

**Office of Educator Development,
Licensure, and Family Engagement**
**Information and Initiatives Relevant to
the Recruitment and Retention of
Teachers**

April 25, 2020

Agenda Item #9

Purpose

Task force members will deepen their understanding of the Office of Educator Development, Licensure, and Family Engagement (**EDLiFE**) work that is most relevant to the recruitment and retention of educators. Topics will include:

Recruitment to the profession

- Educator preparation
- Scholarships

Recruitment to employment in Nevada

- Routes to licensure
- Removal of barriers to licensure
- Incentives

Retention effort

- Incentives
- Recognition programs
- Educator engagement

What is EDLiFE?

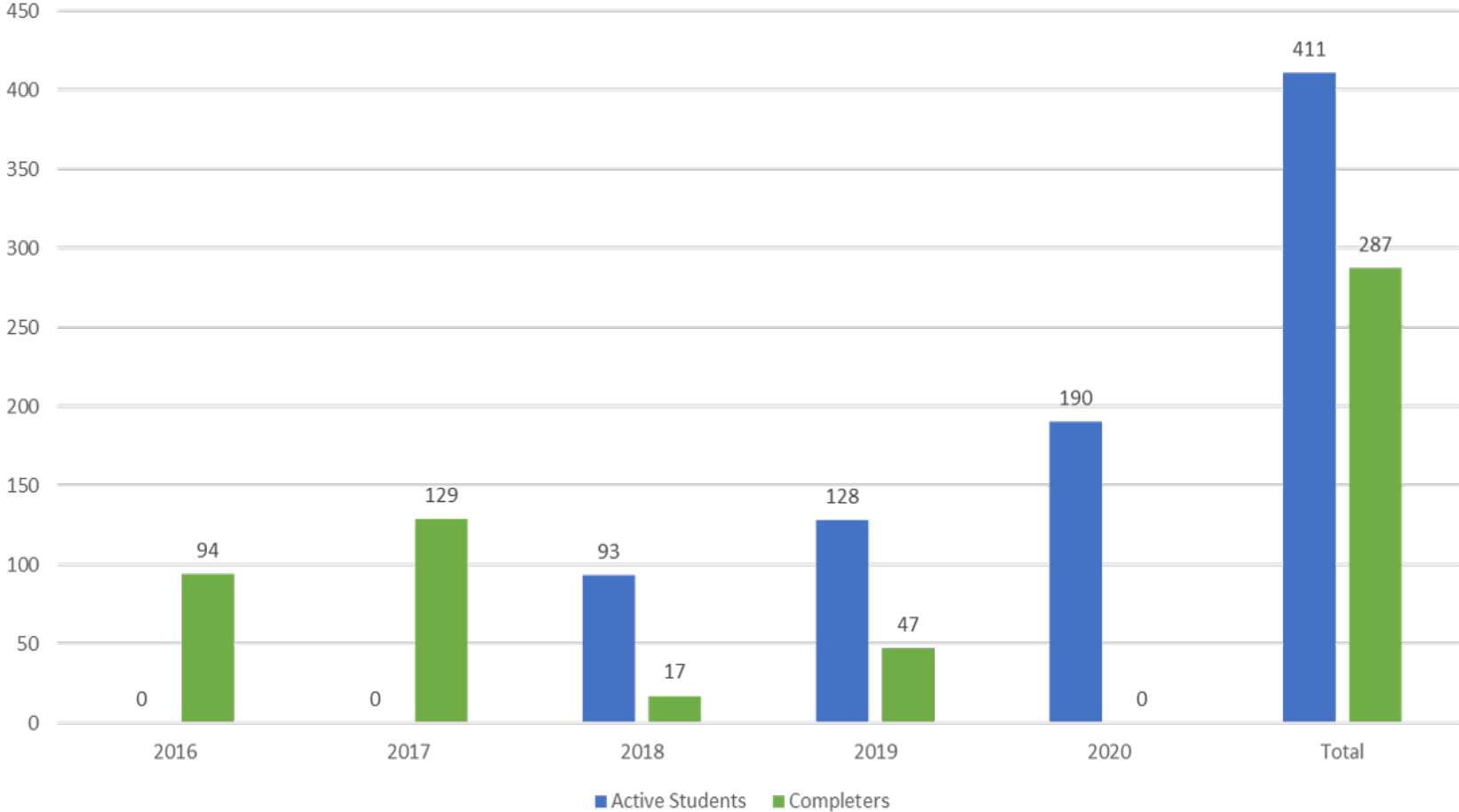
“EDLiFE” = Office of Educator Development, Licensure, and Family Engagement

- Educator Development:
 - Educator Preparation and Professional Development
 - Nevada Educator Performance Framework
 - Educator Recognition and Engagement Programs
 - Title II-A Funds Management
- Licensure:
 - Issuance and renewal of educators’ licenses
 - Regulatory changes working with Commission on Professional Standards
- Family Engagement
 - Biennial parent involvement and family engagement summit
 - Various other initiatives statewide to promote family engagement in students’ education

Teach Nevada Scholarships

- The Teach Nevada Scholarship program (TNVS) was created in the State General Fund in 2015 during the 78th Legislative Session as a recruitment to the profession initiative
- Scholarships are worth up to \$24,000 each for candidates who wish to pursue a teaching degree

TNVS Active Students & Completers



Title II Report

Title II Reporting and Data

title2.ed.gov

Routes to Licensure

- Traditional
- Alternative Route
- Grow Your Own
- Business and Industry
- Reciprocity

Commission on Professional Standards in Education (COPS)

- Responsible for making and amending regulations governing educator preparation and licensure in NAC 391
- COPS membership (NRS 391.011):
 - Five licensed classroom educators – elementary, secondary, middle school, special education, and early childhood education
 - One licensed school counselor, psychologist, speech-language pathologist, or social worker
 - One licensed school site administrator
 - One representative at a College of Education
 - One parent or guardian of a pupil enrolled in a public school
 - One representative from the business community
 - One Superintendent of a Nevada school district
- Director of EDLiFE Jason Dietrich is the sitting Secretary to the Commission

COPS - Collaboration with EDLiFE

- Identified changes to NAC go to COPS for action
 - Legislative mandate
 - Barriers to licensure
 - Outdated or ineffective processes
 - Feedback from stakeholders
 - Alignment of Nevada with national best practices as identified through research and national organizational affiliations
- 25 regulations passed during 2017-2018
- 23 regulations passed during 2018-2019
- Changes from 2019-2020 are pending to 13 regulations, with anticipated changes to several more

Regulatory Highlights

- Regulations adopted in 2018:
 - Amended Business & Industry licensing/renewal requirements
 - Allowed for obtaining middle school and secondary licenses via competency testing
 - Allowed for a standalone school administrator license
- Regulations adopted in 2019:
 - Revised the educational requirements for renewal of an educator's license
 - Created endorsements in Social, Emotional and Academic Development and Cultural Competency
- Regulations pending adoption in 2020:
 - Establishing out-of-country reciprocity
 - Allowing for Alternative Route to Licensure reciprocity for veterans and active duty military and their spouses

Changing Landscape of Licensure

- 2014 (June 1 – December 31):
 - Processing time for all licenses was 26-28 weeks
 - Office of Educator Licensure had little to no funding in reserve
 - All processes were manual and used paper forms/applications
 - Antiquated telephone system had regular issues and was not reliable
 - Payments had to be via cashier's check or money order – no credit cards
 - Customer service was consistently poor as a result of prior office culture
 - COPS lacked guidance/support from the Department
- 2015:
 - Audit findings from 2014 drove needed process changes and increased focus on customer service
 - Began accepting credit card payments to make application process easier
 - Improved efficiency of internal background review process
 - Implemented Livescan (electronic) fingerprint submission for applicants, reducing time required for DPS and FBI to complete background checks
 - Began work on regulatory definition of “moral turpitude” as it relates to licensure eligibility
 - Worked with State Legislature to pass legislation addressing known issues

Changing Landscape of Licensure cont.

- 2016:
 - Continued to improve processes to address customer service and reduce license processing times
 - Director Dietrich took over as secretary to COPS, began building working relationship
 - Posted a request for information as a precursor to replacing inefficient and failing licensure system, and undertook a feasibility study which determined it would have to be replaced completely rather than upgraded
- 2017:
 - Worked with State Legislature to pass legislation addressing various barriers affecting educator licensure
 - Adopted regulation defining “moral turpitude,” which brought needed clarity to licensure eligibility criteria and incorporated redemptive practices for minor offenses
 - Completed audit by DPS with no adverse findings due to process changes implemented during 2015-2016
 - Completed RFP and funding process, contracted with vendor inLumon to replace existing licensure system, and began system development
 - Worked with COPS to pass needed regulatory changes

Changing Landscape Licensure cont.2

- 2018:
 - New licensure system (OPAL) went live, allowing educators to apply for licensure online for the first time in Nevada’s history
 - Continued to work with COPS on regulatory changes, identifying and breaking down barriers to licensure
- 2019:
 - Worked with State Legislature to pass legislation addressing various barriers affecting educator licensure
 - Las Vegas licensure office moved to new, more convenient location
 - Added additional investigator to licensure staff, contributing to more efficient clearance of educator background checks
 - Worked with COPS to pass needed regulatory changes

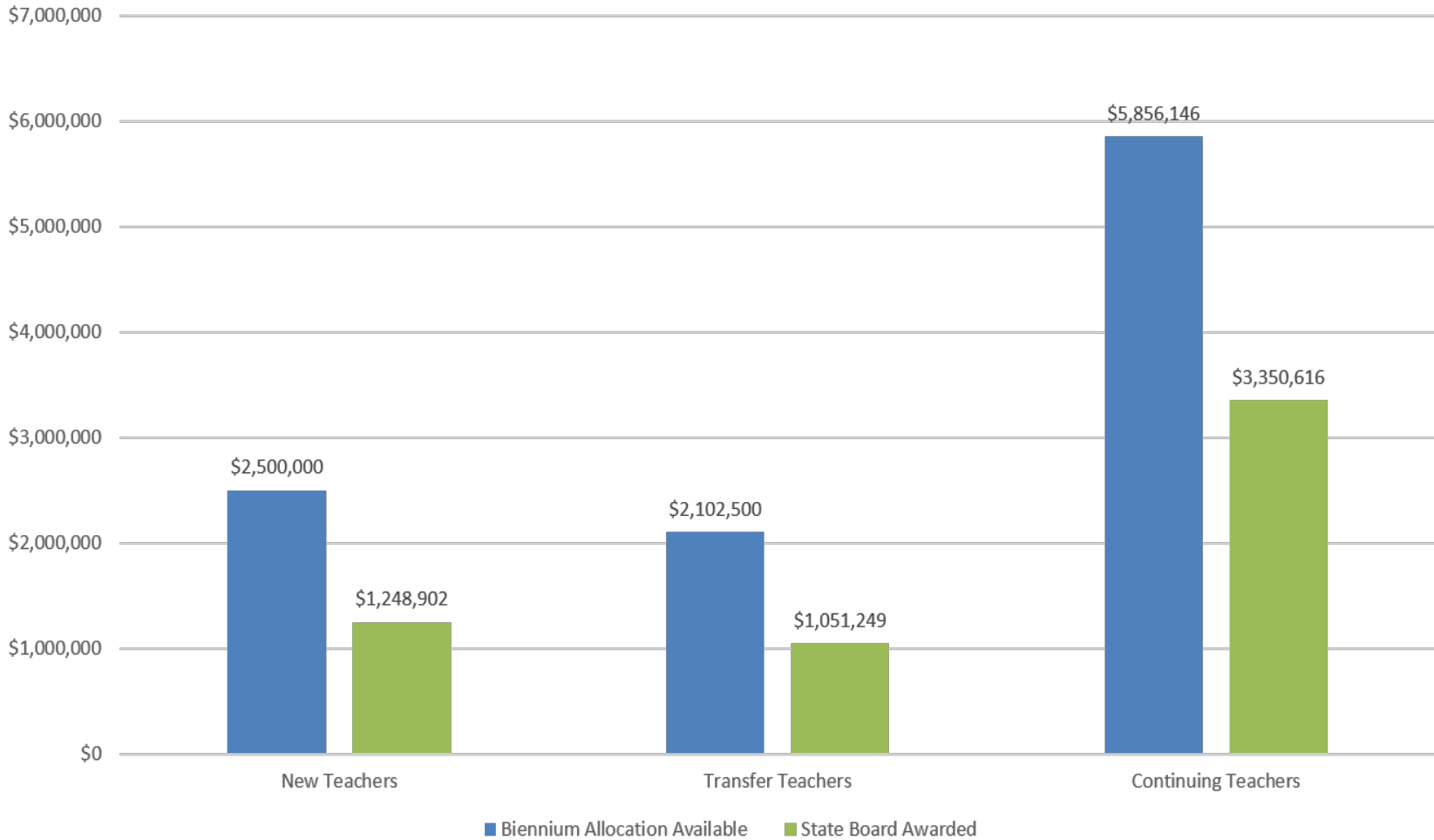
Teacher Incentives

- The Teacher Incentive program was created in the State General Fund in 2015 during the 78th Legislative Session as a recruitment and retention initiative
- Average Incentive depends on allocation, State Board award and number of requests

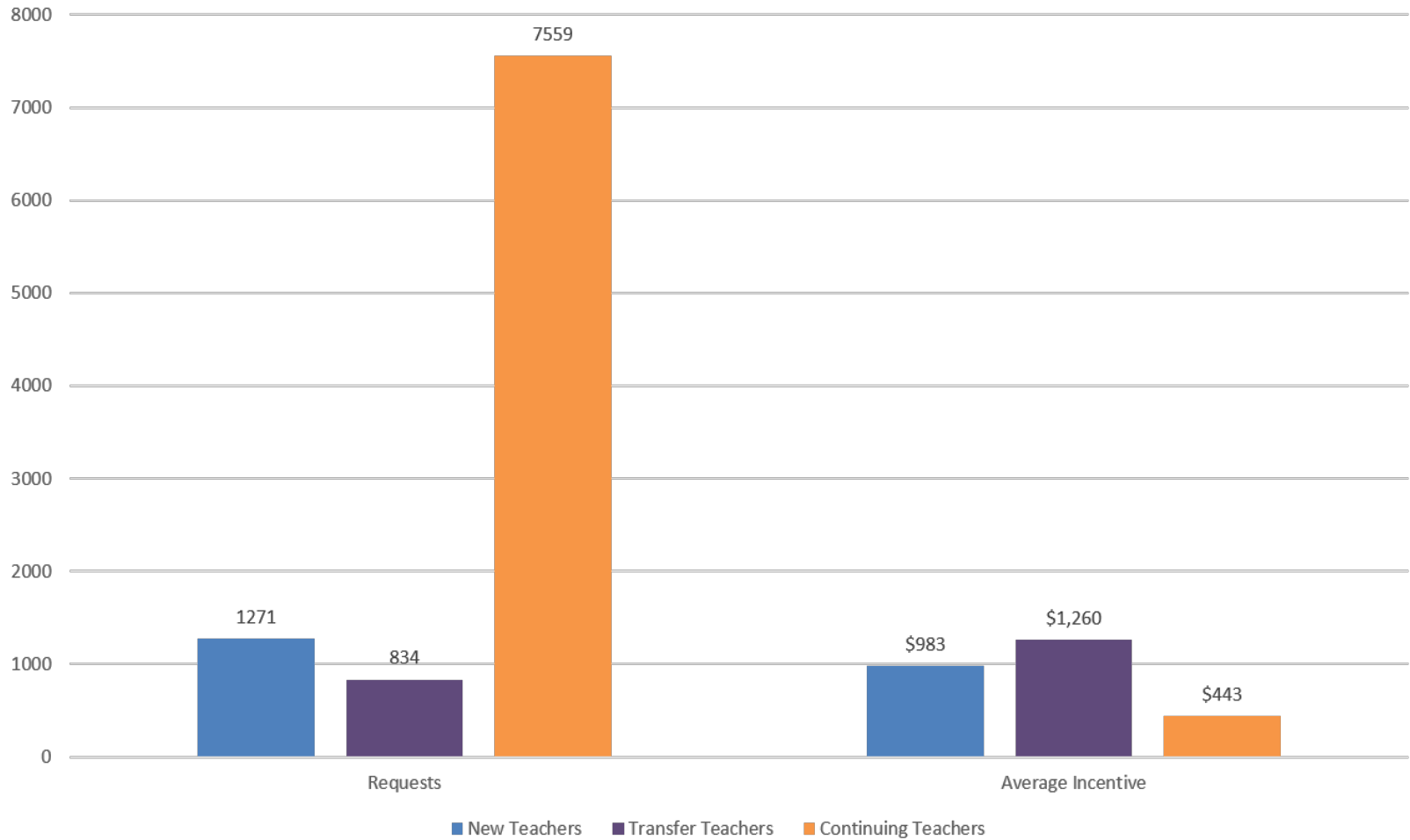
FY20 categories included:

- New Teacher Title I
- Transfer Teacher Title I
- Continuing Teacher Title I

FY20 Allocation & Awards



FY20 Requests & Average Incentive



Teacher Engagement

- Superintendent's Teacher Advisory Cabinet
- Teacher Leader in Residence
- Stakeholder Engagement Groups
- Councils, Boards, and Commissions Members

Teacher Recognition

- Nevada Teacher of the Year
- Milken
- Additional Recognition Award such as:
 - Presidential Excellence in Math and Science
 - More to come

Thank You

Office of Educator Development, Licensure and Family Engagement

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