

Nevada State Teacher Recruitment and Retention Advisory Task Force

Draft Report – June 6, 2020



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I. Executive Summary

II. Introduction and Overview

The 80th Session of the Nevada legislature passed Assembly Bill (AB) 276 creating the Nevada State Teacher Recruitment and Retention Advisory Task Force. The Task Force is required to meet a minimum of four times per year for the purpose of addressing the challenges with attracting and retaining teachers throughout this State.

On or before February 1, 2020, the Legislative Committee on Education (LCE) shall select one or more teachers, as applicable, to serve as a member of the Task Force.

A) Roles/Responsibilities

Directed by AB 276 (2019) the Task Force shall:

- Evaluate the challenges in attracting and retaining teachers throughout this state;
- Make recommendations to the Legislative Committee on Education to address the challenges in attracting and retaining teachers throughout this state, including without limitation, providing incentives to attract and retain teachers; and
- On or before February 1 of each odd-numbered year, submit a report to the Director of the Legislative Council Bureau for transmission to the Legislature describing the findings and recommendations of the Task Force.

B) Task Force Membership

Per Nevada Revised Statute (NRS) 391.494 to qualify for membership eligible teachers must:

- Be a licensed teacher with at least 5 consecutive years of teaching experience in a public school in this state;
- Be currently employed as a teacher and actively teaching in a public school in this state, and remain employed as a teacher in a public school in this state for the duration of the member's term; and
- Not be currently serving on any other education-related board, commission, task force, or similar governmental entity
- On or before December 1, 2019, the Department shall prescribe a uniform application for a teacher to use to apply to serve on the Task Force.
- A teacher who wishes to serve on the Task Force must submit an application to the Legislative Committee on Education on or before January 15 of an even-numbered year. On or before February 1 of each even-numbered year, the Legislative Committee on Education shall select one or more teachers, as applicable, to serve as a member of the Task Force.

NRS 391.492 (a): One licensed teacher employed by each school district located in a county whose population is less than 100,000, appointed by the Legislative Committee on Education;

- Carson – Sarah Santos
- Churchill – Lance Lattin
- Douglas – Elizabeth Rechs
- Elko – Tammie Smithburg
- Esmeralda – Elizabeth Vessels

- Eureka – Meridon Fortune
- Humboldt – Tamara McCord
- Lander – William Cox
- Lincoln – Kathleen Keene
- Lyon – LaResa Darrington
- Mineral – Vici Cooper
- Nye – Dana Boam
- Pershing – Thomas Brooks
- Storey – Allison Brotsma
- White Pine – Kristina Ernest

(b): Two licensed teachers employed by each school district located in a county whose population is 100,000 or more but less than 700,000, appointed by the Legislative Committee on Education; and

- Washoe – Maria Cristy Fernandez
- Washoe – Laurie Henderson

(c) Three licensed teachers employed by each school district located in a county whose population is 700,000 or more, appointed by the Legislative Committee on Education.

- Clark – David Navarette
- Clark – Magdaline Wells
- Clark – Eleanor Williams

The work of the Task Force was supported by the following personnel and educational partners:

WestEd

- Mary Peterson, Co-Director, Region 15 Comprehensive Center
- Alex B. Jacobson, Research Associate, WestEd
- Andrew F. Morrill, Senior Program Associate, Policy Center at WestEd

Attorney General's Office

- David Gardner; Senior Deputy Attorney General

Nevada Department of Education (NDE)

- Felicia Gonzales, Deputy Superintendent
- Jason Dietrich, Director, Educator Development and Family Engagement (EDLiFE)
- Kathleen Galland-Collins, Assistant Director, EDLiFE
- Jeff Briske, Education Programs Professional, EDLiFE
- Kellylynn Charles, Education Programs Professional, EDLiFE
- Michael Arakawa, Program Officer III, EDLiFE
- Arina Kazemi, Administrative Assistant II, EDLiFE

C) Meetings

The Task Force held five meetings, which were all virtual meetings held via video conference. Agendas, minutes, and supporting documents are located on the [Advisory Task Force Meeting Materials webpage](#).

4/25/2020 5/16/2020 6/06/2020 6/11/2020

III. Recommendations

Introduction and a summary of the recommendations will go here.

D) Recruitment to the Profession

E) Recruitment to Employment

F) Retention

IV. Conclusion

V. References