



**GLOBALLY
PREPARED**

Statewide Plan for the Improvement of Pupils

**Presentation to the State
Board of Education**

March 12, 2020

Sarah Nick, Management Analyst to the Superintendent
Jessica Todtman, Chief Strategy Officer



State Board Members will:

- Gain deeper understanding of the 2020 State Plan for the Improvement of Pupils (STIP), including goals, values, strategies, and stakeholder and staff feedback
- Provide direction on the 2025 Goals and SMART strategies
- Gain an understanding of the 2020 STIP brand, including the slogan: Battle Born, Globally Prepared

Reminder: 2020 STIP Shifts



- 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
 - Collaboration with districts, families, and stakeholders to accomplish 2025 Goals

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, disability, native language, national origin, or citizenship status
- **Access to Quality:** Students, educators, and families will 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:** Serves learners in their least restrictive environment in culturally responsive settings
- **Community:** The Department of Education will collaborate with educators, districts, families, stakeholders, and partner agencies to lead a high-performing and responsive system of education for all Nevadans
- **Transparency:** Serves districts and communities through efficient and effective use of public funds and fulfillment of statutory responsibilities

2025 Goals



1. All children, birth through third grade, have access to quality early care and education.
2. All students have access to effective educators.
3. All students experience continued academic growth.
4. All students graduate future ready and globally prepared for postsecondary success and civic life.
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.
6. All students and adults learn and work together in safe schools where identities and relationships are valued and celebrated.

Framework in Action



Goal 2: All students have access to effective educators.

Success Strategy: The Department, public schools, and districts align efforts to establish and maintain a system of recruitment to employment, induction, recognition, ongoing professional development, and retention as measured by a decrease in the number of vacancies by 50% in three years.

Inputs

The Department will collaborate with educational partners to recruit qualified PreK-12th grade educators to employment across the state.

Outputs

1. Annual, regional recruitment fairs
2. Statewide marketing campaign
3. The strategic allocation of available funds

Outcomes

1. Increased number of educators applying for initial licensure in Nevada by 10% annually.
2. Increased access for all students to fully-licensed educators by 10% annually as measured the Teacher Shortage Area Report



State Board of Education Goals

Vision: All Nevadans ready for success in a global 21st Century.

Mission: To improve student achievement and educator effectiveness by ensuring opportunities, facilitating learning, and promoting excellence.

1. All students are proficient in reading by the end of 3rd grade.
2. All students enter high school with the skills necessary to succeed.
3. All students graduate college and career ready.
4. All students served by effective educators.
5. Efficient and effective use of public funds to achieve the highest return on educational investment.
6. All students learn in an environment that is physically, emotionally, and intellectually safe.

2019 STIP Objectives

1. Strong Start
2. High-quality Standards, Curriculum, Instruction, & Support
3. Annual Administration of Aligned Assessment & Accountability System
4. Data-informed Continuous Improvement
5. 3-stars in 3 Years
6. College & Career Readiness
7. Educator Readiness & Equitable Distribution
8. Family Engagement
9. Internal Systems & Effectiveness
10. Funding & Reporting
11. Students & Adults Develop Social & Emotional Competencies
12. MTSS & Department Climate Goal

2025 Goals (2020 STIP)

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- Participants included school district staff, school-based leadership, educators, families, community members, and district superintendents
- Participants reported being able to “see” themselves and district services reflected in the goals and values
- Feedback was provided on how the Goals meet the immediate needs of students and educators:
 - Encouraged the inclusion of perspectives from all students
 - Welcomed a focus on behavioral health
 - Appreciated family communication and involvement
 - Reinforced attention to recruiting and retaining highly effective teachers
 - Supportive of the simplified Goals for districts to align to in their own strategic plans
 - Emphasized need for Department to be seen as the leader in academic achievement and innovation

STIP Timeline and Next Steps



- September 23 - January 28: Statewide listening tour
- January 13: Review Framework with Stakeholders
- January 17: Presentation to NASS
- Late January / Early February 2020:
 - Distribute “STIP in a box” kit to districts for discussion in their communities
 - Conduct workshops with NDE staff to refine strategies, inputs, outputs, and outcomes
- Spring 2020: Submission of final STIP

Questions?

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