

SB72 Section 1(c) Educator Licensure

Joint Interim Standing Committee on Education
July 24, 2024



Purpose

Senate Bill 72 (2023) requires the Joint Interim Standing Committee on Education to conduct six separate studies. The purpose of this presentation is to provide general information that may help to inform the study required in Section 1 (c).

(c) Conduct a study concerning requirements governing the licensing and authorization to work of teachers and administrators in this State, including, without limitation, requirements for the authorization of a holder of a J-1 visa issued pursuant to 8 U.S.C. § 1101(a)(15)(J) to work as a teacher or administrator, in order to:

- (1) Identify whether such requirements are barriers to increasing the diversity of teachers or administrators, as applicable, in this State and increasing the number of pupils in the public schools in this State and students at institutions of higher education in this State who eventually become teachers and administrators in this State; and*
- (2) Ensure that requirements concerning the competency of applicants for a license as a teacher or administrator, as applicable, are reasonable indicators of the future effectiveness of such an applicant as a teacher or administrator.*

NDE's Current Recruitment and Retention Strategies

Strategies Include:

- Promote equitable pathways into the profession that increases diversity
- Remove licensure barriers
- Ensure competency exams for licensure are reasonable indicators of applicants' future effectiveness as an educator
- Support effective induction and educator professional development
- Support districts to improve working conditions, compensation, and marketing
- Ensure educators have leadership, voice, and recognition
- Continuously improve and update NDE's licensing system
- Improve Nevada's educator workforce data and progress monitoring systems

Current Licensure Regulations and Statutes

Nevada Administrative Code (NAC)

- NAC 391.010 to 391.085 – General Provisions
- NAC 391.087 to 391.089 – Early Childhood
- NAC 391.0896 to 391.0897 – Substitute
- NAC 391.090 to 391.113 – Elementary & Middle
- NAC 391.120 to 391.136 – Secondary
- NAC 391.146 to 391.158 – Exceptions
- NAC 391.160 to 391.171 – Administrative
- NAC 391.179 to 391.332 – Special Endorsements
- NAC 391.3393 to 391.398 – Special Education
- NAC 391.400 to 391.436 – Career & Technical Education
- NAC 391.461 to 391.470 – Alternative Route
- NAC 391.480 to 391.485 – Arrest of Licensed Employees
- NAC 391.500 to 391.555 – Suspension or Revocation
- NAC 391.556 to 560 – Courses of Study and Training

Nevada Revised Statutes (NRS)

- NRS 391.002 to 391.0088 - Definitions
- NRS 391.009 to 391.029 – Commission
- NRS 391.031 to 391.051 – Licensing
- NRS 391.053 to 391.059 – Criminal Cases
- NRS 391.100 to 391.155 – Employment
- NRS 391.301 to 391.309 – Suspension & Termination
- NRS 391.320 to 391.361 – Suspension & Revocation

Commission on Professional Standards in Education

Overview

The Commission on Professional Standards in Education (COPS) is the only regulatory commission, appointed by the Governor, that sets licensure standards for educational personnel. It develops regulations based on accepted standards for professional staff in schools and governing examinations for the initial licensure of teachers and other educational personnel. COPS, with Department support, conducts partner work groups and public workshops and hearings to consider these regulations. Adopted regulations are sent to the State Board of Education for approval before being sent to the Legislative Commission for consideration and final adoption. Its membership reflects key components of the educational establishment. Of particular interest to COPS is ensuring that Nevada's educators are both highly qualified and highly effective in the education of Nevada's students.

Mission

The mission of COPS is to create rigorous regulations for the licensing of educational personnel in the State of Nevada with the overall goal of contributing to the professionalism of educators through its selection of educator testing instruments and facilitating a quality education for all students.

Commission on Professional Standards Accomplishments

Removing Barriers

- Required renewal coursework can be satisfied with professional development
- Transcripts can be submitted electronically
- Allows all teachers to add introductory computer science to their license
- Removed Praxis Core from occupational licenses
- Removed renewal requirements from certain occupational licenses who are licensed by their occupational board
- Allows a person who is employed as support staff to simultaneously complete a clinical field teaching experience while remaining employed
- Accepts American College Testing (ACT) and Scholastic Assessment Test (SAT) scores in lieu of the Praxis Core and allows for electronic submission of these scores
- Accept all exam scores up to 10 years from date of application for career changers

Additional Pathways

- Created occupational and physical therapist assistant licenses
- Allows a person with a Business and Industry license to add another area via exam

Strengthen Rigor

- Requires a master's level degree to practice Speech-Language Pathology

Commission on Professional Standards Current Work

Removing Barriers

- Allow alternative route graduates 3 years to complete competency testing inline with traditional path graduates
- Allow three years for all provisional licenses
- Restore licensure renewal hours to be earned anytime during the licensure period
- Move the required parent involvement course from a provision to a renewal requirement
- Allow coursework in lieu of basic competency exams

Additional Pathways

- Clarify that teachers can add middle and secondary endorsements with competency testing
- Create school psychology and speech-language assistant licenses
- Add program administrative areas of counseling, social work, and mental health
- Clarify the pathway for general education licensees to special education endorsements
- Create an interim pathway for school and program administrators
- Create a 3-year registered apprentice license

Strengthen Rigor

- Update the Early Childhood Special Education license to require a bachelor's degree
- Create a Science, Technology, Engineering, and Mathematics (STEM) endorsement
- Include technology and Science of Reading in Early Childhood and Elementary programs

Praxis II – Content Area and Pedagogy Exams

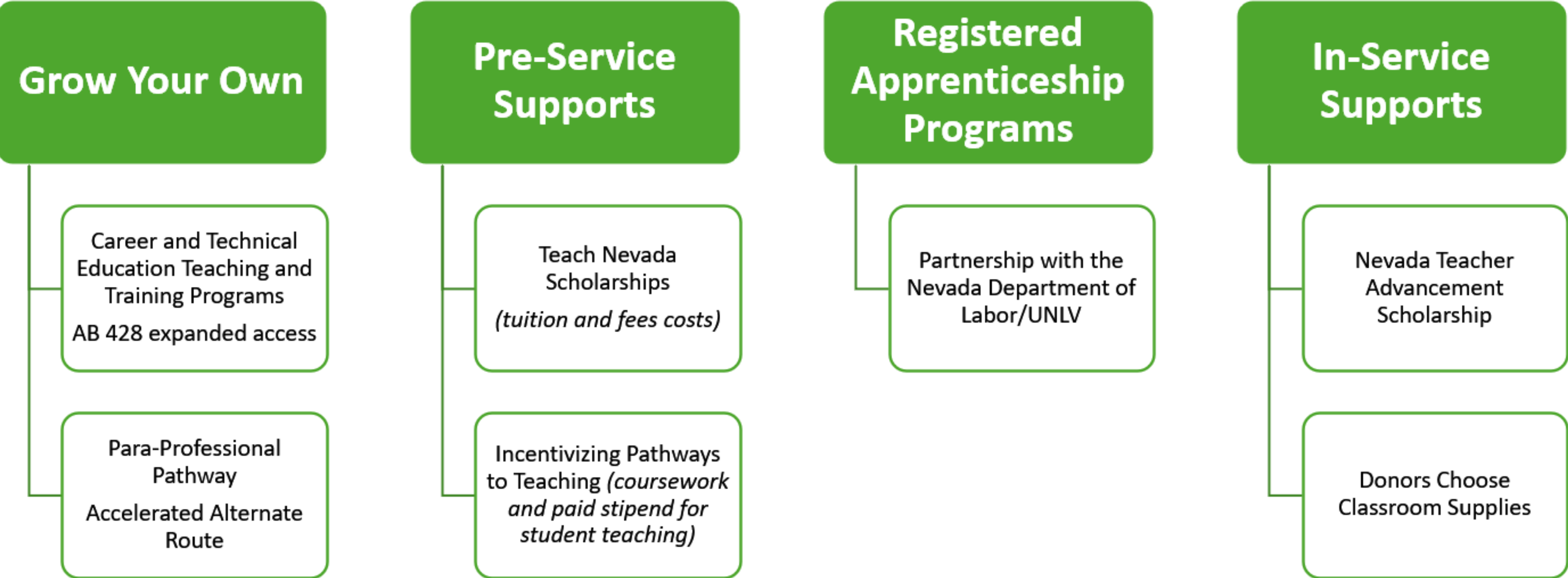
As required by Assembly Bill 428 Section 8, the Commission on Professional Standards in Education shall:

1. Conduct a study during the 2023-2024 interim concerning the Praxis II and pedagogy examinations;
2. Present its recommendations to the Senate and Assembly Standing Committees on Education during the 83rd Session of the Nevada Legislature; and
3. Adopt regulations pursuant to NRS 391.019, 391.021 and 391.023 as it deems necessary and appropriate based on its findings and recommendations as they relate to the Praxis II and pedagogy examinations.

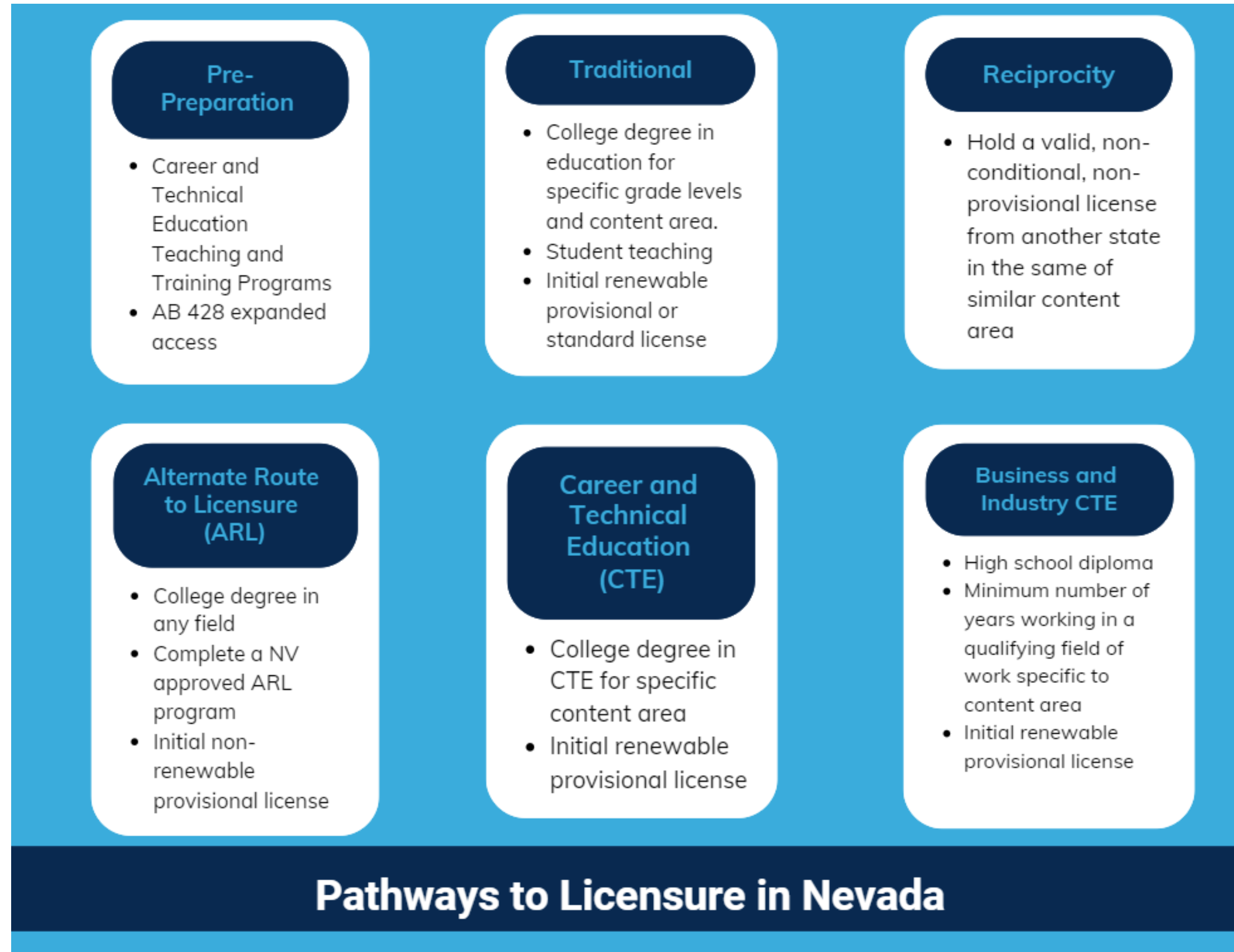
The Department has engaged with WestEd to:

- Conduct this Study
- Present recommendations to the Standing Committees on Education during the 83rd Session

Pathways & Supports for Both Pre- and In-Service Educators



Nevada's Pathways to Initial Certification



Pathway Highlight – UNLV's Nevada Forward Initiative



NDE supports Nevada Forward by administering several federal and state grants as well as educator preparation and licensing considerations.

The Nevada Forward initiative at the University of Nevada Las Vegas includes the:

- Paraprofessional Pathways Project (PPP)
- Accelerated Alternative Route to Licensure (A-ARL) pathway

Inception through April 2024, NV-FORWARD's statewide impact:

- 800 student participants
- Prepared 385 licensed educators
- 94.87% graduation rate
- 62% student diversity more closely mirroring Nevada's PreK-12 student population (78%)
- 250 School sites across the state
- 509 Registered Apprentices
 - 414 Clark
 - 20 Washoe
 - 75 Other sites

Information: Application Process and Current Licensure Areas

Application Process	Standard Licenses	Special Licenses	Licensed Personnel
<ul style="list-style-type: none">• General Requirements• New Teachers (in-state)• New Teachers (out of state)• Foreign Educators• ARL Conversion• Licensure Renewals• OPAL (Online Application)	<ul style="list-style-type: none">• Early Childhood• Special Education• Elementary School• Middle/Jr. High School• Secondary/High School• Substitute/Emergency Sub	<ul style="list-style-type: none">• ARL Licenses• Career & Technical Education Licenses• Special Licenses/Endorsements• Library Media Specialists• Reading Specialists	<ul style="list-style-type: none">• School/Program Administrators• School Counselors• School Psychologists• School Nurses• School Social Workers• Speech and Language Pathologists

doe.nv.gov/educator-licensure/

The Foreign Educators Webpage Includes Information on:

- Guide and check list assisting applicants through the licensure process
- Foreign transcript requirements and information about translation services
- Reciprocity
- Frequently Asked Questions

In Person Information Sessions Provided for:

- Initial Licensure Requirements
- Reciprocity and Exam Reports
- Application Process

Nevada License Reciprocity Requires:

- A valid standard license from another State or country with a clear endorsement area listed on the license
- Minimum Bachelor's Degree
- The Parent Involvement & Family Engagement (PIFE) course as a provision added to all out-of-State and out-of-country licenses*

Interstate Teacher Mobility Compact SB 442 (2023) Update:

- Twelve jurisdictions have enacted legislation joining the Compact
- Seven jurisdictions have pending legislation
- Nevada was the seventh jurisdiction to join
- The Compact requires a Compact member receiving State to issue a comparable license from a Compact member sending State

*Pending Regulation 008-24 will move the PIFE course from a provision to a renewal requirement

Types of Licenses Issued

Conditional
3 years
non-renewable

Provisional
3 years
non-renewable

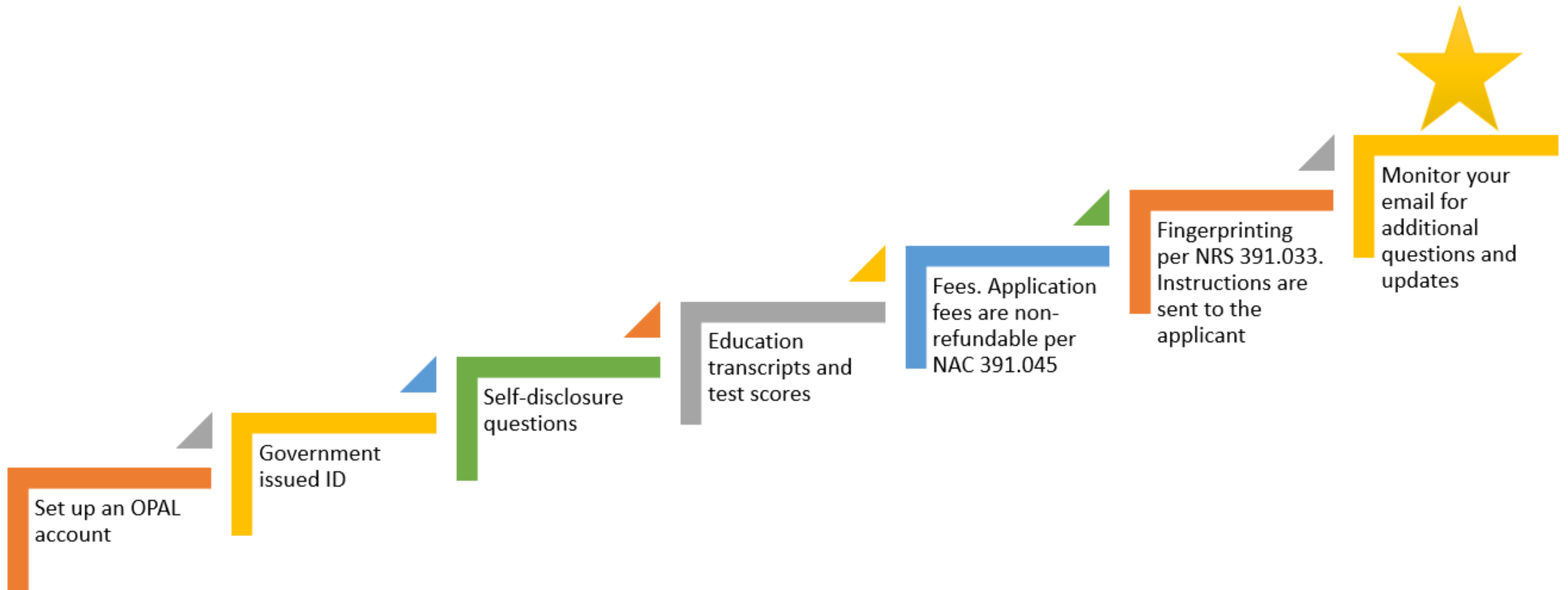
Standard
5 years
renewable

Professional
6, 8, or 10 years
renewable

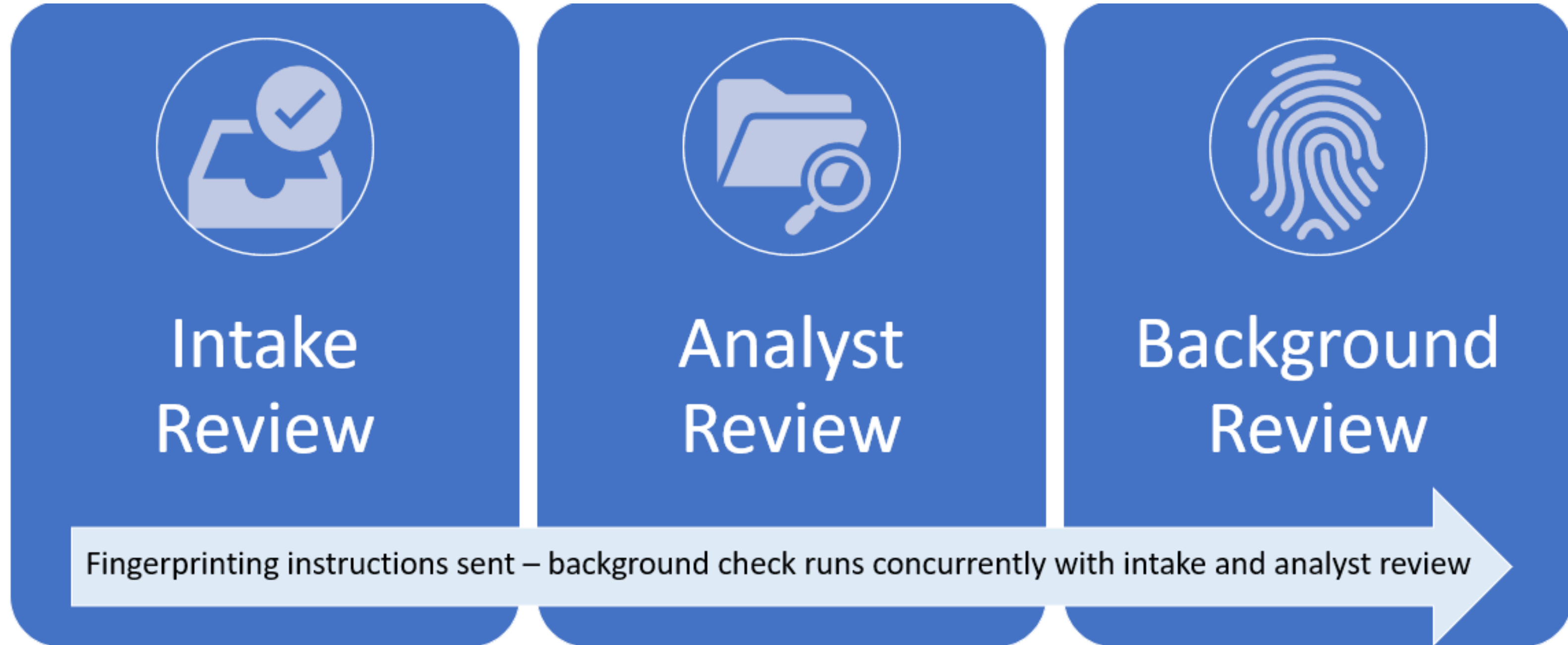
Substitute
5 years
renewable

Retiree
10 years
renewable

Licensure Application Steps



Application Process and Timeline Improvements



Application Fees & Renewal Process

Application Fees

- Most licenses are valid for 5-6 years
- Initial - \$180 which includes \$40.25 for a background check by DPS/FBI
- Renewal - \$150 which includes \$40.25 for a background check by DPS/FBI
- Additional Endorsement - \$50
- Military discount - \$50

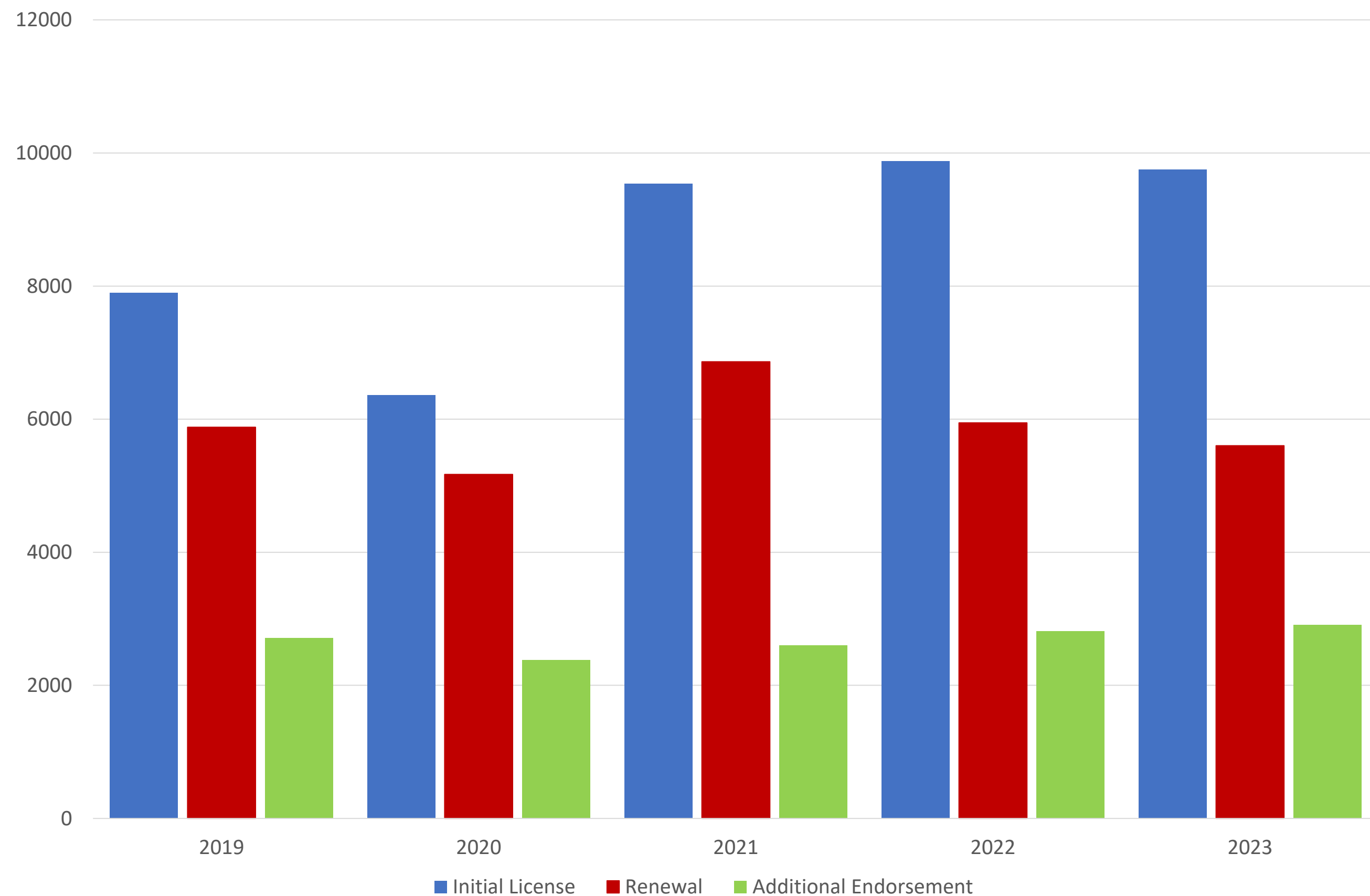
Renewal Process

- Educators receive renewal reminders 270 days in advance of the expiration date
- Educators can request a one-time 6-month extension before their license expires
- Pending regulation 008-23 will allow Educators to earn professional development at any time during their licensure period

DPS – Nevada Department of Public Safety

FBI – Federal Bureau of Investigations

Licensure Applications Processed



Licensure Operations are Fee-Funded

- Supporting 60,991 licensed professionals
- Processing an average of 14,577 initial and renewal applications and 2,682 additional endorsements annually*

Dedicated Licensure Staff

- 7 licensing technicians
- 5 licensing analysts
- 1 licensing systems analyst
- 1 data management analyst
- 3 compliance investigators

*2019-2023 calendar years

New Licensing System

Additional Functionality

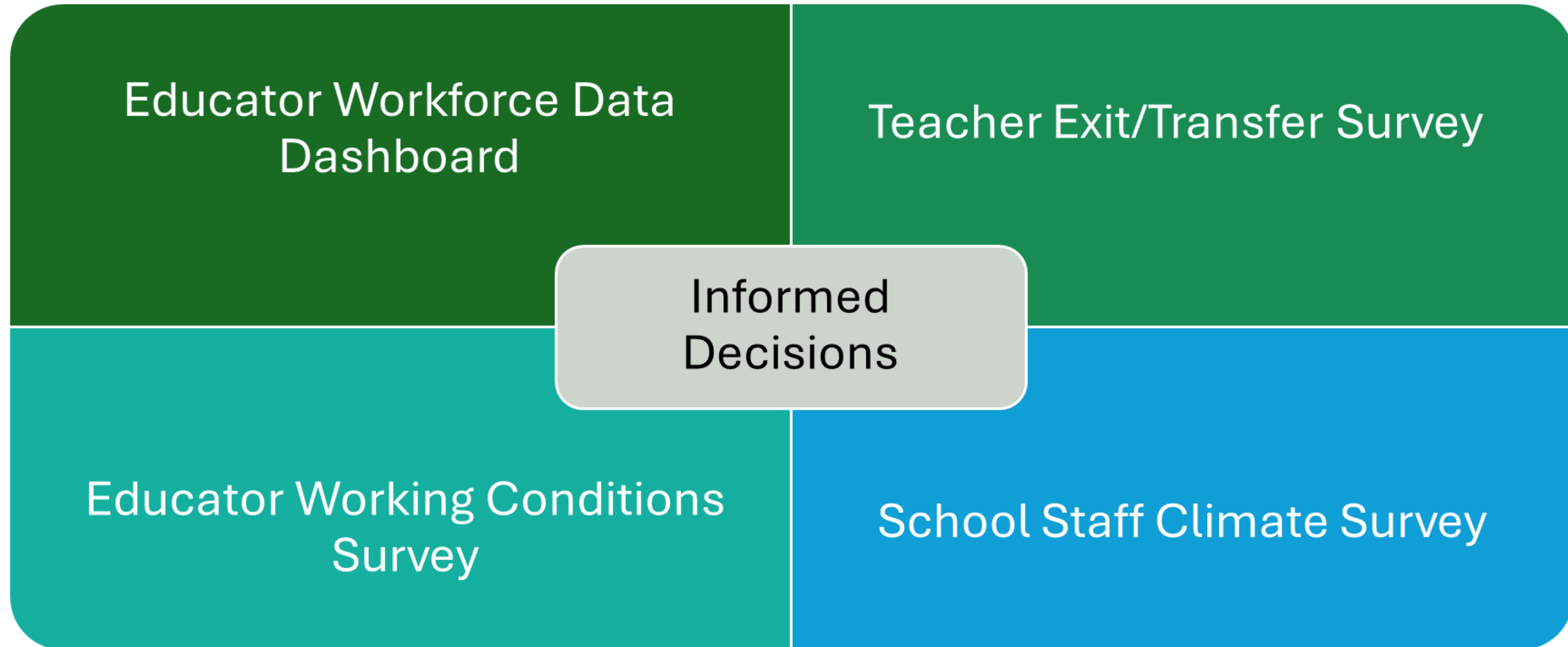
- Professional development entry supporting consolidated transcripts
- Case management control and visibility
- Customer service management to track, respond, and resolve
- Integration of an AI-based chatbot to assist with basic questions

Data Collection and Analysis

- Access, visibility, and reportability for all data collected
- Integration capability to internal and external systems
- Data sharing integration with NSHE matching student and license numbers
- Track all graduates and scholarship recipients from graduation to employment
- Track programs and supports to determine effectiveness

Processing Improvements

- Automated processes
- Workflow management



Questions

Contact information

Jeff Briske

Director – Office of Educator Development, Licensure, and Family Engagement

jjbriske@doe.nv.gov

Kathleen Galland-Collins

Assistant Director – Office of Educator Development, Licensure, and Family Engagement

kgcollins@doe.nv.gov

