

# Focus Area: TEACHER RECRUITMENT AND RETENTION

## OVERVIEW

Through three rounds of federal relief funding for education, the Nevada Department of Education (NDE) has received approximately \$1.5 billion to support our COVID-19 response, recovery, and renewal. In each round, 90% of funds were distributed to local education agencies (school districts and the State Public Charter School Authority) on a federal formula basis, while 10% of funds were reserved for Statewide activities. NDE established four focus areas to efficiently and effectively leverage federal relief funding to support students, staff and families: Advancing Equity; Teacher Recruitment and Retention; Social-Emotional Learning and Mental Health; and Efficiencies for Long-Term Success. These four "buckets" ensure alignment of resources with both stakeholder priorities and federal requirements for COVID-19 recovery and renewal.

Projects in the **Teacher Recruitment and Retention Focus Area** aim to attract new educators to increase the size and diversity of Nevada's educator workforce and to support current Nevada educators so that they remain working in the profession and State. This work program aligns with several NDE Values as established in the Statewide Plan for the Improvement of Pupils (STIP), including **Equity, Access to Quality, Success, Community, and Inclusivity**.

Further, the Teacher Recruitment and Retention Focus Area supports multiple NDE STIP Goals, including:

- *Goal 2: All students have access to effective educators.*
- *Goal 3: All students experience continued academic growth.*
- *Goal 4: All students graduate future-ready and globally prepared for postsecondary success and civic life.*

# FEATURED PROJECTS

## Incentivizing Pathways to Teaching



**Budget:** \$20.7 million

**Project Overview:** Stipends and tuition assistance will be provided to pre-service educators completing their final semesters in educator preparation programs or student teaching.

**Rationale:** Ensuring that qualified candidates complete their educator preparation programs ready to obtain their professional licenses as K-12 educators in Nevada will expand the State’s educator workforce and help ensure that all students have equitable access to effective educators.

**Progress Report:** The Incentivizing Pathways to Teaching (IPT) Grant Program was announced in fall 2021, when the first cohort of pre-service educators were engaged. The fall 2021 awards included stipends for 265 pre-service educators during their student teaching, and tuition assistance for 764 future teachers.

## ANTICIPATED PROGRAM IMPACT

*Four Total Cohorts, Fall 2021 – Spring 2023*



**2,000**

pre-service educators will be supported with student teaching stipends up to \$8,400 each



**1,840**

pre-service educators will be supported with tuition assistance up to \$2,000 each

# DonorsChoose Grant Program



**Budget:** \$8.0 million

**Project Overview:** Resources went to fund more than 11,000 educators' projects up to \$954 each via DonorsChoose, a fundraising platform for educators. Requests for instructional items were required to align with the Nevada Academic Content Standards, while non-instructional items had to align with one of the priority areas for Nevada's COVID-19 recovery and response.

**Rationale:** This investment in the frontline wisdom of educators allowed educators from across the State to request materials to accelerate learning in their classrooms.

**Progress Report:** The program was launched on September 29, 2021 and ended when available funding was expended on December 13, 2021, with 11,003 projects funded in total.

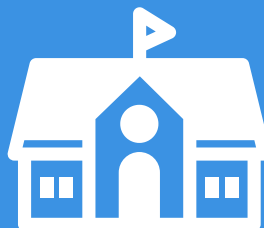
## PROGRAM IMPACT

*Program: September 29 – December 13, 2021*



**11,003**

Nevada educators were supported with funded DonorsChoose projects



**626**

schools were served in all 17 Nevada school districts and the State Public Charter School Authority

# Nevada Educator Preparation Institute and Collaborative (NV-EPIC)



**Budget:** \$6.1 million

**Project Overview:** NDE will build out the NV-EPIC, a comprehensive collaborative aimed to improve attraction and retention of Nevada teachers. Funding will provide program support personnel, professional development and programming, teacher fellow tuition awards, and external evaluation.

**Rationale:** This program will allow for a reinforced “grow-your-own” approach which will highlight and value equity and diversity within and across Nevada while providing accelerated pathways for initial licensure of both graduate and undergraduate students.

# Nevada Institute on Educator Preparation, Retention, and Research (NIEPRR)

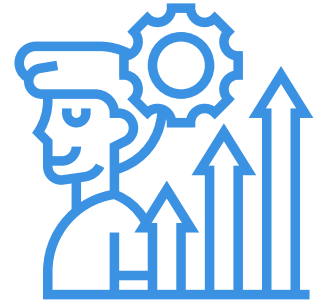


**Budget:** \$2.9 million

**Project Overview:** NIEPRR will support the development of pre-service and in-service educators while engaging Nevada communities and facilitating next-generation educational research. During the three-year program, experienced Nevada educators will mentor 184 fellows in one of three categories: pre-service teachers (44), in-service teachers with fewer than 5 years of experience (70), and in-service para-professionals with fewer than 5 years of experience (70).

**Rationale:** NIEPRR will support pre-service and in-service educators, creating high-quality community engagement linked to educational research. The 184 educators engaged in NIEPRR will directly interact with and improve outcomes for over 3,500 pre-K-12 students and their families.

# Reimagining Professional Learning by Partnering with Learning Innovation Catalyst (LINC)



**Budget:** \$1.7 million

**Project Overview:** The LINCspring personalized coaching and professional development platform will be fully implemented in four Nevada school districts: Clark County, Humboldt County, Elko County, and Lyon County. Through this platform, the LINC team of blended and digital learning specialists will deliver 100 hours of direct coaching support to NDE and Regional Professional Development Program (RPDP) coaches to better support classroom teachers at scale. Additionally, 100 hours of content will be designed and provided to Nevada educators for 24/7 access.

**Rationale:** Throughout the pandemic, LINCspring has served as a critical resource for NDE and RPDP with its impactful, cost-effective, and unique approach to the problem of scaling high-quality professional development Statewide. Through this full implementation, NDE, RPDP, and district leaders will be able to continue supporting educators in closing opportunity gaps and accelerating learning with a focus on equity.

# Microcredentialing and Professional Development System



**Budget:** \$1.5 million

**Project Overview:** All K-12 staff in Nevada will have the ability to learn re-licensure credit via microcredentials, which allow users to demonstrate competency in areas that are integral to their effectiveness. A unified microcredentialing platform will establish a one-stop shop where educators can view professional development offerings from across the State in one catalog, as well as enable educators to track all of their professional development credits on a single “transcript.”

**Rationale:** This system will streamline access to and records of professional learning offerings and credentials. Further, microcredentials increase transparency by giving educators a way to certify the knowledge and skills they already possess.

# Teaching and Training CTE Rural and Urban Expansion and Support



**Budget:** \$2.3 million

**Project Overview:** Teaching and Training Career and Technical Education (T/T CTE) programs are programs in high schools where students can earn college credits connected to an educator preparation program. T/T CTE programs will be expanded to rural schools and districts as well as to under-represented student populations in urban high schools.

**Rationale:** Currently, T/T CTE programs only exist in Clark, Washoe, and Churchill counties. Expanding into rural schools and districts as well as providing dual credit tuition support for all students will create a wellspring of candidates who can immediately obtain employment in districts as paraprofessionals while they continue their teacher preparatory programs.

# Statewide Leadership Networks



**Budget:** \$3.2 million

**Project Overview:** Three different Statewide leadership networks will be established to enhance professional learning and deliver evidence-based training. The three networks will focus on supporting: 1) school leaders; 2) school and district leaders for the lowest performing schools; and 3) rising leaders with a focus on increasing the diversity of education administrators in Nevada.

**Rationale:** The Leadership Networks will provide Nevada's education leaders with strong professional learning communities where they can share evidence-based practices, discuss problems of practice, and coach one another to strengthen the education system and improve school outcomes.



For more information on Federal Relief Funding in Nevada, visit:  
<https://bit.ly/NV-Fed-Relief-Funding>