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# Learning about Current Nevada Scholarships and Sharing Future Research Plans

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Presenters from the American Institutes for Research

Nevada Commission on Recruitment and Retention | March 2026

# Meet the AIR Presenters

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# Agenda

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- Ground conversation in four topics of interest
- Background information on scholarships and programs in Nevada
- Share research questions and methods for three topics of interest related to scholarships
- Next steps

# Grounding in Topics of Interest

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# Topics selected by the commission

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Providing health insurance to educators through the Public Employees Benefits Program

Allocation of funding for scholarships for students seeking to become a school counselor, social worker or psychologist

Provision of Nevada teacher advancement scholarships

Allocation of funding to school districts to assist a licensed teacher with obtaining an endorsement in a shortage area

# Topics selected by the commission that we will discuss

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Providing health insurance to educators through the Public Employees Benefits Program

Allocation of funding for scholarships for students seeking to become a school counselor, social worker or psychologist

Provision of Nevada teacher advancement scholarships

Allocation of funding to school districts to assist a licensed teacher with obtaining an endorsement in a shortage area

# Background Information on Scholarships and Endorsements

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# Literature Shows Scholarships as an Important Workforce Strategy

A targeted literature scan indicates that financial supports are essential to strengthening the school-based mental health workforce and function as workforce infrastructure supports rather than supplemental student aid.

- A recent article identified affordability and debt burden as major structural barriers to recruiting, retaining, and graduating future school counselors (Gilfillan et al., 2026).
- Articles published by the National Association of School Psychologists describe how federal Mental Health Service Professional and School-Based Mental Health grants reduce barriers through tuition support, stipends, and paid internships (Strobach & Eklund, 2025; Vaillancourt Strobach, 2024).
- State examples in Kansas, Oklahoma, Iowa, Wisconsin, and Indiana demonstrate that grant-funded financial support enables graduate training, supervised placements in high-need schools, and district hiring or retention (Strobach & Eklund, 2025).
- Narrative accounts from a grant-funded training partnership show that tuition waivers, internship stipends, and mentorship make graduate education financially accessible and sustainable, particularly for candidates from historically underrepresented backgrounds (Paskiewicz et al., 2025).

# Literature Shows Gaps in Research on Endorsement Pathways for Licensed Teachers

Across scanned literature, clear patterns emerge in how systems respond to teacher shortages; however, a critical gap remains in support for pathways that enable licensed teachers to gain endorsements in high-need areas.

- Teacher shortages are localized and dynamic, varying by state, district, and school context; teachers who pursue endorsements in identified shortage areas may find that needs have shifted by the time they complete requirements, creating misalignment between preparation and workforce demand (Aragon, 2016; Learning Policy Institute, 2016; Garcia et al., 2019).
- Policies prioritize short-term flexibility over long-term credentialing, often allowing teachers to work outside their endorsement areas rather than investing in sustained pathways to re-specialize the existing workforce (Aragon, 2018; Learning Policy Institute, 2016).
- There are no district-level funding models for endorsement attainment. Scanned literature provides no examples of funding allocated directly to school districts to support licensed teachers in obtaining additional endorsements that are aligned to local shortage areas.

# Historically, there are three large scholarship programs offered in Nevada

## Teach Nevada Scholarship

- Established in 2015
- Provides scholarships to pre-service teachers
- TNS candidates must have a HS diploma and attend an approved EPP for a traditional or ARL pathway resulting in a BA or MA
- Agree to teach in Nevada for five consecutive years
- Maximum initial scholarship payment is 75% of their tuition
- Sunsetting provision to receive 25% of their tuition for teaching for five consecutive years in Nevada.
- NVDOE awards approved EPPs and then EPPs distribute scholarships to students
- NRS 391A.550 - NRS 391A.595

## Incentivizing Pathways to Teaching Scholarship

- Established in 2023
- Provides scholarships for stipends and tuition for clinical experiences to pre-service teacher candidates.
- IPT must attend an approved EPP in Nevada on a Traditional Pathway resulting in a BA or MA
- Agree to teach in Nevada for five consecutive years
- Agree to complete an endorsement in English as a second language or special education
- NVDOE awards approved EPPs and then EPPs distribute scholarships to students
- NRS 391A.705 – NRS 391A.710

## Nevada Teacher Advancement Scholarship

- Established in 2023
- Provides scholarships for a MA education degree to current teachers who have taught for at least two years
- Not funded for the 2025-27 biennium
- NRS 391A.650 – NRS 391A.695

# Effective in fiscal year 2027, Teach Nevada Scholarship broadened its programs

## Teach Nevada Scholarship (TNS)

- Allows HSE exam in addition to HS diploma for eligibility requirement
- Provide scholarships to pre-service educators and to teachers who have taught for at least two years
  - Pre-service candidates must attend an approved EPP for a traditional or ARL (Alternative) pathway resulting in a BA or MA in education or a related field
  - Current eligible teachers must attend an approved EPP resulting in obtaining a certificate of advanced study, MA degree or other degree which is more advanced than a BA in education or a related field
- Maximum scholarship payment is for six semesters of BA, three semesters for a graduate degree, and three years for an ARL (Alternative Route to Licensure)
- Agree to teach in Nevada for five consecutive years

## Incentivizing Pathways to Teaching Scholarship

- Provides scholarships for stipends and tuition for clinical experiences to pre-service teacher candidates

# NDE is dedicated to creating a scholarship for teachers to pursue endorsements

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- Per conversations with NDE, they are planning to add language to include scholarships for current educators to pursue an endorsement that does not culminate in a terminal degree.





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# Research Questions and Methods

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# Allocation of funding for scholarships for students seeking to become a school counselor, social worker or psychologist

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# Research Questions and Methods for students becoming a school counselor, social worker, or psychologist

What does the research tell us about the implementation and effects of providing scholarships for students to become a school counselor, social worker, or psychologist?

- Scan the scholarly literature and publicly available technical reports

What are other states' experiences implementing scholarships for students to become a school counselor, social worker, or psychologist?

- Interview professionals in other states who have implemented similar scholarships

How can the state best communicate the overarching use of the scholarship for students to become a school counselor, social worker, or psychologist?

- Develop a dashboard to track the amount of funding provided, the numbers and types of new licensures obtained, and location of new staff placement

# Provision of Nevada teacher advancement scholarships

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# Research Questions and Methods for teachers pursuing advanced degrees

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How are other states implementing scholarships for teachers to pursue advanced degrees?

- Scan the scholarly literature and publicly available technical reports

What are other states' experiences implementing scholarships for teachers to pursue advanced degrees?

- Interview professionals in other states who have implemented similar scholarships

How can the state best track the overarching use of scholarships for teachers to pursue advanced degrees?

- Develop a dashboard to track the amount of funding provided, the numbers and types of new advanced degrees obtained, and the location of new staff placement

# Allocation of funding to school districts to assist a licensed teacher with obtaining an endorsement in a shortage area

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# Research Questions and Methods for obtaining endorsements in a shortage area

Have other states/districts provided funding for endorsements in shortage areas?

- Scan the scholarly literature and publicly available technical reports

What are other states' experiences providing scholarships for endorsements in shortage areas?

- Interview professionals in other states/districts who implemented similar scholarships

How can the state best track the overarching use of this new program

- Develop a dashboard to track the amount of funding provided, the numbers and types of new endorsements obtained, and the location of staff placement who used this scholarship



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# Questions or Comments?

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## NEVADA EDUCATOR SURVEYS

### Lisa Merrill and Kyosin Kang

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