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GUIDANCE MEMORANDUM 25-08

TO: All Local Education Agencies

FROM: Dr. Steve Canavero, Interim Superintendent of Public Instruction

DATE: September 15, 2025

SUBJECT: Updates Regarding Nevada Educator Surveys

A handwritten signature in black ink, appearing to read "Steve Canavero".

BACKGROUND

The 83rd (2025) Session of the Nevada Legislature concluded on June 2, 2025; this memorandum serves to inform local education agencies (LEAs) of changes made by Senate Bill (SB) 81, regarding the Nevada Educator Surveys.

OVERVIEW OF CHANGES REGARDING NEVADA EDUCATOR SURVEYS

The 80th (2019) Session created the Nevada State Teacher Recruitment and Retention Advisory Task Force, charged with evaluating the challenges in attracting and retaining teachers throughout the state and making recommendations to address these challenges. During the 82nd (2023) Session, this task force was expanded to include Education Support Professionals. Recommendations stemming from this Task Force include the [Teacher Exit/Transfer Survey](#), launched SY23-24, and the [School Staff Working Conditions Survey](#), launched in SY24-25. In addition to these surveys and as part of the Nevada School Climate/Social Emotional Learning Survey initiative, the [Staff School Climate Survey](#) was launched in SY20-21.

Each of these surveys are confidential and administered by an independent third-party research institution – the American Institutes for Research (AIR). AIR is tasked with administering the required staff surveys, conducting comprehensive analyses of the resulting data, and developing both reports and interactive data tools. These resources are designed to provide meaningful, actionable insights for administrators, school leaders, and policymakers. By standardizing the collection and analysis of staff feedback across the state, the data will help identify trends and underlying issues that impact staff recruitment and retention. In turn, this information will enable school leaders to respond more effectively to the needs of their staff, as well as district and state leaders in making data-based decisions around resource allocation and policy development. These surveys are provided at no cost to the LEA.

SB81 states that LEAs shall begin to use the results of the statewide educator surveys, effective July 1, 2025, as a tool to assess and improve two key areas: strategies for staff retention and the overall school climate and working conditions within their schools, supporting both educator well-being and student success. Each school principal is responsible for working collaboratively with school employees to review and incorporate the results of these surveys into their annual school improvement plan. This review process should evaluate the effectiveness of current efforts to improve school climate and working conditions. Schools should revise plans

as necessary to improve the learning environment and promote academic achievement for all students. The data collected from these surveys may not be used to formally evaluate LEAs or school personnel; the results are intended to be used constructively for improvement purposes, not for accountability or performance reviews.

The Department has developed supplemental tools and guidance through a digital resource bank (the [Educator Survey Resource Bank](#)) to support data interpretation and help schools translate findings into actionable improvements that enhance working conditions, promote retention, and strengthen overall school performance. If a school has a greater than 85% participation rate in the educator surveys, they will be recognized by a designated indicator on the Nevada Report Card. This indicator signals their commitment to support ongoing efforts to enhance school climate, improve staff working conditions, and ultimately increase educator retention.

Teacher Exit/Transfer Survey

The Teacher Exit/Transfer Survey is intended for educators leaving their positions, whether due to retirement, transfer, resignation, or other reasons, and is designed to understand the reasons contributing to their departure and what factors, if any, may have encouraged them to stay. This survey occurs on an ongoing basis throughout the year. In 2026, the survey will be expanded to include all school staff, becoming the School Staff Exit/Transfer Survey.

Each LEA must designate a liaison from its Human Resources (HR) department for the survey initiative. AIR will collaborate with each HR liaison regarding survey processes and the secure transmission of contact information for school personnel who voluntarily or involuntarily end employment at a school for any reason, including transfers. AIR will reach out directly to each departing employee via email inviting them to participate in the survey. Following completion of the survey, AIR will request follow-up interviews with any staff that expressed interest; AIR offers a small incentive upon completion of the interview. While educator participation is optional, SB81 requires that all LEAs provide access to this service for their employees.

School Staff Working Conditions Survey

The School Staff Working Conditions Survey works to assess the tangible and practical aspects of the work duties and working environment experienced by school staff. This survey is collected in each even-numbered year, currently scheduled to next occur in Fall of 2026. Each LEA must designate a liaison for the survey initiative. Please note that this survey does not require the liaison to have HR experience. The designated liaison shall:

- Disseminate survey-related communications to schools within their district and/or charter organization
- Collaborate with their IT department to whitelist all pertinent survey URLs and email addresses
- Distribute survey information, access links, and supporting materials
- Serve as interlocutor for schools to address inquiries regarding survey administration
- Maintain and communicate survey participate rates
- Disseminate survey results once available

Staff School Climate Survey

The Staff School Climate Survey is designed to measure the overall atmosphere, culture, and perceptions within each school as perceived by school staff. This survey is collected in each odd-numbered year, currently scheduled to occur in Fall of 2025. Each LEA must designate a liaison for the survey initiative. Please note that this survey does not require the liaison to have HR experience. The designated liaison shall:

- Disseminate survey-related communications to schools within their district and/or charter organization
- Collaborate with their IT department to whitelist all pertinent survey URLs and email addresses
- Distribute survey information, access links, and supporting materials
- Serve as interlocutor for schools to address inquiries regarding survey administration
- Maintain and communicate survey participate rates
- Disseminate survey results once available

IMPLEMENTATION TIMELINE AND NEXT STEPS

Every school district and charter school must designate liaisons for each of the (3) surveys, to include at least one liaison from their HR Department. LEAs must submit the contact information for each survey liaison to AIR via neducatorsurvey@air.org no later than **October 1, 2025**.

If your LEA is interested in engaging with a working group to develop the participation indicator for the Nevada Report Card, please submit your interest via the [Request for Engagement](#) form by September 26, 2025, selecting “Educator Survey Indicator”.

<i>Approximate Date</i>	<i>Survey</i>
<i>Fall 2025</i>	Staff School Climate Survey
<i>Spring 2026</i>	School Staff Exit / Transfer Survey Expansion (Ongoing)
<i>Fall 2026</i>	School Staff Working Conditions Survey
<i>Fall 2027</i>	Staff School Climate Survey
<i>Fall 2028</i>	School Staff Working Conditions Survey

CONCLUSION

If you have any questions regarding the Exit/Transfer Survey or the Working Conditions Survey, please reach out to KellyLynn Charles at kcharles@doe.nv.gov. If you have any questions regarding the Staff School Climate Survey, please reach out to Lexi Kovalovich at lexi.kovalovich@doe.nv.gov.

cc: Christy McGill, Deputy Superintendent, Educator Effectiveness and Family Engagement Division
Jeff Briske, Director, Office of Educator Development, Licensure, and Family Engagement
LaNesha Battle, Director, Office for a Safe and Respectful Learning Environment

Attachment(s): Nevada Statewide Educator Surveys Data Review Framework