

NSHE Teacher Pathways Task Force Update

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Teacher Pathways
Task Force

Foundation of Research and Recommendations

<p>Nevada Consortium on the Teacher Pipeline (2015)</p>	<p>Founded to facilitate dialogue and collaborative problem solving among education stakeholders and leaders in the community, with the ultimate purpose of substantially improving the number, quality, and retention of effective teachers in Southern Nevada. The Consortium published a second edition of The Nevada Teacher Workforce Report in 2018.</p>
<p>Teach NV Scholarship (2015)</p>	<p>During the 2015 Legislative Session, the Teach Nevada Scholarship program was created to incentivize Nevadans to pursue teacher licensure as well as to provide bonuses for existing teachers to take positions in struggling schools. The program, which was set to expire after two years, was modified and renewed as recently as 2019.</p>
<p>Teacher Shortage Emergency (2016)</p>	<p>In February 2016, Governor Brian Sandoval took executive action to allow the issuance of provisional teaching licenses and rapid hiring of new teachers through reciprocity.</p>
<p>Teacher Recruitment and Retention Advisory Task Force (2019)</p>	<p>Established by the 2019 Legislative Session through Assembly Bill 276. In July 2020, the Task Force presented recommendations to the Interim Legislative Committee on Education. The Task Force released a report of recommendations in February 2021.</p>
<p>Teacher Pay Raise (2019)</p>	<p>The 2019 Session budget included a pay raise for all teachers in the State, recognizing the critical need to retain new teachers and demonstrate support and respect that would attract future teachers to the profession.</p>
<p>Emergency Substitute Regulation (2020)</p>	<p>Governor Steve Sisolak signed an emergency regulation making it easier for Nevada’s school districts and charter schools to hire critically needed substitute teachers during the COVID-19 pandemic.</p>
<p>CCSD Teacher Recruitment and Retention Committee (2021)</p>	<p>The report identified Clark County School District’s greatest challenges in recruiting and retaining a high-quality teacher workforce and offered recommendations “on the urgent improvements needed to ensure those challenges are overcome.”</p>
<p>Class Size and the Educator Workforce Report (2021)</p>	<p>In February 2021, the Nevada Department of Education released a report authored by Data Insight Partners regarding class sizes and the educator workforce. The report identified and provided evidence regarding some of the key challenges to Nevada’s efforts to recruit and retain more experienced and effective educators, including the teacher recruitment pipeline, Nevada’s relatively high ratio of non-classroom personnel to classroom teachers, teacher retention, and teacher morale.</p>

The Task Force invites NSHE institutions to collectively **rise to the challenge of expanding the number and increasing the diversity of licensure-ready Pre-K-12 teachers** who complete traditional and non-traditional teacher preparatory programs annually.

Guiding Principles

1. All NSHE institutions need to rise to the challenge of graduating more licensure-ready pre-K-12 teachers/educators
2. Nevada needs a long-term plan to locally grow more teachers and nurture these efforts with patience and determination
3. The diversity of Nevada's teaching force matters
4. The Task Force's focus is on classroom teachers (not all educators)
5. Data-based decisions are essential
6. It is quicker and cheaper to retain a teacher than to train a new teacher, and there is a role for NSHE institutions to play in teacher retention, however underdeveloped it may be at present
7. Technology is a powerful tool that can connect students to high-quality teachers regardless of location

Task Force Charge

- Scaling up and replicating current teacher pipeline initiatives that have proven to be successful across NSHE institutions
- Identifying and preparing to implement solutions to barriers to locally growing and retaining Nevada's diverse teacher workforce
- Making recommendations to the NSHE Chancellor and Superintendent of Public Instruction for improvement regarding current State policy and practices that govern teacher preparation, licensure, and retention
- Exploring the role of educator preparation programs in supporting districts' and schools' short- and long-term teacher retention efforts

Task Force Members

- College of Southern Nevada – Rochelle Hooks, Education Chair
- Great Basin College – Brian Zeiszler, Department Chair, Teacher Education
- Nevada State College – Dennis Potthoff, Dean, College of Education
- UNLV – Maria Roberts, Associate Dean for Academic and Professional Programs
- UNR – Donald Easton-Brooks, Dean, College of Education
- Truckee Meadows CC – Amy Williams, Dean, Business, Adult Basic Education, Educational Programs Inspiring the Community
- Western Nevada College – Sarah Lobsinger, Professor, Education
- Nevada Department of Education – Jessica Todtman, Chief Strategy Officer
- K-12 Superintendents – Wayne Workman, Lyon County School District
- Washoe County School District – Emily Ellison, Chief Human Resources Officer
- Clark County School District – Nadine Jones, Chief Human Resources Officer