



**Nevada State Teacher
Recruitment and
Retention Advisory
Task Force
Recommendations**

Legislative
Committee on Education
June 15, 2022

Presentation Outcomes

The Nevada State Teacher Recruitment and Retention Advisory Task Force (Task Force) will present recommendations to help address Nevada's challenges in attracting and retaining teachers per Nevada Revised Statute (NRS) 391.496.

Task Force Overview

The 80th Session of the Nevada Legislature passed Assembly Bill (AB) 276, creating the Nevada State Teacher Recruitment and Retention Advisory Task Force (Task Force). In accordance with Nevada Revised Statute (NRS) 391.496., the Task Force shall:

- **Evaluate the challenges** in attracting and retaining teachers throughout this state;
- **Make recommendations to the LCE** in even-numbered years to address the challenges in attracting and retaining teachers throughout this state, including without limitation, providing incentives to attract and retain teachers; and
- On or before February 1 of each odd-numbered year, **submit a report** to the Director of the Legislative Council Bureau for transmission to the Legislature describing the findings and recommendations of the Task Force.

Membership

Per Nevada Revised Statute (NRS) 391.494 to qualify for membership eligible teachers must:

- Be a licensed teacher with at least five consecutive years of teaching experience in a public school in this state;
- Be currently employed as a teacher and actively teaching in a public school in this state, and remain employed as a teacher in a public school in this state for the duration of the member's term; and
- Not be currently serving on any other education-related board, commission, task force, or similar governmental entity.

Recommendation Development Process

Since February 2021, the Task Force has:

- Held nine meetings
- Reviewed data and testimony from national and regional experts such as Data Insight Partners, Nevada Department of Education (NDE), Nevada Housing Division, and WestEd
- Solicited recommendations from stakeholder groups:
 - Nevada State Coalition for Educator Recruitment and Retention (Coalition)
 - Nevada System of Higher Education (NSHE) Teacher Pathways Task Force
 - Superintendent's Principal Advisory Cabinet (PAC)
 - Superintendent's Teacher Advisory Cabinet (STAC)
- Discussed all proposed recommendations and accepted each group's recommendations for consideration and compilation into the report

Report Format

- Introduction
- List of Recommendations in Alphabetical Order by Focus Area
 - Data
 - Messaging/Branding, and Transparency
 - Removing Barriers
 - Salary/Compensations/Benefits
 - Strategic Use of Funds
- Recommendation Details
- Conclusion
- Appendices
 - Task Force Information
 - References
 - Individual Stakeholder Group Recommendations

Recommendations Format

Identified Focus Area (e.g., Data)

Title of the Recommendation (e.g., Exit Survey)

Recommendation: One-sentence summary of the proposal.

Specifics: Additional details to clarify the purpose and intent of the recommendation.

Rationale: The reason why the proposal is necessary.

Expected Outcomes: A general statement regarding the possible expected outcomes.

Evidence Base: Link to a Google Folder containing research and other data to support the recommendation.



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**Task Force
Recommendations**

Focus Area: Data

1. **Exit Survey** - Provide funding for NDE to contract with a third party to develop, implement, and analyze the results of a Statewide Exit Survey administered to teachers when exiting their school, district, and/or State regardless of the reason for their exit.
2. **Study of Educator Workload** - Commission a study to evaluate educator workload including statutory and regulatory requirements.
3. **Workforce Data Portal** - The Legislature should invest funding to sustain the educator workforce supply and demand portal currently being developed using federal relief funds.
4. **Working Conditions Survey** - Allocate Funding for NDE to contract with a third-party to develop, implement, and analyze a Statewide working conditions survey of current employees.

Focus Area: Messaging/Branding, and Transparency

5. **Messaging and Branding of the Profession of Teaching** - Allocate additional funds to NDE and districts for frequent public branding/ messaging that promotes recruitment and retention of educators via advertisement with social media, news outlets, etc..
6. **Nevada Aspiring Educators Initiative** - Legislature should invest in a series of events and supports for aspiring educators, specifically pre-service educators or potential future educators. This is distinct from the current mission of the Nevada Department of Education, districts and schools, and institutions of higher education as it focuses on those not already enrolled in preparation programs or those who do not already hold a license who would benefit from tailored information and mentorship as they consider pathways to careers in education.

Focus Area: Removing Barriers

- 7. Expedited Background Checks** - Allocate funding to the Department of Public Safety to support the prioritization of background checks for educator licensure.
- 8. Invest to Support the Continuation of State and ESSER Funded Initiatives/Programs** - The Legislature should invest through an increase of funding to education to support the initiatives/ programs that are currently being funded through the State and with federal ESSER funds, which include, but are not limited to, support for tuition scholarships, clinical experience stipends, and other costs related to educator preparation which may include the cost of assessments required for licensure.
- 9. Loans for In-State Tuition for Teacher Preparation Programs** - Provide funding to create and manage a zero-interest loan for in-state tuition for teacher preparation programs
- 10. Study of Teacher Licensure Testing Requirements** - The Legislature should commission and fund a study of Nevada's licensure requirements, including the "Praxis Core Academic Skills for Educators" Tests (NAC 391.036), to identify whether it is a barrier to locally growing a more diverse educator workforce and to ensure that competency requirements are reasonable indicators of a candidate's future effectiveness as an educator.
- 11. Support the Home is Possible for Teachers Program** - the Legislature to provide State general funds to supplement the current funding structure to support the Home Is Possible for Teachers program.

Focus Area: Salary/Compensation/Benefits

- 12. Loan Forgiveness Program** - Provide funding outside the general fund to create and manage a student loan forgiveness reimbursement program for teachers after they have taught for 5 years in a public-school classroom in Nevada and who continue to teach in a classroom in Nevada.
- 13. Public Employee Retirement (PERS) Incentive** - Implement PERS incentives such as, but not limited to, 90% after 30 years of service.
- 14. Statewide Minimum Salary Schedule for Teachers** - Allocate additional funds to implement a statewide minimum salary scale for licensed teachers to include an annual cost of living adjustment (COLA) in line with the cost-of-living indices.

Focus Area: Strategic Use of Funds

- 15. Expand Teaching and Training (T/T) Career and Technical Education (CTE) Programs** - The Legislature should invest in expanding the availability of CTE Teaching and Training programs in Nevada's high schools, including covering dual enrollment tuition for students and potential staff support at NSHE institutions to sustain partnerships related to the program about Expanding Nevada's Grow your own programs.
- 16. Increase Allocation of Funding to Education to support the following priorities:**
- A. Administrator professional learning
 - B. Hiring educators
 - C. Mentor programs
 - D. Provide additional funding to districts to implement affordable housing/rental assistance to educators
 - E. Resources for districts to support recruitment and retention efforts
 - F. Support educator pipeline, retention incentives, career ladder options, and other resources

Acknowledgements

The Task Force wishes to express appreciation to the numerous presenters and the members of the Nevada Coalition for Educator Recruitment and Retention, the Nevada System of Higher Education (NSHE) Teacher Pathways Task Force, and the Superintendent's Principal Advisory (PAC) and Teacher Advisory Cabinets (STAC) for their expertise, advice, and willingness to contribute to these findings and recommendations.



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Questions



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Appendix

Nevada Average Teacher Salary Data

Data is sourced from:

- National Center for Education Statistics
- Comparable Wage Index for Teachers (CWIFT)

Data limitations:

- Uses average salaries which may vary depending on the years of experience and education level of the teacher workforce

Nevada Average Teacher Salary Rankings

