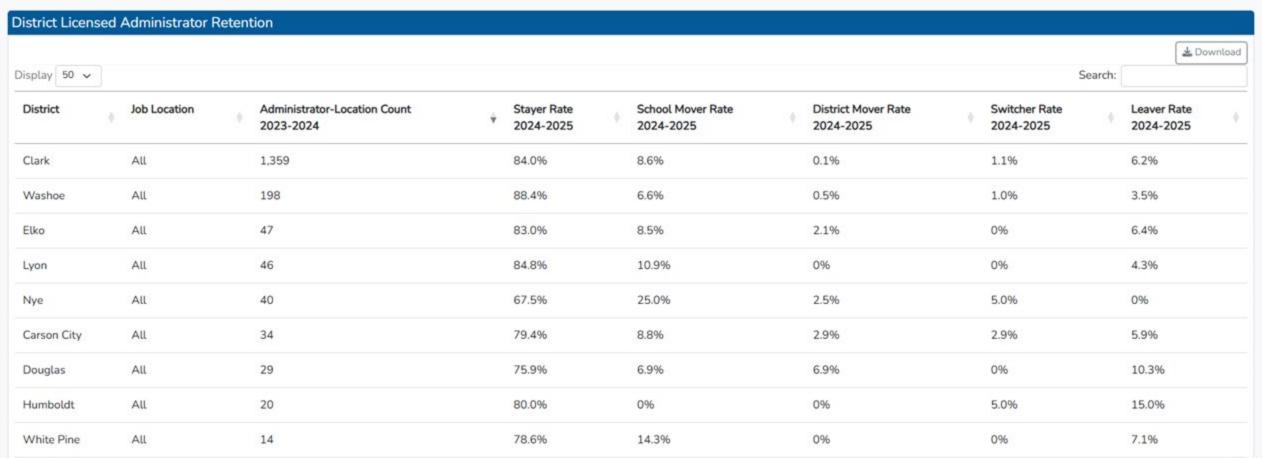
Staffing Rates

Retention Rates

School Comparison

Display 50 V								Search:	ch: Download		
District	Job Location	Administrator-Location Count 2023-2024	÷	Stayer Rate 2024-2025	School Mover Rate 2024-2025	4	District Mover Rate 2024-2025	Switch 2024-	ner Rate 2025	Leaver Rate 2024-2025	0
Clark	All	1,359		84.0%	8.6%		0.1%	1.1%		6.2%	
Washoe	All	198		88.4%	6.6%		0.5%	1.0%		3.5%	
Elko	All	47		83.0%	8.5%		2.1%	0%		6.4%	
Lyon	All	46		84.8%	10.9%		0%	0%		4.3%	
Nye	All	40		67.5%	25.0%		2.5%	5.0%		0%	
Carson City	All	34		79.4%	8.8%		2.9%	2.9%		5.9%	
Douglas	All	29		75.9%	6.9%		6.9%	0%		10.3%	
Humboldt	All	20		80.0%	0%		0%	5.0%		15.0%	
White Pine	All	14		78.6%	14.3%		0%	0%		7.1%	





### Educator Workforce - School Comparison

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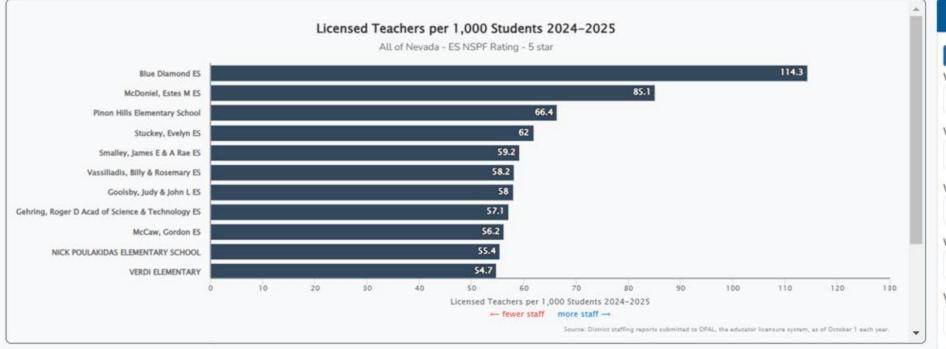
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104

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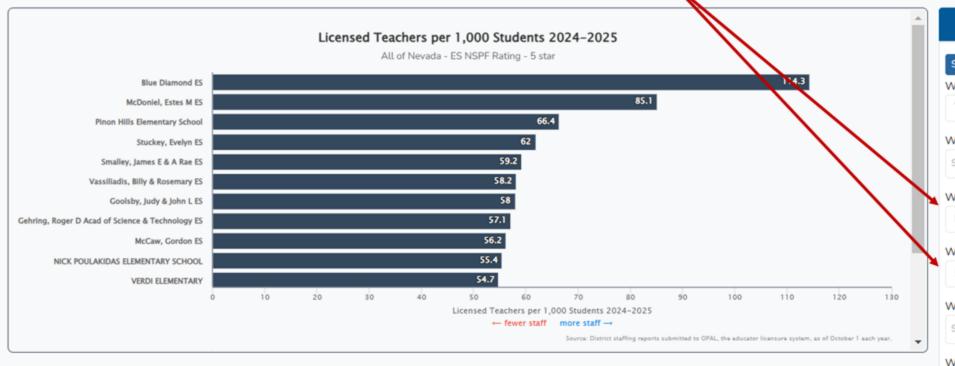
You don't have to compare all schools; you can compare schools of a specific type.

Here we are comparing 5-Star Elementary Schools.



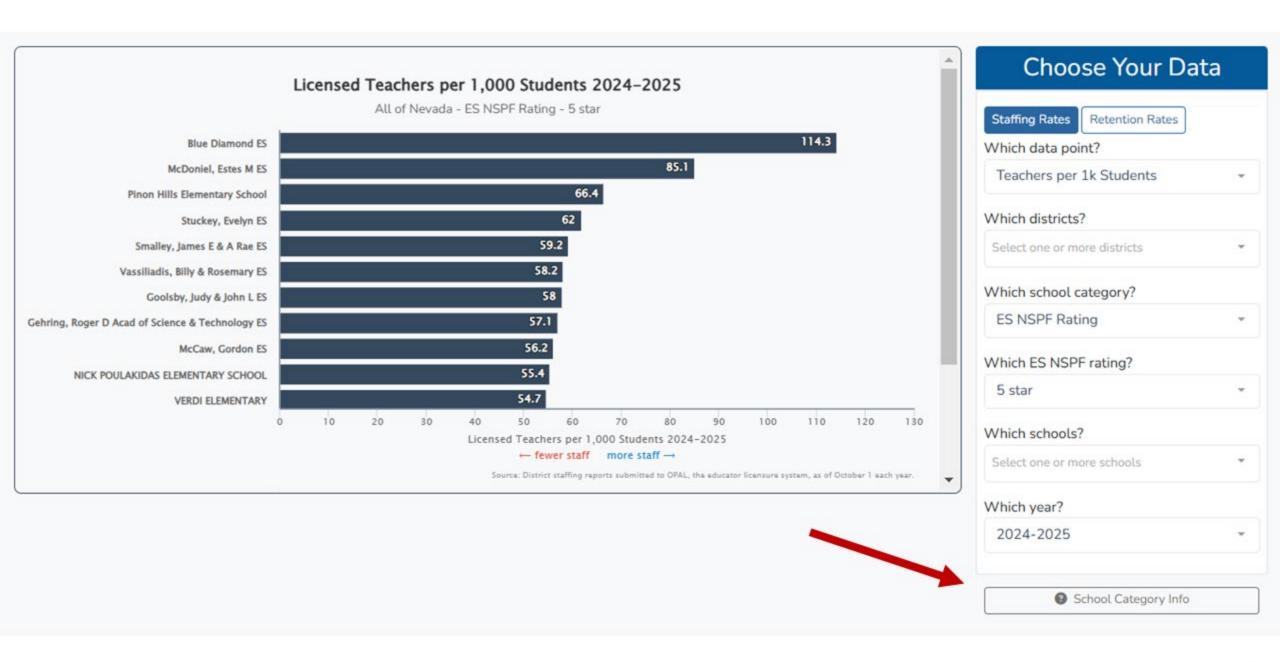
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105





### School Level

School Level refers to the grade levels a school serves. The options for the school level include:

- · Adult Education: Serves students in adult education.
- Elementary School: Serves students in grades PK 5
- · High School: Serves students in grades 6-12
- Middle School: Serves students in grades 6 8
- . Other Combination: Some combination of Elementary, Middle, or High (e.g., K-8, K-12, etc.).
- · Pre K: Serves students in pre-kindergarten
- . N/A: This is not a school location. This may be staff working out of the central office.

### Title I Status

Title I is a federal program that provides supplemental funding to schools that serve a high percentage of students from low-income families. The options for Title I Status include:

- . Title I Yes: This school receives Title I funding.
- . Title I No: This school does not receive Title I funding
- . N/A: This is not a school location.

### Magnet Status

A magnet school is a school that offers a specialized curriculum or educational focus to attract students from a wider geographical area. The options for Magnet Status include:

- · Magnet Yes: This school is a magnet school.
- Magnet No: This school is not a magnet school.
- N/A: This is not a school location.

### Locale

The locale refers to the setting of the school. It relies on standard urban and rural definitions developed by the U.S. Census Bureau. Learn more here. The options include:

- . City: The school is in a city.
- · Rural: The school is in a rural area.
- . Suburb: The school is in a suburb.
- . Town: The school is in a town.
- · N/A: This is not a school location.

### ES / MS / HS NSPF Rating

The Nevada School Performance Framework (NSPF) is Nevada's public-school rating system. Schools can be rated 1 to 5 Stars at the Elementary (ES), Middle (MS), or High School (HS) levels.

The options for each level include:

- . 1 star: This school received a 1-star rating on the NSPF.
- . 2 star: This school received a 2-star rating on the NSPF.
- . 3 star: This school received a 3-star rating on the NSPF.





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#### Welcome

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Jhone Ebert



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# Now let's look at how Class Sizes are reported

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All Staffing Rates

Retention Rates

Q Find a School's Retention Rate

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Q Find a School Q Find a Teacher	Parents can look up their child's school or teacher		
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#### Class Sizes

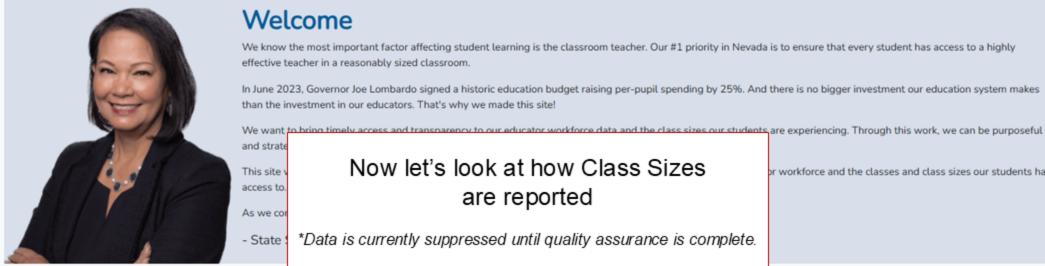
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Class Sizes Research & Data Data Files Q Find a School Business Rule Q Find a Teacher Let's look at the whole state. Elementary Class Sizes Secondary Class Sizes Comparison **District Comparison** School Comparison

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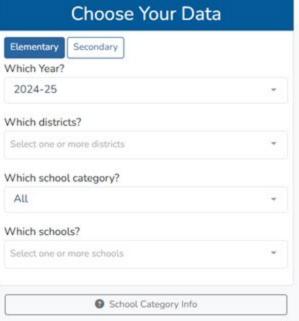
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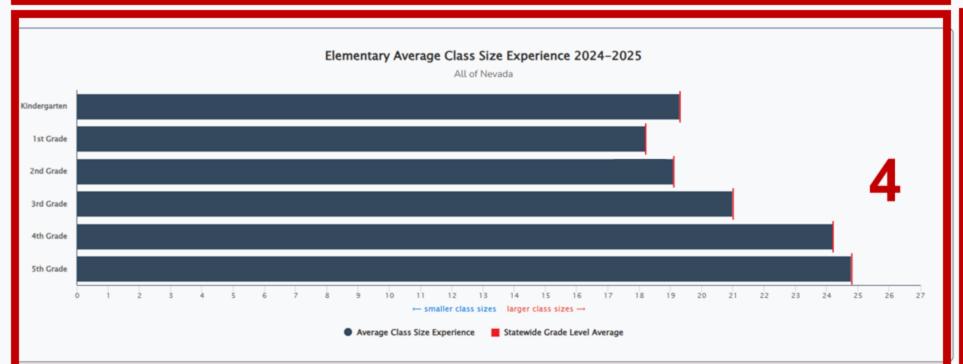
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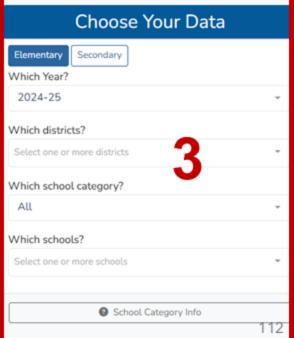
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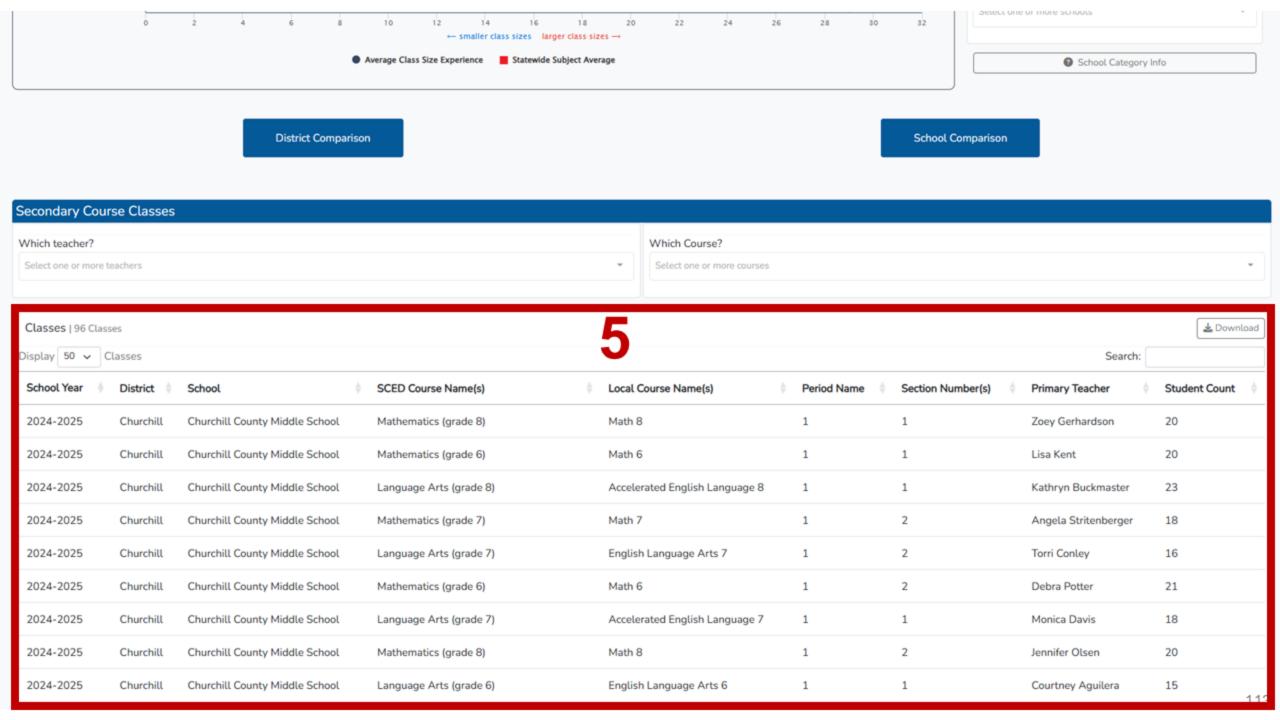
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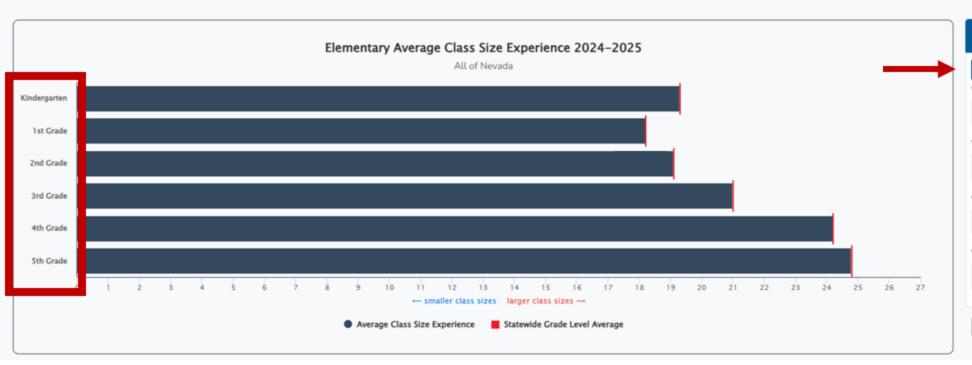
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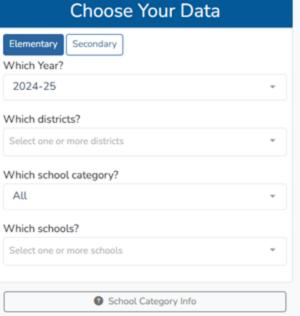
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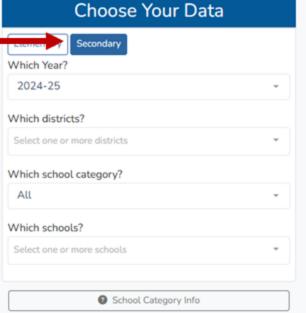
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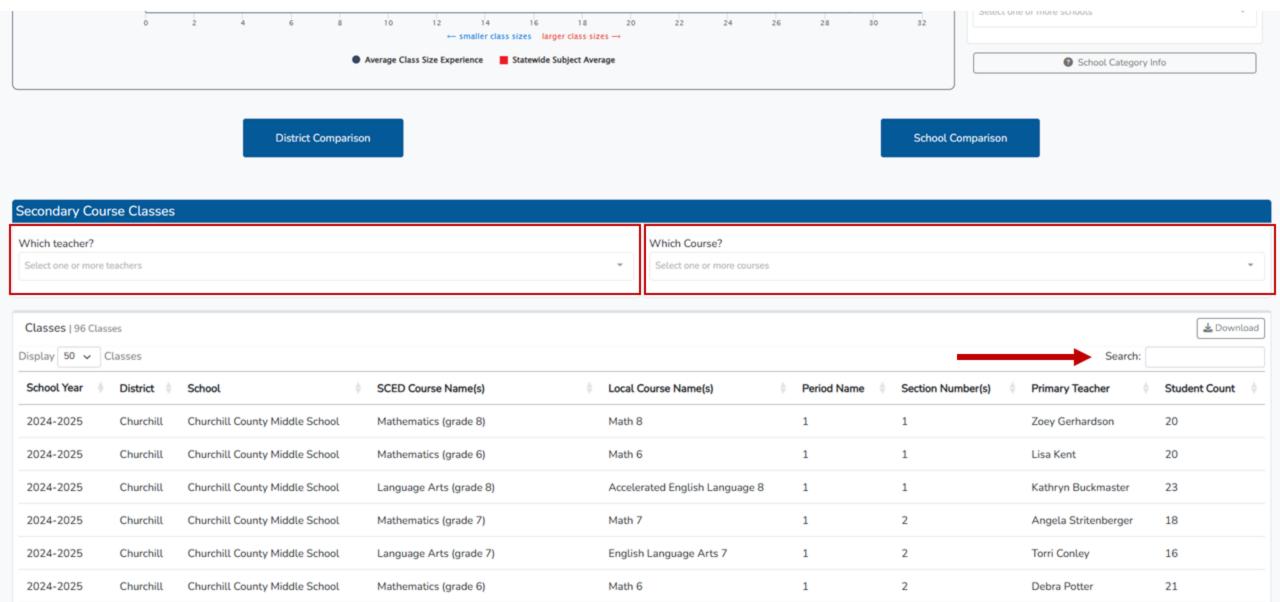
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Accelerated English Language 7

English Language Arts 6

Math 8

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2024-2025

2024-2025

2024-2025

Churchill

Churchill

Churchill

Churchill County Middle School

Churchill County Middle School

Churchill County Middle School

Language Arts (grade 7)

Mathematics (grade 8)

Language Arts (grade 6)

120

18

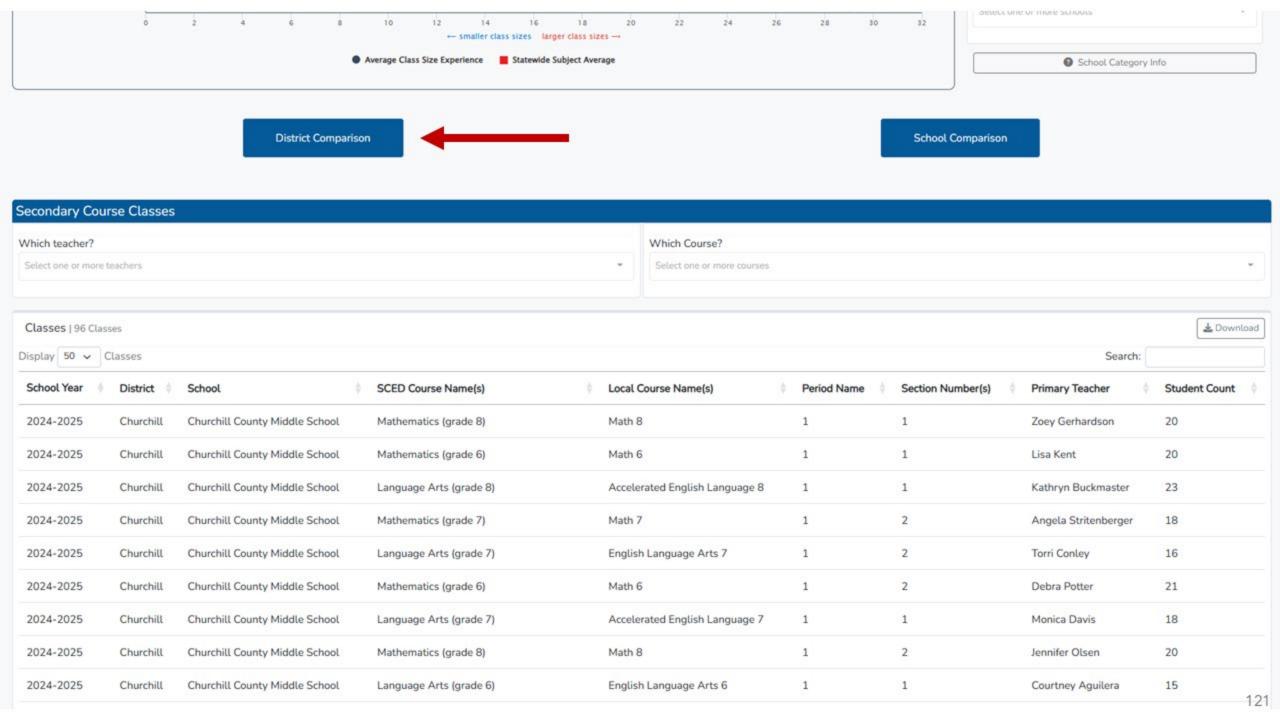
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Monica Davis

Jennifer Olsen

Courtney Aguilera



#### **Class Sizes - District Comparison**



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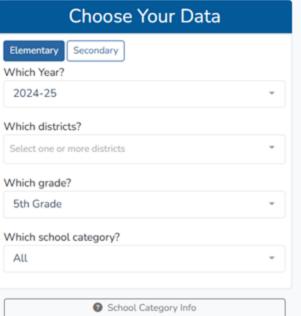
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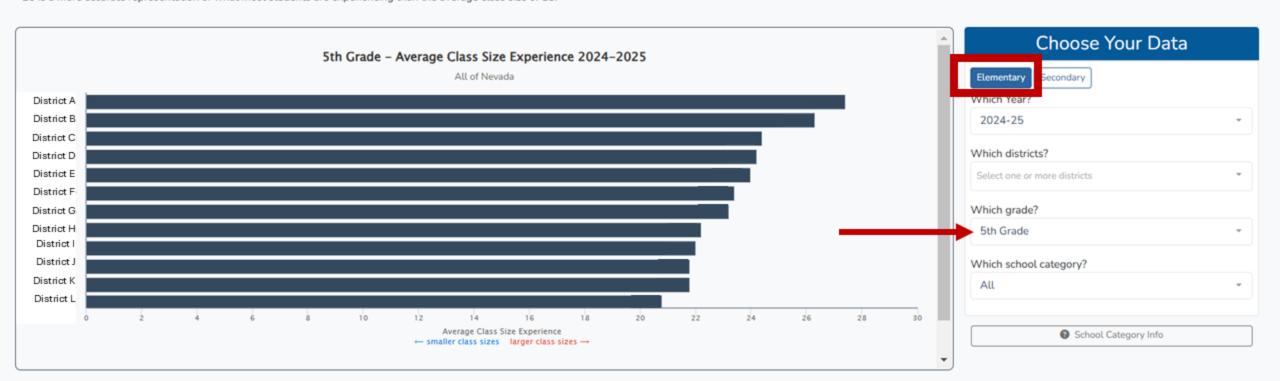
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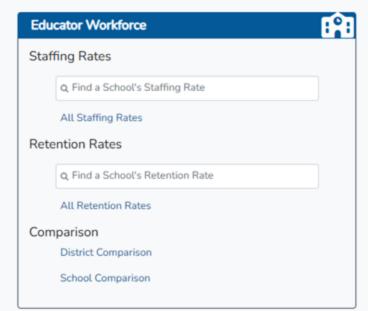
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#### Research and Data - Data Files

#### NEVADA Department of Education

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You can access state, district, and school accountabilty data at: NevadaReportCard.nv.gov

Data File

2023-2024 School Directory

#### File Description

2023-2024 School Directory contains a record for every active public school in Nevada during the 2023-2024 school year. The file contains directory information about the schools and various designations used throughout this site for data aggregation purposes such as Title I status, school star rating, school type, grade levels served, and more.

The school's state code can be used to tie the school to student demographic and outcome data that can be found at: NevadaReportCard.nv.gov

#### 2023-2024 School Directory 🚣 Download Display 50 v Search: District End District District School School School ACT School School School Grade Total Charter Title I Magnet Locale Elementary Middle NCES Name StateID ID NCES Code Level Enrollment Status Status School StateID Name Type Span Status Description School Year NSPF Star Code Code NSPF Rating Star Rating 2024 2 3200060 Clark 2197 122 658 Govnes, Regular Elementary PK - 5 680 Ν Ν N Suburb -3 County Theron H & School Large Naomi D ES 2024 17 3200510 White Pine 17101 683 720 Lund Regular Elementary KG - 5 53 Ν Ν N Rural -2 County School Remote Elementary School District 2024 12 3200360 12301 666 412 Middle 6 - 8 1056 Ν Ν Rural -2 Nye Rosemary Regular Clarke School Fringe Middle School

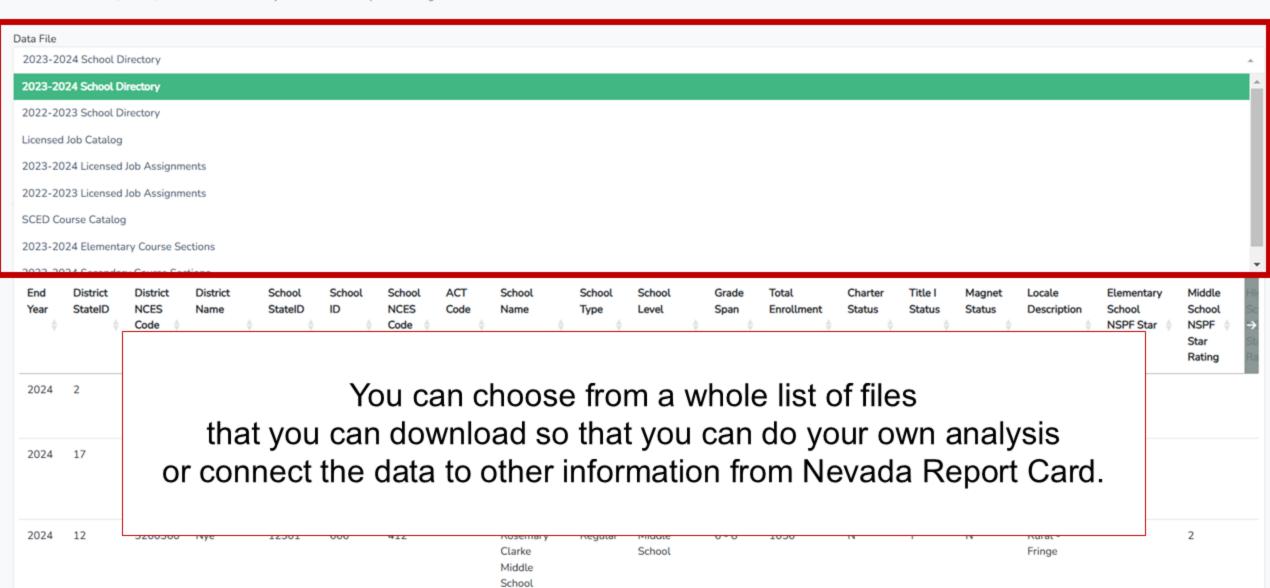
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# Next Steps



# Next Steps

## Tentative Go Live: End of January 2025

What still needs to happen between now and then?



# Next Steps

- Continue & complete Class Size data quality assurance with districts and charter schools
- Support district and charter leadership with the awareness and understanding
- Build awareness with other critical partners such as NSHE institutions
- Go live!





Nevada saw years of struggle with teacher vacancies, pipeline shortages, and growing class sizes.





The Department worked to clearly define the problem, build awareness and coalitions, and set out a path to overcome barriers.

"For a long time, we have known that Nevada's class sizes are too big and that we have far too many teacher vacancies. This analysis provides a critical look at the obstacles to reaching our goal of all students having equitable access to effective educators and puts a price tag on what it would cost to get us there."

State Superintendent Jhone Ebert



The Governor and Legislature made historic investments in Nevada education with the explicit intent to improve the teacher workforce.





As a result of the investment, Nevada has seen significant improvements to the teacher workforce.

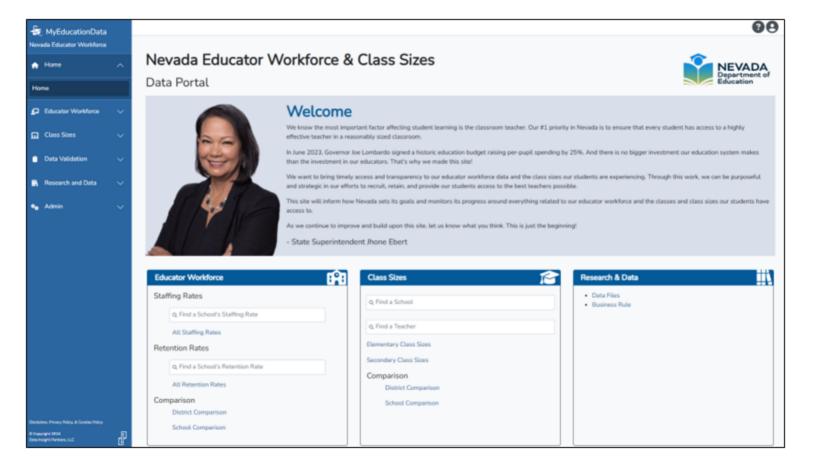
# Nevada's Improving Teacher Workforce

- Teacher attrition rates improved by 30%
- Teacher retention improved across elementary, middle, and high school
- The count of classroom teachers is up +1,200 statewide
- There is a licensed staff member for every 15.7 students



Static reports are <u>not</u> enough.

Soon EVERYONE will have access to all the data to engage, advocate, and support Nevada's educator workforce and our students' class sizes.







# Nevada Educator Workforce & Class Sizes – Data Portal

