



**DATA INSIGHT**  
PARTNERS

# The Nevada Teacher Workforce

*What We Know, Don't Know, & Need to Know*



## What We Know

*The most important factor affecting student learning is the classroom teacher.*

# Overview

- Highlights from the Nevada Class Size Report
- Current Trends in the Teacher Workforce
- The Work Ahead

# Class Size Report



## Nevada Class Sizes A Comprehensive Review

 DATA INSIGHT  
PARTNERS

 @DataInsightPart

 DATA INSIGHT  
PARTNERS



# Class Sizes

## Recommended Class Sizes in Nevada

Grades 1<sup>st</sup> - 3<sup>rd</sup> = **15**

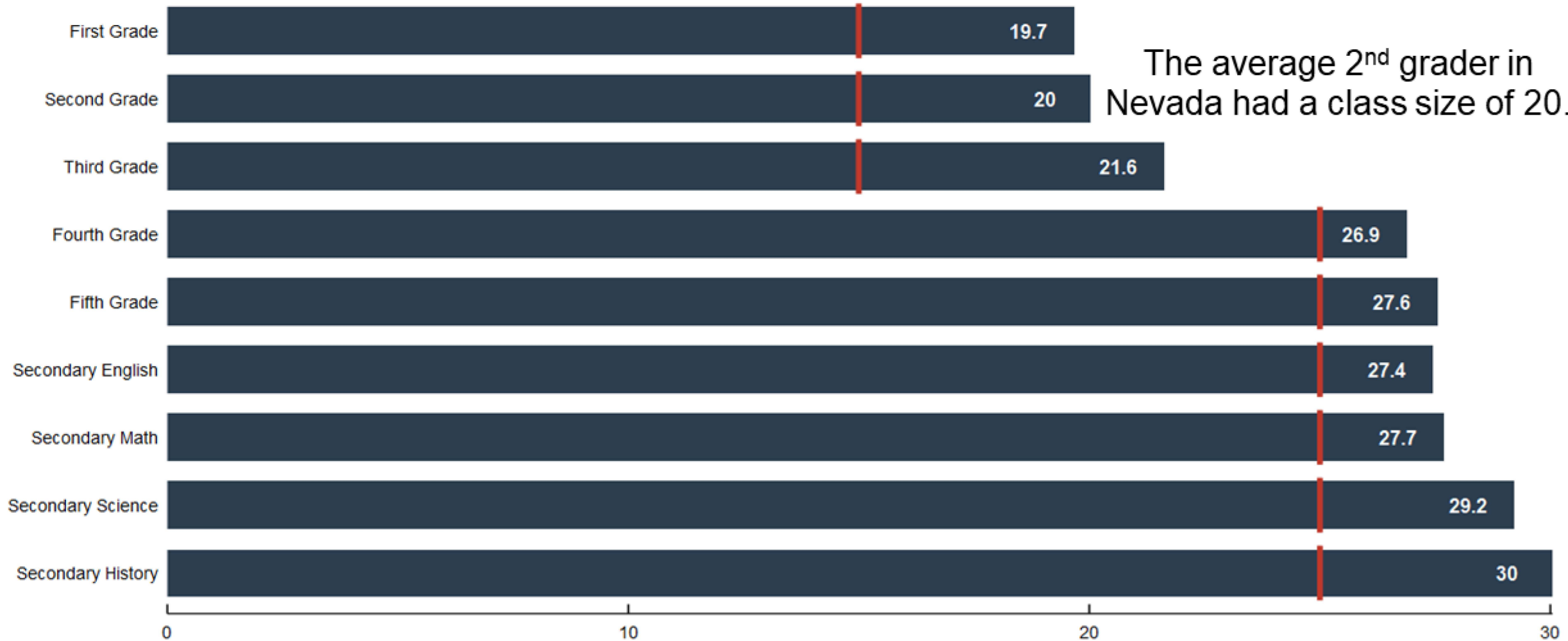
Grades 4<sup>th</sup> - 12<sup>th</sup> = **25**

In 2018, the State Board of Education passed a non-binding suggested ratio of pupil per licensed teacher for each classroom and course of instruction, except choir, orchestra, and band.

**How does this compare to actual class sizes experienced by students?**

# Average Class Sizes Experienced by Nevada Students

## 2019-2020

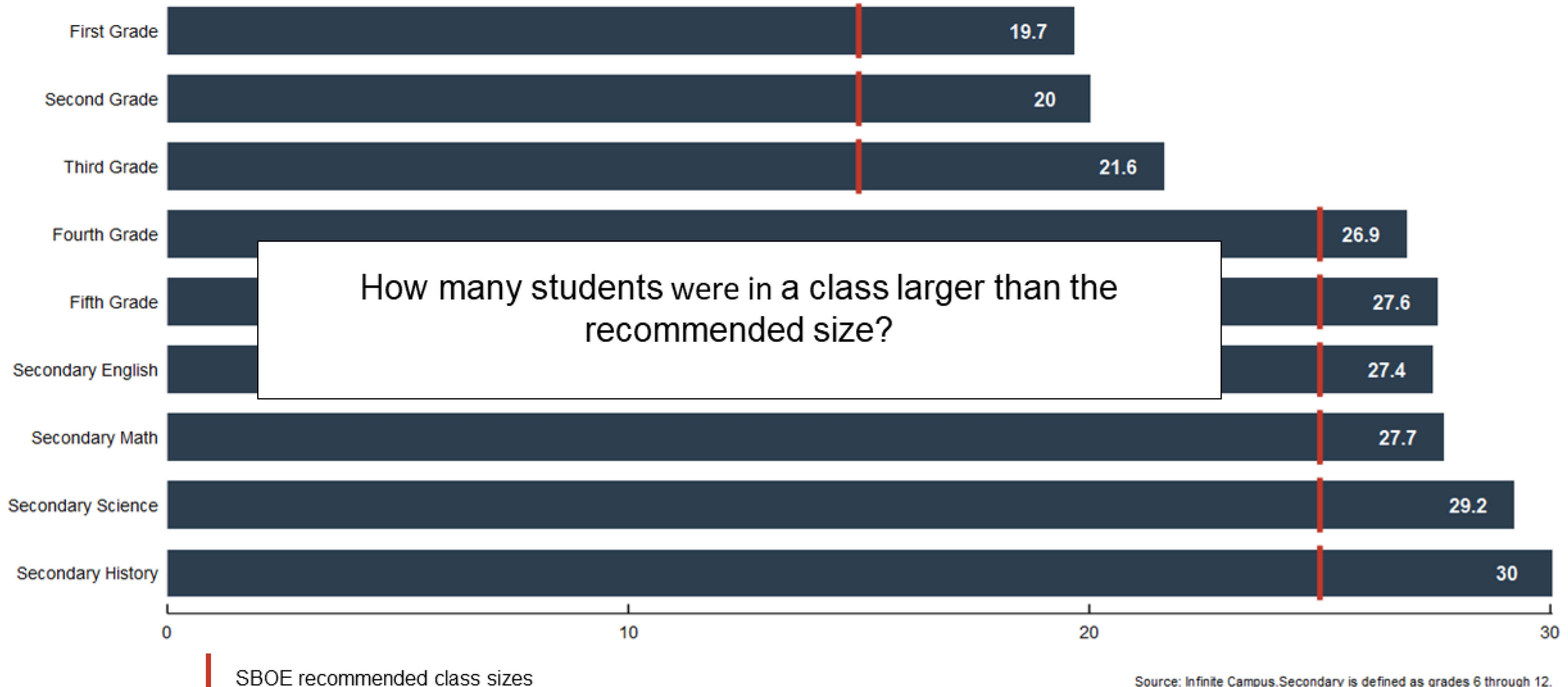


The average 2<sup>nd</sup> grader in Nevada had a class size of 20.

 SBOE recommended class sizes

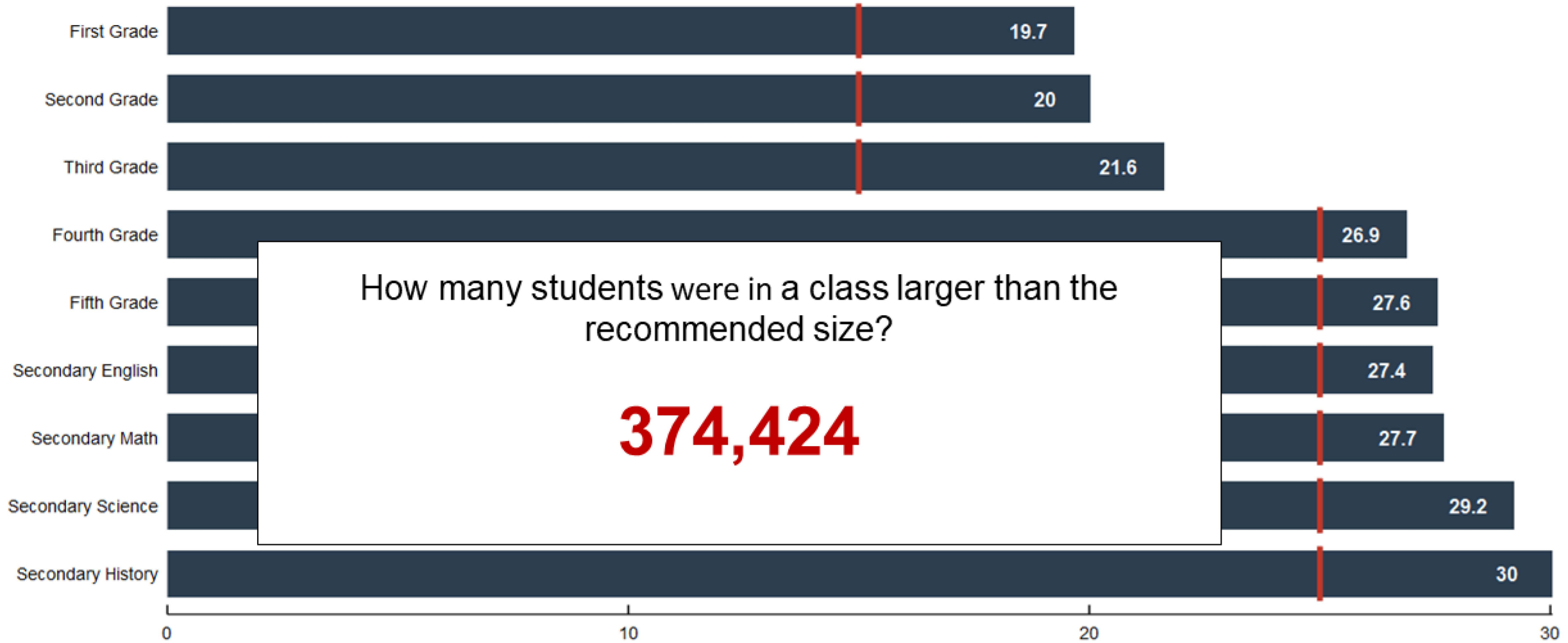
Source: Infinite Campus. Secondary is defined as grades 6 through 12.  
Analysis based on students enrolled on October 1, 2019 and enrolled in the school for a total of at least one week.  
Section enrollments of 50 or greater excluded from elementary analysis and 70 or greater from secondary analysis. There were 430,807 students included in this analysis.

# Average Class Sizes Experienced by Nevada Students 2019-2020



Source: Infinite Campus. Secondary is defined as grades 6 through 12.  
Analysis based on students enrolled on October 1, 2019 and enrolled in the school for a total of at least one week.  
Section enrollments of 50 or greater excluded from elementary analysis and 70 or greater from secondary analysis. There were 430,807 students included in this analysis.

# Average Class Sizes Experienced by Nevada Students 2019-2020



 SBOE recommended class sizes

Source: Infinite Campus. Secondary is defined as grades 6 through 12.  
Analysis based on students enrolled on October 1, 2019 and enrolled in the school for a total of at least one week.  
Section enrollments of 50 or greater excluded from elementary analysis and 70 or greater from secondary analysis. There were 430,807 students included in this analysis.



# Class Sizes

Approximately **9 in 10** students  
had a class size larger than the  
recommended class size

How many teachers do we need?

# Classroom Teachers

## Teachers Needed

	Total Current Teacher Count	Estimated Additional Teachers Needed
Grades 1-5	8,315	2,133
Secondary Core Subjects	11,212	930
<hr/>		
	Total:	3,063

To get to recommended class sizes for elementary grades 1-5 and core secondary courses, a very conservative estimate would require over

**3,000 more classroom teachers!**

# Classroom Teachers

## 3,000+ Teachers Needed

*Grades 1-5 & Secondary Core Subjects*

To verify this is a valid and conservative estimate,  
we can compare Nevada's student-teacher ratios to the national average.

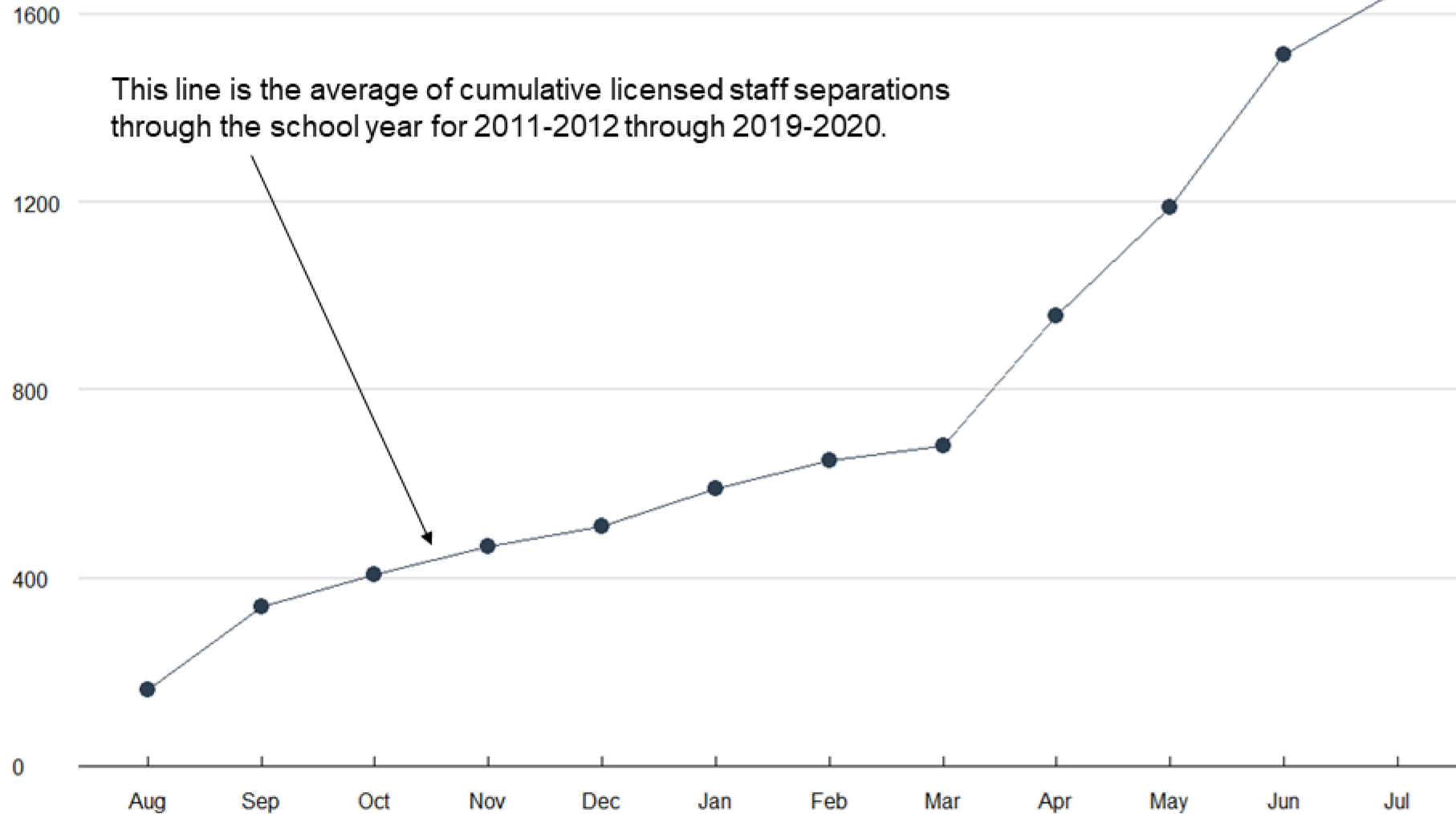


What's been happening since that report came out?

# Cumulative Teacher/Licensed Staff Separations

## Clark County School District - Las Vegas

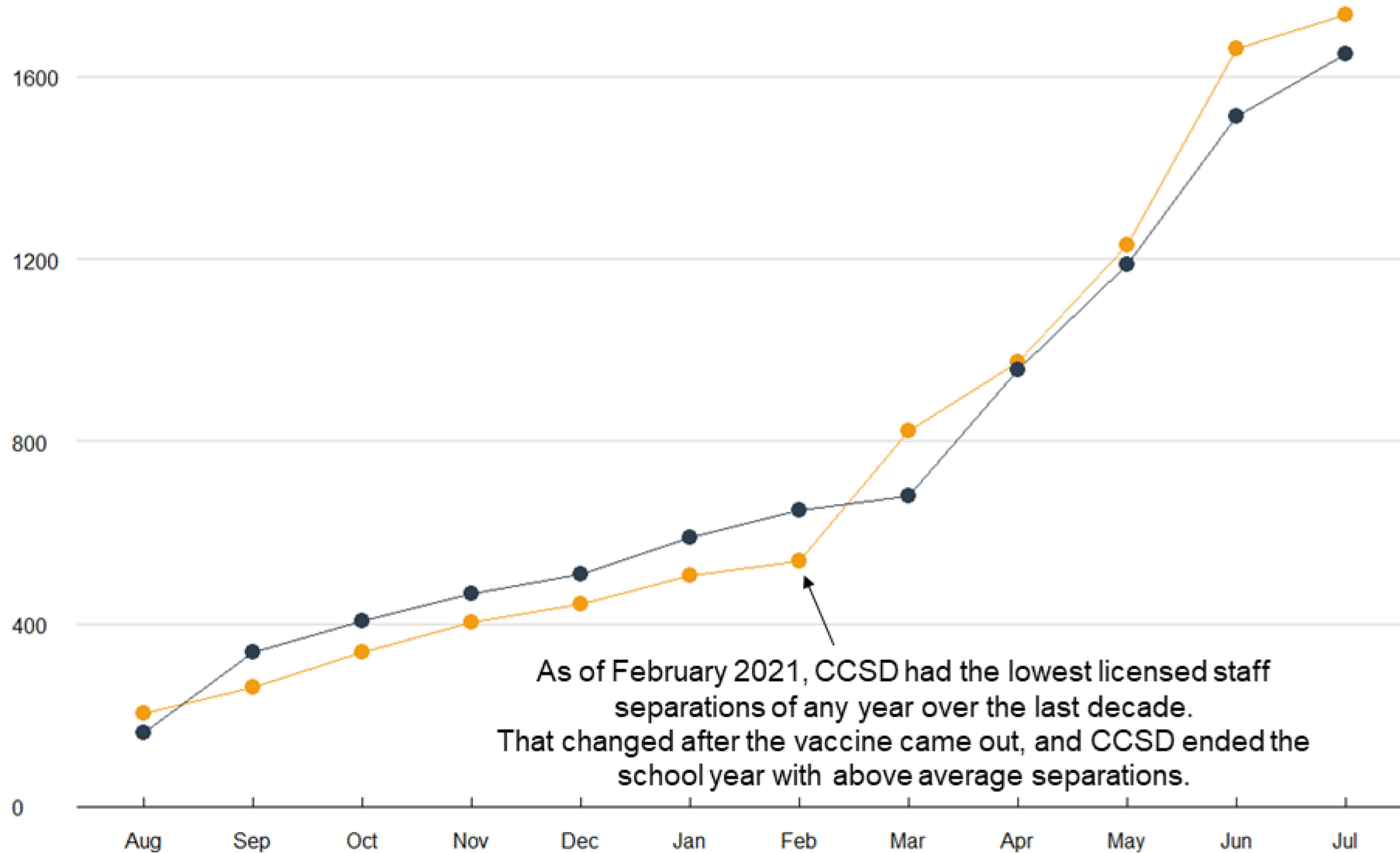
● Average 2012 through 2020



# Cumulative Teacher/Licensed Staff Separations

## Clark County School District - Las Vegas

● 2020-2021 ● Average 2012 through 2020

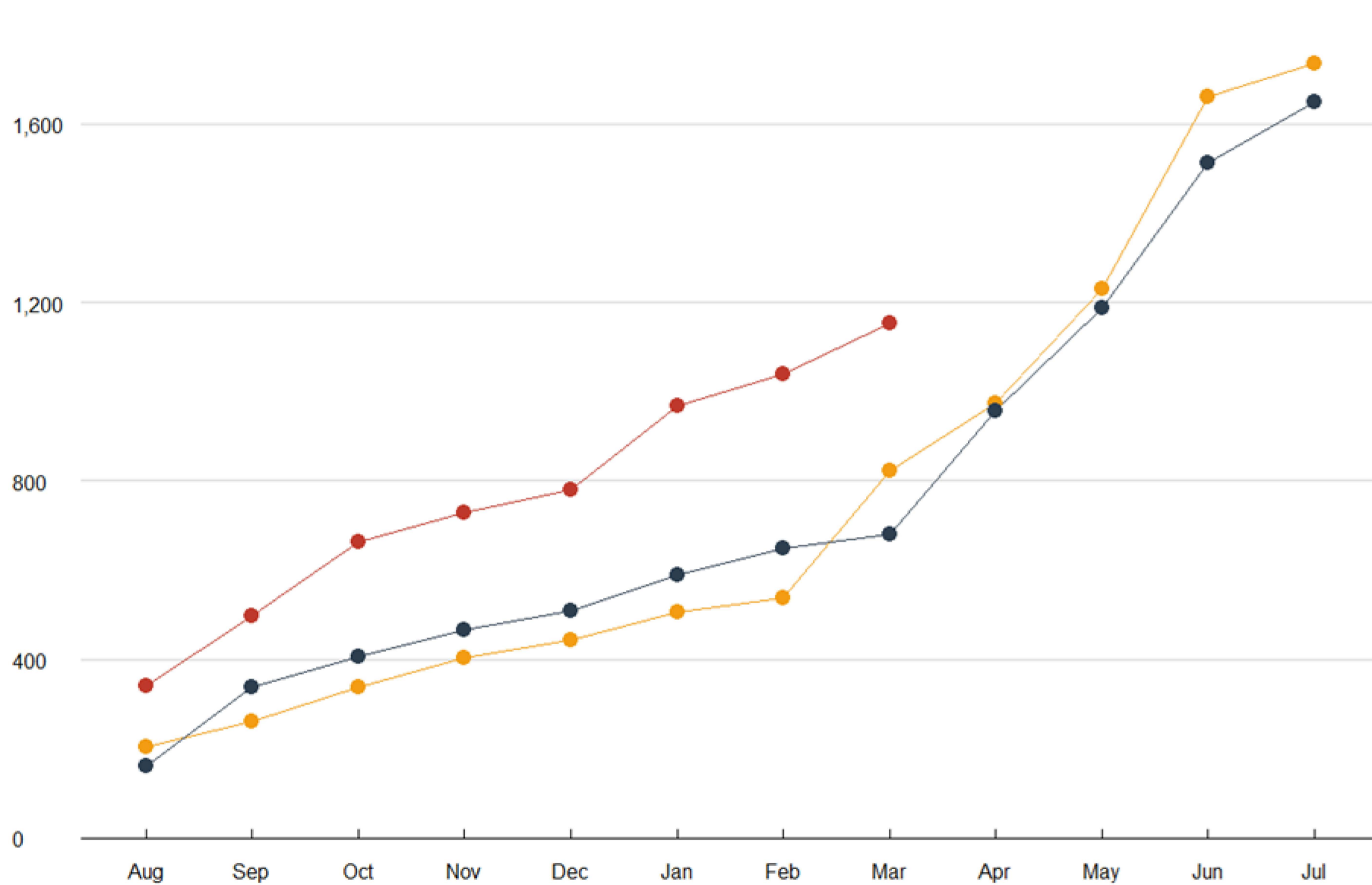


As of February 2021, CCSD had the lowest licensed staff separations of any year over the last decade. That changed after the vaccine came out, and CCSD ended the school year with above average separations.

# Cumulative Teacher/Licensed Staff Separations

## Clark County School District - Las Vegas

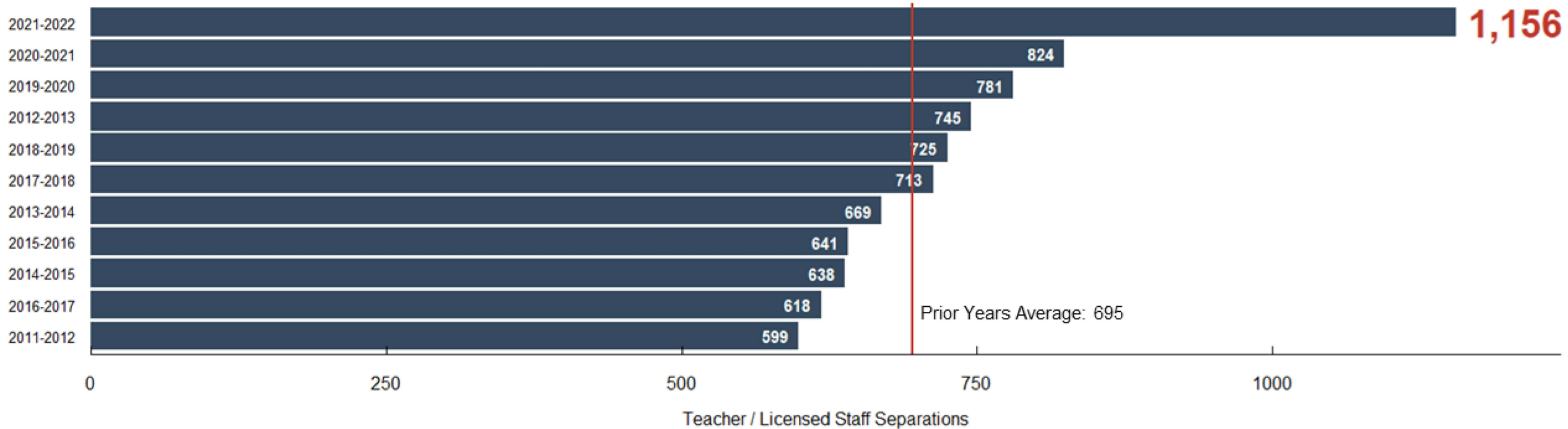
● 2021-2022 ● 2020-2021 ● Average 2012 through 2020





# CCSD Teacher / Licensed Staff Separation Announcements

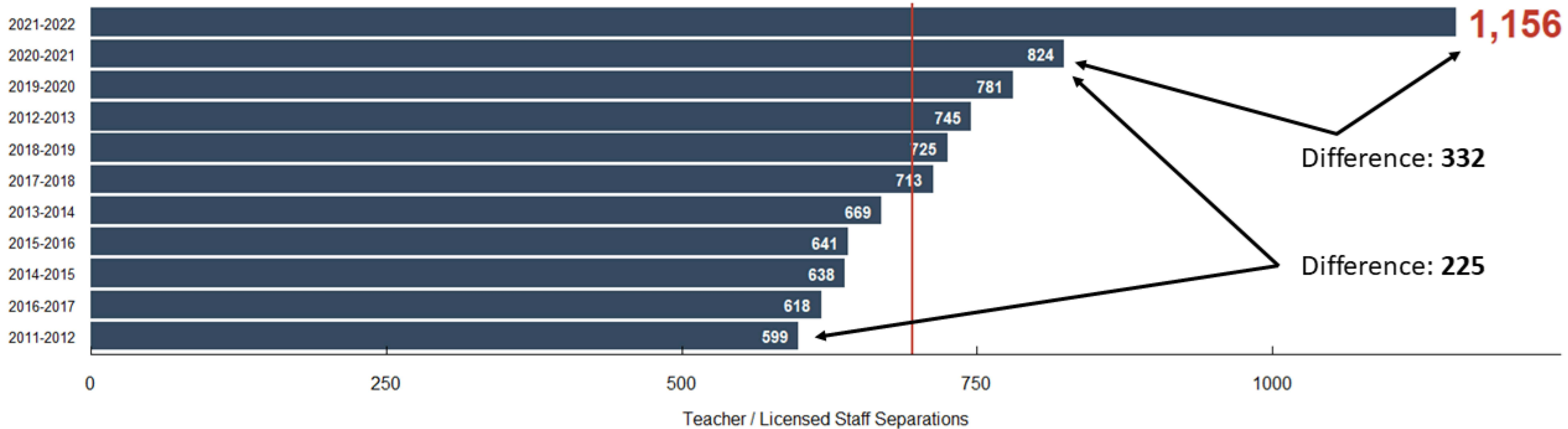
Total (Aug - Mar) Separation Announcements for the Last Decade



Source: Licensed Staff Separations Reports from CCSD Board Docs.

# CCSD Teacher / Licensed Staff Separation Announcements

Total (Aug - Mar) Separation Announcements for the Last Decade



Source: Licensed Staff Separations Reports from CCSD Board Docs.



# Human Resources Division

Administrative  
Services

Licensed  
Personnel

Support Staff

Data

## Data

### AB266

[2021-2022 AB266](#)

### Employee Count by Group

[2021-2022](#)

[2020-2021](#)

[2019-2020](#)

[2018-2019](#)

[2017-2018](#)

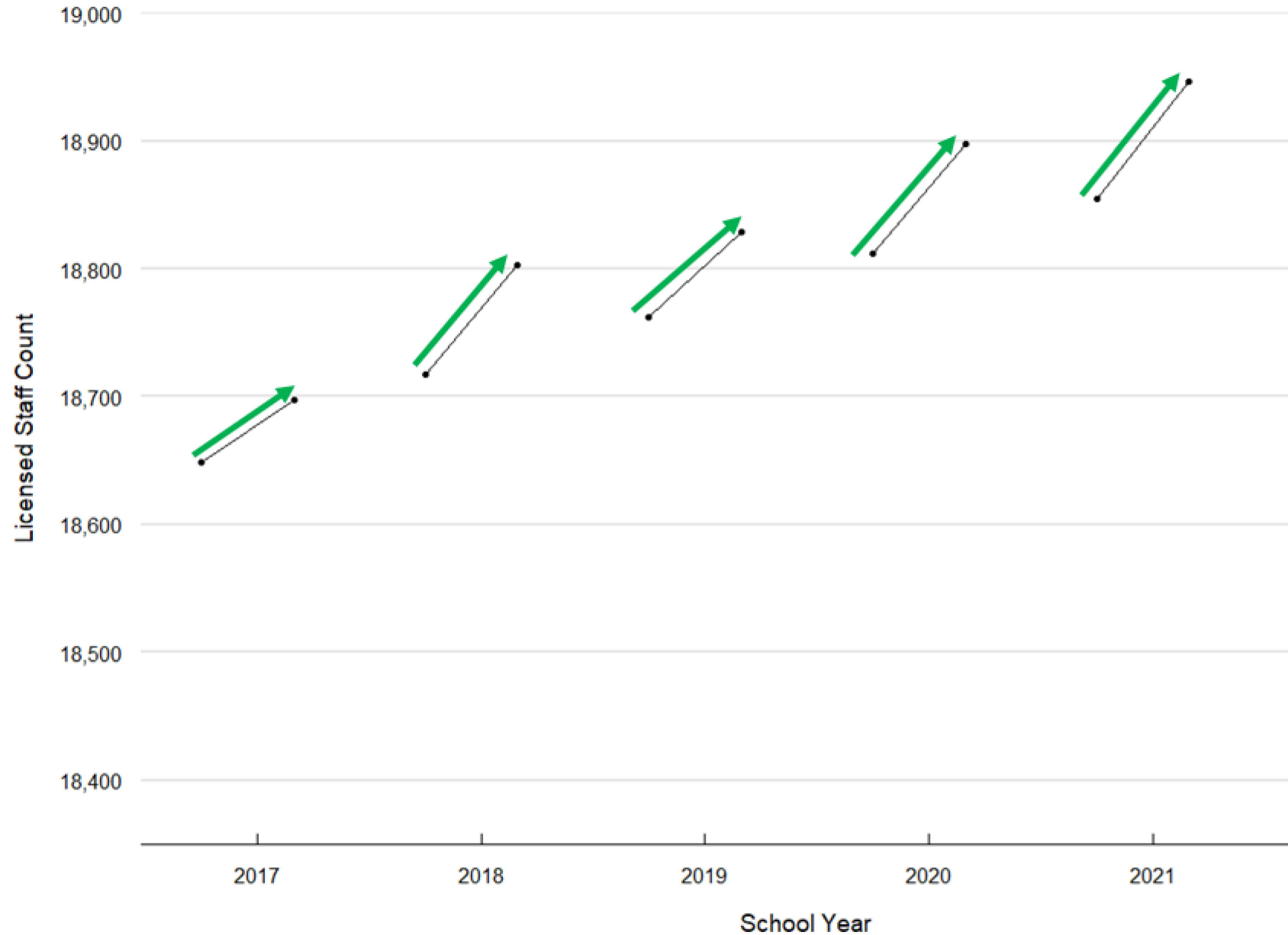
[2016-2017](#)

Clark County School District  
2021-2022 Employee Count by Group  
(Full- and Part-time)

REPORT DATES	EMPLOYEE GROUPS							OTHER TEMPORARY/ SUBSTITUTE EMPLOYEES	GRAND TOTAL
	LICENSED PERSONNEL	SUPPORT STAFF	ADMINISTRATORS	POLICE ADMINISTRATORS	SCHOOL POLICE	SUBSTITUTE TEACHERS			
August 2, 2021	18,511 45.56%	11,709 28.62%	1,311 3.23%	1,324 3.41%	8 0.02%	155 0.38%	4,298 10.58%	4,642 11.42%	40,834
September 1, 2021	18,615 47.93%	11,811 30.41%	1,324 3.41%	1,343 3.41%	8 0.02%	157 0.39%	4,315 11.11%	2,606 6.71%	39,362
October 1, 2021	18,593 47.24%	11,872 30.16%	1,338 3.40%	1,345 3.40%	8 0.02%	162 0.40%	4,403 11.19%	4,487 11.35%	39,524
November 1, 2021	18,538 46.90%	11,838 29.95%	1,357 3.43%	1,345 3.43%	8 0.02%	162 0.41%	4,581 11.58%	4,581 11.58%	39,599
December 1, 2021	18,499 46.76%	11,737 29.67%	1,375 3.49%	1,375 3.49%	8 0.02%	168 0.42%	4,733 11.67%	4,600 11.67%	39,797
January 3, 2022	18,389 46.63%	11,700 29.67%	1,390 3.49%	1,390 3.49%	8 0.02%	165 0.41%	4,909 12.24%	3,215 8.13%	39,433
February 1, 2022	18,425 46.30%	11,785 29.61%	1,401 3.49%	1,401 3.49%	7 0.02%	165 0.41%	4,909 12.24%	3,199 8.11%	39,433
March 1, 2022	18,414 45.90%	11,893 29.64%	1,401 3.49%	1,401 3.49%	7 0.02%	165 0.41%	4,909 12.24%	3,199 8.11%	40,119

# CCSD Licensed Staffing Count by School Year

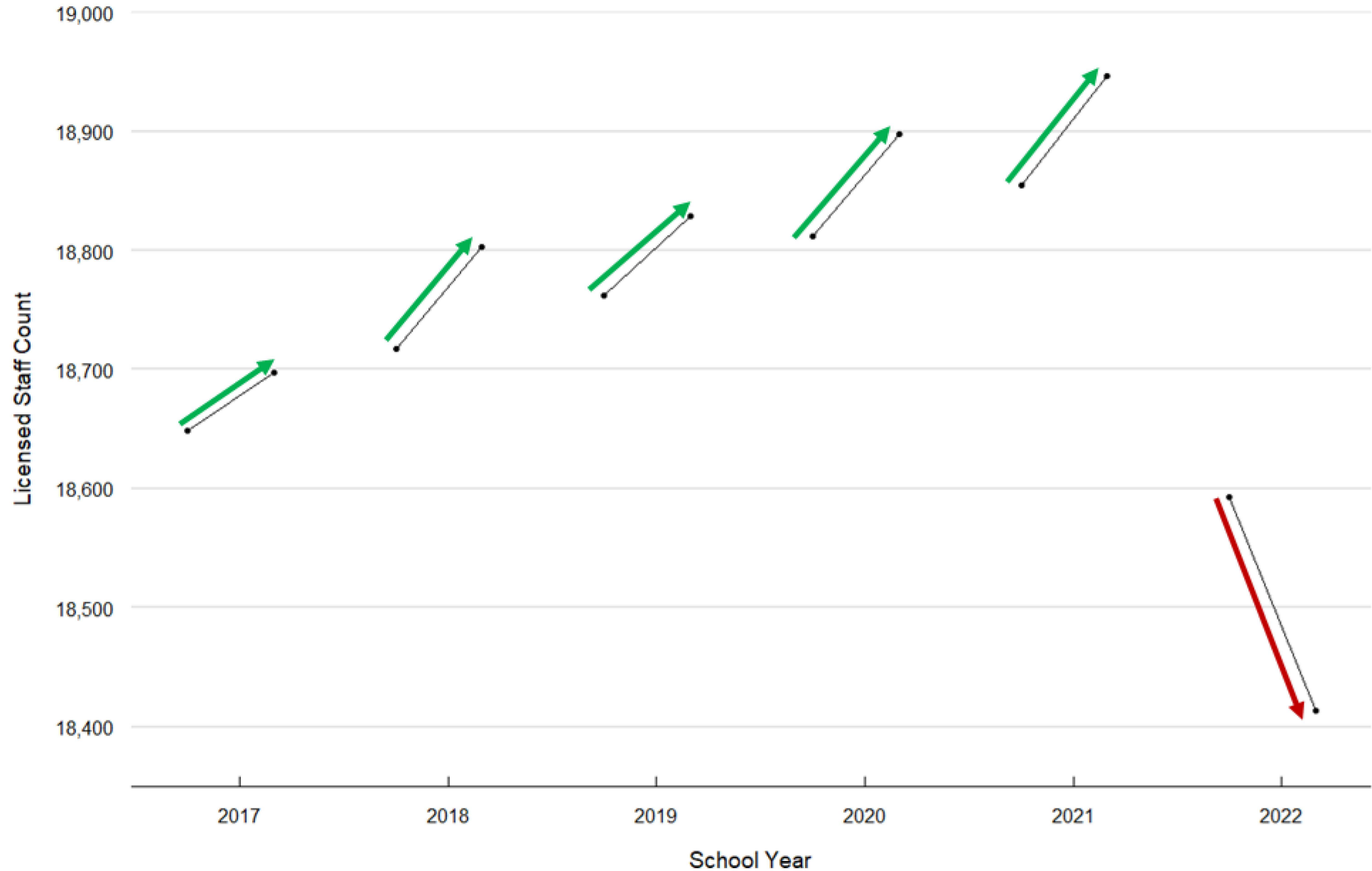
*For the months of October and March*





# CCSD Licensed Staffing Count by School Year

*For the months of October and March*



What do teacher/licensed staff separations look across the country?

# Texas teacher turnover rate remains low despite pandemic challenges, new data shows

By Alex Boyer | Published January 31, 2022 5:00PM | Updated 5:00PM | Education | FOX 4

- Attrition rate in Texas was at 9.4%

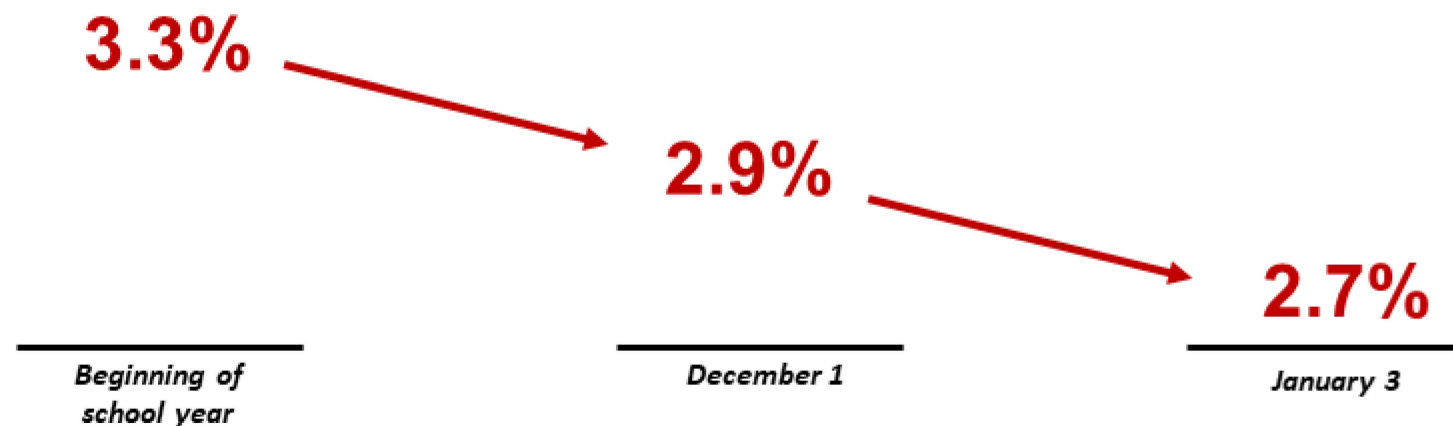
*“...our attrition rate right now is at its lowest as it was in 2011.”*

- 2,000 more teacher certifications in Texas compared to last year

The image shows the top portion of a Chalkbeat Chicago website article. The Chalkbeat logo is in the top left, with 'CHICAGO' below it. To the right, there is a navigation bar with links for 'Communities', 'Coronavirus', 'Jobs Board', and 'Events', along with a search icon. The main headline reads 'Is Chicago's school staffing crunch about to get worse?' and the byline below it says 'By Mauricio Pena and Cassie Walker Burke | Dec 8, 2021, 5:49pm CST'.

*“The overall vacancy rate has gone down since the start of the year, when Chicago Public Schools reported a 3.3% vacancy rate the first week of school – a stronger staffing position than in previous years.”*

Chicago Public Schools teacher vacancy rates have been improving throughout the school year.



## Teacher turnover rate in Washoe County lower than national average

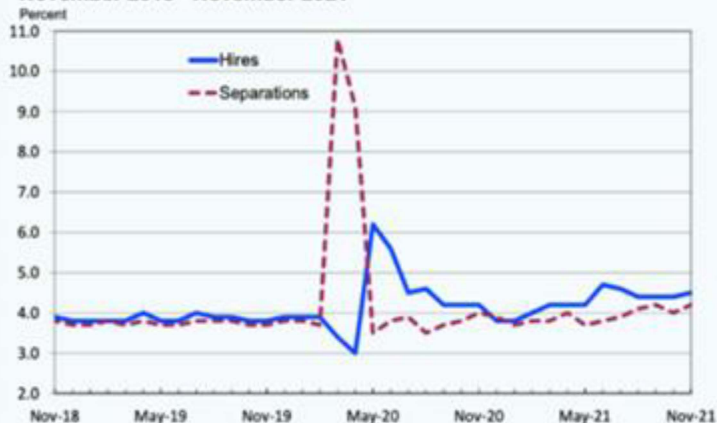
by Abigail Vaerewyck | Thursday, February 3rd 2022



*“Schools across the country are facing a teacher shortage because of the COVID-19 pandemic and burn out. Some schools are even having to move to virtual learning due to lack of teachers, but that's not the case for Washoe County.”*

## Aldeman: There Is No 'Big Quit' in K-12 Education. But Schools Have Specific Labor Challenges That Need Targeted Solutions

Chart 2. Hires and total separations rates, seasonally adjusted, November 2018 - November 2021



January 17, 2022

By CHAD ALDEMAN



Chad Aldeman is policy director of the Edunomics Lab at Georgetown University.

[@ChadAldeman](#)

*“According to the Bureau of Labor Statistics, while turnover rates are setting new highs in the private sector, they look pretty normal in public education.”*



# Classroom Teachers

While we have seen no evidence that there is a massive exodus of teachers during this school year like what is happening in CCSD,

# Classroom Teachers

While we have seen no evidence that there is a massive exodus of teachers during this school year like what is happening in CCSD,

We expect national teacher attrition to be above average at the end of the school year.

# Classroom Teachers

While we have seen no evidence that there is a massive exodus of teachers during this school year like what is happening in CCSD,

We expect national teacher attrition to be above average at the end of the school year.

This will make teacher recruitment more competitive than ever.

Where does the national perception on the teacher exodus come from?



OBJECTIVE ANALYSIS.  
EFFECTIVE SOLUTIONS.

ELIZABETH D. STEINER, ASHLEY WOO

## Job-Related Stress Threatens the Teacher Supply

Key Findings from the 2021  
State of the U.S. Teacher Survey

### Key Finding

- Nearly one in four teachers said that they were likely to leave their jobs by the end of the 2020-2021 school year.

**Never actually happened.**

# THE WALL STREET JOURNAL.

English Edition | Print Edition | Video | Podcasts | Latest Headlines

## Teachers Are Quitting, and Companies Are Hot to Hire Them

Businesses eager to fill jobs are offering former educators better pay and more autonomy

By [Kathryn Dill](#)

Updated Feb. 2, 2022 7:26 am ET

### Corrections & Amplifications

The rate of people quitting jobs in the private educational-services industry rose more than in any other industry in 2021. An earlier version of this article incorrectly said the overall education sector had the highest rate. (Corrected on Jan. 31, 2022.)

*Appeared in the February 1, 2022, print edition as 'Companies Are Hot to Hire Teachers Quitting in Droves.'*

*Private educational-services **does not** include public school teachers.*



## LOCAL NEWS

# SC education advocates say 2021 state report shows stark reminder of teacher shortage

by: [Melanie Palmer](#)

Posted: Dec 2, 2021 / 04:49 PM EST / Updated: Dec 2, 2021 / 05:37 PM EST

## State, districts mulling ways to stay open as 20 NC schools close for COVID-19 staff shortages

Posted January 12, 2022 6:36 p.m. EST  
Updated January 13, 2022 9:50 a.m. EST

WRAL.com

### The Philadelphia Inquirer

Education

## Philadelphia School District teacher vacancies, absences have created a staffing crisis in some buildings

by Kristen A. Graham  
Published Nov 28, 2021

Philadelphia typically employs about 19,000 workers, and its 3% vacancy rate for teachers this year is not much worse than in previous years, the district said. But the practical reality of the open jobs — spurred by a national labor shortage — is complicated by the staff absences, a dire lack of substitutes, the pandemic, and a [challenging school year](#) after children had been out of classrooms for 18 months. The result is crushing in some schools.



# The Work Ahead

# Strategic Questions

What is happening with Nevada's teacher workforce right now?

What are the class sizes our children are experiencing right now?

How many students have a long-term sub right now?

What does the teacher pipeline look like right now?

What obstacles do we face going forward?

## How will we do this?

What is happening with Nevada's teacher workforce right now?

What are the class sizes our children are experiencing right now?

How many students have a long-term sub right now?

What does the teacher pipeline look like right now?

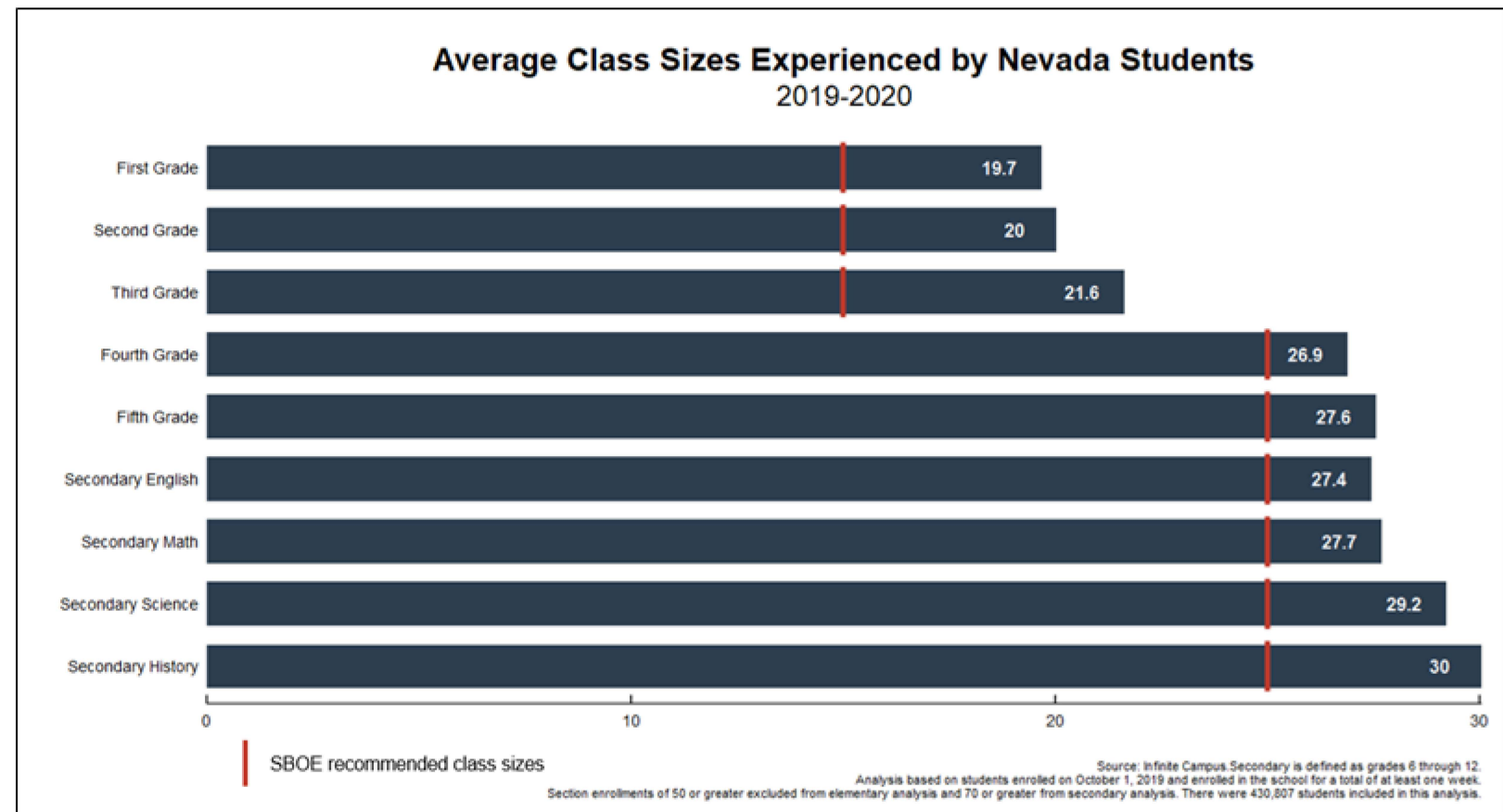
What obstacles do we face going forward?

## Building the Data Infrastructure

- **Connect OPAL to Infinite Campus**
  - *Connecting teacher licensure data to teacher assignment data*
- **Create a statewide course catalogue**
  - *Consistent understanding of course offerings across schools and districts*
- **Improve data sharing with NSHE** (Nevada System of Higher Education)
  - *Increase transparency around teacher pipeline supply and demand.*

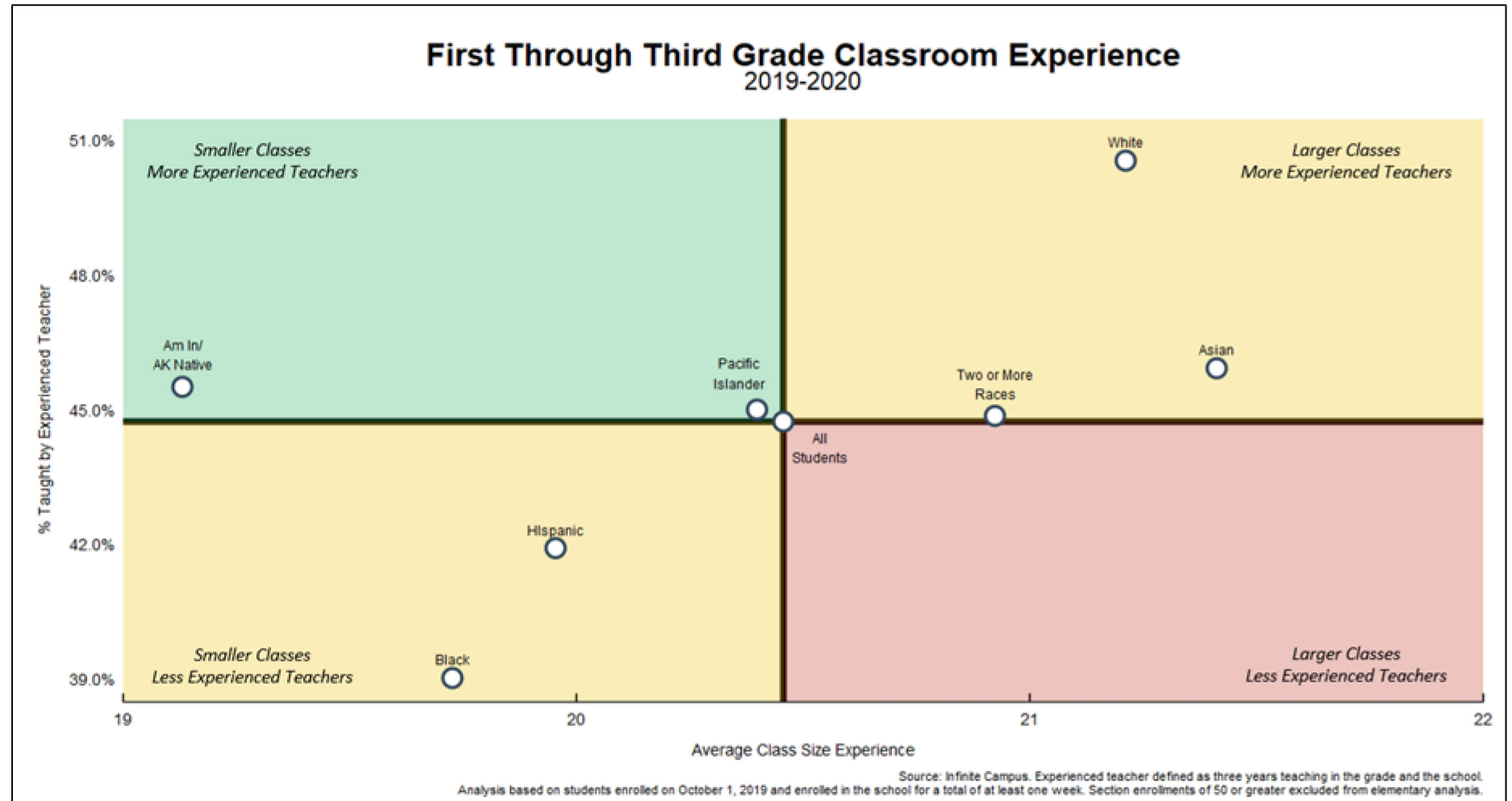
# Work Ahead

- Monitor student experiences in near real-time
- Filter by student demographics
- Filter by specific subject areas or courses



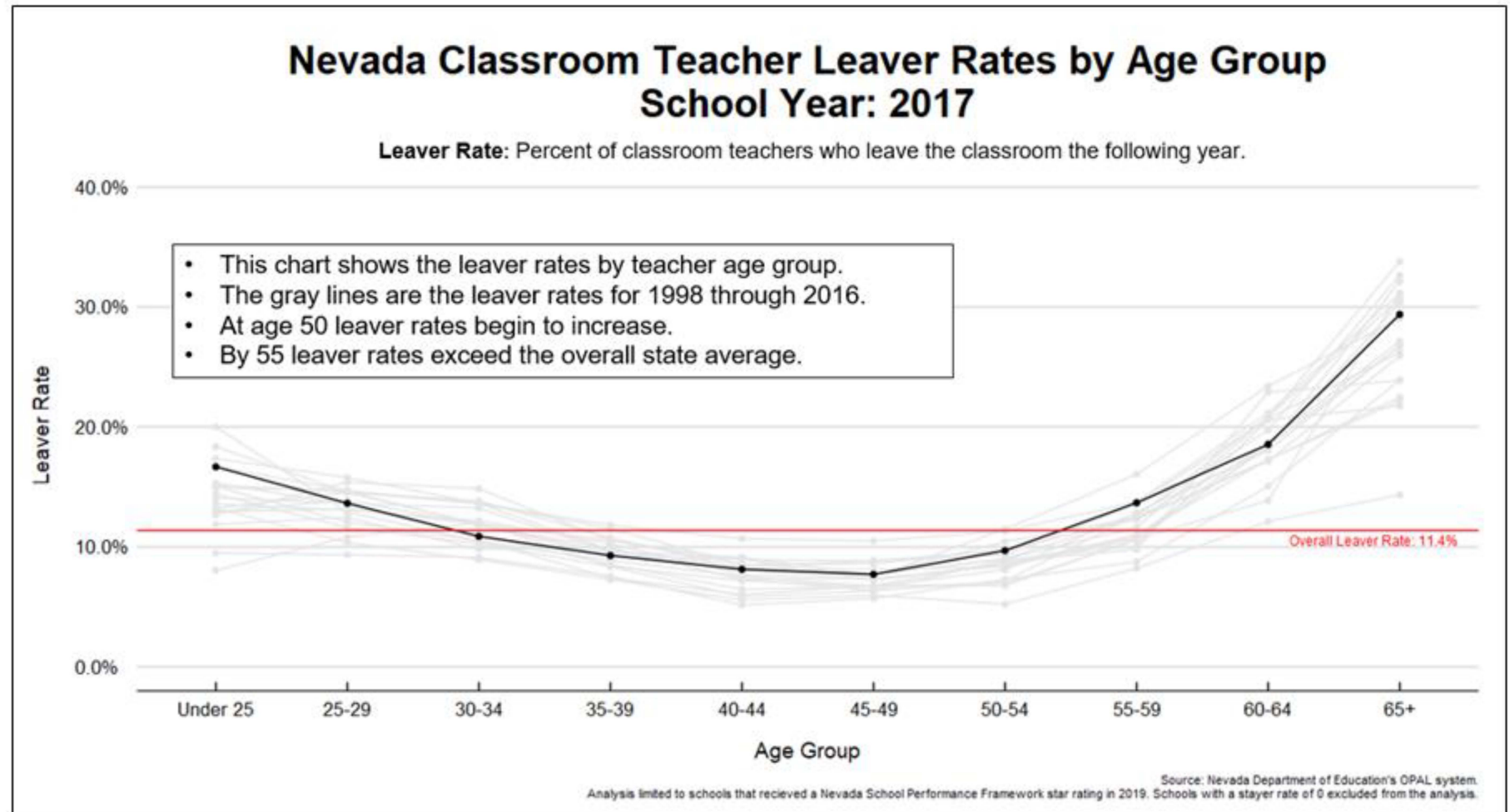
# Work Ahead

- Monitor access to experienced teachers
- Filter by student demographics
- Filter by specific subject areas or courses



# Work Ahead

- Improve predicting future demand
- Filter by teacher license and assignments





Work  
Ahead

## Bringing Clarity to Nevada Education's Most Urgent Issues



**DATA INSIGHT**  
PARTNERS

# The Nevada Teacher Workforce

*What We Know, Don't Know, & Need to Know*