

# Supports for Recruitment and Retention of Nevada Educators

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Presentation to the State Board of Education  
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# Presentation Outcome

- The State Board will gain an understanding of current efforts underway to expand and increase the diversity of Nevada's educator workforce through **recruitment**, as well as efforts to **retain** the dedicated professionals already working in Nevada's districts and schools

**Public Bodies and NDE Workgroups**

Teacher Recruitment and Retention Advisory Task Force

NV System of Higher Education (NSHE) Teacher Pathways Task Force

NDE Coalition for Educator Recruitment and Retention

NDE Exit Survey Workgroup

**Recruitment**

Teach Nevada Scholarships

Nevada Institute on Teaching and Educator Preparation (NITEP)

Incentivizing Pathways to Teaching Grant Program

Nevada Institute on Educator Preparation, Retention, & Research (NIEPRR)

Nevada Educator Preparation Institute and Collaborative (NV-EPIC)

School Based Mental Health Services Grant

CTE Teaching and Training Programs

**Recognition (Retention)**

Educator Talent Pool

Milken Educator Award

Recognizing Inspirational School Employees (RISE) Award

Content Area Awards

NV Teacher of the Year

School Awards

**Elevating Educator Voice (Retention)**

Superintendent's Principal Advisory Cabinet (PAC)

Superintendent's Teacher Advisory Cabinet (STAC)

Digital Learning Collaborative

Key:  
 Blue = State funds  
 Green = Federal funds  
 Purple = Title IIA funds  
 Gradient = Braided funds

**Development and Support (Retention)**

Social-Emotional and Academic Development (SEAD) Center

Professional Learning for Early Childhood Program Directors

School Leadership Network

Nevada Educator Performance Framework Trainings and Resources

Subgrants to Partners to Provide Professional Learning to Educators

Licensure and Educator Preparation



# Teacher Recruitment and Retention Advisory Task Force – AB 276 (2019)

Public Bodies  
and NDE  
Workgroups

Teacher Recruitment  
and Retention  
Advisory Task Force

NV System of Higher  
Education (NSHE)  
Teacher Pathways  
Task Force

NDE Coalition for  
Educator Recruitment  
and Retention

NDE Exit Survey  
Workgroup

- Membership: 1 teacher from every county school district (Legislatively appointed)
- Charge:
  - Evaluate the challenges in attracting and retaining teachers throughout this State
  - Make recommendations to the Legislative Committee on Education (LCE) to address the challenges in attracting and retaining teachers throughout this state
  - Submit a report to the Legislative Counsel Bureau each legislative year

# NSHE Teacher Pathways Task Force

- Membership:
  - Nevada System of Higher Education (NSHE) College of Education deans or designees and school district representatives
- Charge:
  - Scale up and replicate successful pipeline initiatives
  - Identify implement solutions to barriers to locally growing and retaining Nevada’s diverse teacher workforce
  - Making recommendations to current State policy and practices that govern teacher preparation, licensure, and retention
  - Exploring the role of educator preparation programs in supporting districts and schools’ short-and long-term teacher retention efforts

# Nevada Coalition for Educator Recruitment and Retention

- **Membership:** Includes at least 1 human resources representative from all 17 school districts and the State Public Charter School Authority
- **Charge:** Collaborate with NDE to help define NDE's role in supporting recruitment and retention efforts
- Facilitated by a dedicated staff position to support educator recruitment and retention (established through federal relief funds)

# Additional NDE Work Streams to Support Recruitment and Retention

- Development of an educator exit survey and educator working conditions survey
- Development of tools to support the implementation of the Nevada Educator Performance Framework
- Collaborating to redesign licensure webpages and resources to be more public-friendly and welcoming to candidates and licensees

# Recruitment to the Profession

Funding support for pathways to the profession:

- Teach NV Scholarships (TNVS)
- Incentivizing Pathways to Teaching (IPT)
- Nevada Institute on Teaching and Educator Preparation (NITEP)
- Nevada Educator Preparation Institute and Collaborative (NV-EPIC)
- Nevada Institute on Educator Preparation, Retention, and Research (NIEPRR)
- Teaching and Training Programs (T&T)

## Recruitment

Teach Nevada Scholarships

Nevada Institute on Teaching and Educator Preparation (NITEP)

Incentivizing Pathways to Teaching Grant Program

Nevada Institute on Educator Preparation, Retention, & Research (NIEPRR)

Nevada Educator Preparation Institute and Collaborative (NV-EPIC)

School Based Mental Health Services Grant

Teaching and Training H.S. Programs



# Summary of Grants to Support Recruitment

Program/Grant	Funding Source	Funding	Impact
<b>TNVS</b>	State General Funds	Biennial Funding: \$4,815,722 (FY 22-23)	Enrollment: 605 Completed: 272 Graduated: 64
<b>IPT</b>	CRRSA ESSER II Funds	Total Funding: \$20,480,000 (FY 22-24)	Tuition Assistance: 1,152 Stipends: 645
<b>NITEP</b>	State General Funds	Biennial Funding: \$1,500,000 (FY 22-23)	Enrollment: 45 Graduated: 28
<b>NV-EPIC</b>	ARP ESSER III Funds	Total Funding: \$6,110,000 (FY 22-24)	Applicants: 384 Enrollment: based on TNVS Awards
<b>NIEPRR</b>	ARP ESSER III Funds	Total Funding: \$2,970,000 (FY 22-24)	Enrollment: Pre-Service: 45 In-service: 140
<b>Teaching and Training Programs</b>	ARP ESSER III Funds	Total Funding: \$2,276,628 (FY 22-24)	High Schools: 50+ Enrollment: 3,649 Certificates: 323 Dual Enrollment Tuition: 1,200

Nevada Department  
of Education



# Teach Nevada Scholarship

- Funding: \$4,815,722 (FY22-23) (State funding)
- Purpose: Provide scholarships to teacher candidates seeking initial licensure
- Scholarships: Up to \$24,000 per candidate
- Requirements: Candidates must agree to study special education or English Language Acquisition Development and agree to teach in a Nevada public school for 5 years, 3 of which must be in a Title I school

# Incentivizing Pathways to Teaching

- Funding: \$20,707,535 (FY22-24) (federal relief funding)
- Purpose: Provide tuition assistance and student teaching stipends to students who are currently enrolled in traditional pathway preparation programs
- Tuition Assistance: \$2,000
- Stipends: \$8,400
- Requirements: Candidates must agree to teach in a Nevada public school for 2 years
- Statewide coordinating system of recruitment and retention

# Nevada Institute on Teaching and Educator Preparation (NITEP)

- Funding: \$1,500,000 (FY22-23) (State funding)
- Purpose: Develop intellectual curiosity, professional development, and long-term retention of community focused and research informed Nevada Educators
- Assistance: Up to 100% of tuition and program costs
- Requirements: Candidates must have 60 college credits to apply

# Nevada Educator Preparation Institute and Collaborative (NV-EPIC)

- Funding: \$6,110,000 (FY22-24) (federal relief funding)
- Purpose:
  - Develop a comprehensive collaborative that includes professional engagement translating research to practice
  - Grow-your-own workforce highlighting equity and diversity
  - Accelerated pathways to Nevada teacher certification
- Assistance: 100% tuition and program costs for undergraduate Paraprofessional Pathway Project students and up to 75% of tuition and program costs for ARL graduate students
- Requirements: Candidates must have 60 college credits to apply

# Nevada Institute on Educator Preparation Retention and Research (NIEPRR)

- Funding: \$2,970,000 (FY22-24) (federal relief funding)
- Purpose: Development of pre- and in-service educators while engaging Nevada communities and facilitation of next generation educational research
- Fellowships: \$2,000-\$3,500 per semester up to 5 semesters for traditional pathway students
- Fellowships: up to \$5,500 for in-service teachers
- This grant is shared with Nevada State College, University of Nevada, Las Vegas, and University of Nevada, Reno

# Expansion of CTE Teaching and Training Programs

- Funding: \$2,276,698 (FY22-24) (federal relief funding)
- Personnel, equipment, and professional development
- Dual credit tuition to support 1,200 students
- Purpose: Expansion and support of new rural school programs and additional urban schools serving under-represented student populations

# School-Based Mental Health Grant

- Funding: \$10,000,000 (FY21-25) (competitive federal grant)
- Purpose: Recruitment and retention of school social workers, psychologists, counselors, and mental health professionals and development and building of programs
- Currently supporting:
  - **NSC** to expand recruitment efforts consistent with the Teacher Academy Initiative, create a new master's degree in school psychology, and create stacked degree programs for mental health professionals
  - **UNLV** to develop an Advanced Certificate to School Counseling that will also serve as an alternate route to licensure and direct financial support to students
  - **UNR** to expand the school counseling workforce by expanding programming and providing direct financial support to students



# Recognition to Support Retention

Recognition  
(Retention)

Educator Talent Pool

Milken Educator  
Award

Recognizing  
Inspirational School  
Employees (RISE)  
Award

Content Area Awards

NV Teacher of the  
Year

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# Elevating Educator Voice to Support Retention

- **Superintendent's Teacher and Principal Advisory Cabinets (STAC and PAC):**  
30 Teachers and 30 Principals who provide insights based on their experiences and to provide feedback on NDE initiatives and opportunities
- **Nevada Digital Learning Collaborative**  
Membership: 130 Digital Ambassadors to date who provide resources and supports to incorporate digital learning in every learning environment

Elevating  
Educator Voice  
(Retention)

Superintendent's  
Principal Advisory  
Cabinet (PAC)

Superintendent's  
Teacher Advisory  
Cabinet (STAC)

Digital Learning  
Collaborative

# Development and Support to Positively Impact Retention

- Social, Emotional, and Academic Development (SEAD)
- Resources, trainings and materials to support educator development aligned with performance standards
- Early childhood education high quality researched based professional learning
- Nevada Association of School Administrators and Public Education Foundation grants

Development and Support (Retention)

Social-Emotional and Academic Development (SEAD) Center

Professional Learning for Early Childhood Program Directors

School Leadership Network

Nevada Educator Performance Framework Trainings and Resources

Subgrants to Partners to Provide Professional Learning to Educators

Licensure and Educator Preparation

# Development and Support Networks

- Funding: \$3,218,030 (FY22-24) (federal relief funding)
- Leadership Network: Principals
  - Data driven decision making
  - Leading for equity to ensure access for all students
- School Improvement Network: Principals and Teachers
  - Differentiated supports based on school needs
- Rising Leaders Network: Education Leaders from historically underserved groups
  - Support and increase the racial and ethnic diversity of school, district, and state leaders
  - Create more culturally responsive systems promoting stronger student academic and socioemotional outcomes

# Licensure and Educator Preparation Supports

## Recruitment Efforts:

- Reciprocity of License
- Development of qualification sheets
- SB 352 (2021) - Remain employed while completing program
- AB 225 (2021) – Alternative means of demonstrating competency

## Retention Efforts:

- Enhancing career ladders with administrator and educator mentorship endorsements
- Expanded opportunities for endorsements:
  - Middle and Secondary
  - Alternative Route to Special Education Certification

# Contact Information:

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