

# Nevada Teacher and Educational Support Personnel Recruitment and Retention Advisory Task Force



## Expected Outcomes

Task Force members will:

- Understand their roles and responsibilities
- Receive a brief history of the Task Force
- Review the accomplishments and work of the previous Task Force
- Receive information that will help build an understanding of educator supply and demand data and connected terminology
- Review current initiatives that are designed to positively impact educator recruitment and retention

## History

- Assembly Bill (AB) 276 during the 2019 Legislative Session created the Teacher Recruitment and Retention Advisory Task Force
- Senate Bill (SB) 71 during the 2023 Legislative Session restructured the Task Force to include educational support personnel

# Membership and Duties

## Task Force Membership

- Nevada Revised Statute (NRS) 391.492
- 20 members
  - 1 from each rural district
  - 2 from Washoe
  - 3 from Clark

### Qualifications:

- Licensed teacher or an education support professional
- 5 years of experience
- Currently employed in that role
- Not currently serving on any other education related board or council

## Task Force Duties

- Evaluate challenges in attracting and retaining teachers and education support professionals to Nevada
- Make recommendations to the Joint Interim Standing Committee on Education (COE) to address challenges
- Present recommendations to the COE at their June meeting in each even year
- Submit a report to the Legislative Council Bureau (LCB) by February 1 of each odd numbered year

## Nevada Department of Education

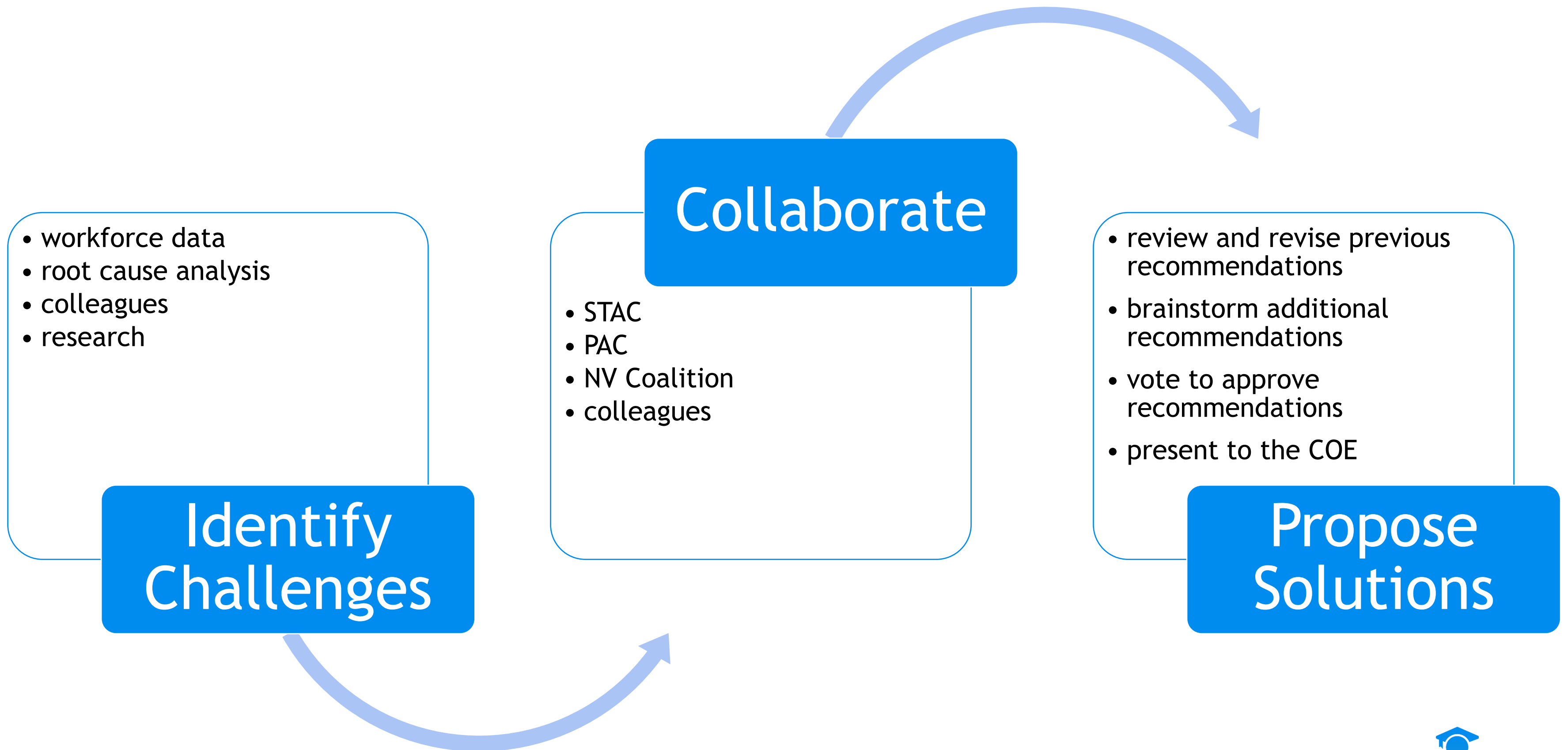
The Nevada Department of Education (NDE) supports the Task Force by:

- Hosting the public Task Force meetings
- Providing support by collaborating with the Chair and Vice Chair in the development of agendas, meeting materials, and reports
- Facilitating work groups to support the work of the Task Force
- Collaborating with WestEd to provide high quality data, research, and facilitation

## Partnerships

- WestEd
- Superintendent's Teacher Advisory Cabinet (STAC)
  - Principal Advisory Cabinet (PAC)
- NV Coalition for Educator Retention and Recruitment
- Nevada System of Higher Education (NSHE) Teacher Pathways Task Force
- NDE Work Groups
- American Institutes for Research (AIR)

# Recommendation Process



## Accomplishments

### Data:

- Received \$1 million in federal funds through the Interim Finance Committee (IFC) for NDE to contract with a third party (AIR) for the development and implementation of the Exit/Transfer and Working Conditions surveys
- Senate Bill (SB) 72 passed - includes study of educator workload

### Removing Barriers:

- SB 72 passed - includes study of Praxis testing requirements for licensure
- Assembly Bill (AB) 515 passed - provides state funding to continue the Incentivizing Pathways to Teaching (IPT) grant program

### Strategic Use of Funds:

- AB 428: Economic Development - expansion of Career and Technical Education Teaching and Training Programs



## Accomplishments Continued

### Increase Allocation of Funding to:

- Support educator pipeline, retention incentives, career ladder options, and other resources
  - AB 428 Economic Development
  - SB 339 Supplies and Materials
  - SB 291 Student teachers employed as substitutes
  - SB 434 Adds substitute teachers to PERS eligibility

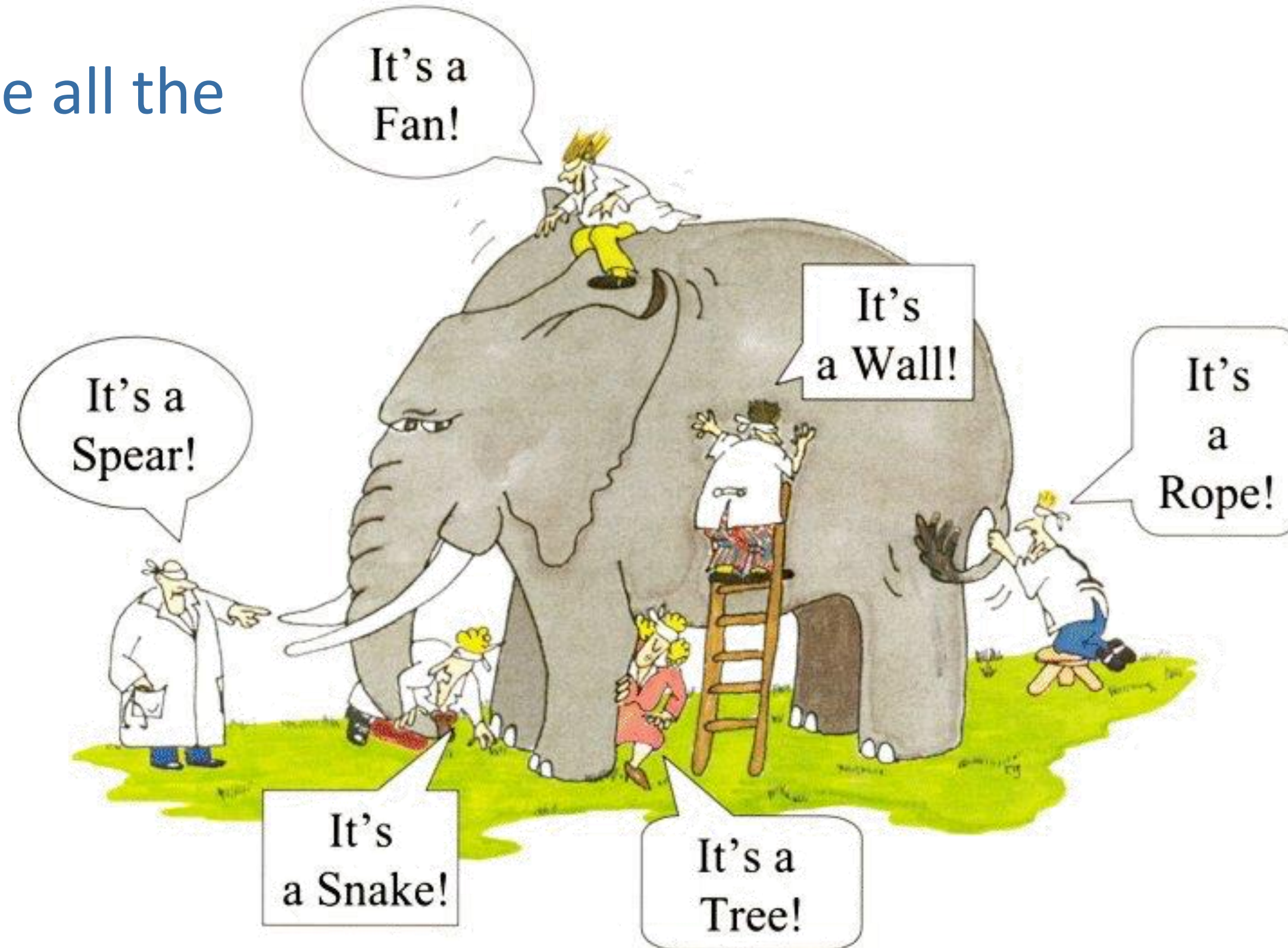


# **Educator Workforce: Understanding Supply and Demand**

Sampling of slides from the April 8, 2022, Understanding Teacher Supply and Demand presentation to the Task Force by Region 15 Comprehensive Center Network

# Recruitment and Retention through a Supply and Demand Lens

» Perspective can make all the difference.

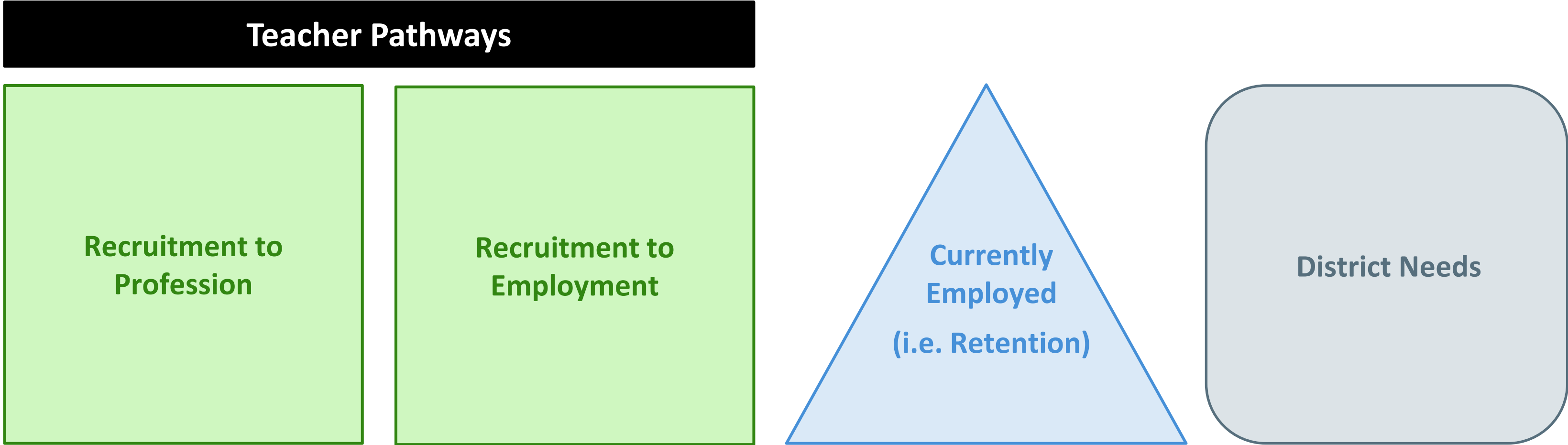


# Research Foundation of Teacher Supply and Demand Analysis

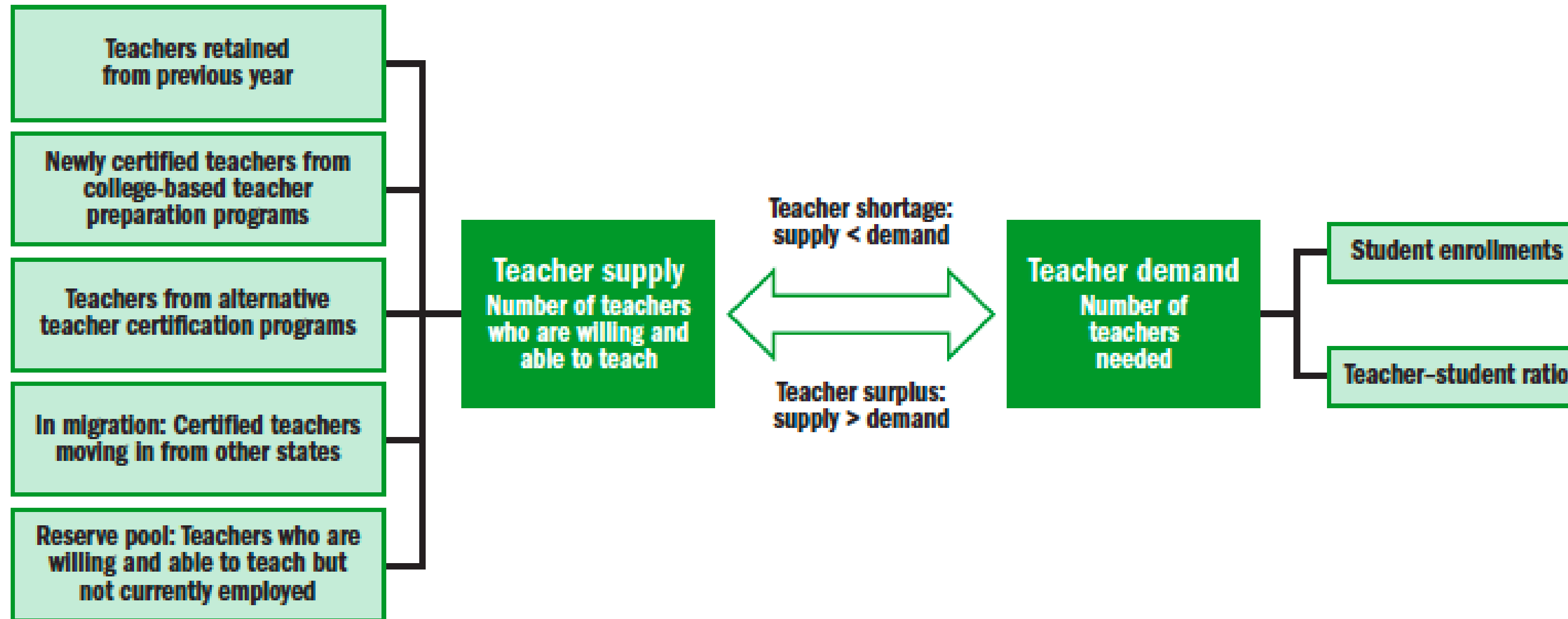
- Several supply and demand models exist<sup>1</sup> but all generally include analysis of:
  - > sources of new supply (i.e. Teacher Pathways),
  - > the movement of existing supply (i.e. Currently Employed)
  - > the number of teachers demanded (i.e. District Needs)

<sup>1</sup> **For example:** Sutcher, Darling-Hammond, & Carver-Thomas (2016); Lindsay, Wan, Berg-Jacobson, Walston, & Redford (2016); Lazarte-Alcala (2018); Levin, Berg-Jacobson, Atchison, Lee, & Vontsolos (2015); Smith (2018); Zagorsky, Olsen, Hawley, & Gnagey (2013); Hill, & Hirshberg (2006)

# Recruitment and Retention: Considerations



# Recruitment and Retention: Another Example



Source: Lindsay, Wan, Berg-Jacobson, Walston, & Redford (2016)

Recruitment to  
Profession

- Traditional higher education preparation programs (EPPs)
- Alternative routes to licensure (ARL)
- “Grow your own” pathways





## Recruitment to the Profession Initiatives

- Teach Nevada Scholarships
- Incentivizing Pathways to Teaching
- Teacher Academy College Pathway (AB428)
- Grow Your Own Programs
- Reducing barriers to licensure
- Educator licensure webpage redesign

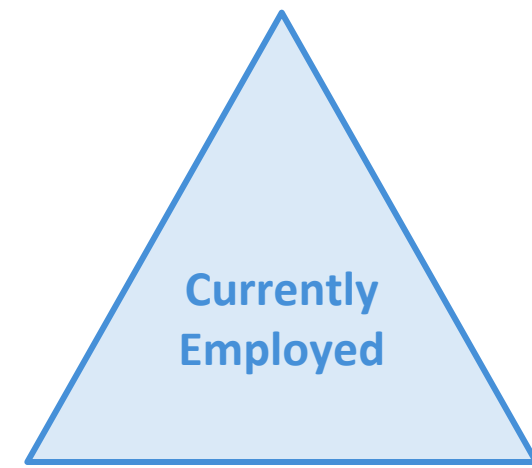
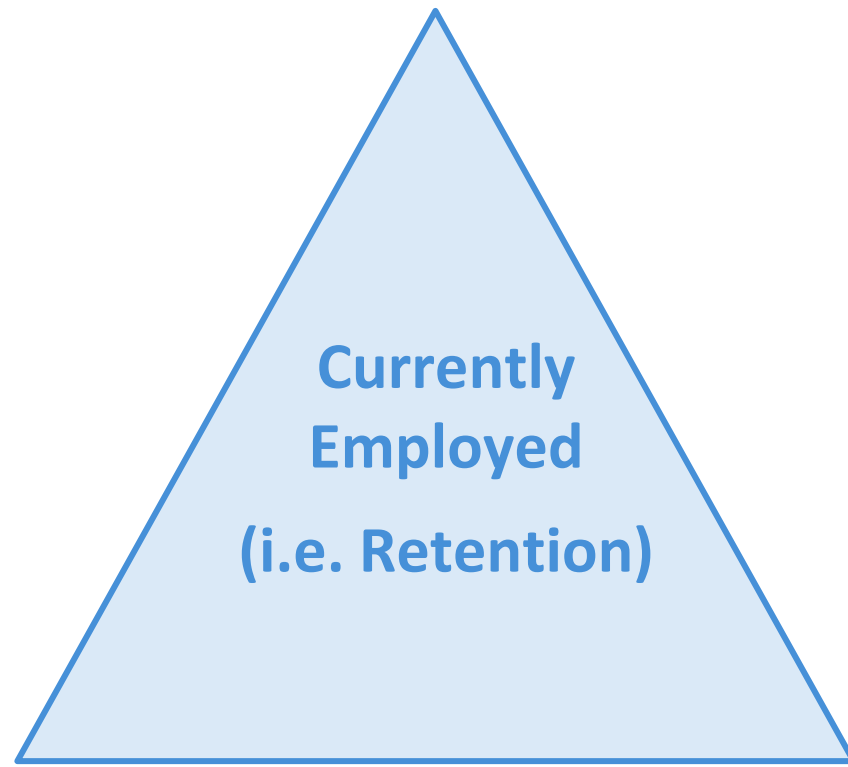


Recruitment to  
Employment

- Prepared in NV (new to the profession)
- Teachers new to state
- Out-of-country recruitment

## Recruitment to Employment Initiatives

- Interstate Mobility Compact
- Educator licensure webpage redesign
- SB434 removes substitute teachers from the list of employees not eligible for PERS benefits
- Hiring incentives



➤ Teachers currently employed in the public education system in Nevada

➤ Includes:

- > *Retained Teachers* – retained within the *state*, not necessarily within a district or school
- > *New Teachers* – new to the profession *and* new to the state



# Retention Initiatives

- Educator recognition
  - 14 teacher recognitions/awards
  - 1 school administrator recognition
  - 1 education support personnel recognition (non-licensed personnel)
  - 3 school and/or district recognition/awards
- Elevating educator voice
  - Public councils and task forces
  - Superintendent's teacher and principal advisory cabinets
  - Various NDE work groups
- Increased funding to education
- Teacher Advancement Scholarship
- Educator surveys
  - School Climate Survey
  - Teacher Exit/Transfer Survey
  - Educator Working Conditions Survey

## Resources

- [Task Force webpage](#)
- [April 8, 2022 meeting materials](#)

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# Questions



## Contact Information

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