

Commission on School Funding

April 26, 2024

Nevada State Teacher and Education Support Professional Recruitment and Retention Advisory Task Force Presentation



Purpose

Provide information about the work of the Teacher and Education Support Professionals Recruitment and Retention Advisory Task Force (Task Force) to the Commission on School Funding (Commission).

Expected Outcomes

Commissioners will:

- Understand the history, roles, and responsibilities of the Task Force
- Become familiar with:
 - current recruitment and retention efforts
 - workforce data review
 - data availability
 - future steps being considered to address educator workforce shortages
- Understand the connections between the work of the Commission and the work of the Task Force

Membership and Duties

Task Force Membership

- [Nevada Revised Statute \(NRS\) 391.492](#)
- 20 members
 - 1 from each rural district
 - 2 from Washoe
 - 3 from Clark

Qualifications:

- Licensed teacher or an education support professional
- 5 years of experience
- Currently employed in that role
- Not currently serving on any other education related board or council

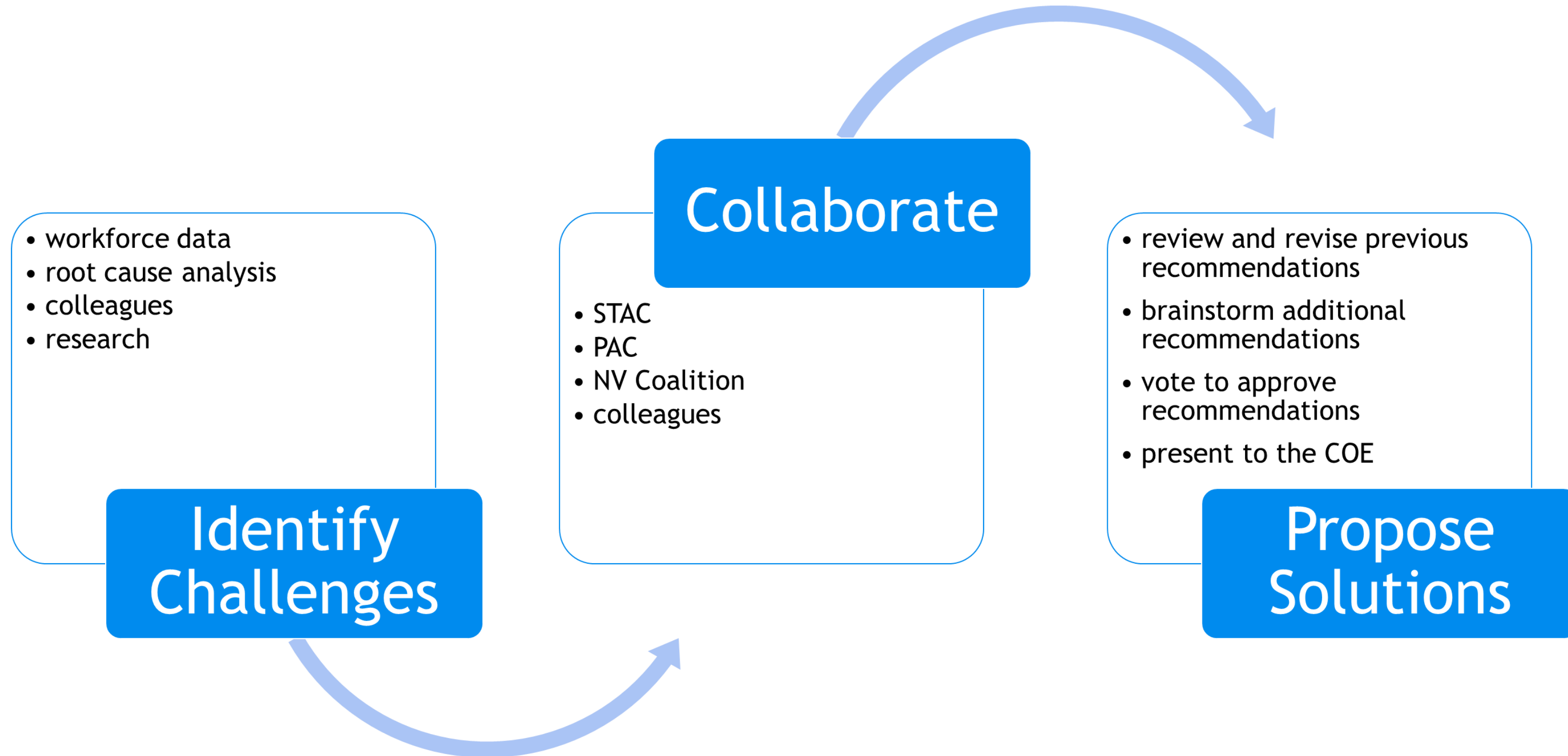
Task Force Duties

- Evaluate challenges in attracting and retaining teachers and education support professionals to Nevada
- Make recommendations to the Joint Interim Standing Committee on Education (COE) to address challenges
- Present recommendations to the COE at their June meeting in each even year
- Submit a report to the Legislative Council Bureau (LCB) by February 1 of each odd numbered year

Partnerships

- WestEd
- Superintendent's
 - Teacher Advisory Cabinet (STAC)
 - Principal Advisory Cabinet (PAC)
- NV Coalition for Educator Retention and Recruitment
- Nevada System of Higher Education (NSHE) Teacher Pathways Task Force
- Nevada Department of Education Work Groups
- American Institutes for Research (AIR)

Recommendation Process



Accomplishments

Data:

- Received \$1 million in federal funds through the Interim Finance Committee (IFC) for NDE to contract with a third party (AIR) for the development and implementation of the Exit/Transfer and Working Conditions surveys
- Senate Bill (SB) 72 passed - includes study of educator workload

Removing Barriers:

- SB 72 passed - includes study of Praxis testing requirements for licensure
- Assembly Bill (AB) 515 passed - provides state funding to continue the Incentivizing Pathways to Teaching (IPT) grant program

Strategic Use of Funds:

- AB 428: Economic Development - expansion of Career and Technical Education Teaching and Training Programs

Legislation in Alignment with the Task Force

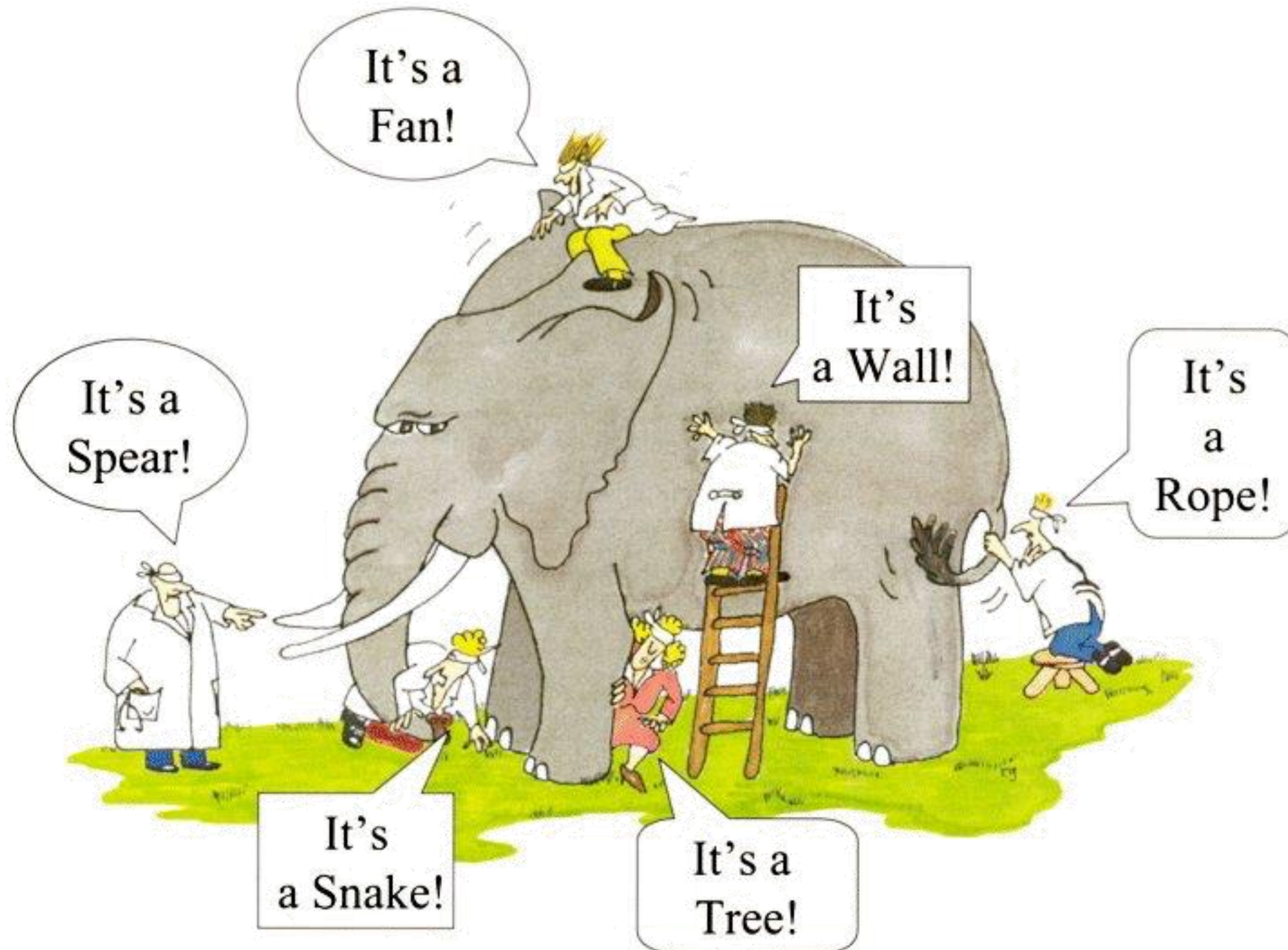
Increase Allocation of Funding to:

- Support educator pipeline, retention incentives, career ladder options, and other resources
 - AB 428 Economic Development
 - Senate Bill (SB) 339 Supplies and Materials
 - SB 291 Student teachers employed as substitutes
 - SB 434 Adds substitute teachers to PERS eligibility

Educator Workforce: Understanding Supply and Demand

Sampling of slides from the April 8, 2022,
Understanding Teacher Supply and Demand
presentation to the Task Force by the Region 15
Comprehensive Center Network

Perspective can make all the difference:





The Three R's



Recruit to the Profession

- Grow your own
- Multiple pathways
- Remove barriers
- Scholarships



Recruit to Employment

- Compensation
- District desirability
- Incentives



Recruit to Stay

- Elevating educator voice
- Incentives
- Recognition
- Working conditions

Recruit to the Profession Data

Existing Data

- Enrollment in Career and Technical Education (CTE) Teaching and Training Programs
- Vacancies by educator role (assignment)
Number of:
 - registered teacher apprenticeships
 - educator preparation program graduates

Data Limitations and Needs

Limitations:

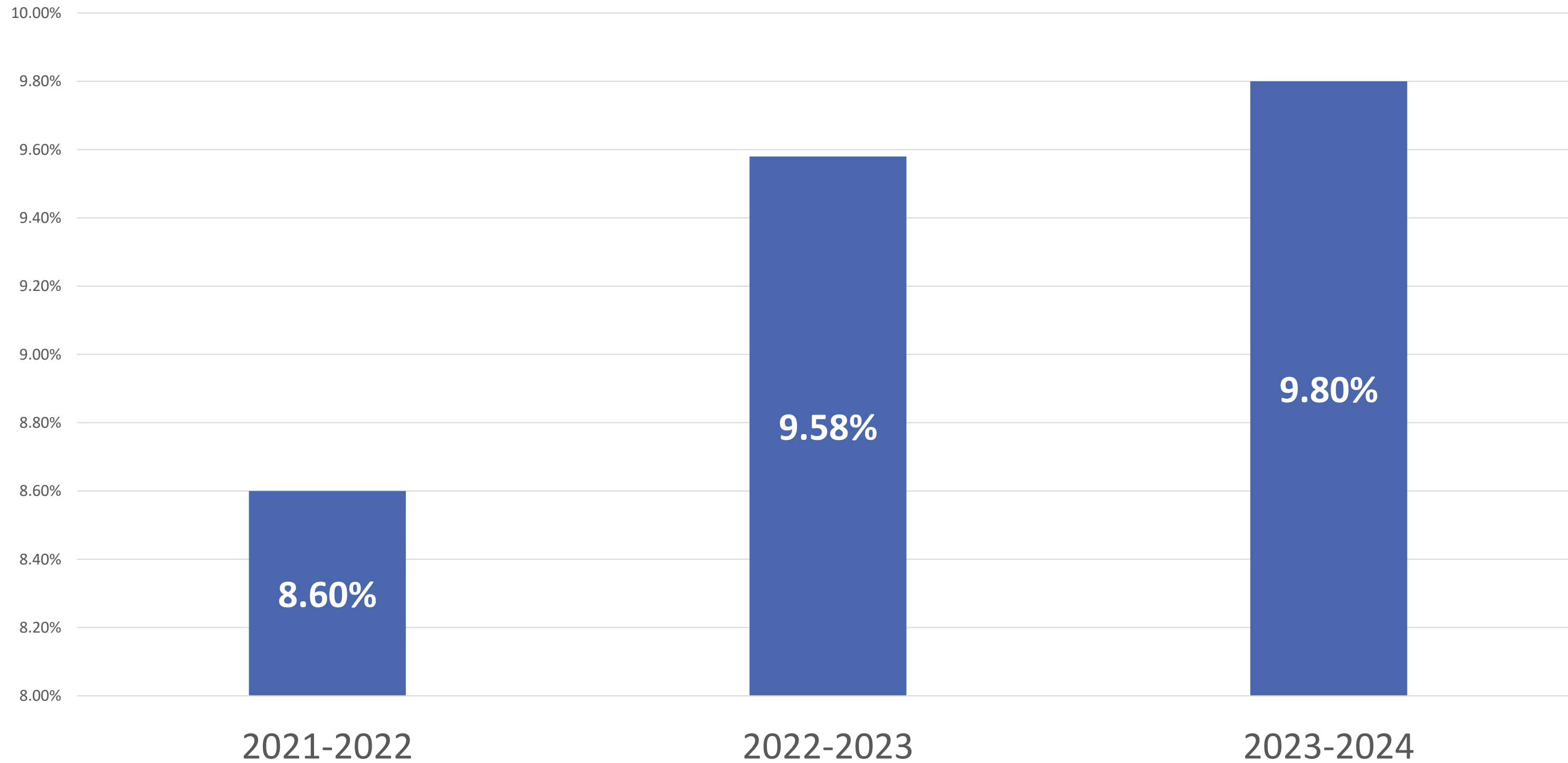
- Static data
- Delayed data
- Vacancy data self-reported by district

Needs:

- Real time data
- Ability to collect data directly from a statewide workforce data system

Nevada Licensed Personnel Vacancy Data Trends

Three Year Trend Data



■ Vacancy Percentage

Recruit to Profession Initiatives, and Needs

Initiatives

- Scholarships
- Apprenticeships
- Teaching and Learning Career and Technical Education Programs
 - 2023 Recommendation to provide funding to expand CTE Teaching and Training Programs (AB428)
- Licensure webpage redesign
- Educator workforce data dashboard
- Multiple pathways to licensure
- Heroes to Education

Future Needs and/or Recommendations

- Promote the profession
- Address data limitations

Recommend additional funds to continue the:

- Educator Working Conditions Survey
- Staff climate survey
- Educator workforce data dashboard

Pathways to the Profession

Traditional Pathway

- College degree in education for specific grade levels and content area

Career and Technical Education (CTE)

- CTE is a specific license type of special license – [CTE license webpage](#)
- College degree in CTE for specific content area

Alternate Route to Licensure (ARL)

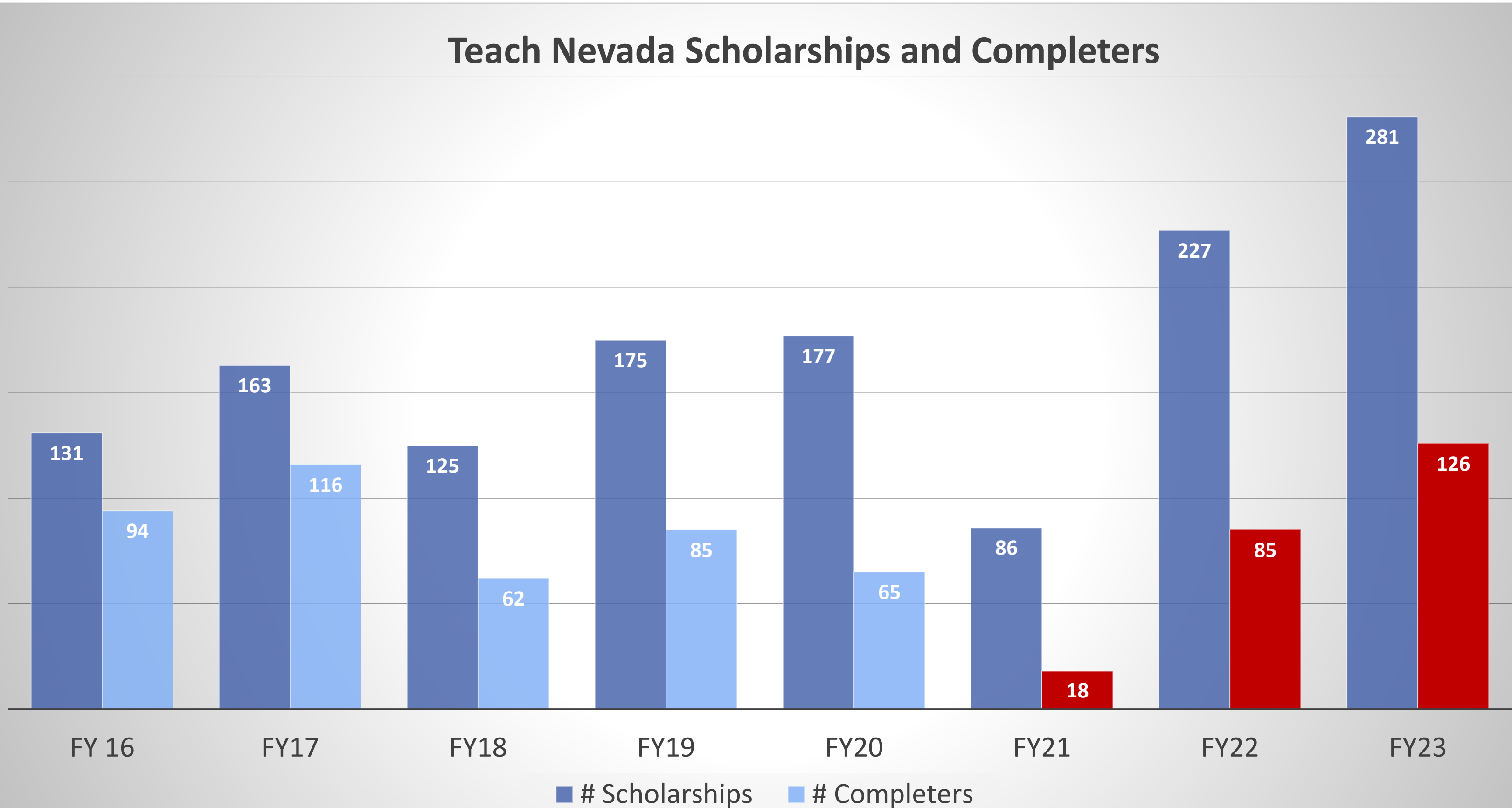
- College degree in any field
 - Some degree requirement exceptions may apply
- Complete a program from an approved NV ARL provider
- Receive a provisional license to teach and have 3 years to complete the program, remove provisions, and convert to a standard or professional license
 - [ARL licensure webpage](#)

Business and Industry (B&I) is a CTE license accomplished via a non-traditional pathway

- High school diploma and minimum number of years working in a qualifying field of work specific to content area
- Receives a provisional license and has 3 years to remove provisions to move to standard or professional license

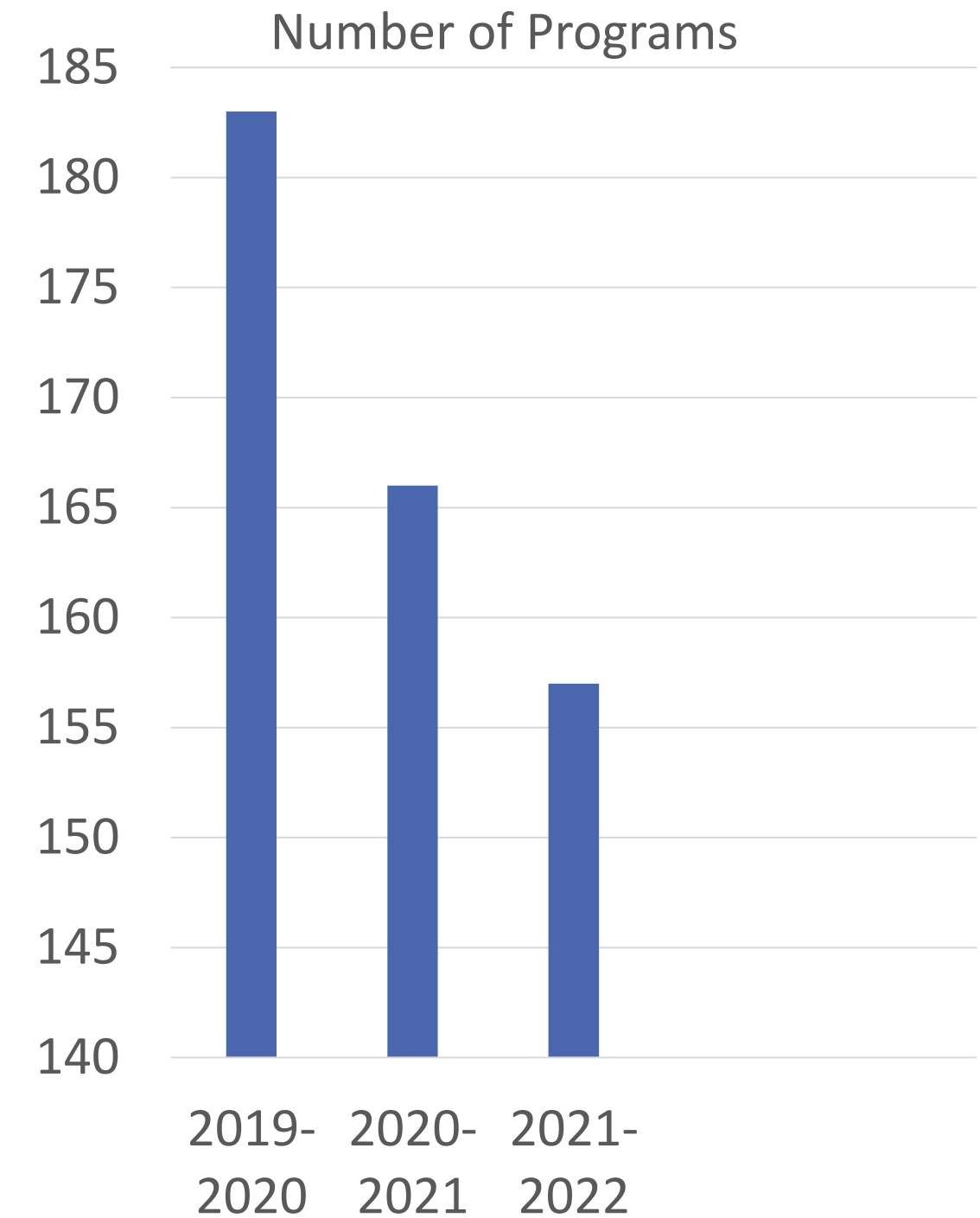
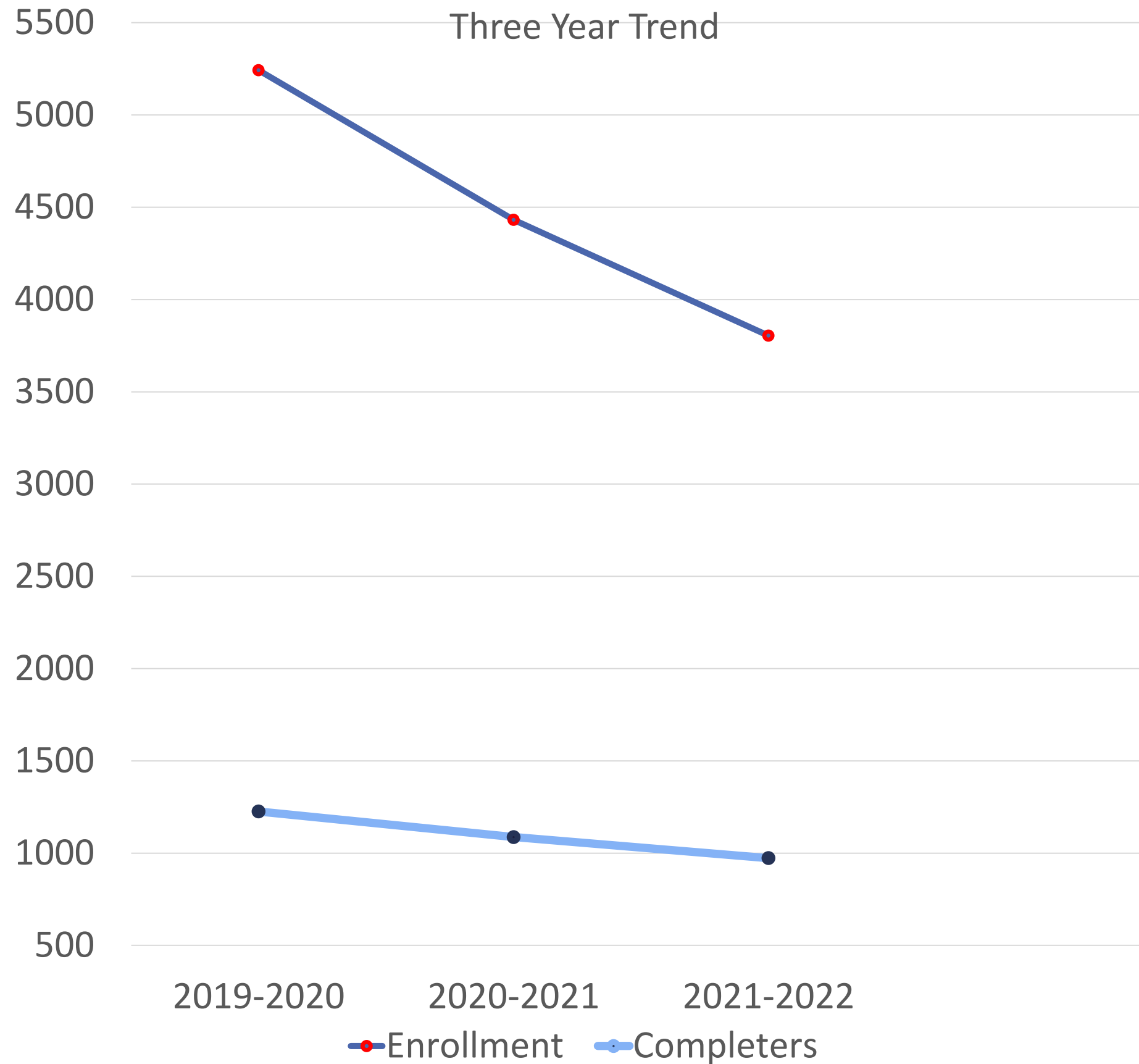
Teach Nevada Scholarship

Teach Nevada Scholarships and Completers



Data in red indicates incomplete completer data due to timeline

Educator Preparation Program Information



Recruit to Employment Data

Existing Data

- Districts may have data on recruitment contacts

Data Limitations

- Little to no data available at the state level
- Unknown level of data availability at the district level

Recruit to Employment Initiatives and Needs

Initiatives

- SB 231 Allocation for educator raises
- SB 442 Interstate Teacher Mobility Compact
- SB 291 Student teachers employed as substitutes
- SB 434 Adds substitute teachers to PERS eligibility
- Removal of barriers to licensure

Future Needs and/or Recommendations

- Add district information page on the NDE website with focus on recruitment
- Address data limitations

Recommendations:

- Support the Home is Possible for Teachers Program
- Public Employee Retirement (PERS) incentive
- Statewide minimum salary schedule for licensed personnel
- Amend the timeline for educators receiving PERS to become eligible to return to the classroom
- Allocate additional funds for:
 - scholarships to increase the number of qualified specialized instructional support personnel (SISPs)
 - Department of Public Safety to expedite educator licensure background reports
 - Stipends for rural educators to cover travel and cost of living expenses
 - Districts to offer housing opportunities

Teacher Salaries as of May 17, 2022

Metric	Base Salary Start	Base Salary Maximum
Average	\$41,276	\$82,236
Low	\$33,232	\$70,899
Median	\$40,312	\$79,955
High	\$58,549	\$107,041

- Base salary refers to the salary with benefits but without any add on days or stipends
- Base Salary Start is the lowest starting salary
- Base Salary Maximum is the highest salary possible with benefits
- In the 2021-2022 school year Nevada ranked 30th in the nation for teacher salaries (Source: [NEA Salary Report](#))

Existing Data

Acing Accountability Data:

- Number and percentage of fully licensed and certified staff
- Distribution of vacancies and long-term substitutes
- District budget allocation for recruitment and retention

Districts may have data on:

- Educator attrition
- Mentoring and induction

Data Limitations

- Static data
- Acing Accountability is new
- Availability of data and/or accuracy of the data
- Availability of educator attrition data
- Availability of mentoring and induction data/information

Recruit to Stay Initiatives and Needs

Initiatives

- Exit/transfer survey
- Working conditions survey
- School climate survey/staff survey
- Teacher Advancement Scholarship
- Elevating educator voice
 - Superintendent's:
 - Teacher Advisory Cabinet
 - Principal Advisory Cabinet
 - Variety of workgroups
- Educator recognition
- Microcredential Platform
- Statewide access to CANVAS

Districts may offer:

- Retention bonuses
- Longevity pay

Future Needs and/or Recommendations

- Funding to continue the Exit/transfer survey, working conditions survey, staff climate survey

- Address data limitations

Recommendations:

- Allocate additional funds to:
- Provide scholarships to increase the number of specialized support personnel (SISPS)
- Increase funding for the Teacher Advancement Scholarship
- Provide grant funds to give salary incentives for those who stay in special education positions
- Targeted training of administrators in building systemic support for educator efficacy and increasing job satisfaction
- Cover costs of getting an endorsement in a district or state designated critical shortage area
- Create and manage a loan forgiveness program
- Provide dedicated increased funding for districts to provide longevity pay

Resources

[Task Force webpage](#)

[April 8, 2022, meeting materials](#) – Agenda Item #4 NV Teacher Supply and Demand

[May 18, 2022, meeting materials](#) – Work Session #2 NV School District Salaries

[Title 2 Reporting website](#) – educator preparation program data

[Senate Bill 71 \(2023\)](#)

[Senate Bill 72 \(2023\)](#)

[Senate Bill 291 \(2023\)](#)

[Senate Bill 339 \(2023\)](#)

[Senate Bill 434 \(2023\)](#)

[Assembly Bill 428 \(2023\)](#)

[Assembly Bill 515 \(2023\)](#)

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Questions



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Appendix



Nevada Statewide Teacher Exit/Transfer Survey

Frequently Asked Questions



Welcome to the Nevada Teacher Exit/Transfer Survey!

The Nevada Department of Education (NDE) created the Nevada Teacher Exit/Transfer Survey (Exit/Transfer Survey) to hear from teachers leaving their school, district/charter, state, or profession about the reason(s) they left. The Exit/Transfer Survey is an important opportunity for teachers to provide feedback that will be useful in developing strategies to improve teacher retention in Nevada. Specifically, Nevada policymakers and education stakeholders want to gather information about the conditions influencing teachers' reasons for leaving.

NDE is partnering with an independent research institution—the [American Institutes for Research](#) (AIR)—to collect data to inform systemic efforts to drive continuous improvement of district/charter, school, and statewide educator retention efforts. Having that knowledge can help identify working conditions that can be improved to reduce future educator turnover. By responding to this survey, you will help NDE better understand and address teacher mobility and reduce attrition.

The survey will take no more than 10 minutes, and AIR will send you a \$50 e-gift card upon completion of the survey as a thank you for your time and honesty.

Your participation in this survey is completely voluntary. You may decline to take the survey at any time without consequence. The AIR research team will collect and securely store your data; no one outside of AIR (or other third-party researchers with legal and data sharing agreements in place with NDE) will have access to your identifiable information. No names, license numbers, or other identifying information will be included in any publications or presentations based on the survey data. AIR will group the results and only report data that represents groups of 10 or more respondents.

In addition, your principals, school leaders, district personnel, and survey coordinators may not request or require proof of survey completion.

More information on the survey can be found in the [Survey Comprehensive Guidance Document](#). If you have any questions or concerns, please contact the AIR research team at neducatorsurvey@air.org or (866) 261-2295, option 6.

Thank you for your participation!

Nevada Teacher Exit/Transfer Survey: Frequently Asked Questions

The following questions and answers address survey background, survey administration, technical support, confidentiality and data security, and reporting and sharing.

Survey Background

What is the purpose of the Exit/Transfer Survey?	<p>The purpose of the Nevada Teacher Exit/Transfer Survey is to gather data to inform systemic efforts to drive continuous improvement of school, district, and statewide educator retention efforts.</p> <p>We will accomplish this purpose by:</p> <ol style="list-style-type: none">1. Enabling district/charter administrators and policymakers to better understand and respond to the factors influencing teacher recruitment and retention.2. Collecting important uniform statewide evidence to better advocate for resources and/or policy changes.3. Informing policies and recommendations on teacher recruitment and retention, including funding programs to better support teachers.
Why is Nevada implementing an Exit/Transfer Survey?	<p>The Nevada Department of Education (NDE) is implementing the Exit/Transfer Survey to understand why teachers choose to leave their school, district/charter, state, or profession. NDE is looking for trends and issues that may be addressed and improved to increase teacher retention and recruitment in Nevada.</p>
What is the Exit/Transfer Survey?	<p>The Exit/Transfer Survey asks teachers questions about the teaching positions they have left/exited. Topics include reasons for leaving, future career plans, teaching background, and demographics. The survey will capture teachers' experiences in the school assignment they have recently left and the factors that influenced them to leave.</p>
How was the Exit/Transfer Survey developed?	<p>At the request of the Statewide Teacher Recruitment and Retention Advisory Task Force, NDE convened a group of stakeholders to conduct research about exit questionnaires from within Nevada and other states and develop a draft structure for the content and format of the Exit/Transfer Survey. The stakeholder group included educators, district personnel, association representatives, and survey design and data experts.</p>

<p>How was the Exit/Transfer Survey tested?</p>	<p>To ensure the accuracy, clarity, and user-friendliness of the questions and response options, the survey questions were administered to a small sample of individuals who represented the characteristics of the survey population. The individuals were interviewed as they completed the survey and provided feedback. In addition, the survey was reviewed by survey and data experts throughout its development to ensure that best practices in survey methodology were followed.</p>
<p>Can I request to speak to someone about my survey responses?</p>	<p>Yes. At the end of the survey, participants will be asked if they are interested in participating in an optional interview conducted by the American Institutes for Research. This optional follow-up interview will be used to solicit more in-depth and contextual information from teachers who are choosing to leave their position.</p>
<p>How is the state survey different from my district's exit survey?</p>	<p>Exit surveys may be administered by different entities and are used for different purposes. District Human Resources departments may have their own exit survey, which may have content that overlaps with the state survey. The state survey collects the same information from teachers across the state to help make informed decisions on statewide policies for educators.</p>

Survey Administration

<p>Who is administering the survey?</p>	<p>The Nevada Department of Education (NDE) is partnering with an independent research institution—the American Institutes for Research (AIR)—to collect teacher feedback. It is important for NDE to receive honest feedback and ensure that all data are confidential. AIR is a not-for-profit, nonpartisan behavioral and social science research institution.</p>
<p>Who should take the survey?</p>	<p>All teachers of record in Nevada's public education system who have recently left a teaching position in their school, district/charter, state, or profession—part-time and full-time teachers teaching students in prekindergarten through Grade 12 (or beyond), fifth-year seniors, and Program Approach to Career Employment (PACE)/Postsecondary Opportunities for Students in Transition (POST)—will have an opportunity to participate in the Nevada Teacher Exit/Transfer Survey (Exit/Transfer Survey). Leaving a position entails formally transferring, resigning, or being dismissed from a school. Sabbaticals and medical leave do not count.</p>

Nevada Statewide Teacher Exit/Transfer Survey - Frequently Asked Questions

Why should I take this survey?	Your voice matters. State education leaders value your opinions and want to ensure that informed decisions are made concerning teacher recruitment and retention efforts. This survey is also an opportunity for you to help drive improvements for current and future teachers in Nevada.
How did AIR get my contact information?	Districts or charters work directly with AIR to provide notification of separation and contact information so that AIR can invite all exiting teachers to complete the survey.
Is participation mandatory?	No. Participation is voluntary, and all responses will be confidential and the survey can be stopped at any time.
Is there an incentive?	AIR will send participants a \$50 e-gift card upon completion of the survey. An additional incentive (\$100) will be provided for teachers who complete a follow-up interview.
How long will the survey take?	The survey takes no more than 10 minutes to complete.
How can I access the survey?	The survey can be accessed from anywhere, via any internet-enabled device, using a unique survey link provided by AIR. No paper copies of the survey will be provided.
I recently left a teaching position at a school but did not receive an invitation to the Exit/Transfer Survey. Who do I contact to take the survey?	<p>Upon notification of separation, teachers will receive an email from AIR with a link to the survey. The email will be sent by AIR to the email address provided by the teacher's district.</p> <p>If you think you are eligible to participate but have not received an invitation email from AIR, please contact the AIR research team at neducatorsurvey@air.org or (866) 261-2295, option 6.</p>

Technical Support

Are there any technical requirements to access the survey online?	The Nevada Teacher Exit/Transfer Survey will be available 24 hours per day from any internet-enabled device (e.g., computer, tablet, mobile device). The survey is compatible with most internet browsers.
Does everyone get the same questions?	Survey questions will vary depending on the participant's responses to select questions.

<p>Can I save my survey and come back to complete it?</p>	<p>Yes. The survey link is unique, and participants may return to it at any time before submitting.</p>
<p>Will my responses be recorded if I do not finish the entire survey?</p>	<p>Yes. The survey tool will save participant responses.</p>
<p>Where can I get help if I have problems taking the survey? Who should I contact if I have questions about the survey?</p>	<p>Please contact the AIR research team at neducatorsurvey@air.org or (866) 261-2295, option 6.</p>

Confidentiality and Data Security

<p>Is the survey anonymous?</p>	<p>No; the Nevada Teacher Exit/Transfer Survey is not anonymous, but it is confidential. The survey is not anonymous because there are questions in the survey that can identify participants; however, the survey is confidential because AIR or third-party researchers with legal and data sharing agreements in place with NDE will be the only entities with access to identifiable information. AIR will follow strict data storing and sharing protocols to prevent anyone outside the project from connecting individuals with their responses.</p>
<p>Will NDE, districts/charters, or schools have access to identifiable information?</p>	<p>No; NDE, districts/charters, and schools will not have access to identifiable data.</p>
<p>What does confidential mean?</p>	<p>Confidential means that no names or identifying information will be included in any survey data, publications, or presentations shared with districts/charters, schools, and the state. For more information, please read the “Reporting and Sharing” section.</p>

<p>How do you ensure that my responses are confidential?</p>	<p>AIR creates a random study ID for each participant and will track these study IDs and identifiable information in a crosswalk file. AIR or third-party researchers with legal and data sharing agreements in place with NDE will be the only ones with access to the crosswalk file. All identifiable information will be removed from data files prior to sharing any response data with NDE and stakeholders. Identifiable information will be used only when third-party researchers need to correlate data from other surveys or data sources.</p>
<p>What kind of identifiable information will be collected? Why does the survey ask for identifiable information?</p>	<p>AIR will receive teachers’ name and contact information from District’s Human Resources department and send an email to the provided email address with a link to the Exit/Transfer Survey.</p> <p>The survey asks teachers to provide their Nevada educator license number so that third-party researchers like AIR can correlate data that is publicly available in the state’s licensure system (found here: Nevada Educator Look-up) with the Exit/Transfer Survey and data from the Nevada Educator Working Conditions Survey. This information will provide a comprehensive picture of why Nevada teachers are staying and leaving. An anonymous survey would not allow researchers to correlate data across surveys.</p> <p>At the end of the survey, teachers will be asked to share the email address to which the \$50 e-gift card should be sent and to share their contact information if they would like to participate in a follow-up interview with AIR.</p>
<p>How and where will my data be stored?</p>	<p>AIR follows strict data security practices in its handling and storage of confidential data. Participant directly identifiable information is accessible only to third-party researchers working on the project and have legal and data sharing agreements in place with NDE.</p>

Reporting and Sharing

<p>How might districts/charters and schools benefit from the results?</p>	<p>The Nevada Teacher Exit/Transfer Survey is designed to help districts/charters, schools, and state decision makers better understand why teachers leave their school, district/charter, state, or profession. Understanding the factors that influence teachers to leave can guide districts/charters, schools, and the state in identifying policies, supports, and resources that support successful retention efforts.</p>
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Nevada Statewide Teacher Exit/Transfer Survey - Frequently Asked Questions

Is there a minimum number of teachers needed to report data?	Yes. To maintain confidentiality, data will not be reported for groups with fewer than 10 respondents (the same suppression standard used for reporting student data).
What happens when fewer than 10 teachers in a group provide a response?	Data for that group will not be reported.
Will my district, charter, or school see my data?	Identifiable information will not be shared with districts, charters, or schools. Only de-identified responses and aggregated data (with 10 or more respondents) will be shared with districts, charters, or schools.
Can I see the results of the survey?	The Nevada Department of Education will make the findings from the survey available two times per year (typically in January and July or August). We will update this document with a link to the survey results when available.