



# ***Alternative Routes To Licensure Programs***

EXHIBIT R Education

Document consists of 19 pages.

- ☒ Entire document provided.
- ☐ Due to size limitations, pages \_\_\_\_\_ provided. A copy of the complete document is available through the Research Library (775/684-6827) or e-mail [library@lcb.state.nv.us](mailto:library@lcb.state.nv.us).

Meeting Date 2/24/04



## Alternative Routes to Licensure Programs were Created to fill critical Teaching vacancies in:

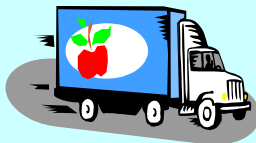
- *Bilingual (Grades K-5/Spanish)*
- *Math (Grades 6-12)*
- *Special Education (Grades K-12)*
  - *TESL – Teaching English as a Second Language (Grades K-5)*

# Recruitment



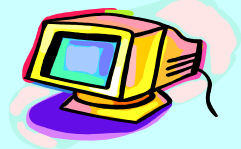
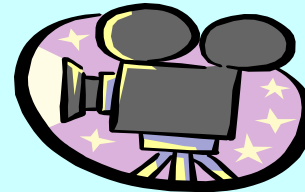
- Newspaper Articles

- TV Ads – Volunteer Celebrities



- Shrink-Wrap Delivery Trucks

- Movie Trailers



- Web Site

**GOAL:** Large pool from which  
to select – now  
processing 357 candidates





## ***Statistics***

- Since 1997, CCSD has hired:
  - 127 – Bilingual
  - 150 – Special Education
  - 16 – Math
  - 55 – Early Childhood (regular ed)
  - 65 – Elementary TESL
  - 413 (= 5 Administrators)
- 2003-04 – 77 ARL hires
  - 30% are minorities
- 69 have left the district – 16.7% of the total



## ***Plans for the Future***

- Increased Effort – Troops to Teachers
  - Men
  - Minorities
  - Math/Science
- Immersion/Bilingual Model
- Teach for America



## ***STEPS summary***

- Minimum Qualifications
  - Application Process
    - Face-to-face Interviews
    - Online Interviews
    - Staff Development
- Pre-Selection University Classes
  - Selection by Principal
    - Post-Selection University Classes
      - Evaluations and Grades
      - Full licensure



# ***STEP 1***

Minimum Qualifications:

- Bachelor's Degree from an accredited college/university
- Grade point average of 2.75
- Be able to pass all portions of the Pre-Professional Skills Test
- Have three excellent, professional references



## ***STEP 2***

Application Process





## ***STEP 3***

Interviews are granted to those candidates meeting minimum qualifications.



## ***STEP 4***

Online interviews to identify candidates who had successful face-to-face interviews to identify those who have research-proven beliefs and attitudes to be successful teachers in urban settings.



## ***STEP 5***

- 120 Hours of Staff Development
- No district commitment yet



## ***STEP 6***

University classes before classroom  
responsibility



## ***STEP 7***

Selection by Principal



## ***STEP 8***

- University classes after selection
  - Contract signed
    - Mentors assigned



## ***STEP 9***

- 5 Satisfactory evaluations
- B or better in all remaining university classes



## ***STEP 10***

3 years – Free and Clear License





## ***NGA PROJECT (no funds)***

- North Carolina
- Kentucky
- Virginia
- Colorado
- Nevada



# ***Nevada NGA Projects***

- Web site
  - [www.teachfornevada.com](http://www.teachfornevada.com)
- State-wide recruiting fair
- Exit survey
- PRAXIS II exams
- Tracking proposal
- Policy considerations

# ***Questions / Comments***

