



*Presentation to the
Interim Legislative Committee on Education
5/25/2016*

Addressing the Teacher Shortage and Teacher Recruitment/Retention: Equity, Preparation Pathways, and Licensure

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EXHIBIT G - EDUCATION
Document consists of 19 pages.
Entire exhibit provided.
Meeting Date: 05-25-16

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Educator Equity Plans

“Equitable access” means students of low-income families and students of color (and special education/EL) are educated by excellent educators at rates that are at least equal to the rates at which other students are educated by excellent educators.

- **June 1, 2015 – Plans submitted to USED (2013-2014 teacher data)**
 - ✓ Calculate gaps
 - ✓ Stakeholder engagement
 - ✓ Root causes
 - ✓ Strategies
- **Nevada approved in first round (one of 17 states)**
- **Districts must:**
 - ✓ Describe how they will identify and address disparities
 - ✓ Identify mechanisms to notify parents regarding teacher qualifications
- **States must:**
 - ✓ Collect and publicly report data collected on disparities
 - ✓ Describe how students will not be served at disproportionate rates

** States may use federal professional development funds to increase access to effective teachers for students from low income families and students of color.*





Equity Gaps: Root Causes Identified

- **Statewide teacher shortage and insufficient pipeline** – Nevada’s traditional and alternative routes to licensure do not produce enough teachers to fill vacancies
- **Inadequate preparation** - underexposure to high-need school classrooms; lack of content knowledge and evidence-based instructional practices; poor preparation for teaching student subpopulations
- **Recruitment and hiring practices** - applicants uninterested in serving high-need students and/or schools; collective bargaining agreements that do not allow for differentiated pay
- **Inadequate resources** - lack of effective instructional leadership; inconsistent data-based induction, mentoring, coaching, and team collaboration to meet individual teacher needs aligned to student needs; longer hours, more demanding work, with lack of extra incentives - time, money, lower class sizes
- **Skill gaps; unaligned initiatives and infrastructure** - lack of aligned structures in a learner-centered system; lack of aligned professional learning based on student data and teacher needs; lack of alignment between initiatives

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Equity Gaps: Strategies to Address

- Attract, prepare, develop, support and retain effective site-based administrators
- Attract, prepare, develop, support and retain effective teachers
- Improvement of fiscal resources to match demographic shifts in Nevada's K-12 population



Vacancies (as of 12/4/2015)

	Total Staffing	Total Vacancies	% of Positions Vacant
Statewide	21,972	817	4%
Clark	15,695	698	4%
Washoe	3,127	27	1%
Rurals	3,151	92	3%
 			
Victory	1,071	95	9%
Zoom	1,660	94	6%
Focus	1,135	74	7%
Priority	1,328	99	7%
 			
1-Star	460	39	8%
2-Star	4,729	304	6%
3-Star	9,813	354	4%
4-Star	3,548	67	2%
5-Star	3,000	39	1%



Teach Nevada Scholarships (SB511)

- **New** students pursuing **initial** teacher licensure programs through state-approved providers (“best and brightest”)
- \$2.5 million/year
- Scholarship recipients:
 - ✓ \$3,000/semester (\$24,000 aggregate maximum)
 - ✓ 75% of award each semester for tuition
 - ✓ 25% remaining deposited in a trust account
 - Must teach 5 years in a NV public school
(minimum of 3 at a school on NDE approved school list – vacancies)





Teach Nevada Scholarships (2015-2016)

Six ARL programs approved by State Board.

Provider	# of Schps.	Amt. Allocated
Humboldt SD	5	\$46,000
National Univ.	21	\$126,000
Sierra NV	23	\$414,000
UNLV	55	\$1,200,000
Washoe SD	22	\$359,000
WGU	20	\$240,000

Teach Nevada Scholarships (2016-2017)

State Board Priorities (*motion on 4/28/16*)

- ARL programs
- Veterans/spouses
- Economically disadvantaged
- Racial/ethnic minority group
- Eligibility to teach in:
 - ✓ elementary
 - ✓ secondary (*language arts, math, science*)
 - ✓ special education





Teach Nevada Scholarships 2016-2017 Timeline

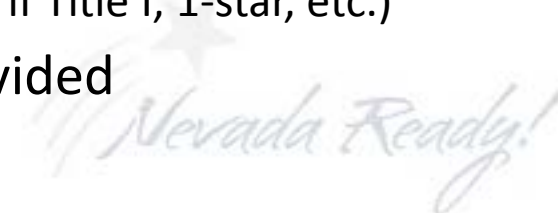
May 6, 2016	Application released
May 27, 2016 (5PM)	Application submission deadline
June 16, 2016	Initial/Tentative allocation recommendations to SBE
June 17, 2016	Application status notification to Programs
August 5, 2016 (5PM)	Awardees submit scholarship recipient info to NDE
September 1, 2016	Final allocation recommendations to SBE
September 7, 2016	Funds disbursed to programs
Semester End	Awardees submit scholarship recipient info to NDE





New Teacher Incentives (SB511)

- Financial incentives to newly hired teachers for 2015-2016 and 2016-2017 school years
 - ✓ 1-star or 2-star NSPF rating
 - ✓ Title I
- Maximum \$5,000/teacher per year
- To receive funds, districts must submit:
 - ✓ District program per NRS 391.168 (enhanced comp/performance pay)
 - ✓ Request by letter/memo
 - ✓ Number of teachers to receive incentives
 - ✓ Schools where teachers are employed (include if Title I, 1-star, etc.)
 - ✓ Description of professional development provided





New Teacher Incentives (SB511)

- **2015-2016**
 - ✓ \$7.1M expended (*unused funds to rollover to 16-17*)
 - ✓ Approximately 1,579 teachers
 - ✓ Three districts did not request funds due to lack of eligibility
- **2016-2017**
 - ✓ Approximately \$12,383,180 anticipated
 - ✓ First and second year teachers
 - ✓ Approximately 3,621 teachers anticipated
 - ✓ Three districts did not request funds due to lack of eligibility





Provisional Licensure

- **Governor’s 120-Day Emergency Regulation (February 6, 2016)**
 - ✓ Reinstates prior provisional license issuance due to ESSA elimination of “highly-qualified” requirements
 - ✓ Commission on Professional Standards (*R026-16, NAC 391.056*)
 - Public Workshop (*February 17*)
 - Public Hearing (*May 18*)
- **One year to meet requirements**
 - ✓ Praxis
 - CORE (*reading, writing, mathematics*)
 - Content/subject area
 - Pedagogy
 - ✓ Up to 6 semester hours coursework
 - ✓ Student teaching
- **586 endorsements issued (532 unique licensees)**

Licensure Area	# Issued
Elementary	167
Secondary	209
Special Education	124
Special/Other	86
Provision	# Issued
CORE	30
Content/Subject	322
Pedagogy	218
Coursework	184
Student Teaching	17



Overview

Two office locations serving educators statewide:

- **Carson City**
 - ✓ 1 – Licensure Analyst
 - ✓ 1 – Administrative Assistant II
- **Las Vegas**
 - ✓ 1 – Director
 - ✓ 1 – Program Officer
 - ✓ 4 – Analysts (*3 – Licensure; 1 – Backgrounds*)
 - ✓ 1 – Administrative Assistant III
 - ✓ 2 – Administrative Assistant II
 - ✓ 2 – Administrative Assistant I





Customer Service

- Current licensure processing time – 6 weeks or less
(decrease from approximately 16 weeks in mid-2014)
- Over 85% customer satisfaction rate
(increase from 53% in mid-2014)
- Credit cards payments *(July 2015)*
- New telephone system *(October 2015)*
- Electronic Lobby Management Tool for improved customer flow and tracking of walk-in volume *(September 2014)*





Website

http://www.doe.nv.gov/Educator_Licensure/

- Complete overhaul/revision (January 2015)
- Key areas:
 - ✓ Qualifications for all licenses/endorsements
 - ✓ Reciprocity
 - ✓ Renewal requirements
 - ✓ Background processes
 - ✓ Streamlined/user-friendly forms
 - ✓ Customer feedback survey
 - ✓ “Contact Us” (24 hour follow-up)
 - ✓ Much, much more . . .



Average Volume and Application Processing

- 15,000 – 18,000 licenses/annually
 - ✓ 80% require background checks
 - ✓ Background not required for additional endorsements
- Highest volume:
 - ✓ January – February
 - ✓ May – September
 - ✓ December
- 70% walk-in customer service
 - ✓ Remainder via traditional mail
 - ✓ Majority served by Las Vegas office
- All applications paper-based submissions/staff data entry

Background Processes (NRS 391.033)

- All applicants must complete fingerprint-based background check prior to licensure
 - ✓ Renewals added in 2011 (AB393)
- **FY15** – Approximately 12,000 background checks
 - ✓ Less than 70 licenses denied due to criminal history
- **May 2015** – Partnership with NV Department of Public Safety to offer electronic fingerprint option
 - ✓ Approximately 3,000 to date

Arrest Tracking and Disciplinary Actions

- Approximately 35 – Current active/ongoing court cases
 - ✓ Renewal “hits”
 - ✓ Reporting requirement by districts/SPCSA (*15-day regulation*)
- 18 referred to the State Board of Education (*since November 2014*)
 - ✓ Disciplinary action following convictions for:
 - Felonies
 - Crimes of moral turpitude (*New Regulation; R136-15*)
 - ✓ 14 resulted in revocation/suspension

2015 Legislative Initiatives

- \$60,000 for Educator Licensure Study (5/3/16 – 9/30/16)
 - ✓ Focus areas:
 - Reciprocity
 - Fee structures
 - NRS/NAC 391 alignment
 - Licensure types/tiers/areas
 - National best practices
 - ✓ BDR for possible changes
- Technology Investment Request (TIR)
 - ✓ Online applications/modernized licensure management system
 - ✓ Letter of Intent for IFC request
 - Reserve funds
 - Licensure fee adjustments (initials and renewals)
 - RFP process
 - Licensure study



Additional Information

2015 Legislative Initiatives

<http://www.doe.nv.gov/Legislative/Materials/>

Educator Development and Support

http://www.doe.nv.gov/Educator_Development_and_Support/

Educator Equity Plan

[http://www.doe.nv.gov/Educator_Effectiveness/
Educator_Develop_Support/Nevada_Equity_Plan/](http://www.doe.nv.gov/Educator_Effectiveness/Educator_Develop_Support/Nevada_Equity_Plan/)

Educator Licensure

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