



**GLOBALLY  
PREPARED**

**2020  
Statewide Plan for  
the Improvement  
of Pupils**

Presentation to the  
State Board of Education

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## State Board Members will:

- Revisit the *2020 STIP* Framework, Goals, and Values
- Review the *2020 STIP* Strategies, Inputs, Outputs, and Outcomes
- Potentially take action to approve the *2020 STIP*





## 2025 Goals (formerly “Objectives”)

- Fewer in number in alignment with best practices for high-functioning organizations
- Inherently cross-functional and collaborative
- Ambitious future states of being

## Nevada Department of Education (NDE) Values

- Non-negotiable aspects of our work
- Reflect key ideas from the Listening Tour and the work of Department staff

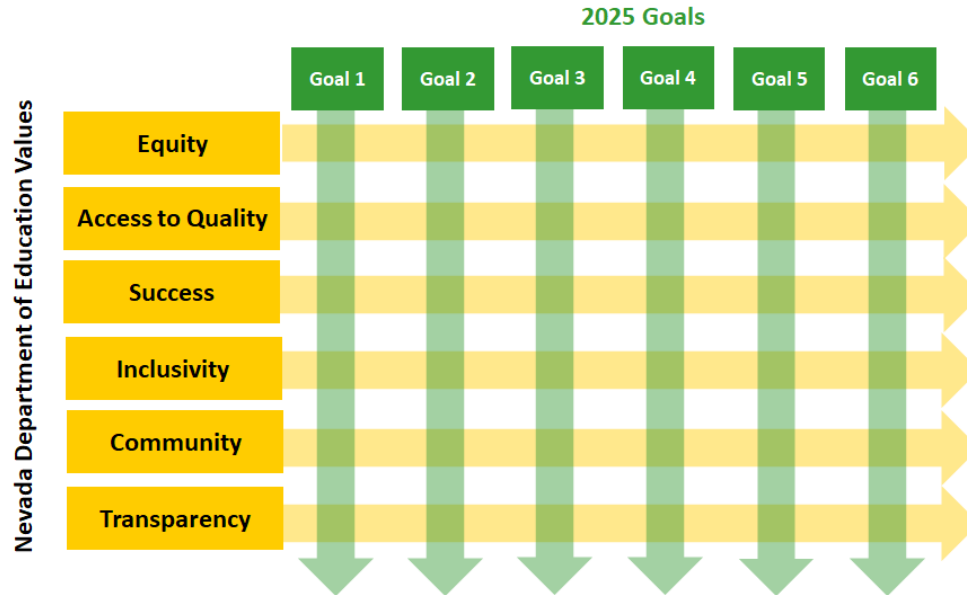
## Community Emphasis

- Unprecedented collaboration with districts, families, and stakeholders to develop and accomplish 2025 Goals

# 2020 STIP Framework



- This graphic demonstrates the intersection between the NDE values and the 2025 Goals.
- Strategies are created where the Goals and Values intersect.
- Each Strategy is accomplished through specific actions identified as inputs, outputs, and outcomes.

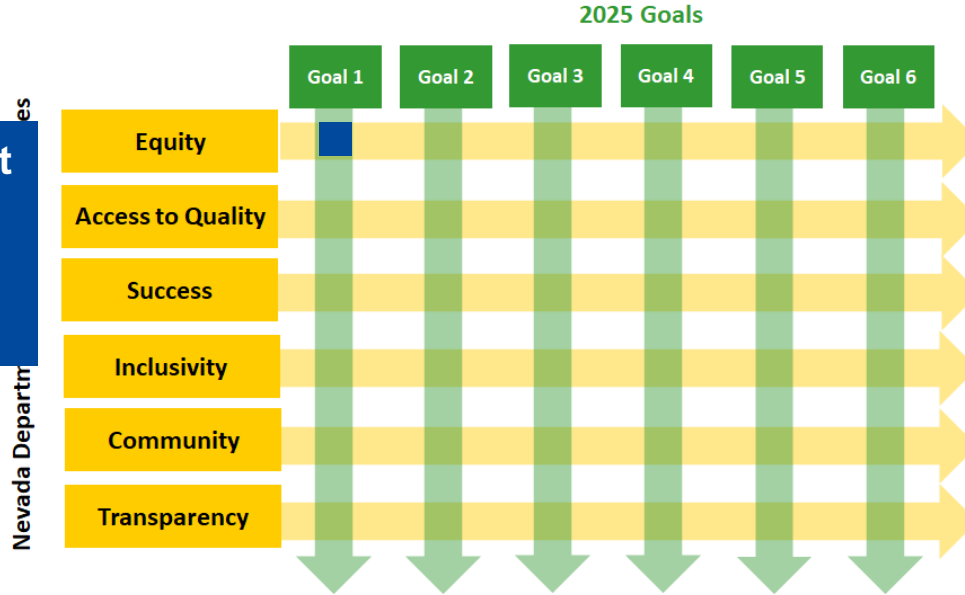


# 2020 STIP Framework – Goal 1 Strategy



- This graphic demonstrates the intersection between the NDE values and the 2025 Goals.
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- Each Strategy is accomplished through specific actions identified as inputs, outputs, and outcomes.

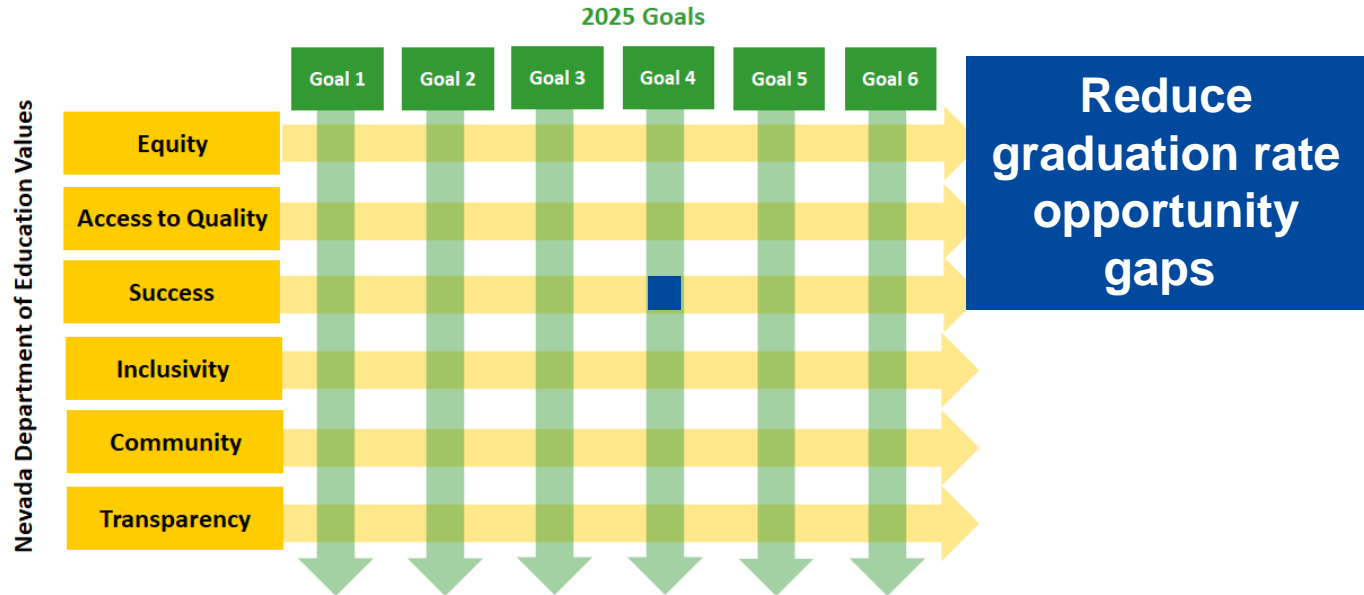
**Increase enrollment of children from families in poverty in State pre K**



# 2020 STIP Framework – Goal 4 Strategy



- This graphic demonstrates the intersection between the NDE values and the 2025 Goals.
- Strategies are created where the Goals and Values intersect.
- Each Strategy is accomplished through specific actions identified as inputs, outputs, and outcomes.





- All NDE staff invited to give input and feedback
- State Board Members provided clear direction
- Districts and schools provided suggestions in Statewide Listening Tour conversation as well as work sessions and feedback forms
- Students, families, and communities participated in the Listening Tour and engagement forums

# 2020 STIP Values



**Equity:** The learning needs of every student are supported in an environment where all students are valued, respected, and see themselves in their curriculum and instructional materials while experiencing academic success without regard to differences in age, gender, socio-economic status, religion, race, ethnicity, sexual orientation, ability, native language, national origin, or citizenship status



**Access to Quality:** Students, educators, and families have opportunities to take full advantage of Nevada's education system, regardless of their zip code, district, or setting



**Success:** Leads the nation in the excellence and rigor of our standards, assessments, and outcomes for students and educators



**Inclusivity:** Learners are served in their least restrictive environment in culturally responsive and sustaining schools



**Community:** NDE will collaborate with educators, districts, families, stakeholders, and partner agencies to lead a high-performing and responsive system of education for all Nevadans



**Transparency:** Districts, schools, and communities are served through efficient and effective use of public funds and fulfillment of statutory responsibilities





Goal 1: All children, birth through third grade, have **access to quality early care** and education.

Goal 2: All students have **access to effective educators.**

Goal 3: All students experience **continued academic growth.**

# 2025 Goals (continued)



- Goal 4: All students **graduate future-ready and globally prepared** for postsecondary success and civic life.
- Goal 5: All students have access to new and continued educational opportunities supported by **funding that is administered transparently, consistently**, and in accordance with legislative or grant guidelines.
- Goal 6: All students and adults learn and work together in **safe schools** where identities and relationships are valued and celebrated.



# Goal 1: All children, birth through third grade, have access to quality early care and education.

Equity	Access to Quality	Success	Inclusivity	Community	Transparency
<p><b>Increase enrollment of children from families in poverty in State pre-K</b> NDE will collaborate with partners and will advocate to increase enrollment of students from families with income at or below 200% of the federal poverty level in State pre-K by 500 students per year (2,500 students through 2025)</p>	<p><b>Support quality early childhood education providers</b> NDE will provide technical assistance and support to increase the percent of early childhood education programs rated high-quality (3, 4, and 5 stars) on the Silver State Stars Quality Rating and Improvement System (QRIS) from 44.5% to 60% across all program types by 2025</p>	<p><b>Accelerate Read by Grade 3</b> NDE will lead and collaborate with public schools and districts to ensure all K-3 students experience growth toward proficiency as measured by an increase in English Language Arts (ELA) proficiency rates for 3rd grade students of 5% year over year from (59.2% in 2020 to 68% by 2025)</p>	<p><b>Increase pre-K inclusion for differently abled students</b> NDE will implement policies and practices to increase the percentage of differently abled students in pre-K receiving services in general education classes by 3 percentage points each year (from 39% to 54% by 2025)</p>	<p><b>Conduct early childhood education public outreach campaign</b> NDE will conduct outreach to families, community members, and policy makers regarding the importance of quality early learning; success will be demonstrated by an increase in State-funded high-quality pre-K seats by 2025</p>	<p><b>Improve data analysis and reporting</b> NDE will provide timely and accurate reports that incorporate currently excluded data sets (e.g., childcare and private schools) to ensure accessibility of information to the public and programmatic staff by 2022</p>

# Strategy Example for Goal 1



## Transparency Strategy: Improve data analysis and reporting

*NDE will provide timely and accurate reports that incorporate currently excluded data sets (e.g., childcare and private schools) to ensure accessibility of information to the public and programmatic staff by 2022*

Input	Output	Outcome
NDE self-evaluation to inform programmatic decisions	Recommend program improvement for grantees based on findings	Stakeholders are more informed about the data they send to NDE and how to use it in conjunction with their programmatic decisions/policies
Develop and distribute materials to support pre-K data reliability, collection, and entry	Ongoing operation of a system to actively track cohorts of pre-K students using Infinite Campus data	Results of analysis of longitudinal data measuring the impact of pre-K
Design and implement an electronic data collection and analysis system to capture required private school reporting data	Meaningful, public-friendly private school data reports	Accurate actionable data from private school reports is available to the public to inform programmatic and legislative decision-making



# Goal 2: All students have access to effective educators.

Equity	Access to Quality	Success	Inclusivity	Community	Transparency
<p><b>Ensure effective educators in low-performing schools</b> NDE will lead and collaborate with public schools and districts to ensure the percentage of effective and experienced educators is proportional across low- and high-performing schools by 2025</p>	<p><b>Provide quality professional learning</b> NDE will collaborate with public schools, districts, and Regional Professional Development Programs to ensure that teachers are prepared to deliver effective, standards-aligned instruction and are supported by a system of leaders, mentors, and administrators; success will be measured by an increase in teacher retention of 5% year over year</p>	<p><b>Decrease licensed educational personnel vacancies</b> NDE will lead and collaborate with public schools and districts to establish and maintain a system of recruitment, induction, recognition, professional learning, and support; success will be demonstrated by a decrease in the number of licensed educational personnel vacancies by 50% by 2023</p>	<p><b>Serve students in the Least Restrictive Environment</b> NDE will provide educators and staff with professional learning and technical assistance in evidence-based inclusive practices to achieve a long-term goal of 80% of differently abled students educated in their Least Restrictive Environment (LRE)</p>	<p><b>Increase candidates in educator pipeline</b> NDE will lead and collaborate with districts, institutions of higher education, and other educator preparation partners to increase access, options, and enrollment of candidates across the educator pipeline continuum by adding programs, identifying resources, supporting recruitment efforts, increasing options for licensure reciprocity, and removing barriers; success will be measured by an increase of 5% year over year in employment-eligible licensed educational personnel</p>	<p><b>Engage in effective communication</b> NDE will effectively communicate regarding programs, initiatives, and the work of its boards, commissions, and councils through additions to the NDE website, public-facing data dashboards, and visualization tools</p>

# Strategy Example for Goal 2



## Community Strategy: Increase candidates in educator pipeline

*NDE will lead and collaborate with districts, institutions of higher education, and other educator preparation partners to increase access, options, and enrollment of candidates across the educator pipeline continuum by adding programs, identifying resources, supporting recruitment efforts, increasing options for licensure reciprocity, and removing barriers; success will be measured by an increase of 5% year over year in employment-eligible licensed educational personnel*

Input	Output	Outcome
Identify regulatory requirements that present barriers to entry into licensed educational professions	Bring regulations before the Committee on Professional Standards for amendment or repeal	Increase in the percentage of applicants who are able to achieve initial licensure by 6% by 2025 and increase in the number of applications submitted by 2% per year
Recruit qualified candidates for Nevada-approved educator preparation programs through strategic advocacy and allocation of funds	Investment in a Statewide marketing campaign, growth and Expansion Plan of Teach Nevada Scholarship, and collaboration with educational partners to create and sustain pathways for candidates	Increase the number of students enrolling in educator preparation programs by 5% annually
Establish and enhance pathways for qualified candidates who hold licenses in other countries	Establish formalized reciprocal agreements with eligible foreign governments or licensure boards	Increase by at least 10% per year in number of applicants with licenses from qualifying foreign countries



# Goal 3: All students experience continued academic growth.

Equity	Access to Quality	Success	Inclusivity	Community	Transparency
<p><b>Increase access to STEM learning</b> NDE will collaborate with public schools and districts to integrate Science, Technology, Engineering, and Math (STEM) content across all grade levels; successful integration will be demonstrated by an increase in female students and students from underrepresented groups earning STEM and STEAM (STEM + Arts) seals on their diplomas</p>	<p><b>Support schools to exit designation status</b> NDE will collaborate with public schools and districts to engage students, families, and communities in developing and implementing school and district performance plans that result in 50% of Comprehensive Support and Improvement (CSI) and Targeted Support and Improvement (TSI) Schools that were identified in 2017 exiting designation status by 2022</p>	<p><b>Close pre-K-8 opportunity gaps</b> NDE will lead and collaborate with early childhood education providers, public schools, and districts to close opportunity gaps between and among students on Brigance and Measures of Academic Progress (MAP) assessments for students in grades pre-K-3 and Smarter Balanced Assessment results for students in grades 3-8</p>	<p><b>Increase percentage of students attending 3-, 4-, or 5-star schools</b> NDE will support school improvement by assisting public schools and districts in making data-driven and evidence-based decisions, regularly measuring student progress, and evaluating program effectiveness to increase the percentage of students attending 3-, 4-, and 5-star rated schools from 65% to 75% by 2025</p>	<p><b>Promote civic engagement</b> NDE will lead and collaborate public schools, districts, and community-based organizations to integrate civic engagement and provide service learning opportunities across elementary, middle, and high schools; success will be measured by civics assessment results and student service learning participation</p>	<p><b>Streamline reporting requirements</b> NDE will lead and collaborate with public schools and districts to streamline reporting requirements, consolidate reporting platforms, and ensure the usefulness of collected information to reduce the burden on staff, school leaders, and educators by 2023</p>

# Strategy Example for Goal 3



## Equity Strategy: Increase access to STEM learning

*NDE will collaborate with public schools and districts to integrate Science, Technology, Engineering, and Math (STEM) content across all grade levels; successful integration will be demonstrated by an increase in female students and students from underrepresented groups earning STEM and STEAM (STEM + Arts) seals on their diplomas*

Input	Output	Outcome
Provide technical assistance and resources to K-12 educators for implementing standards-aligned computer science (CS) education progressing across all grade levels and for all students	Expansion of high school offerings of computer science coursework with emphasis on strategies for increasing enrollment of female and underrepresented groups in computer science	Enrollment in high school CS coursework by female students and students from underrepresented groups increases by 50% by 2025
Review District Performance Plans (DPPs) and School Performance Plans (SPPs) for emphasis on STEM, including computer science	DPPs and SPPs reflect the implementation of STEM content across curricula for all students and grade levels	Instructional shift that emphasizes the integration of STEM content and increases student proficiency in STEM content areas
Provide technical assistance and other support for educators to promote high-quality instruction in STEM and CTE programs	Expansion of STEM programming through the addition of resources and materials and the expansion of strategic partnerships	The number of STEM and CTE-related activities provided through afterschool programs increase by 10% by 2025





# Goal 4: All students graduate future-ready and globally prepared for postsecondary success and civic life.

Equity	Access to Quality	Success	Inclusivity	Community	Transparency
<p><b>Increase participation in college-level and CTE coursework</b> NDE will collaborate with public schools and districts to increase the percentage of historically underserved students participating in and successfully completing dual credit, concurrent enrollment, Advanced Placement (AP) and International Baccalaureate (IB) courses, and Career and Technical Education (CTE) programs of study by at least 5% year over year</p>	<p><b>Access to Quality Expand access to CTE for all students</b> NDE will lead and collaborate with public schools and districts to ensure that every high school student has access to high-quality Career and Technical Education (CTE) offerings by 2023</p>	<p><b>Reduce graduation rate opportunity gaps</b> NDE will collaborate with public schools and districts to close opportunity gaps in graduation rates as reflected by an increase in graduation rates. The following target 2023 Graduation Rates align with the State’s Every Student Succeeds Act Plan</p>	<p><b>Enhance support for English Learners (ELs)</b> NDE will collaborate with public schools and districts to ensure that all English Learners (ELs) have the practices, knowledge, and skills to demonstrate proficiency through assessments and graduation rates on par with or better than that of their non-EL peers by 2025</p>	<p><b>Increase college enrollment</b> NDE will lead and collaborate with public schools and districts, institutions of higher education, employers, and community-based organizations to increase the number of students graduating from high school with college credits and the number of students enrolling in college coursework within six months of graduating</p>	<p><b>Co-create policy with stakeholders</b> NDE will create policies and initiatives and implement legislation in collaboration with the stakeholders who are most affected by such policies, initiatives, and legislation by 2021</p>



# Strategy Example for Goal 4

## Success Strategy: Reduce graduation rate opportunity gaps

*NDE will collaborate with public schools and districts to close opportunity gaps in graduation rates as reflected by an increase in graduation rates. The following target 2023 Graduation Rates align with the State's Every Student Succeeds Act Plan:*

- All students: 89.9%
- Free-or-reduced-price-lunch eligible students: 86.8%
- Students with disabilities: 76.2%
- English Learners: 90.7%
- American Indian / Alaskan Native: 84.4%
- Asian students: 94.6%
- Black students: 78.7%
- Hispanic students: 89.2%
- Pacific Islanders: 90.8%
- White students: 91.2%
- Two or More Races: 90.3%

Input	Output	Outcome
Expand youth leadership initiatives that are proven to increase graduation rates and produce positive outcomes for students with disabilities	Increase the number of students with disabilities engaged in student directed IEPs and graduating with regular and alternative diplomas by 5% year over year	Increased graduation rate for students with disabilities
Encourage collaboration with the Nevada System of Higher Education and other partners to support college preparatory activities and programs	Increase in student mentoring and tutoring, ACT preparation support, and completion of Free Applications for Federal Student Aid (FAFSA)	Increase the graduation rate and college matriculation of first-generation, underrepresented, and low-income students
Cross-office review of graduation requirements, course alignment, diploma options, and correlation directory for educators	Comprehensive state catalog published on NDE website to support high school students, parents, and educators	Clarity for high school educators and students and their families on requirements for graduation and earning each diploma type

**Goal 5: All students have access to new and continued educational opportunities supported by funding that is administered transparently, consistently, and in accordance with legislative intent and grant guidelines.**



Equity	Access to Quality	Success	Inclusivity	Community	Transparency
<p><b>Implement Pupil-Centered Funding</b> NDE will implement the Pupil-Centered Funding Plan to equitably and transparently fund educational and support services for all students</p>	<p><b>Maximize education funding</b> NDE will support public schools and districts to ensure that all authorized funding is spent each fiscal year</p>	<p><b>Assess and manage risk</b> NDE will assess State and federal funding recipients with a level of programmatic or fiscal management risk annually, and will provide technical assistance to support the improvement of fiscal management and program implementation so that all recipients are rated “low risk” by 2025</p>	<p><b>Manage funds proactively</b> NDE will support subrecipients with technical assistance and monitoring to effectively invest funding to serve all students throughout the State and reduce funding reversions by 50% by 2022 and eliminate reversions by 2025</p>	<p><b>Improve customer service</b> NDE will authentically engage and leverage the expertise, voice, and diversity of stakeholders as demonstrated by responses to NDE stakeholder surveys to be launched in 2021</p>	<p><b>Communicate programmatic impact</b> NDE will use educator and student outcomes to communicate the effectiveness of programs and other investments, and to inform data-driven decision making by 2023</p>

# Strategy Example for Goal 5



## Access to Quality Strategy: Maximize education funding

*NDE will support public schools and districts to ensure that all authorized funding is spent each fiscal year*

Input	Output	Outcome
Desktop and on-site programmatic and fiscal monitoring for subrecipients	Provide subrecipients with customized technical assistance and support to ensure implementation of programs and services are effective and aligned with State and federal program requirements	Maximize federal and State funding to improve student outcomes and school climate
Guidance that details ways in which public schools and districts can combine State and federal funding to expand access to pre-K	Public schools and districts braid funding to increase the availability of high-quality pre-K seats	Increased number of PreK seats for students in foster care, experiencing housing insecurity, or from low-income families
NDE will communicate with districts the federal equitable services provisions of ESSA grants	Public schools and districts will provide timely and meaningful consultation to private schools and develop a plan to obligate funds	Public schools and districts spend down all equitable services funds with no carryover



# Goal 6: All students and adults learn and work together in safe schools where identities and relationships are valued and celebrated.

Equity	Access to Quality	Success	Inclusivity	Community	Transparency
<p><b>Address disproportionate discipline</b> NDE will address systemic bias in Nevada’s student discipline system; success will be demonstrated by a 10% reduction in disproportionate disciplinary practices year over year</p>	<p><b>Implement Multi-Tiered Systems of Supports</b> NDE will collaborate with public schools and districts to implement and sustain an integrated Multi-Tiered System of Supports (MTSS) model; success will be measured by the Tier Fidelity Inventory Tool (an evidence-based instrument that tracks MTSS implementation progress) by 2025</p>	<p><b>Increase school safety</b> NDE will support public schools and districts in creating environments where students and adults report feeling emotionally and physically safe as demonstrated by all schools meeting the benchmark of “Favorable” in safety on the school climate survey by 2023</p>	<p><b>Improve school climate</b> NDE will support and train key stakeholders, Regional Professional Development Programs, and public school and district staff in social-emotional and academic development to ensure that 75% of schools meet the benchmark of “Most Favorable” for at least 3 out of 5 of the school climate survey indicators by 2025</p>	<p><b>Expand access to behavioral health professionals</b> NDE will lead and collaborate with public schools and districts to support and improve student and staff wellness as demonstrated by a 10% year over year improvement in student-to-behavioral health professional ratios</p>	<p><b>Cultivate a public-friendly Department</b> NDE will increase the accessibility of public-facing materials by publishing materials for families and students in multiple languages by 2023, as well as updating its website to be more user-friendly and informative on an annual basis</p>

# Strategy Example for Goal 6



## Inclusivity Strategy: Improve school climate

*NDE will support and train key stakeholders, Regional Professional Development Programs, and public school and district staff in social-emotional and academic development to ensure that 75% of schools meet the benchmark of “Most Favorable” for at least 3 out of 5 of the school climate survey indicators by 2025*

Input	Output	Outcome
Develop staff and parent/guardian climate surveys	Comprehensive school climate data that reflects multiple perspectives	School climate challenges can be better understood and responded to with evidence-based practices selected based on actual needs
Develop a continuum of resources for licensed educational professionals that build cultural competencies for working with Native American Indian students	Native American Indian Students will have access to educators who are prepared to provide culturally responsive instruction	Native American Indian students experience growth in proficiency rates and report positive school climates
Expand awareness of Multi-Tiered System of Support (MTSS) and social emotional academic development (SEAD) among non-instructional personnel, including bus drivers, paraprofessionals, etc.	Non-instructional personnel are able to address MTSS and SEAD	Increased awareness of the importance of student mental health and SEAD across all school personnel



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