

Strengthening the Teacher Pipeline

CCSD 



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ONE Community
for
OUR Children

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Teachers matter more to student achievement than any other aspect of schooling.

- RAND Corporation

Teacher Pipeline

- Recruitment
- Retention
- Trends in Teacher Vacancies

External Teacher Recruitment Efforts

- College/University and Community Career Fairs
- Student Teacher Placement
- The New Teacher Project
- Teach For America
- Cultural Exchange Teacher Recruiting



Grow Your Own Initiatives



- Paraprofessional Pathways Project
- Accelerated Alternate Route to Licensure
- iteach
- CTE Teaching and Training Pathway

Targeted Recruitment Marketing



- Enhance visibility to attract teachers relocating from California to Las Vegas.
- Utilize targeted ads on Instagram, Facebook, LinkedIn, YouTube, Google, and Streaming Audio for comprehensive market reach.
- Campaign Running May 1–June 30
- Targeting San Diego, San Francisco, and Los Angeles

Teaching and Training CTE Pathway

Year 1

Teaching and
Training I

Year 2

Teaching and
Training II



Years 3 and 4

Advanced Studies
Double Completer
Dual Credit

Teaching and Training CTE Pathway School Implementation

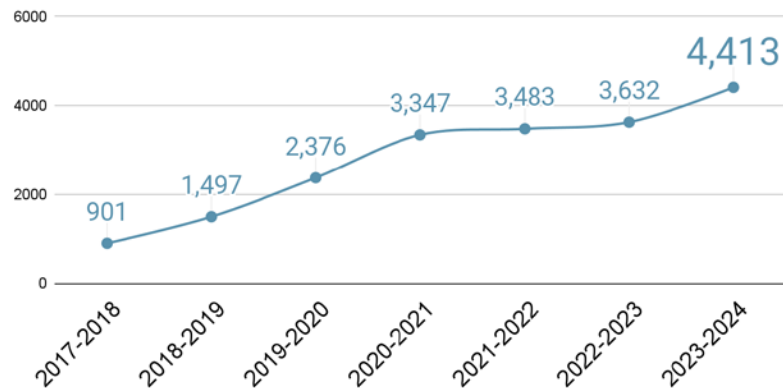
Access

- Available for all CCSD students.
- Alternative pipeline programs also available.

Participation

- 4,413 students currently enrolled.
- 390 percent increase since this pathway was implemented in 2017.
- 1,014 students are enrolled in dual enrollment coursework with the University of Nevada, Las Vegas and Nevada State University.

Teacher Preparation CTE Program Student Participation



Teaching and Training CTE Pathway Student Retention Plan



- Experienced educator mentors
- Professional learning and networking
- Internships and externships
- Senior Capstone Projects
- Future Educator Signing Days
- Tuition reimbursement

Future Educator Signing Day April 30, 2024

Teacher Retention Strategies

Compensation

- Competitive salaries and benefits
- Focused incentives

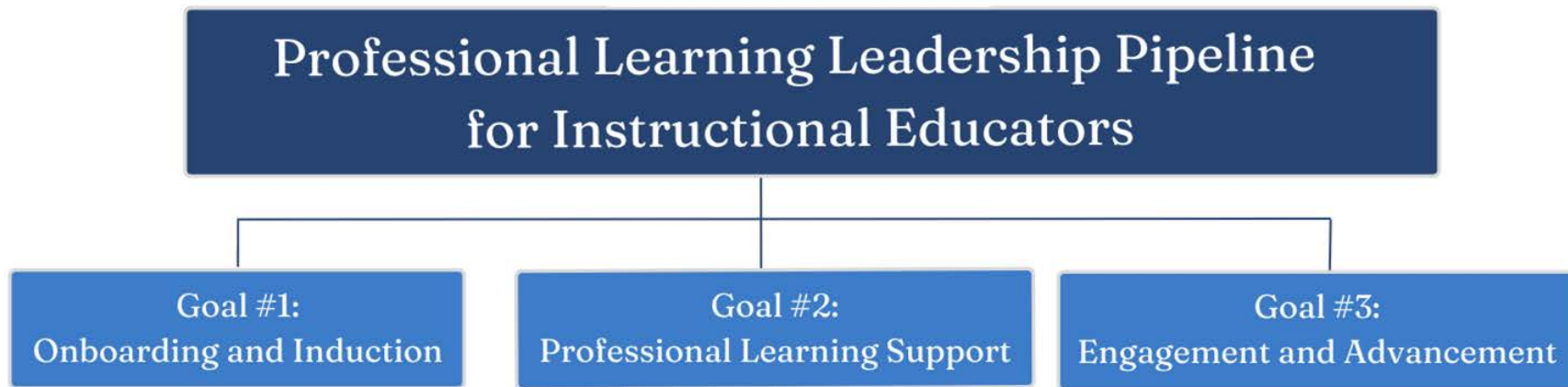
Growth

- High-quality leaders
- Mentorship and coaching
- Professional learning
- Teacher leadership
- Recognition

Support Systems

- Tools and resources necessary to be successful
- Positive school culture
- Resources and support for employees and their families

Professional Learning Pipeline for Instructional Educators



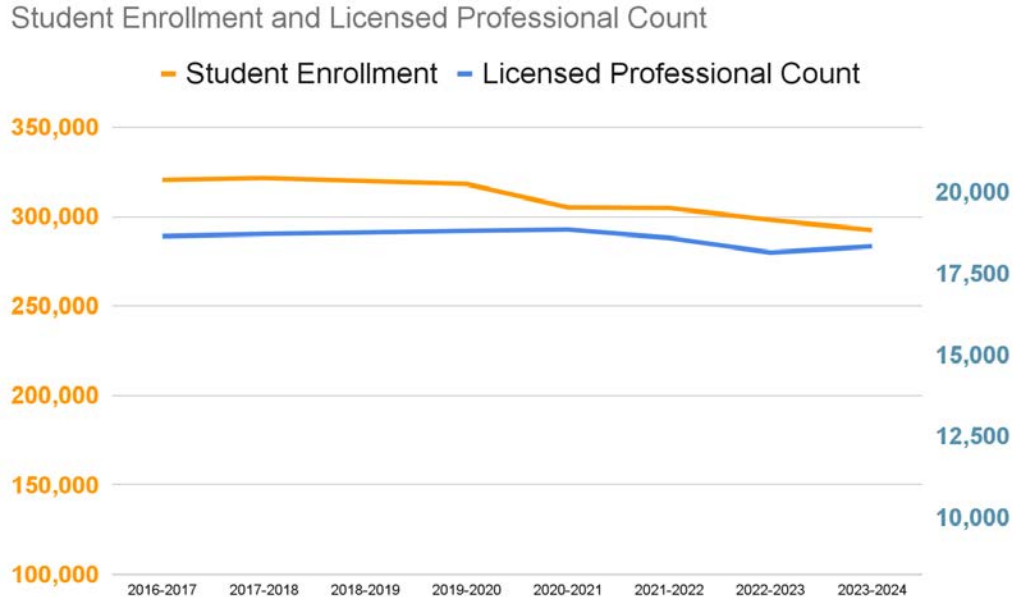
Professional Learning Pipeline for Instructional Educators



Employee Pathways

- Support Professionals
- New Teachers
- Teacher Leaders
- New Administrators
- New Principals
- Executive Leaders

Trends in Teacher Vacancies



- At the District level, the licensed professionals-to-student ratio has decreased from 17.19 to 15.95 over 8 years.
- Teacher retention remains high.
- Teacher vacancy rates vary significantly from school to school.



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