

Follow up response to Agenda Item VI from Director Kristine Nelson, Education Programs Director, The Office of Career Readiness, Adult Learning & Education Options Staff, Nevada Department of Education (NDE). The NDE provides the following elaboration on points of discussion that the LCE posed:

- **Equity in CTE**

The department has been working with, and will continue to work with, the National Alliance for Partnerships in Equity (NAPE) to address educational equity and access gaps in the state. The Office of Career Readiness, Adult Learning & Education Options (CRALEO) contracted with NAPE to provide specialized professional development to improve performance in the area of enrollment, retention, and completion of CTE programs leading to nontraditional training and employment. The professional development included the creation of Data Dashboards to disaggregate performance data, a yearlong series of professional development workshops to complete gap analysis, and the development of individual college nontraditional program improvement plans. The program improvement plans are currently being implemented at each institution and quarterly reports on program improvement processes are sent to US DOE's Office of Career and Technical Education.

Furthermore, through the promotion and continued support of programs such as JAG Nevada, Nevada will continue to increase educational access and opportunities that propel students toward high school completion and prepare them for postsecondary and career opportunities.

- **CTE Teacher Shortages**

The department has been diligently working on addressing teacher shortages in Nevada, specifically CTE teacher shortages. The Office of Educator Licensure has been collaborative working with CRALEO and the Commission on Professional Standards (COPS) on a variety of regulatory revisions that will alleviate the current burdensome process and requirements for the Business and Industry Licensure (NAC 391.400 and NAC 389.803), wherein a significant amount of CTE teachers gain teaching credentials.

Furthermore, the department offers the following teacher incentive programs that are geared toward increasing teacher recruitment and retention:

- **Teacher Incentives**

New Teachers – Districts may use funds up to \$5,000 per newly hired teacher at Title I or 1/2-star schools in any area of licensure (2017 expanded eligibility to Special Education teachers at any school, so Legislature could include possible amendments to add CTE).

Transfer Teachers – Districts may use funds to provide incentives to existing teachers not at Title I or 1/2-star schools to transfer to schools identified as such (NRS does not limit content/subject area/grade, but pending NACs would require demonstration of high-needs area).

- **Teach NV Scholarships**

Up to \$3,000/semester or \$24,000 total for approved public/private higher education preparation program providers (traditional or alternative route) to offer scholarships to pre-service candidates (“traditional” secondary CTE routes eligible, but not Business & Industry due to different provider process; Legislature could amend eligibility requirements/process).

- **Great Teaching & Leading Fund**

School districts, charters, NSHE, educator associations, and non-profits may use funds to provide to prepare, recruit, select, develop, mentor/support, and retain effective licensed teachers (Legislature or State Board could prioritize CTE.)

The department will present an in-depth discussion on this topic at the LCE’s *Explore the Teaching Profession, Begin Funding Formula Discussion* April 19, 2017 meeting.