

# Recommendation Template and Work Session Notes

## SAMPLE:

**Recommendation:** Create a permanent state-funded Education Program Professional position designated to support recruitment and retention efforts.

**Specifics:** Currently ESSER funds are being utilized to provide the salary for an external contractor to create an initial coordinating system of Statewide educator recruitment and retention efforts.

**Rationale:** Historically NDE has not been involved in efforts around recruiting or retaining educators. Statewide shortages are at an emergency level. Data collected in November of 2021 revealed a shortage of over 2600 licensed educators. Having a full-time position designated to support districts, educator preparation programs, and the Department of Education in the recruitment and retention of educators would ensure alignment of efforts, reduce duplicity, and increase the efficiency of recruitment and retention efforts.

**Evidence Base (data/research etc.):** *Find data on year-over-year shortages, attrition data etc. find research or examples of other states that have a similar position and what that position does to positively impact recruitment and retention.*

**NDE ONLY:** Potential TRRATF recommendation

## Notes from April 8 Work Session:

### Recommendation #1

Recommendation: **Statewide minimum salary for licensed personnel (add % increase)**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY: Need to ID states that have a statewide minimum salary (comparable wage index)

### Recommendation #2

Recommendation: **Statewide Exit Survey**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY:

### Recommendation #3

Recommendation: **Central repository of information about each district (including salary schedule) to be housed on the NDE website.**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY: may end up being an NDE project.

#### Recommendation #4

Recommendation: **Statewide working conditions survey**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY:

#### Recommendation #5

Recommendation: **Legislature to provide state general funds to support the Home is Possible for Teachers program**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY: get more information from Housing Division on ideal funding needed to support this program.

#### Recommendation #6

Recommendation: **Housing/rental assistance/ funding for districts to build or arrange for housing**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY: get data on the increase of rental cost/ housing market (supply/demand and cost)

#### Recommendation #7

Recommendation: **Retention Incentives**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY:

#### Recommendation #8

Recommendation: **Increase allocation of funding to education (increase per-pupil spending allocation)**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY:

[Recommendation #9](#)

Recommendation: **Additional resources to support mental health supports and staffing (school psychologists, counselors, social workers)**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY: get data from OSRLE, NV organizations

[Recommendation #10](#)

Recommendation: **Look into requirements of 600 hrs of clinical experience for school counselors and see if it can be done as an internship (possible ARL programs for mental health workers)**

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY: Look into NRS/NAC

[Recommendation # 11](#)

Recommendation:

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY:

[Recommendation # 12](#)

Recommendation:

Specifics:

Rationale:

Evidence Base (data/research etc.):

NDE ONLY: