

## Task Force Work Session – Member Responses to Questionnaire

### Google Form Questions

What questions would you like to have answered about the:

- recruitment of teachers into employment?
- recruitment of future teachers into educator preparation programs?
- retention of teachers already employed in Nevada?
- retention of students enrolled in educator preparation programs?

What do you think are some of the challenges:

- in attracting teachers to work in Nevada?
- in attracting students to choose education as a career?
- Nevada faces in retaining teachers?

### Recruitment

#### Recruitment to Employment Efforts:

- How is recruitment presently handled?
  - What are the options available for recruitment?
- How many are recruited through the alternative route to licensure program?
- Where do school districts get most of their recruits from? Local or out of state? Are there plans in place to recruit from other places?
- How does Nevada plan to recruit for areas of critical shortage: special education, school psychologists, related service providers, math, science, and secondary levels?
- Why are students in the Nevada educator preparation programs not given priority recruitment with the schools they student taught.
- Once candidates show an interest for employment (at CCSD, for example), what is the application process like?
  - What is the average length of time from initial application to hire at a designated school site?
  - Is there a flow chart of the process?
  - Are there recruitment teams?
  - What is the composition of the teams (HR types, teachers, admin, students)?
- How difficult is the reciprocity process?
  - Can the licensing fee be waived?
  - What can we do to streamline the hiring process?
  - Is there a Nevada job board that all school districts can post to and utilize that is well marketed and well utilized?

#### Challenges in Attracting Teachers to Nevada:

- housing
- acceptance within a community
- culture shock
- distance to recreational activities
- laws that prevent the suspension of children for poor behavior choices

## **Recruitment to the Profession of Teaching:**

- What are the post-secondary educational institutions doing to recruit young, talented people into the profession?
  - How are we as a state or as counties in Nevada communicating with colleges and universities about the availability of a career in this profession?
- How does Nevada plan to recruit for areas of critical shortage: special education, school psychologists, related service providers, math, science, and secondary levels?
- Do students get any additional salary to help with further education to become a teacher?
- How many start and drop out after 1, 2, or 3 semesters? How many actually graduate?
- Are there financial aid and grant packages available for promising students so that a mountain of debt is not awaiting them after college?
- Is it possible students can get college credit prior to graduation from high school in education-related courses?
  - What is the selection process for these programs?
  - Are there teacher mentors for these students?
- What good things are being shared and promoted to support students on this career path?
- What percentage of these students complete their degree?
- What percentage are able to find a position in a city and a school that they want to be in?
- What percentage remain in the career after 5 years?
- What percentage of those student who enter a teacher program actually make it to teach in a classroom?
- What are universities doing to draw students into the education field?
- Are there mentorships that are compensated so that veteran teachers have time and money to mentor?
- How much field experience do pre-ed students receive and/or are required to complete?
- Are there "home-grown programs" available to model or for development?
- How are projections developed?

## **Retention**

### **Retention Efforts**

- What is presently being done to retain qualified teacher?
- What are some ideas the state is thinking of using to support teachers?
- Which districts have a high retention rate and why?
- What are our current retention numbers? Have they been tracked over time? Are they available through the Dept. of Ed. website? Can we see trends?
- Are there support programs for new teachers? Are they available statewide?
- Can we reduce the cost to obtain a sub license for students in education prep programs? In order to maintain their license, they have to work so many days as a sub, yet the license is somewhat costly.

### **Challenges Nevada Faces in Retaining Teachers:**

- Mental health – the toll the profession takes on a human.
- Mental health – its impact on student performance in the classroom.
- There is more pressure on schools and educators to deal with student problems that are brought from home.
- Increasing pressure by district-level administrators to reduce punitive punishment, and the punishment of minority students (this should be done, but not just for the sake of reducing these numbers on paper by creating blanket policies), leaving educators with fewer tools to maintain behaviors.
  - Teachers are often afraid to report these administrators for fear of retaliation.

- Diversity in rural communities. Not just people of minorities, but diversity of services in the rural areas medical care access for example.
- School-site administrators are not supervised as closely as teachers are supervised, so many of their choices and actions are unchecked. For many administrators this is not a problem, but there are some administrators that have poorly run schools, hostile workplace environments, and/or cultures. Teachers are often afraid to report these administrators for fear of retaliation.

## Incentives

### Incentives to Employment

- In the past we have had incentive bonuses, will this continue?
  - What incentives can we offer to get teachers to come to Nevada?
  - One negative effect is that these incentives have been offered throughout the state, so teachers that transfer districts can receive them multiple times, that seems to aide more the jumping ship from one district to another. Could those bonuses just be for teachers from other states, or new teachers?
  - What incentives are available for a teacher to come to this state? (Moving stipend, signing bonuses, etc.)

### Incentives to Ed Prep Programs

- What incentives are being offered to teachers to come to Nevada?
- Can the state offer incentives to high school, paraprofessionals, and University students to enter the profession?
- Do students get any addition salary to help out with further education to become a teacher?
- Is it possible students can get college credit prior to graduation from high school in education-related courses?

### Incentives to Retain Teachers

- Have incentives already been put into place?
  - Have they been shown to be effective or not already?
    - Like incentive pay, bonuses for being at certain schools, home ownership assistance? Some of the same things to attract new teachers also apply to retaining ones we already have.

## Climate and Culture

- How can we provide a better work environment and support for our teachers with the changing needs of the student population?
- Can there be a program or hotline where teachers can anonymously report administrators that create hostile workplaces or behave unprofessionally?
- Can we develop a program of classroom behavior management improvement that is free to teachers to use/access or get help from at any time?
- There perhaps could be a team in each district that can be dispatched to a classroom to assist in developing current teachers' management.
- Can loans be forgiven or reduced by the state, in addition to the programs provided by the federal government, for teachers that remain in the classroom over a period of time?
- How well are we training new teachers to deal with behavior?

## Districts

- What are teachers who are choosing to leave the career saying are the reasons for their leaving?
- Are there "home-grown programs" available to model or for development?
- How are projections developed?
- What thought has been given regarding restructuring salaries and providing educational assistance for future educators?

## Information and/or Statistics to verify

- The average time new teachers stay teaching is about 5 years.
- As teachers, we have to search for, enroll in, and pay for the credits that we use to re-certify our license.
- What are the #1 and #2 States in the Union doing to recruit quality teachers?
- Too much focus and funding is given to recruiting teachers and not enough on retaining current teachers, leading to low employee morale.
- Why are students in the Nevada educator preparation programs not given priority recruitment with the schools they student taught?

## Other Questions/Thoughts

- The cost of affordable housing is a factor and even finding any housing in many areas of the state.
- Cost of medical services
- Over testing
- Low ranking/ perception of education in NV
- Current regulations and too many things that pull teachers from the focus of the classroom, which causes them to complain about their jobs.
- Public perception and teacher pay need to improve.