



**DATA INSIGHT**  
PARTNERS

# The Nevada Teacher Workforce

*What We Know, Don't Know, & Need to Know*



## What We Know

*The most important factor affecting student learning is the classroom teacher.*

# Overview

- Highlights from the Nevada Class Size Report
- Current Trends in the Teacher Workforce
- The Work Ahead

# Class Size Report



## Nevada Class Sizes A Comprehensive Review



# What Happens When Nevada Makes Strategic Investments in Education?

## Nevada Has Made Massive Investments in Early Literacy

### Full Day Kindergarten

- 2015 to 2017 \$41 - \$96 Million per year

### Class Size Reduction

- 2015 to 2019 \$147 - 189 Million per year

### Zoom

- 2013 to 2014 \$25 Million per year
- 2015 to 2019 \$50 Million per year

### Victory

- 2016 to 2019 \$25 Million per year

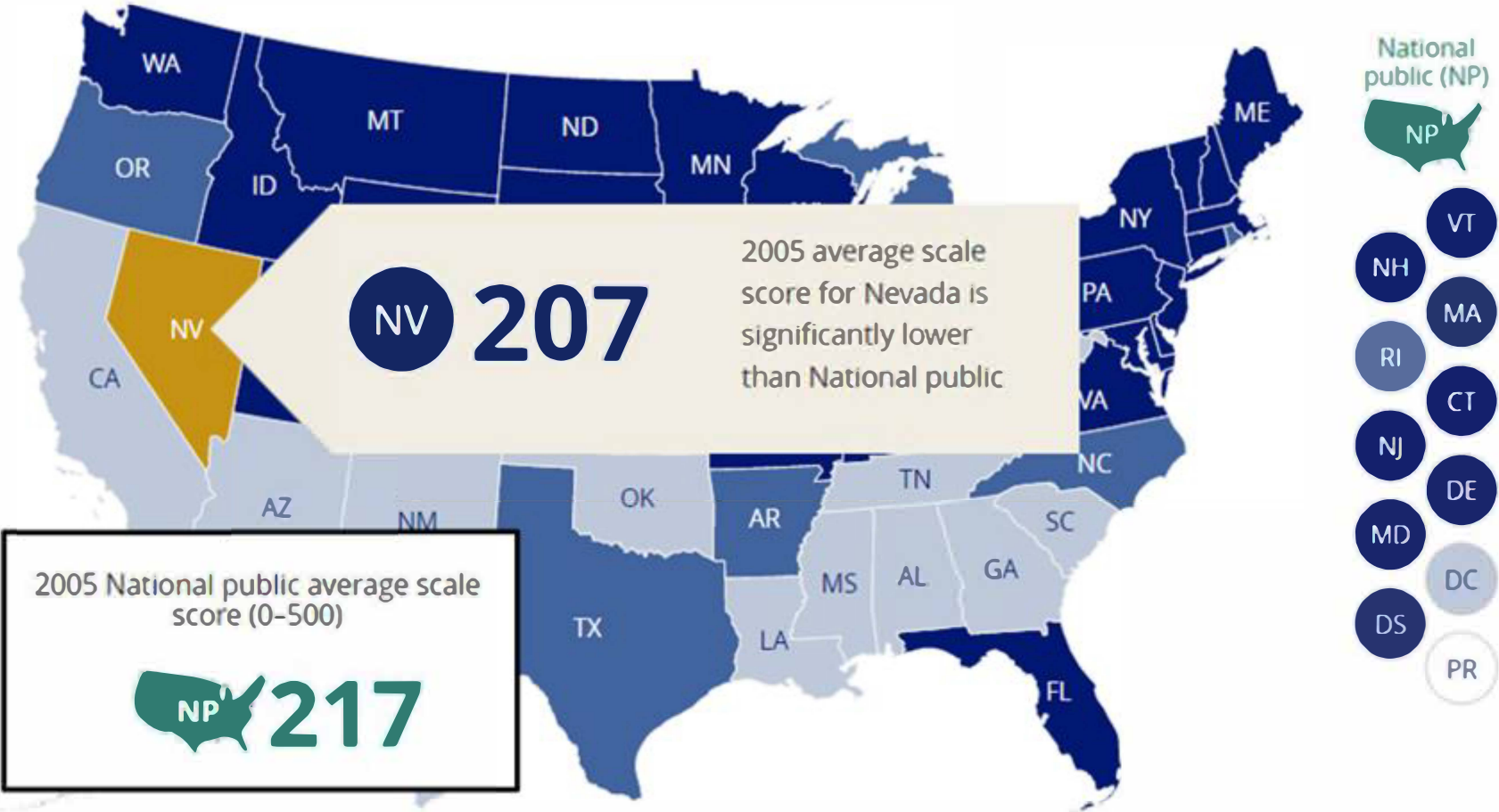
### Read by Grade 3

- 2016 to 2019 \$4.9 - \$22.3 Million per year

# Investment

The screenshot shows the NAEP website header with the IES and NCES logos, a search bar, and social media links. The main navigation bar includes 'About', 'Assessments', 'Publications and Newsroom', 'Participating in NAEP?', 'Resources', and 'Help'. The page title is 'NAEP is the Leader in Large-Scale Assessment'. A quote from The Washington Post states: 'NAEP is the gold standard of student assessments.' The source is cited as 'The Washington Post editorial board'. A sidebar on the right lists 'Related Information' with links to 'The Nation's Report Card', 'Assessments', 'Digitally Based Assessments', 'Assessment Frameworks', 'Guide to Understanding Reports', 'Assessment Process', 'Try an Assessment', 'Participating in NAEP?', and 'Explore Assessment Data'. A red-bordered box at the bottom of the page contains the text: 'US Department of Education tests the nation in 4<sup>th</sup> Grade Reading every two years.'

# Investment





In 2019 the 1<sup>st</sup> cohort with exposure to Nevada's massive investment in early literacy took the NAEP reading assessment.

## What Happened?

	<u>School Year</u>	<u>Class Size Reduction</u>	<u>Zoom</u>	<u>Read by 3</u>	<u>Victory</u>	<u>Full Day K</u>
<b>4th Grade</b>	2018-2019	\$152 Million	\$50 Million		\$25 Million	
<b>3<sup>rd</sup> Grade</b>	2017-2018	\$147 Million	\$50 Million	\$20.5 Million	\$25 Million	
<b>2<sup>nd</sup> Grade</b>	2016-2017	\$155 Million	\$50 Million	\$22.3 Million	\$25 Million	
<b>1<sup>st</sup> Grade</b>	2015-2016	\$151 Million	\$50 Million	\$4.9 Million	\$25 Million	
<b>Kindergarten</b>	2014-2015	\$189 Million	\$50 Million			\$41 Million

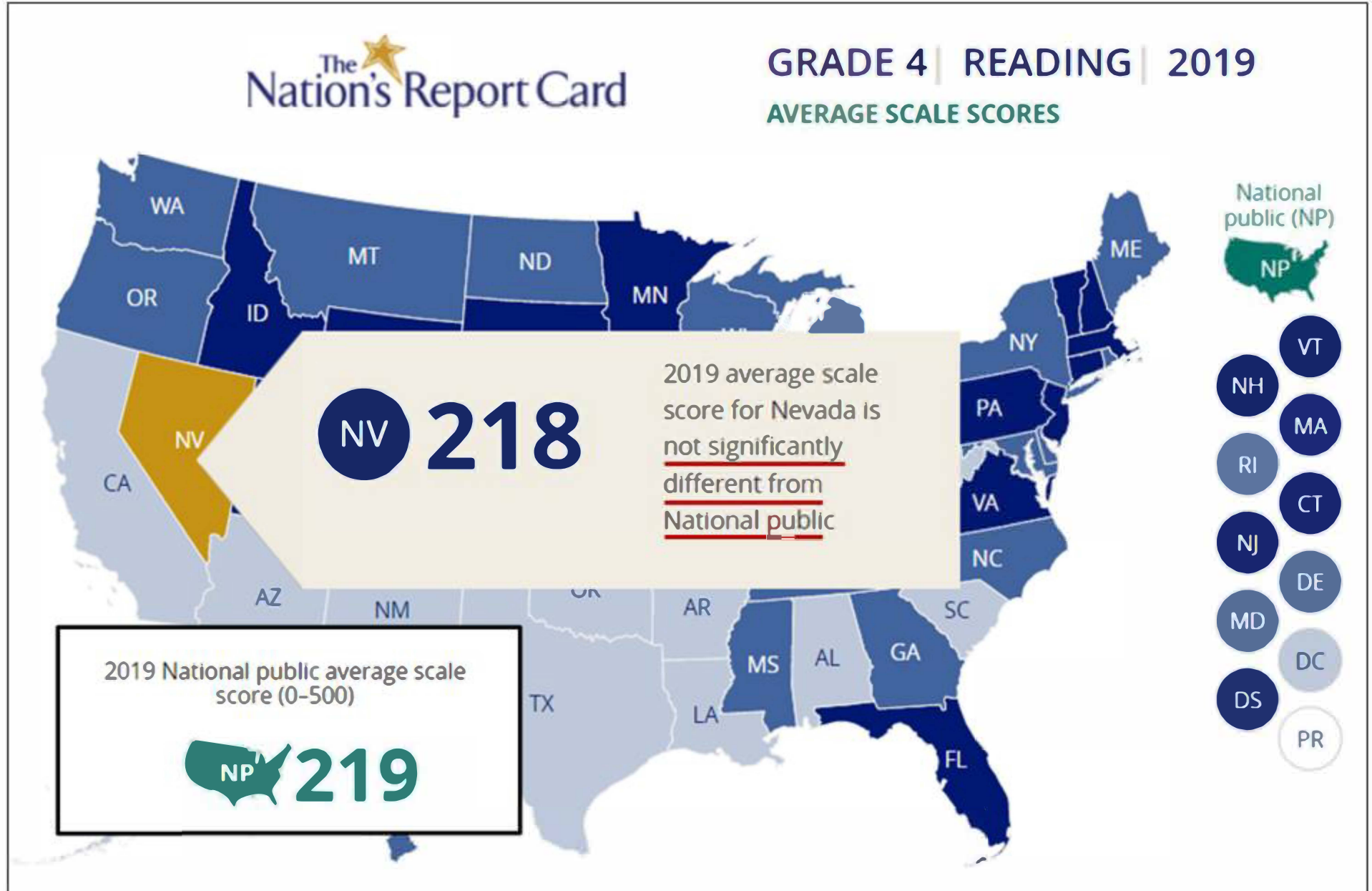
\*Values indicate statewide allocations, not grade level specific.  
 \*\*Class size reduction in 2014-2015 includes additional funding specifically for Kindergarten.

# Investment

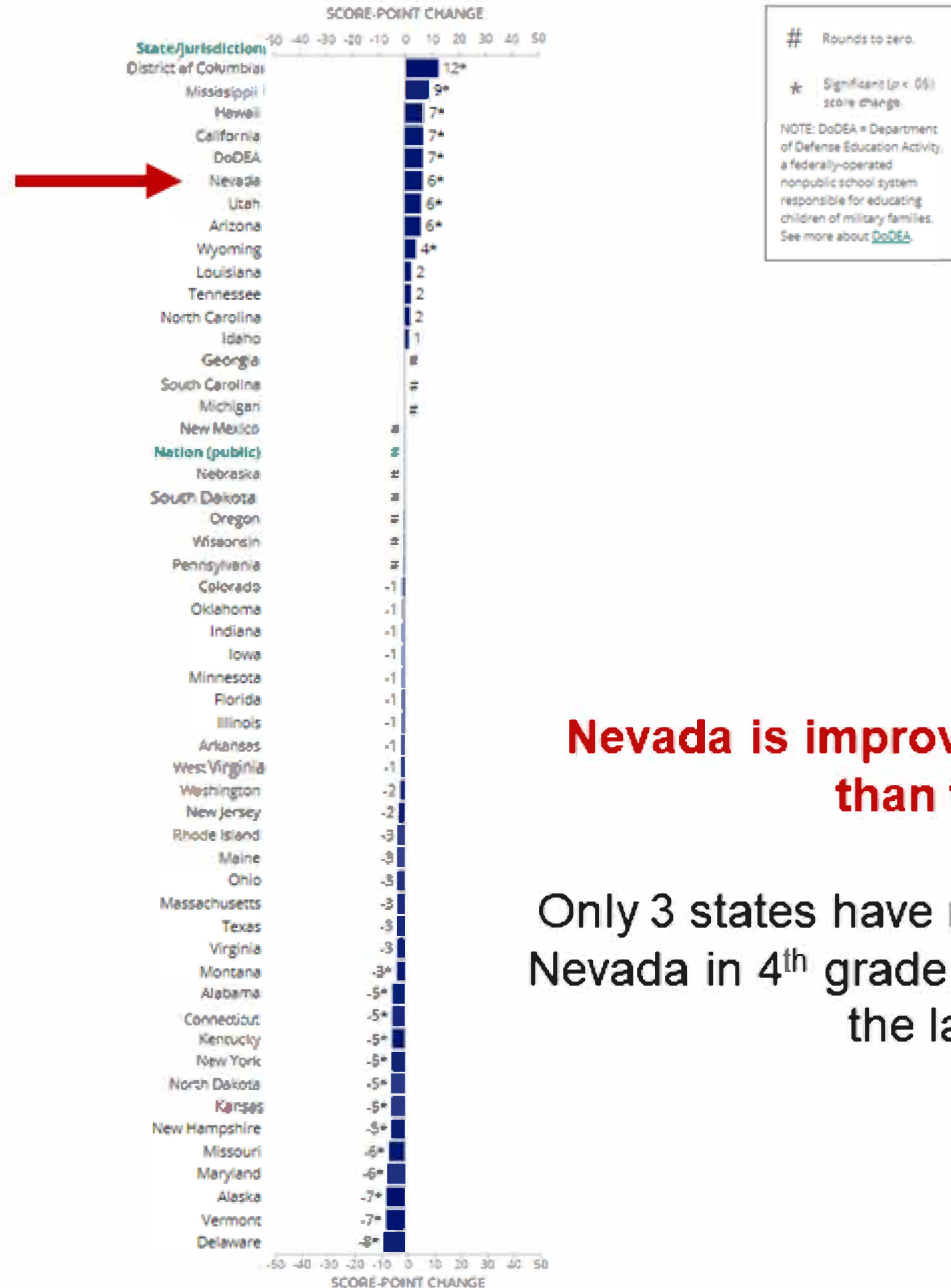
The  Nation's Report Card

GRADE 4 | READING | 2019

AVERAGE SCALE SCORES



Score-point change between 2009 and 2019 for fourth-grade public school students assessed in NAEP reading, by state/jurisdiction

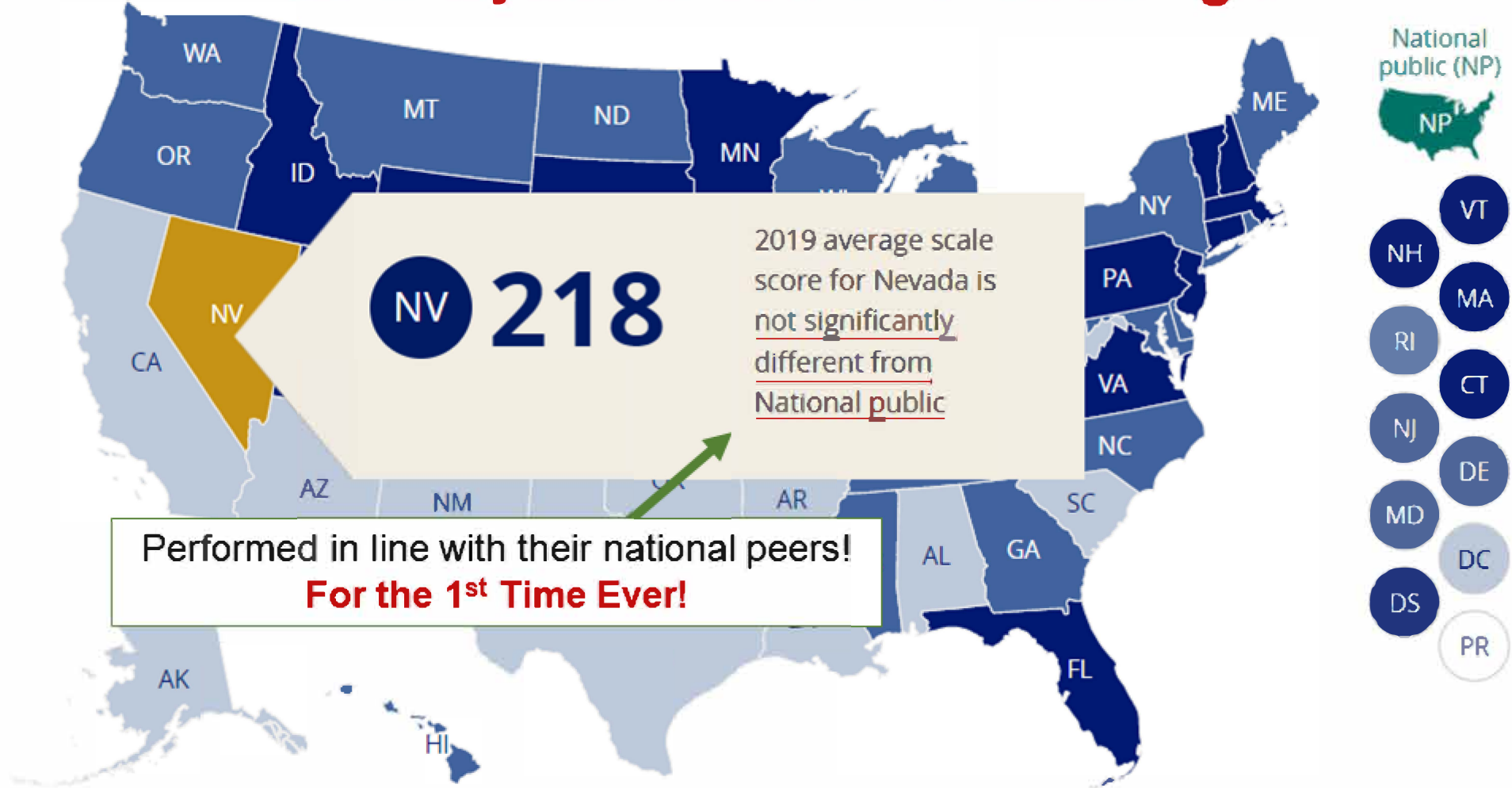


**Nevada is improving significantly faster than the Nation!**

Only 3 states have made more progress than Nevada in 4<sup>th</sup> grade reading achievement over the last decade.

# Investment

# Nevada Education Is a System Worth Investing In





# What Is the Biggest Threat to the Academic Gains Our Students Have Made?

# Class Sizes

## Recommended Class Sizes in Nevada

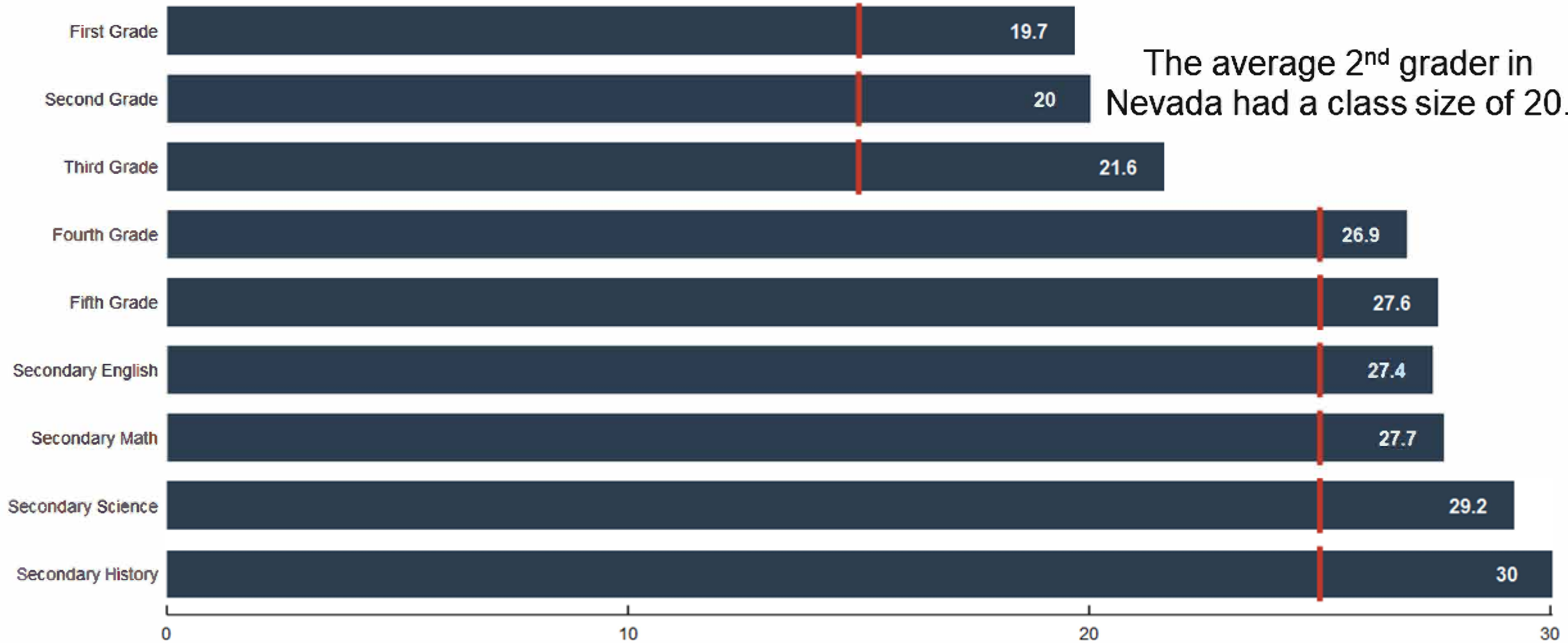
Grades 1<sup>st</sup> - 3<sup>rd</sup> = **15**

Grades 4<sup>th</sup> - 12<sup>th</sup> = **25**

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.

**How does this compare to actual class sizes experienced by students?**

# Average Class Sizes Experienced by Nevada Students 2019-2020

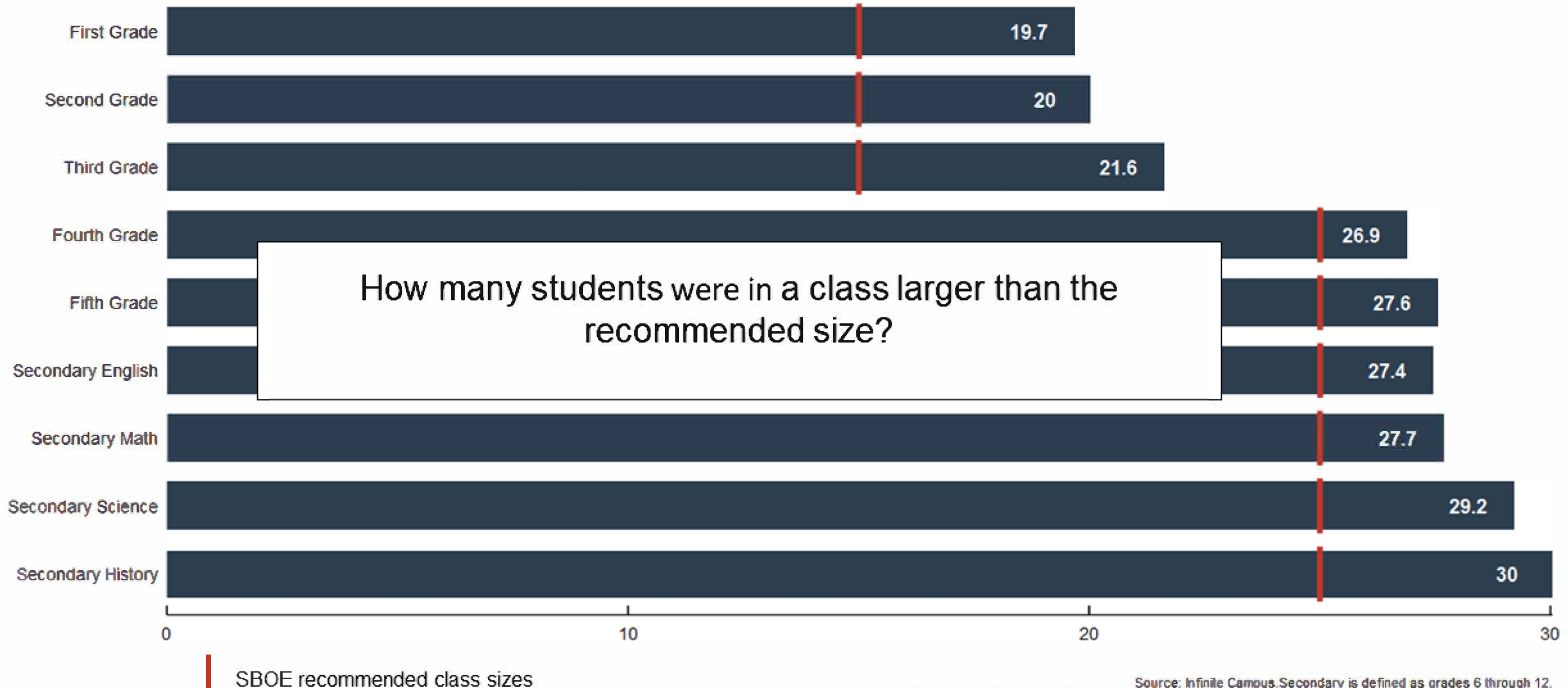


The average 2<sup>nd</sup> grader in Nevada had a class size of 20.

SBOE recommended class sizes

Source: Infinite Campus. Secondary is defined as grades 6 through 12. Analysis based on students enrolled on October 1, 2019 and ended in the school for a total of at least one year. Section enrollments of 50 or greater excluded from elementary analysis and 70 or greater from secondary analysis. There were 430,807 students included in this analysis.

# Average Class Sizes Experienced by Nevada Students 2019-2020

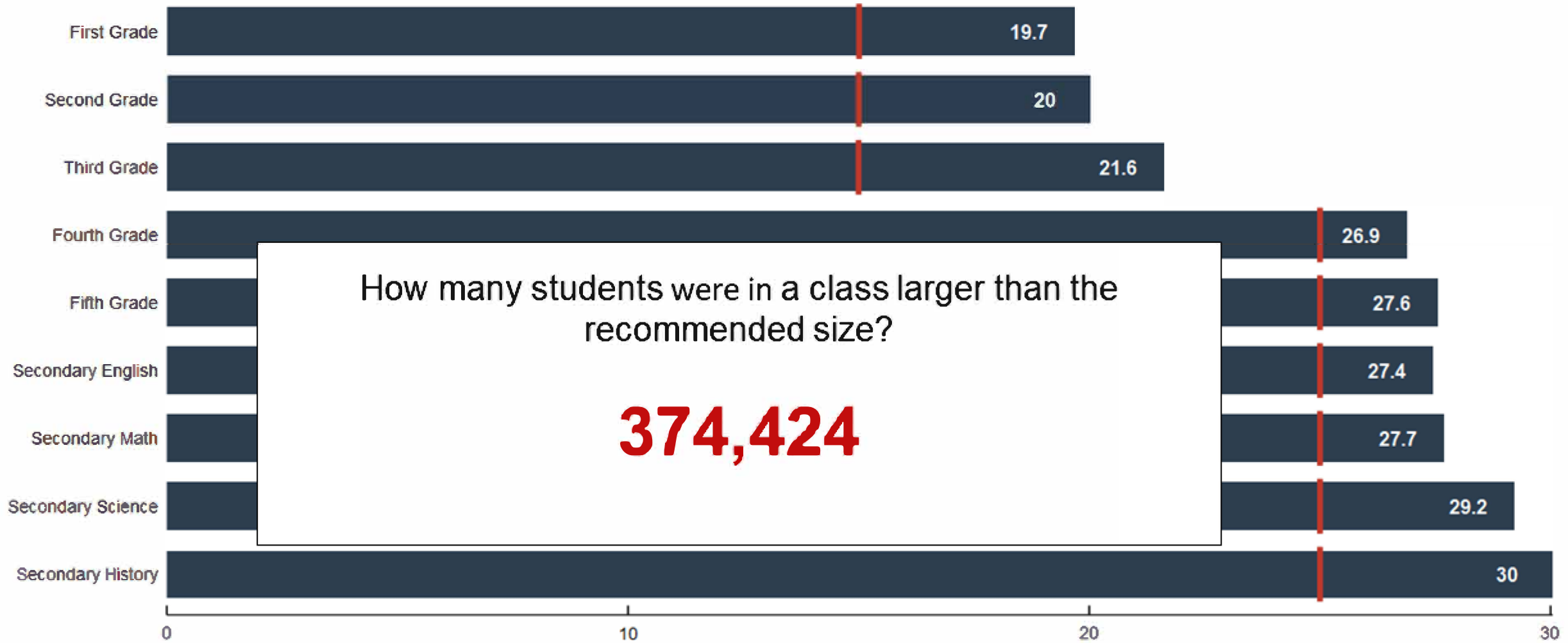


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# Class Sizes

Approximately **9 in 10** students  
had a class size larger than the  
recommended class size

# How many teachers do we need?

# Classroom Teachers

## Teachers Needed

	Total Current Teacher Count	Estimated Additional Teachers Needed
Grades 1-5	8,315	2,133
Secondary Core Subjects	11,212	930
<hr/>		
	<b>Total:</b>	<b>3,063</b>

To get to recommended class sizes for elementary grades 1-5 and core secondary courses, a very conservative estimate would require over

**3,000 more classroom teachers!**



# Classroom Teachers

## 3,000+ Teachers Needed

*Grades 1-5 & Secondary Core Subjects*

To verify this is a valid and conservative estimate,  
we can compare Nevada's student-teacher ratios to the national average.

## National Student-Teacher Ratios

	<u>Student-Teacher Ratio</u>
National Average	14.9-to-1
Vermont <i>(lowest in nation)</i>	10.5-to-1

How many teachers would we need in Nevada to meet the national student-teacher ratios?

## National Student-Teacher Ratios

	<u>Student-Teacher Ratio</u>	<u>Additional Teachers Needed in Nevada</u>
National Average	14.9-to-1	<b>9,823</b>
Vermont <i>(lowest in nation)</i>	10.5-to-1	<b>23,678</b>

Nevada needs almost **10,000 more teachers** to meet average staffing ratios!

# Classroom Teachers

## Nevada Needs More Teachers.

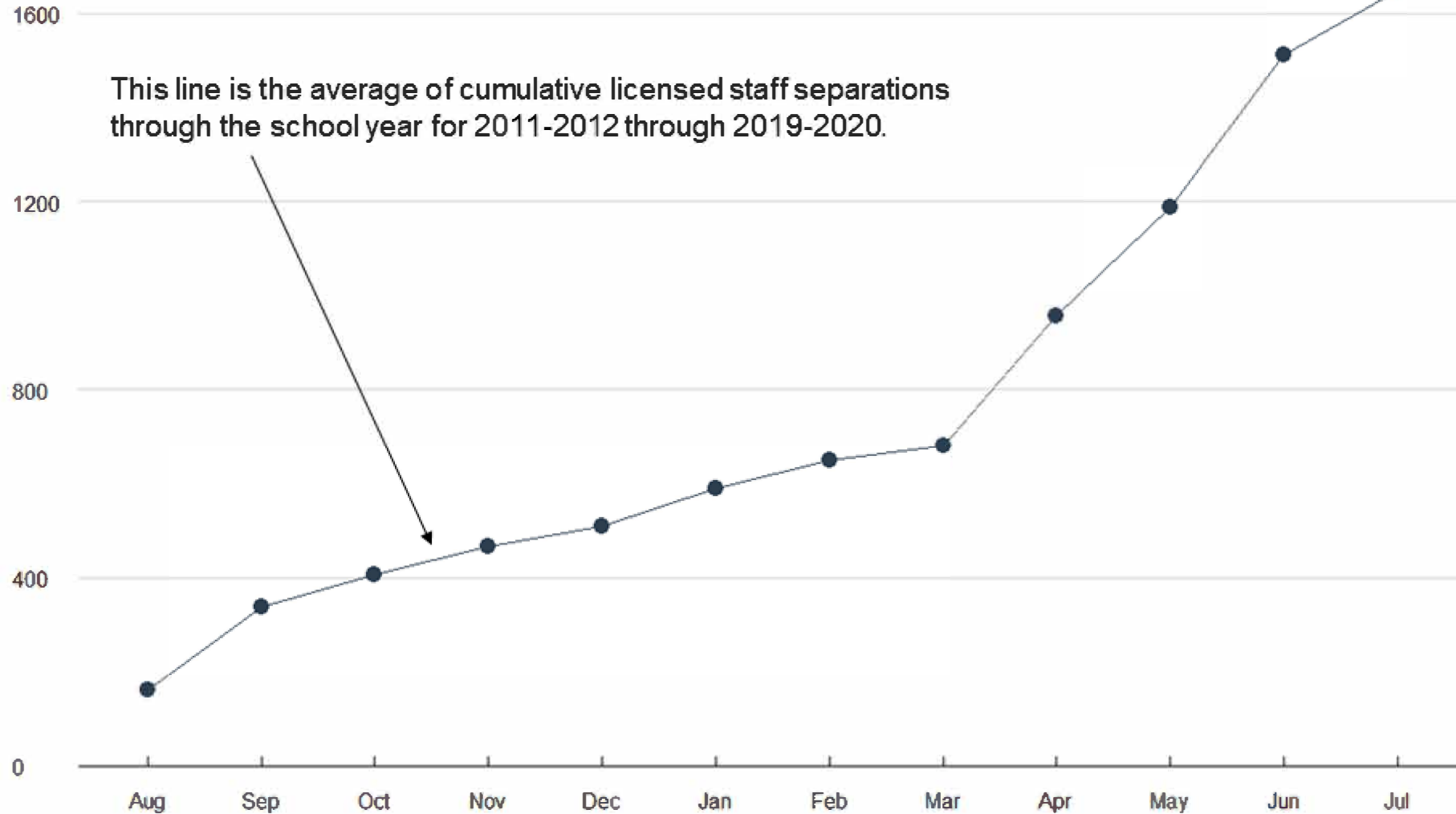
	<u>Teachers Needed</u>
Improve Core Class Sizes	3,000+
Meet national system-wide student-teacher ratios	9,800+
Lead the nation in student-teacher ratios	23,000+

What's been happening since that report came out?

# Cumulative Teacher/Licensed Staff Separations

## Clark County School District - Las Vegas

● Average 2012 through 2020

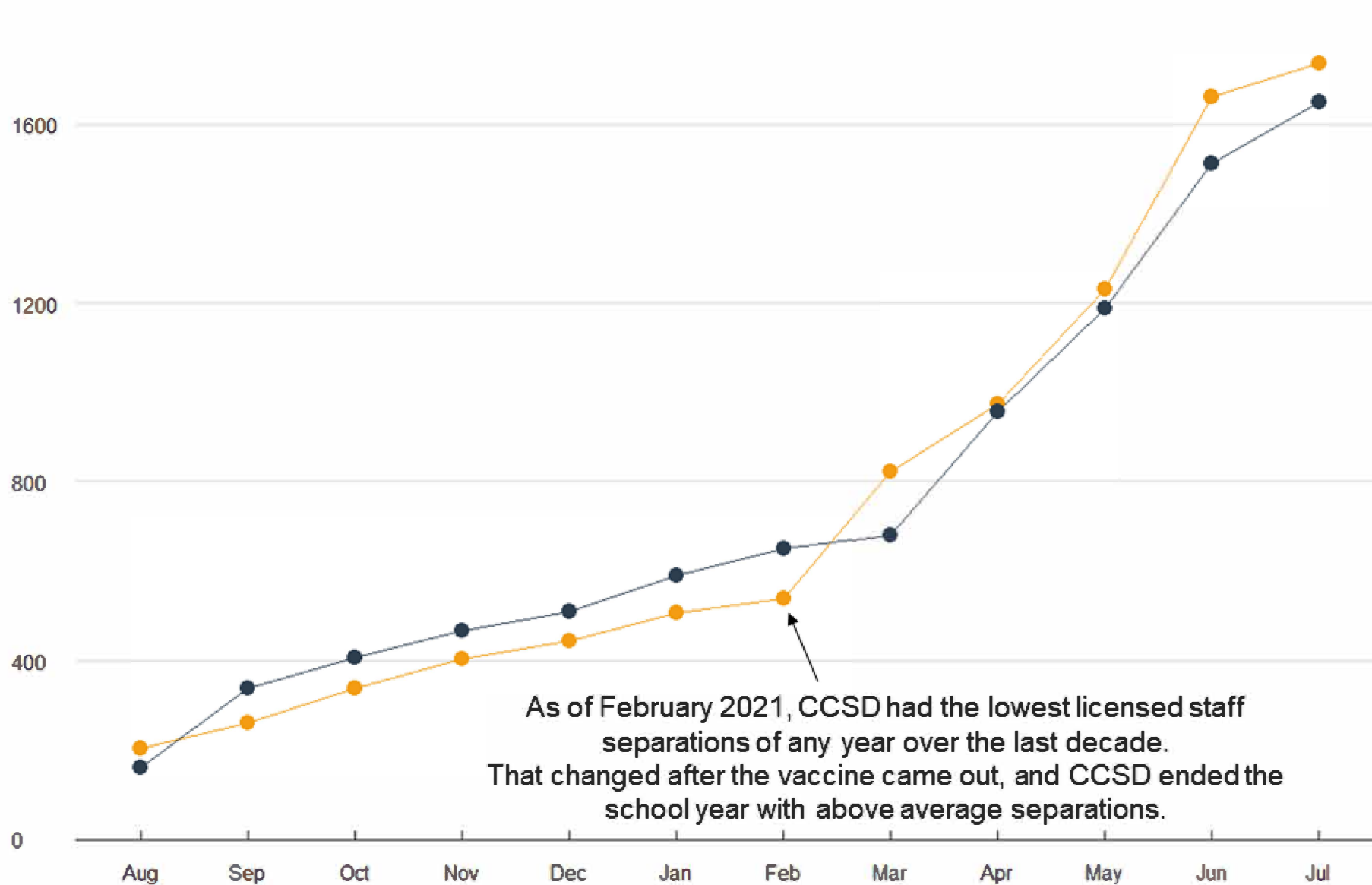




# Cumulative Teacher/Licensed Staff Separations

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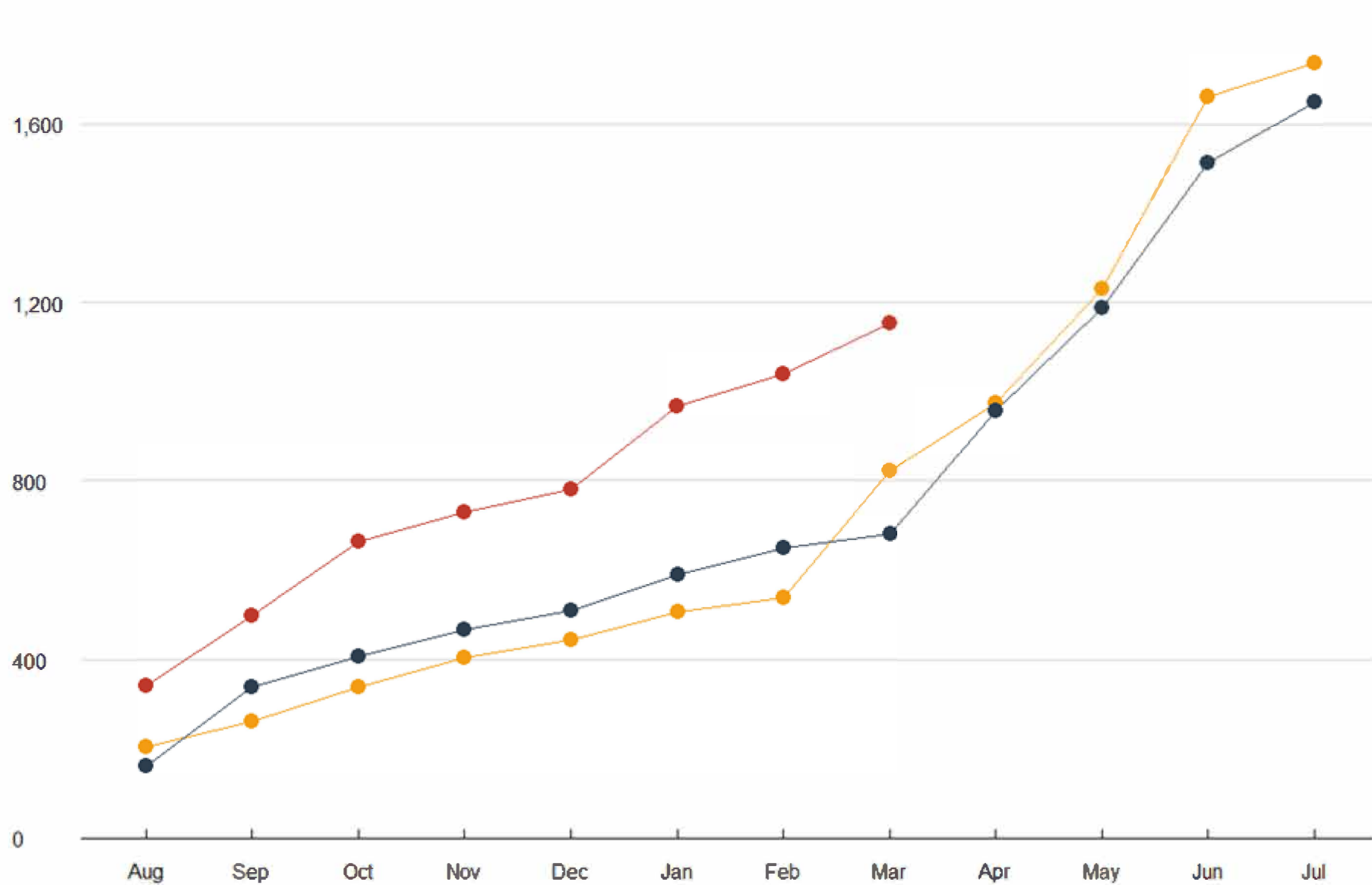


As of February 2021, CCSD had the lowest licensed staff separations of any year over the last decade. That changed after the vaccine came out, and CCSD ended the school year with above average separations.

# Cumulative Teacher/Licensed Staff Separations

## Clark County School District - Las Vegas

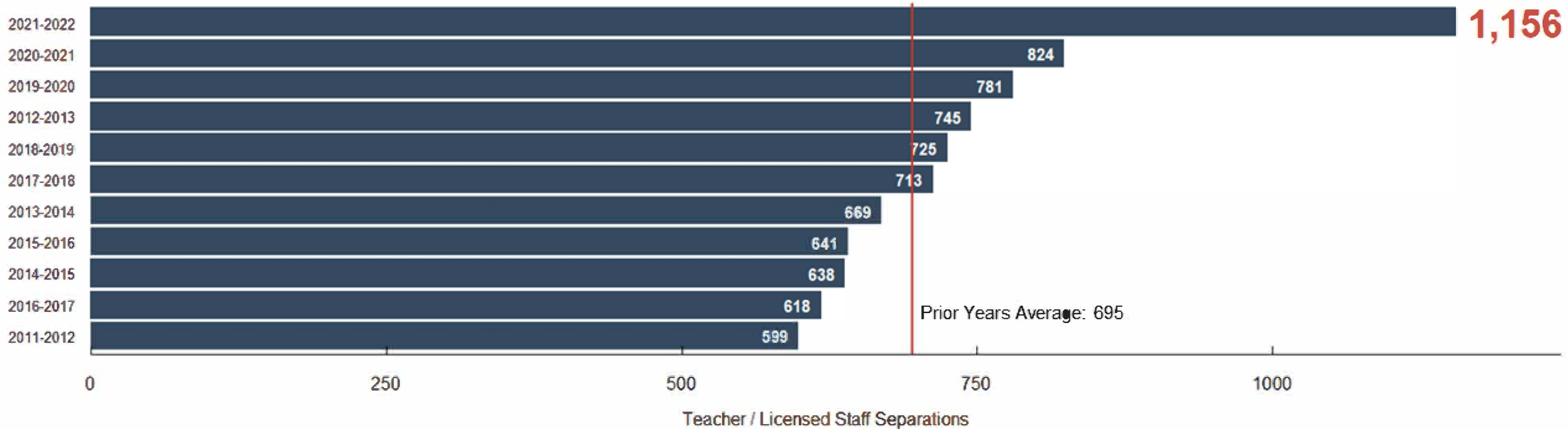
● 2021-2022 ● 2020-2021 ● Average 2012 through 2020



Source: Licensed Personnel Separations reports from Board Docs.

# CCSD Teacher / Licensed Staff Separation Announcements

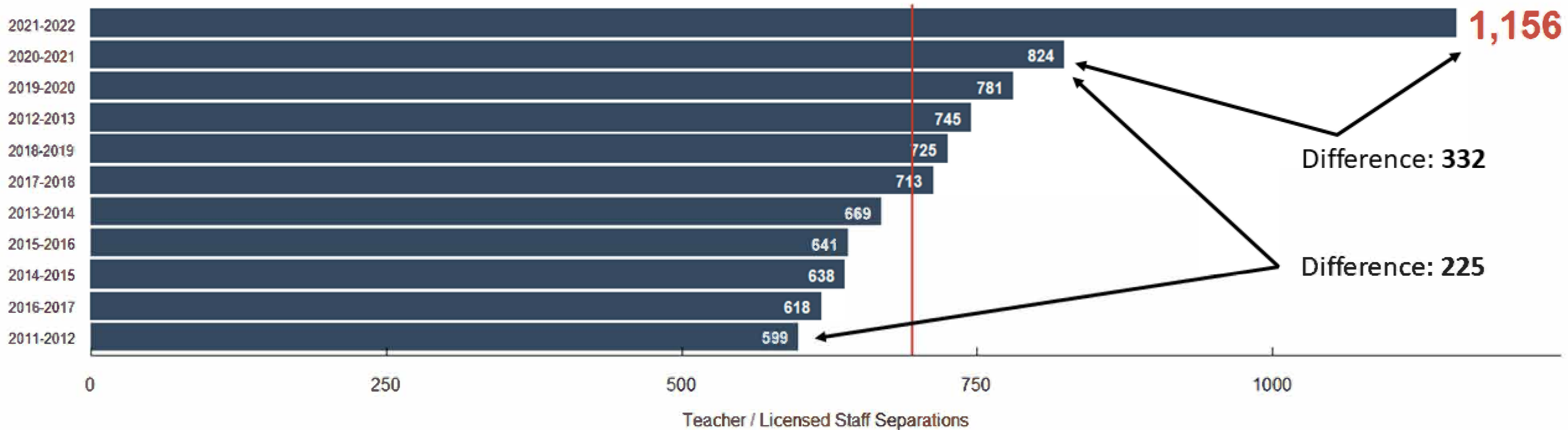
Total (Aug - Mar) Separation Announcements for the Last Decade



Source: Licensed Staff Separations Reports from CCSD Board Docs.

# CCSD Teacher / Licensed Staff Separation Announcements

Total (Aug - Mar) Separation Announcements for the Last Decade



Source: Licensed Staff Separations Reports from CCSD Board Docs.



# Human Resources Division

Administrative  
Services

Licensed  
Personnel

Support Staff

Data

## Data

### AB266

[2021-2022 AB226](#)

### Employee Count by Group

[2021-2022](#)

[2020-2021](#)

[2019-2020](#)

[2018-2019](#)

[2017-2018](#)

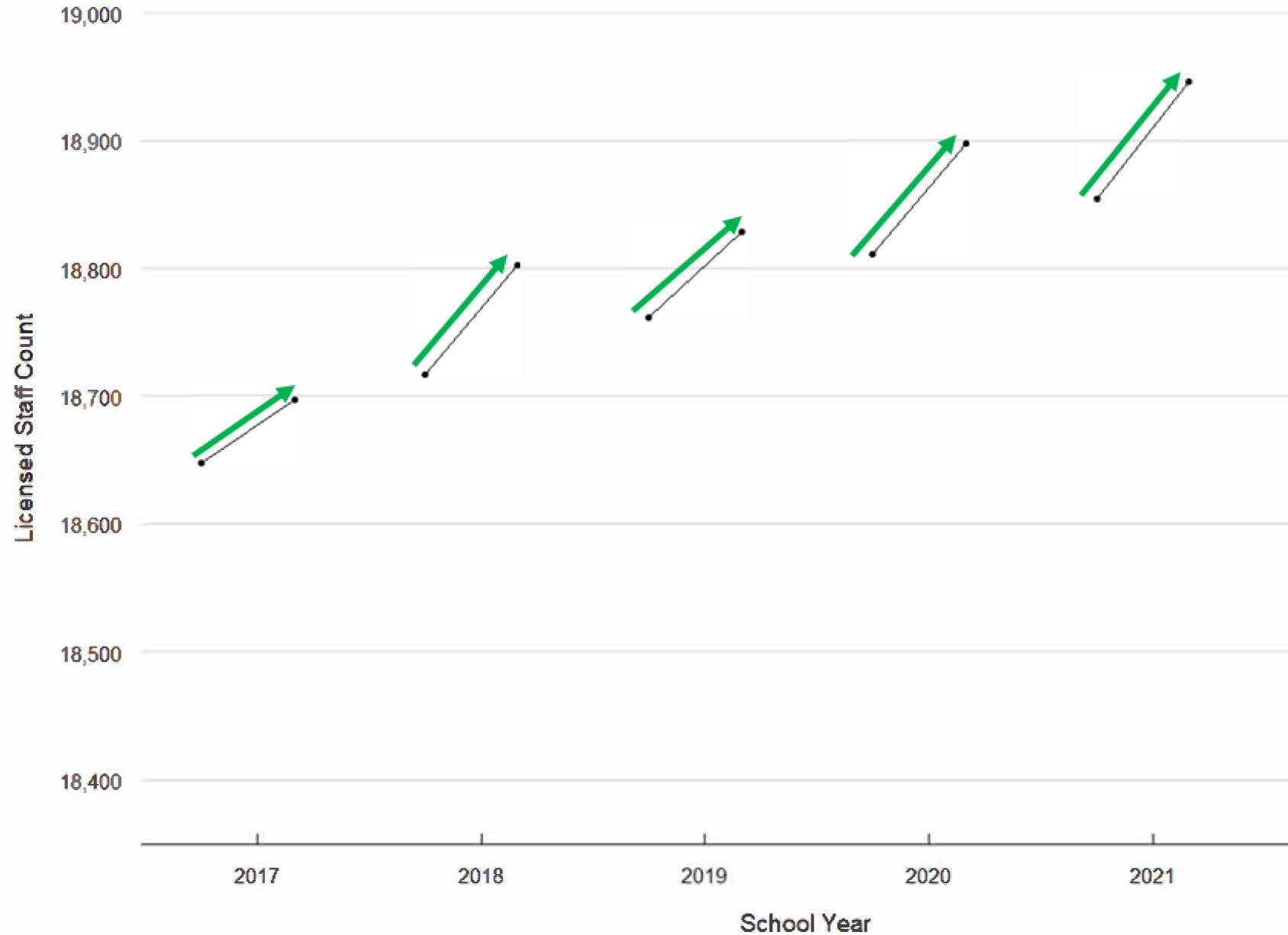
[2016-2017](#)

Clark County School District  
2021-2022 Employee Count by Group  
(Full- and Part-time)

REPORT DATES	EMPLOYEE GROUPS						OTHER TEMPORARY/SUBSTITUTE EMPLOYEES	GRAND TOTAL
	LICENSED PERSONNEL	SUPPORT STAFF	ADMINISTRATORS	POLICE ADMINISTRATORS	SCHOOL POLICE	SUBSTITUTE TEACHERS		
August 2, 2021	18,511 45.56%	11,709 28.82%	1,311 3.23%	8 0.02%	155 0.38%	4,298 10.58%	4,642 11.42%	40,834
September 1, 2021	18,615 47.93%	11,811 30.41%	1,324 3.41%	8 0.02%	157 0.39%	4,315 11.11%	2,606 6.71%	39,362
October 1, 2021	18,593 47.24%	11,872 30.16%	1,343 3.41%	8 0.02%	162 0.40%	4,403 11.19%	2,986 7.59%	39,524
November 1, 2021	18,538 46.90%	11,838 29.95%	1,345 3.40%	8 0.02%	162 0.41%	4,487 11.35%	3,146 7.96%	39,599
December 1, 2021	18,499 46.90%	11,737 29.67%	1,357 3.43%	8 0.02%	162 0.41%	4,581 11.58%	3,215 8.13%	39,433
January 3, 2022	18,389 46.63%	11,700 29.67%	1,375 3.49%	8 0.02%	168 0.42%	4,600 11.67%	3,199 8.11%	39,797
February 1, 2022	18,425 46.30%	11,785 29.61%	1,390 3.49%	8 0.02%	168 0.41%	4,733 11.89%	3,288 8.26%	40,119
March 1, 2022	18,414 45.90%	11,893 29.64%	1,401 3.49%	7 0.02%	165 0.41%	4,909 12.24%	3,330 8.30%	

# CCSD Licensed Staffing Count by School Year

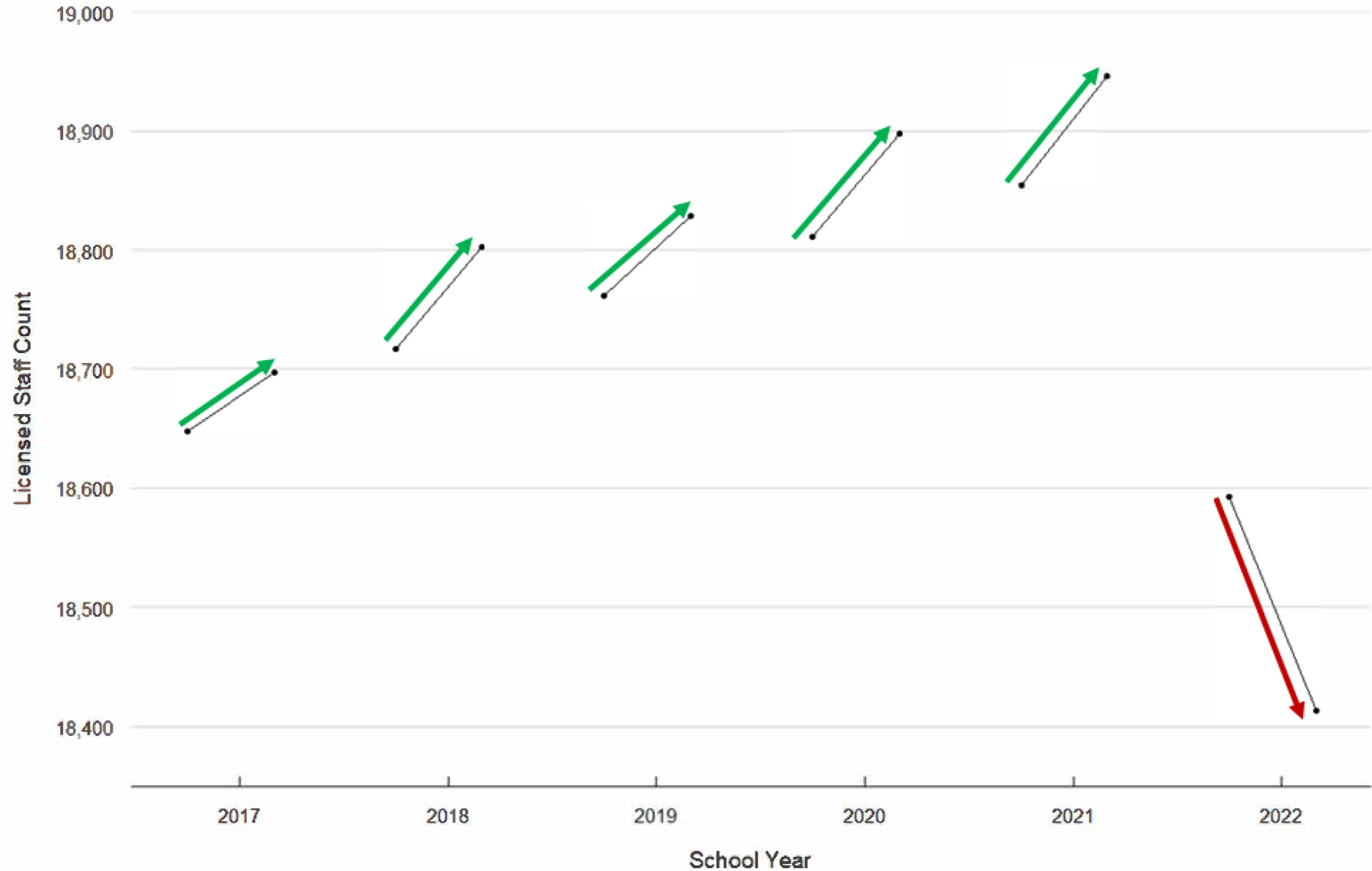
*For the months of October and March*





# CCSD Licensed Staffing Count by School Year

*For the months of October and March*



What do teacher/licensed staff separations look across the country?

# Texas teacher turnover rate remains low despite pandemic challenges, new data shows

By Alex Boyer | Published January 31, 2022 5:00PM | Updated 5:00PM | Education | FOX 4

- Attrition rate in Texas was at 9.4%

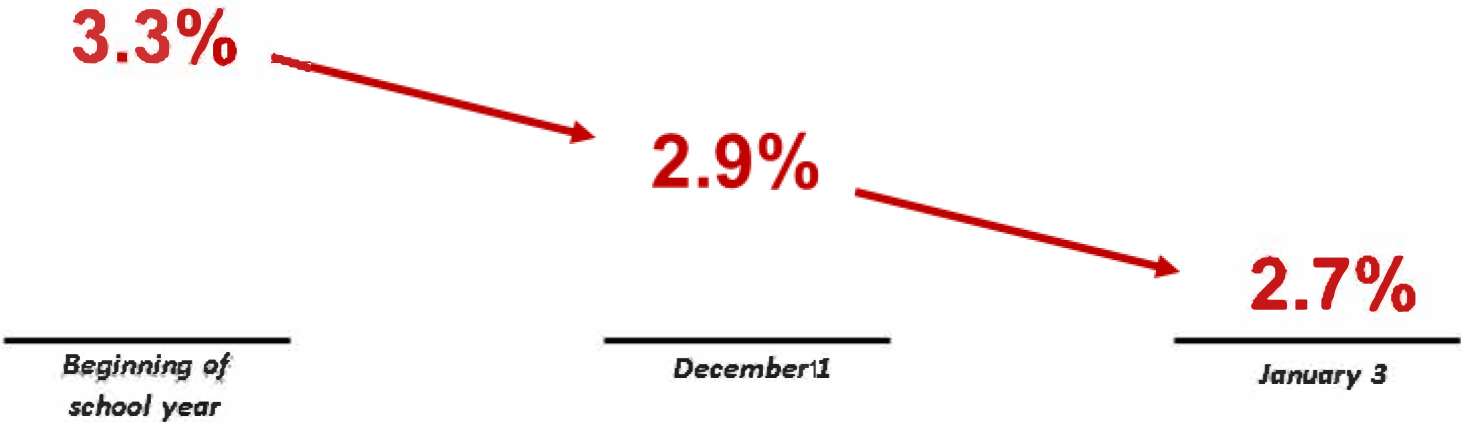
*“...our attrition rate right now is at its lowest as it was in 2011.”*

- 2,000 more teacher certifications in Texas compared to last year



*“The overall vacancy rate has gone down since the start of the year, when Chicago Public Schools reported a 3.3% vacancy rate the first week of school – a stronger staffing position than in previous years.”*

Chicago Public Schools teacher vacancy rates have been improving throughout the school year.



NEWS 4 ON YOUR SIDE

NEWS WEATHER CORONAVIRUS FEATURES CHIME IN WATCH

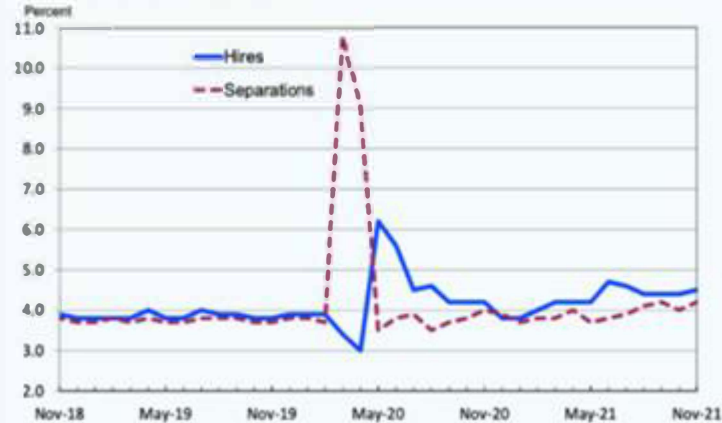
## Teacher turnover rate in Washoe County lower than national average

by Abigail Vaerewyck | Thursday, February 3rd 2022

*“Schools across the country are facing a teacher shortage because of the COVID-19 pandemic and burn out. Some schools are even having to move to virtual learning due to lack of teachers, but that's not the case for Washoe County.”*

## Aldeman: There Is No 'Big Quit' in K-12 Education. But Schools Have Specific Labor Challenges That Need Targeted Solutions

Chart 2. Hires and total separations rates, seasonally adjusted, November 2018 - November 2021



January 17, 2022

By CHAD ALDEMAN



Chad Aldeman is policy director of the Edunomics Lab at Georgetown University.

[@ChadAldeman](#)

*“According to the Bureau of Labor Statistics, while turnover rates are setting new highs in the private sector, they look pretty normal in public education.”*



# Classroom Teachers

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We expect national teacher attrition to be above average at the end of the school year.

# Classroom Teachers

While we have seen no evidence that there is a massive exodus of teachers during this school year like what is happening in CCSD,

We expect national teacher attrition to be above average at the end of the school year.

This will make teacher recruitment more competitive than ever.

Where does the national perception on the teacher exodus come from?



OBJECTIVE ANALYSIS.  
EFFECTIVE SOLUTIONS.

ELIZABETH B. STEINER, RSHLEY WOOD

## Job-Related Stress Threatens the Teacher Supply

Key Findings from the 2021  
State of the U.S. Teacher Survey

### Key Finding

- Nearly one in four teachers said that they were likely to leave their jobs by the end of the 2020-2021 school year.

**Never actually happened.**

# THE WALL STREET JOURNAL.

English Edition | Print Edition | Video | Podcasts | Latest Headlines

## Teachers Are Quitting, and Companies Are Hot to Hire Them

Businesses eager to fill jobs are offering former educators better pay and more autonomy

By [Kathryn Dill](#)

Updated Feb. 2, 2022 7:26 am ET

### Corrections & Amplifications

The rate of people quitting jobs in the private educational-services industry rose more than in any other industry in 2021. An earlier version of this article incorrectly said the overall education sector had the highest rate. (Corrected on Jan. 31, 2022.)

*Appeared in the February 1, 2022, print edition as 'Companies Are Hot to Hire Teachers Quitting in Droves.'*

*Private educational-services does not include public school teachers.*



LOCAL NEWS

# SC education advocates say 2021 state report shows stark reminder of teacher shortage

by: [Melanie Palmer](#)

Posted: Dec 2, 2021 / 04:49 PM EST / Updated: Dec 2, 2021 / 05:37 PM EST

# State, districts mulling ways to stay open as 2021 NC schools close for COVID-19 staff shortages

Posted January 12, 2022 6:36 p.m. EST  
Updated January 13, 2022 9:50 a.m. EST

Education

# Philadelphia School District teacher vacancies, absences have created a staffing crisis in some buildings

by [Kristen A. Graham](#)  
Published Nov 28, 2021

Philadelphia typically employs about 19,000 workers, and its 3% vacancy rate for teachers this year is not much worse than in previous years, the district said. But the practical reality of the open jobs — spurred by a national labor shortage — is complicated by the staff absences, a dire lack of substitutes, the pandemic, and a [challenging school year](#) after children had been out of classrooms for 18 months. The result is crushing in some schools.

What do teacher vacancy rates look like across the country?

# Teaching Vacancy Rates

- South Carolina 1.9%
- North Carolina 2.7%
- Chicago Public Schools 2.7%
- Philadelphia 3.0%
- CCSD **4.4%**

Source: <https://www.wspa.com/news/local-news/sc-education-advocates-say-2021-state-report-shows-stark-reminder-of-teacher-shortage/>

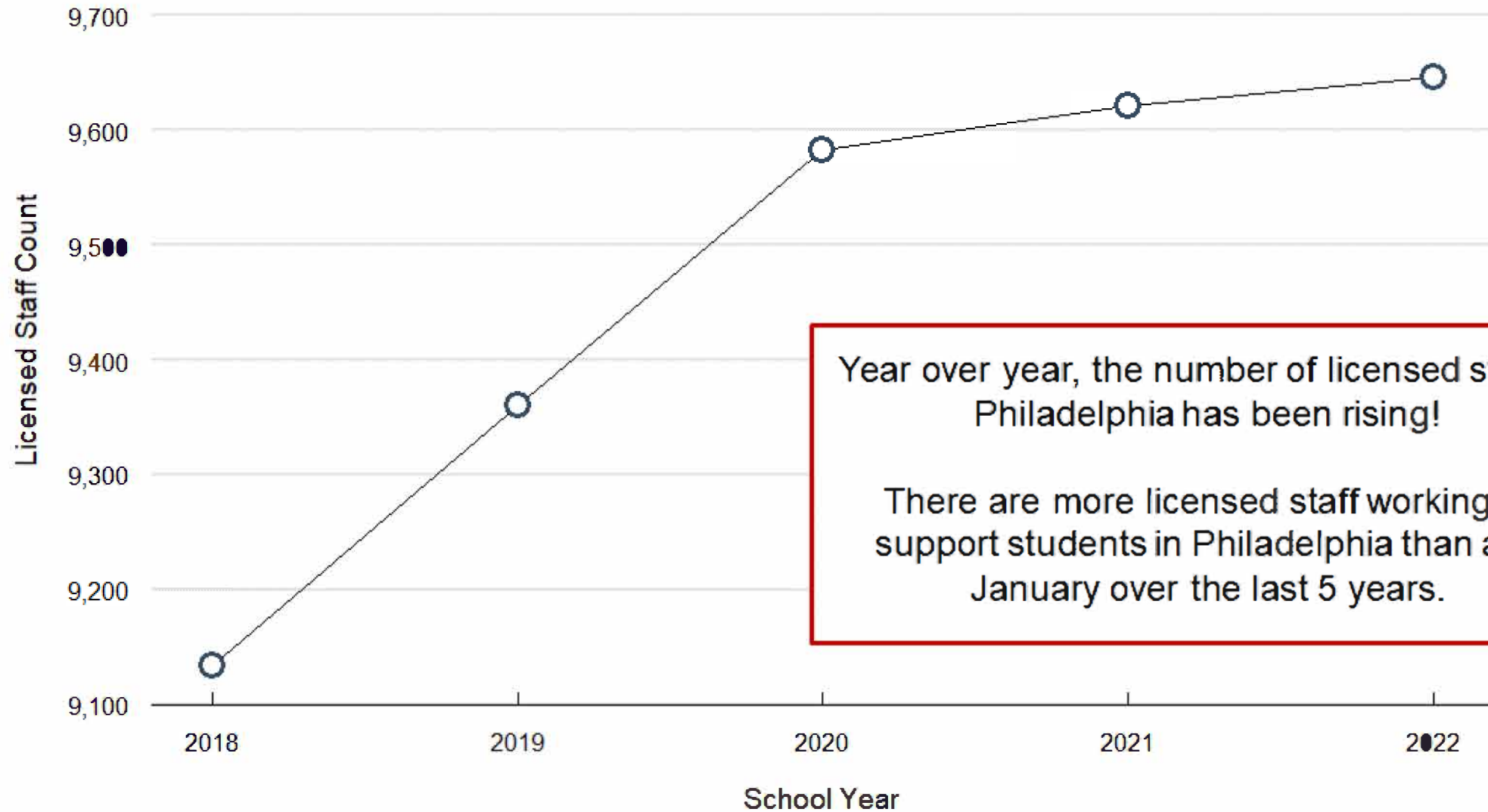
Source: <https://www.wral.com/coronavirus/state-districts-mulling-ways-to-stay-open-as-20-nc-schools-close-for-covid-19-staff-shortages/20075642/>

Source: <https://www.insider.com/chicago-parents-stressed-in-person-learning-school-kids-2022-1>

Source: <https://www.inquirer.com/news/philadelphia-school-district-teacher-vacancies-staffing-crisis-20211128.html>

# Philadelphia Licensed Staffing Count by School Year

*For the month January*

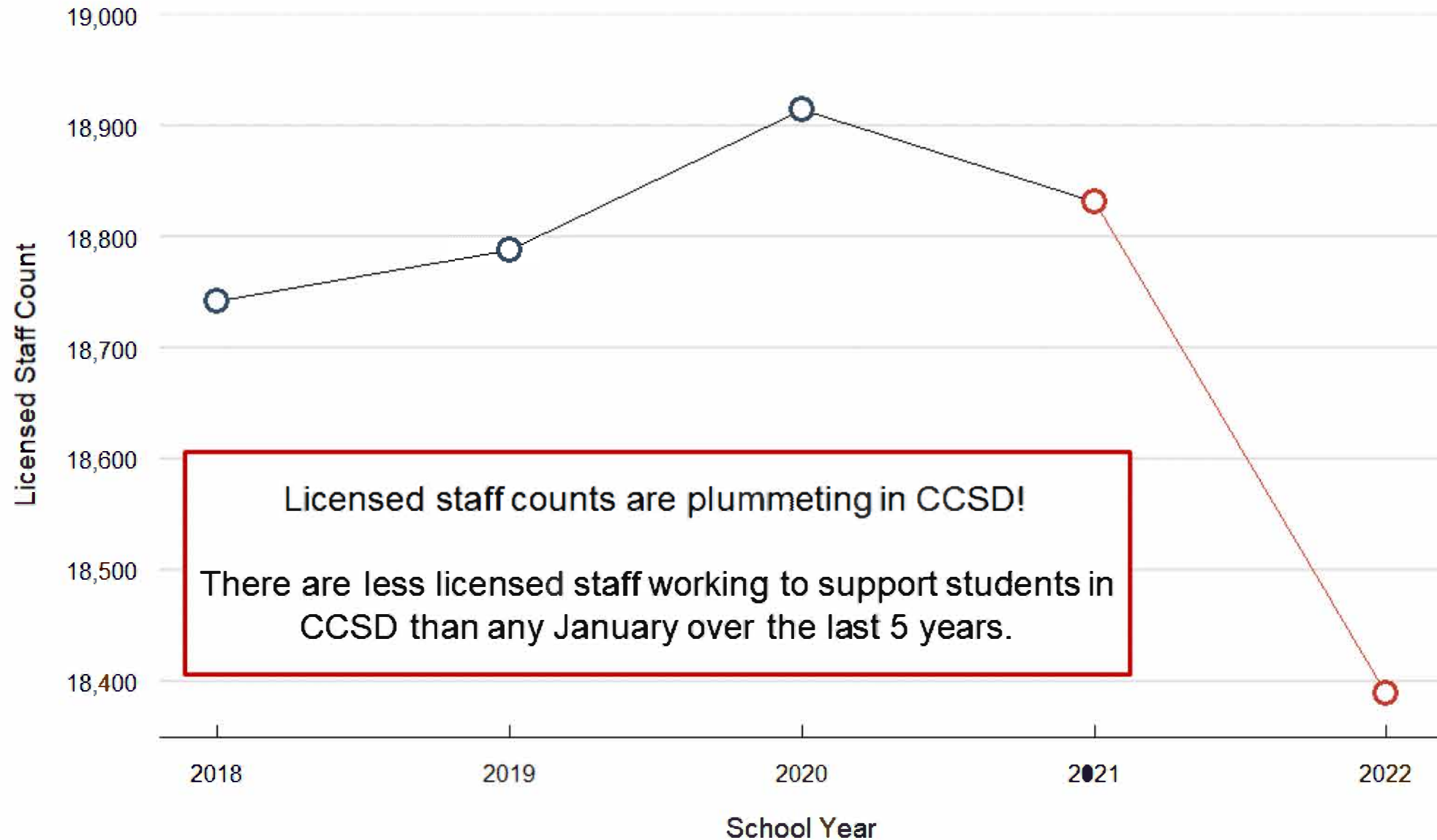


Year over year, the number of licensed staff in Philadelphia has been rising!

There are more licensed staff working to support students in Philadelphia than any January over the last 5 years.

# CCSD Licensed Staffing Count by School Year

*For the month of January*



Source: <https://ccsd.net/divisions/human-resources-division/data>  
Employee Count by Group data files.

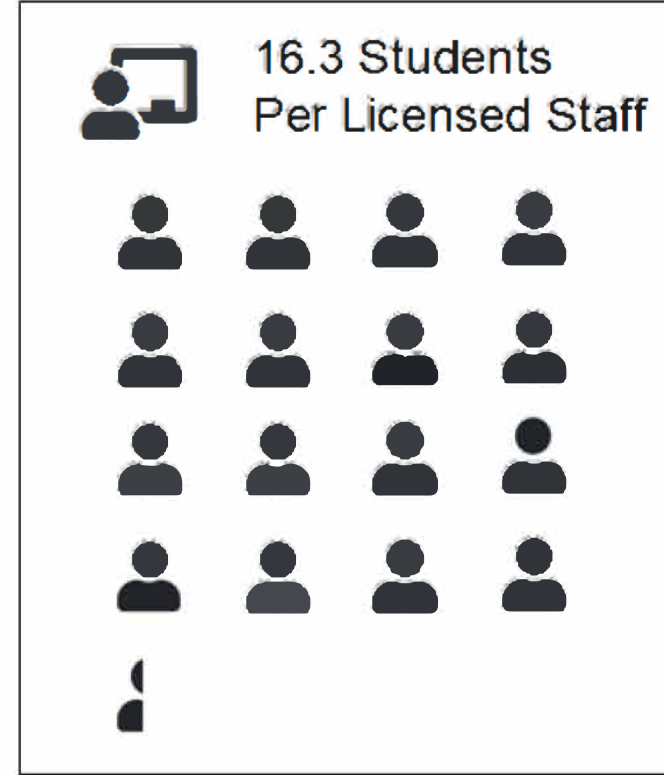
# Students per Licensed Staff

*(Includes all licensed staff. This is not student teacher ratio)*

## School District of Philadelphia



## Clark County School District

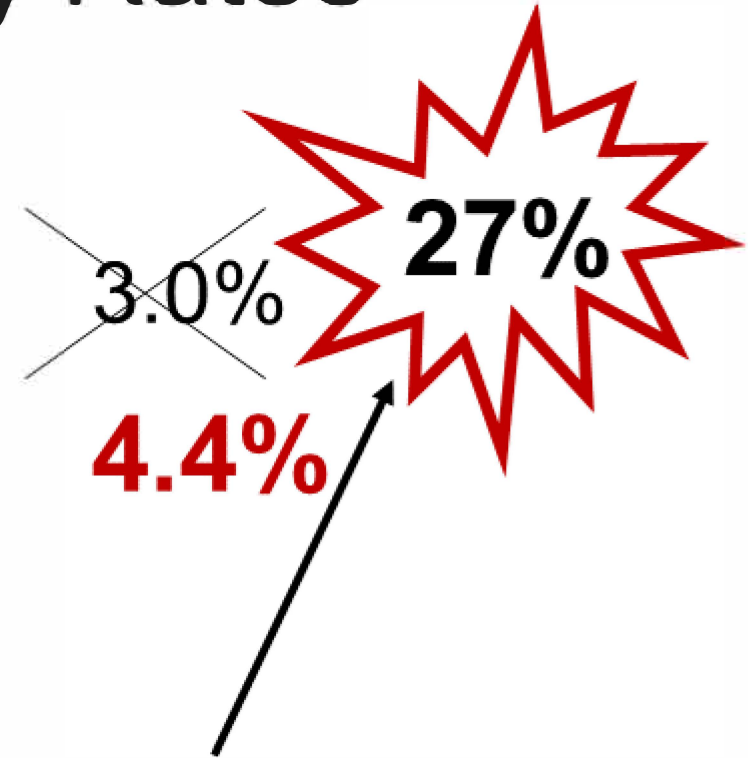


To match Philadelphia's staffing ratio,  
CCSD would need to **hire 6,821 more licensed staff!**



# Teaching Vacancy Rates

- Philadelphia
- CCSD



If thousands of teachers & licensed staff quit in Philadelphia so that Philadelphia was staffed at CCSD's ratio of 16.3 students per licensed staff...

Philadelphia would have a vacancy rate of 27%



## CCSD efforts to bring in more teachers, but is it enough?

by Tiffany Lane | Thursday, March 3rd 2022

Right now the district website shows more than 1,400 openings for teachers.

CCSD officials say that those are projected opening for next year and that they are currently short 77 teachers.



**CCSD**  
CLARK COUNTY  
SCHOOL DISTRICT

# Careers

CCSD already has  
**1,472 teacher/licensed staff positions**  
to fill before next school year!

[JOB SEARCH](#) [MY JOB PAGE](#)

Keyword  Location

**Job Openings 1 - 25 of 1472**

▼ Posting Date

▼ Location

City

- LAS VEGAS (1067)
- NORTH LAS VEGAS (289)
- HENDERSON (88)

Work Location

[Save this Search](#) [Single-line ?](#)

Sort by

Posting Date ▼ Descending ▼

Jobs available in:

English (1472) ▼

**[2022-2023 - KINDERGARTEN TEACHER - PITTMAN ES](#)** - Full-time

Location - LAS VEGAS-PITTMAN, VAIL ES

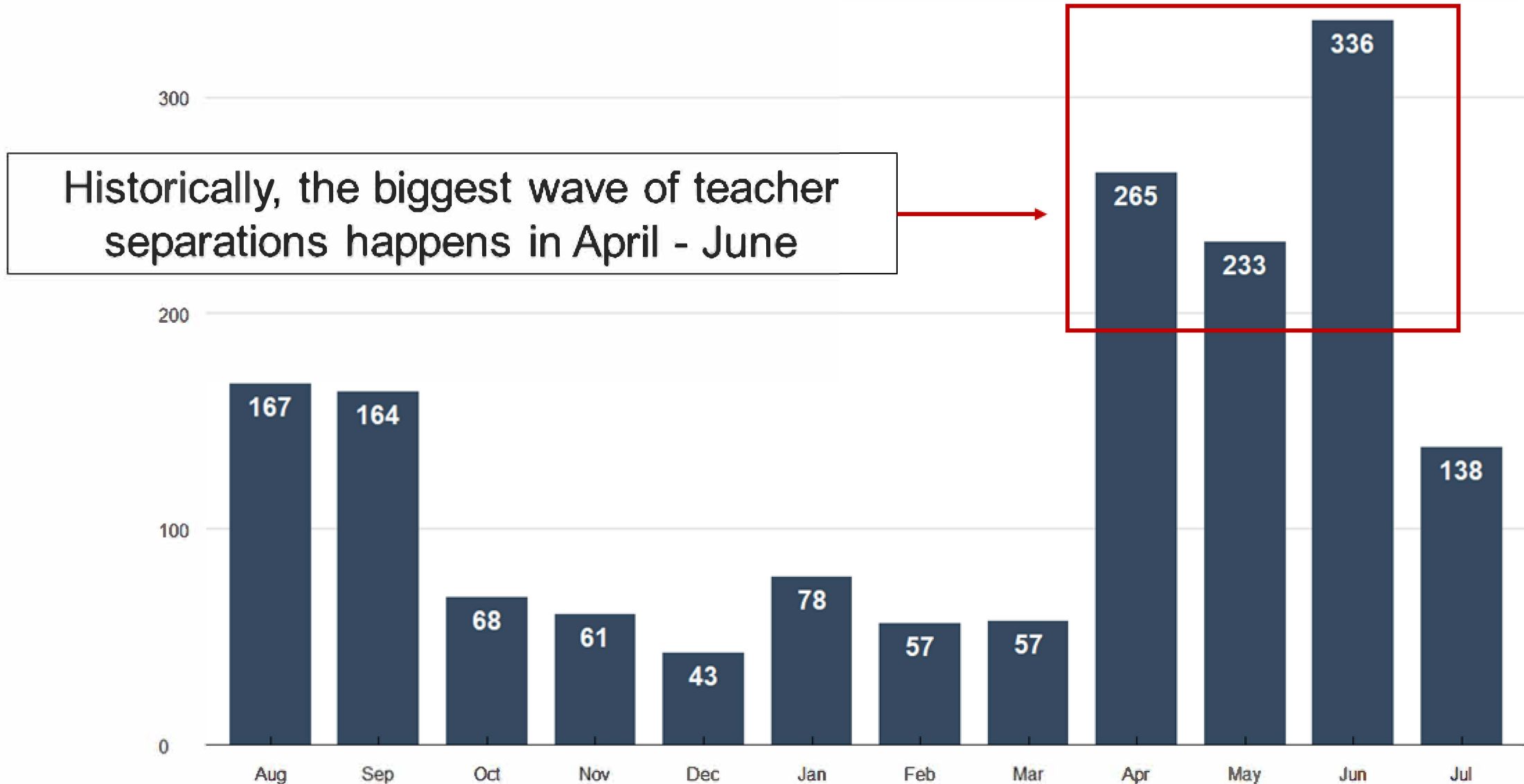
Work Locations - 6333 FARGO AVENUE, LAS VEGAS 89107

Posting Date - Apr 4, 2022

[Apply](#)

# CCSD Historical Average Teaching / Licensed Staff Separations

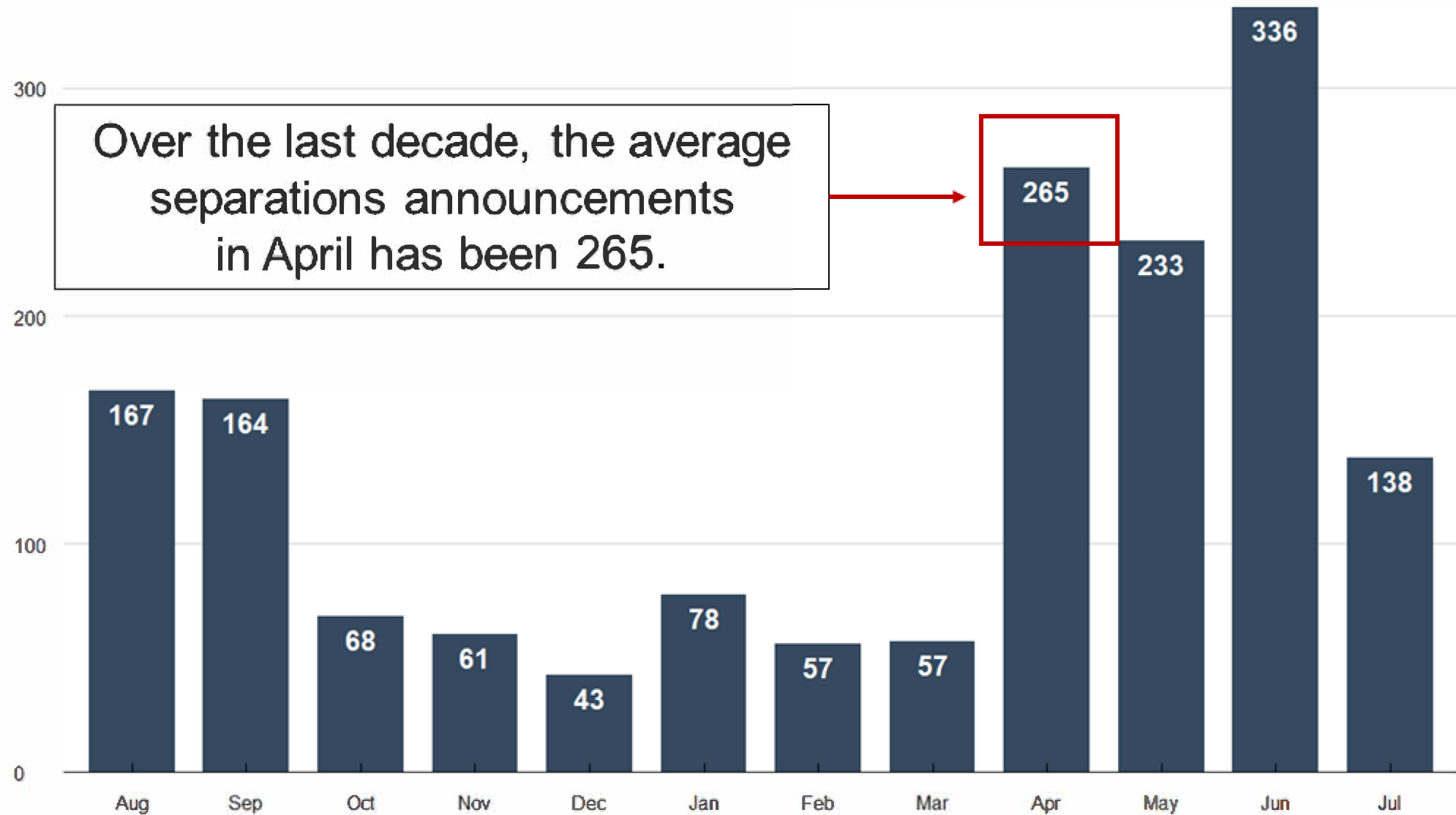
Announcements by Month 2012 through 2021



Source: Licensed Staff Separations Reports from CCSD Board Docs.

# CCSD Historical Average Teaching / Licensed Staff Separations

Announcements by Month 2012 through 2021



Source: Licensed Staff Separations Reports from CCSD Board Docs.

INFORMATION ON LICENSED PERSONNEL SEPARATIONS

<u>Name</u>	<u>School and Assignment</u>	<u>Hire Date</u>	<u>Effective Date</u>	<u>Reason</u>
Nicholas J. Ainsworth	Heard ES Special Education	07/19	05/22	Other Employment
Leonard D. Algabe	Variety K-5 ES Special Education	08/18	02/22	Deceased
Jamie Altizer	Western HS Special Education	07/21	05/22	Relocation
Caroline Alvarez	Ronzone ES Learning Strategist	08/96	05/22	Retirement
Denise R. Ashton	Wiener ES Third Grade	01/92	05/22	Retirement
Carolyn M. Baccari	Helen Smith ES Second Grade	01/96	05/22	Retirement
Bethsaida P. Bailey	Boulder City HS English	07/19	05/22	Personal
Brittany A. Basile	Stevens ES First Grade (Currently on Leave of Absence)	08/13	03/22	Other Employment
Lorraine J. Baxter	Cimarron Memorial HS Special Education	08/17	05/22	Relocation
Amanda N. Bayani	Alamo ES Special Education	08/17	05/22	Retirement
Leticia Beltran	Clyde Cox ES Kindergarten	01/22	05/22	Relocation
Richard Bennett	Hayes ES Fourth Grade	01/21	05/22	Relocation
Nicole C. Bisnar	Dearing ES Fourth Grade (Currently on Leave of Absence)	10/17	05/22	No Reason Given

April Key  
April 7, 2022

Page 1 of 29

Information 8.04

In the first CCSD Board Meeting  
for April 2022,  
there are 29 pages  
of separation announcements.

402 Licensed/Teacher  
Separation Announcements

# This was two years ago.

## Nevada Needs More Teachers.

	<u>Teachers Needed</u>
Improve Core Class Sizes	3,000+
Meet national system-wide student-teacher ratios	9,800+
Lead the nation in student-teacher ratios	23,000+



# The Work Ahead



# Strategic Questions

What is happening with Nevada's teacher workforce right now?

What are the class sizes our children are experiencing right now?

How many students have a long-term sub right now?

What does the teacher pipeline look like right now?

What obstacles do we face going forward?

# Nevada Education Is a System Worth Investing In





**DATA INSIGHT**  
PARTNERS

# The Nevada Teacher Workforce

*What We Know, Don't Know, & Need to Know*