

**NEVADA DEPARTMENT OF EDUCATION
NEVADA STATE TEACHER RECRUITMENT AND RETENTION ADVISORY TASK FORCE
APRIL 8, 2022
2:00 P.M.**

Office	Address	City	Meeting
Department of Education	2080 E. Flamingo	Las Vegas	Board
Department of Education	700 E. Fifth St.	Carson City	Board
Department of Education	Virtual/Livestream	n/a	n/a

SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS PRESENT

Tammie Smithsburg
 Meridon Fortune
 Aaron Watson
 Magdaline Wells
 Nicole Witkowski
 Antonio Gabarre
 Sandra Ayers
 Sherry Spencer
 Justin Petrillo
 Natalia Cui-Callahan
 Cherie Reid
 Maria Cristy Fernandez

DEPARTMENT STAFF PRESENT

KellyLynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement
 Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement
 Belinda Schauer, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement
 Rick Derry, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement

LEGAL STAFF PRESENT

David Gardner, Senior Deputy Attorney General

PRESENTERS IN ATTENDANCE

Alex Jacobson of WestEd
 Andrew Morrill of WestEd

AUDIENCE IN ATTENDANCE

In Las Vegas:

David Gomez, candidate for Senate District 2.

In Carson City: None

Virtually: Public access to the meeting was provided via a Livestream link.

1. CALL TO ORDER, ROLL CALL PLEDGE OF ALLEGIANCE, AND LAND ACKNOWLEDGE

Chair Smithburg called the meeting to order at 2:28 P.M. Roll was taken, and quorum was established. Chair Smithburg led the pledge of allegiance. Kathleen Galland-Collins introduced Rick Derry as the new Administrative Assistant.

2. PUBLIC COMMENT #1

No public comment in Carson City, no public comment in Las Vegas. No public comment was received via email.

3. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE MARCH 23, 2022, MEETING MINUTES

Vice-Chair Cristy Fernandez motioned to approve the minutes. Member Nicole Witkowski seconded the motion. All members were in favor to approve minutes. Motion passed unanimously.

4. INFORMATION, DISCUSSION, REGARDING COMMON TEACHER RECRUITMENT AND RETENTION DATA

Alex Jacobson of WestEd presented a Power Point slide show on [*Understanding Teacher Supply and Demand: An up-close look at elements of teacher recruitment and retention*] Alex provided an in-depth view of the agenda key points; discusses benefits and research basis for a “supply and demand” data analysis lens, presented key considerations for data analysis, and shared examples of data within categories, followed by common Q&A. Mr. Jacobson explained [*Research Foundation of Teacher Supply and Demand Analysis*] while providing multiple analytical data diagrams (from the U.S. Department of Education, Higher Education Act Title II State Report Card System) displaying categories of elements needed for teachers to become prepared in the workforce. Mr. Jacobson ended the presentation with open questions. Member Magdaline Wells questioned, “when is the date of this collection of data reporting?” Kathleen Galland-Collins explained how the data is collected and shared. ([see meeting materials](#))

5. INFORMATION AND DISCUSSION ON DATA INSIGHT PARTNERS PRESENTATION ON THE NEVADA TEACHER WORKFORCE: WHAT WE KNOW, DON’T KNOW, AND NEED TO KNOW

Nathan Trenholm with Data Insight Partners presented a PowerPoint slide show [*The Nevada Teacher Workforce: What we know, don’t know, & need to know*]. He gave a brief overview of the highlights from the Nevada Class Size Report, current trends in the teacher workforce, and the work ahead. Mr. Trenholm introduced the National Assessment of Educational Progress (NAEP) in which the US Department of Education tests the nation in fourth grade reading every two years. These tests have been performed since 1969, and in 2005 The Nation’s Report showed that the average scale score for grade 4 in Nevada was 207 and 217 for national public average which was deemed significantly lower than the national public, so in 2005, fourth graders were performing on average about a year behind than their national peers academically. By 2019, The first cohort with exposure to Nevada’s massive investment in early literacy took the NAEP reading assessment and scored an average scale score of 218 in Nevada and a national public scale of 219. Data Insight Partners presented a question on what is the biggest threat to the academic gains our students have made? Mr. Trenholm remarked that our teacher workforce is the biggest threat. 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. The recommended class sizes in Nevada for grades first through third are fifteen pupils, and grades fourth through twelfth is twenty-five. Mr. Trenholm provided a chart that shows the actual class size compared to the recommended class size from 2019 – 2020, Approximately 9 in 10 students had a class size larger than the recommended class size by the Nevada Department of Education (NDE) adopted ratios. Nevada would need an estimated 3,063 teachers to get the

recommended class sizes for elementary grades 1 through 5 and core secondary courses, a very conservative estimate would require over 3, 000 more classroom teachers are needed to meet the national public average, Nevada needs almost 10,000 more teachers to meet average staffing ratios. ([see meeting materials](#))

6. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING WORK SESSION

Kathleen Galland-Collins shared information about a presentation that the NDE is currently working on that will encompass the whole Department of Education, and what the different offices are doing to support Recruitment and Retention. The presentation will be shared at the April 25 meeting. Ms. Galland-Collins mentioned the previous Task Force Report ([see meeting materials](#)). Ms. Galland-Collins addressed the presentation from Mr. Jacobson of WestEd on the number of educators leaving the State of Nevada, she explains that some districts perform exit surveys, but the data isn't shared. One of the things that the Task Force has done is that they had NDE develop an exit survey workgroup. This group created an exit survey and is working on developing the protocols for implementation. During the last legislative session, one of the recommendations was to create a statewide exit survey and a statewide school climate survey. Ms. Galland-Collins asked the Task Force what actions and recommendations can be made to gain traction on the exit survey, and what necessary actions can be made to improve your districts and the state. Chair Smithsburg questioned if there should be a motion on every idea, or would it be a brainstorming session followed by a discussion. Ms. Galland-Collins suggested that Task Force should brainstorm solutions and recommendations the revise them before making motions. At the request of the Task Force, KellyLynn Charles reached out to other stakeholder groups and provided a template for them to use when drafting their recommendations to the Task Force. The recommendation template was designed to help guide the conversation and provide supporting details the Task Force will need to make the final determination. Ms. Charles presented the draft template to the Task Force while explaining the specifics, rationale, and evidence base (data/research). See appendix A for the notes taken during this work session.

7. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING FUTURE MEETING DATES

Chair Smithsburg stated that they cannot vote on the dates because Task Force lost quorum. Chair Smithsburg moved to Future Agenda Items.

8. FUTURE AGENDA ITEMS

KellyLynn Charles suggested that the next meeting contain a review of the draft report template, a presentation from NDE about current recruitment and retention initiatives, and a continuation of the work session to draft recommendations.

9. PUBLIC COMMENT #2

In Las Vegas: David Gomez, a senate candidate for District 2 provided public comment. He spoke in support of the AB276 Task Force. Mr. Gomez stated that he understands that these items are very important. If he were to be elected as a senator for District 2, he would be in support. Mr. Gomez has worked with the Nevada Peace Alliance and believes that proper funding of incentives is important. He stated that if elected he'd be willing to support the Task Force's recommendations. No further public comments were made from Las Vegas, Carson City, or via email.

10. ADJOURNMENT

Chair Smithsburg adjourned at 4:52 P.M. with no objections.

APPENDIX A: NOTES TAKEN DURING WORK SESSION

Recommendation Template

SAMPLE:

District Name: Example

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: