



DATA INSIGHT
PARTNERS

The Nevada Teacher Workforce

What We Know, Don't Know, & Need to Know

What We Know

*The most important factor
affecting student learning is
the classroom teacher*

Overview

- Highlights from the Nevada Class Size Report
- Current Trends in the Teacher Workforce
- The Work Ahead

Class Size Report



@DataInsightPart



Nevada Class Sizes A Comprehensive Review



Class Sizes

Recommended Class Sizes in Nevada

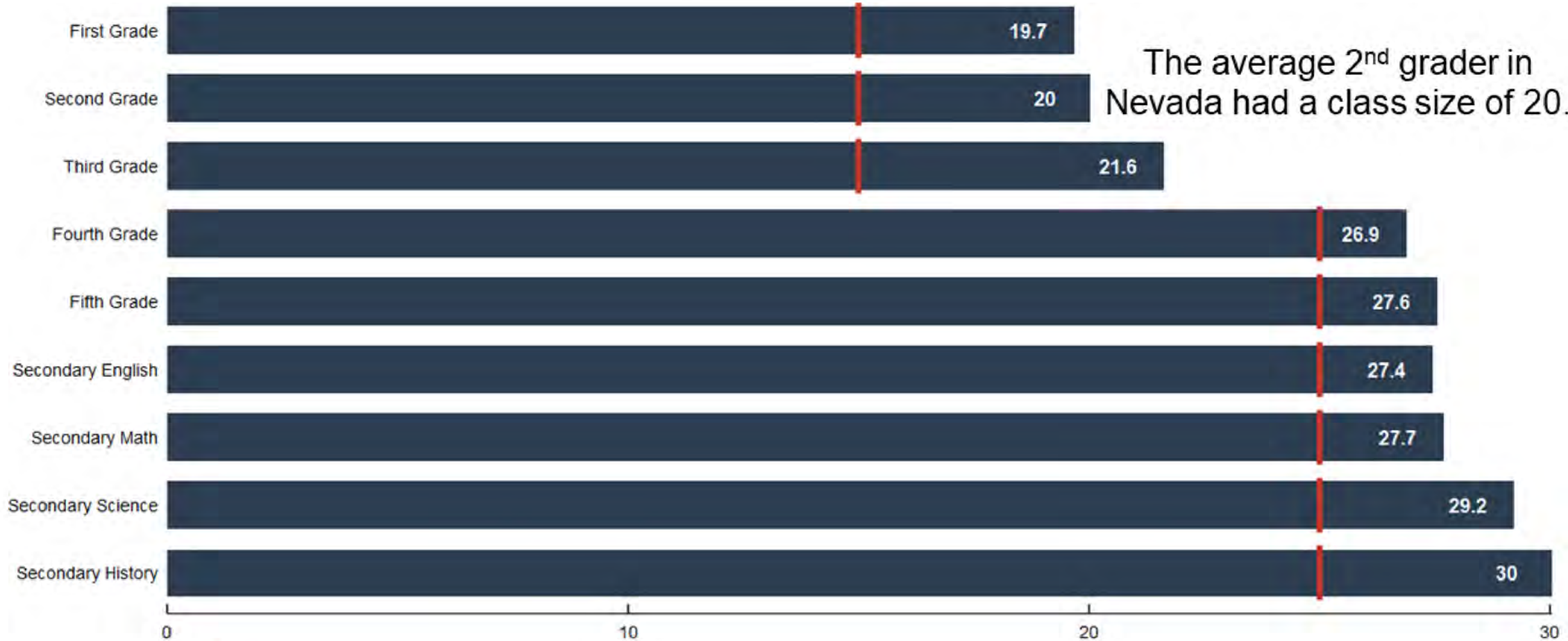
Grades 1st - 3rd = **15**

Grades 4th - 12th = **25**

In 2018, the State Board of Education passed a non-binding suggested ratio of pupil per licensed teacher for each classroom and course of instruction, except choir, orchestra, and band.

How does this compare to actual class sizes experienced by students?

Average Class Sizes Experienced by Nevada Students 2019-2020

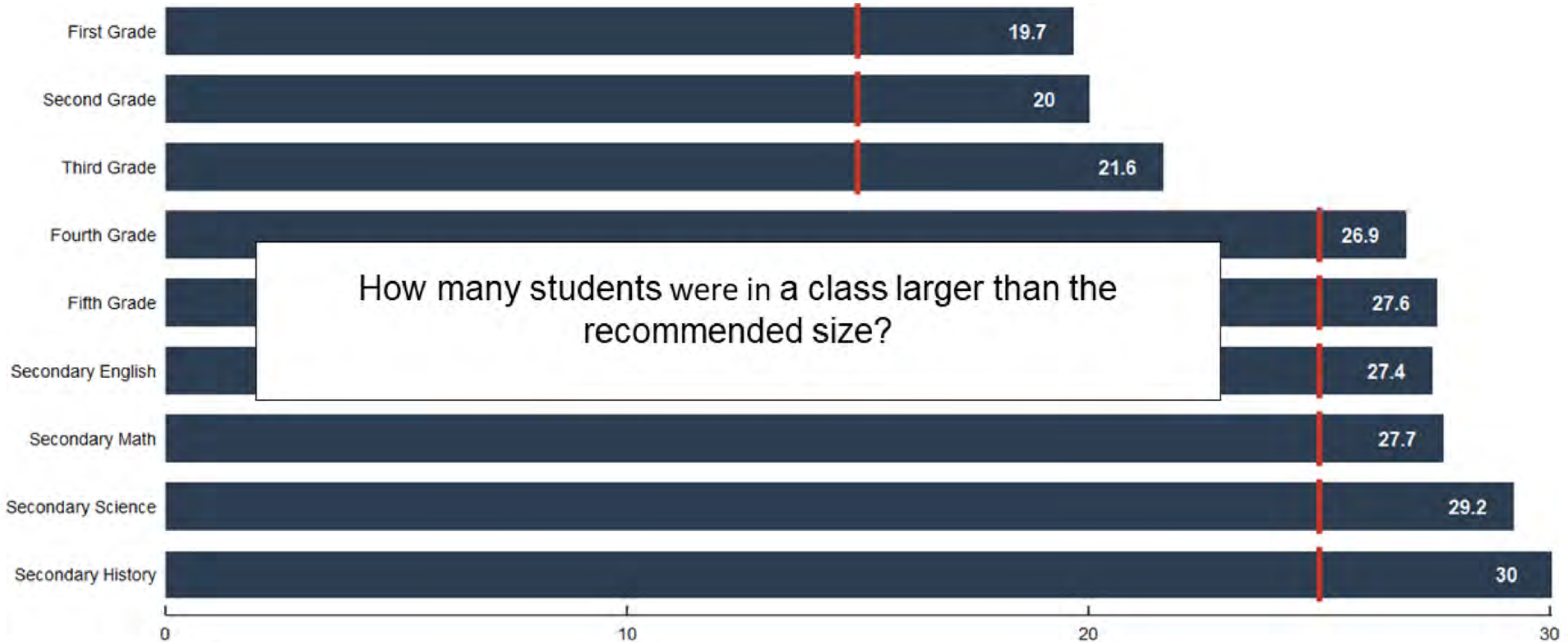


The average 2nd grader in Nevada had a class size of 20.

 SBOE recommended class sizes

Source: Infinite Campus. Secondary is defined as grades 6 through 12.
Analysis based on students enrolled on October 1, 2019 and enrolled in the school for a total of at least one week.
Section enrollments of 50 or greater excluded from elementary analysis and 70 or greater from secondary analysis. There were 430,807 students included in this analysis.

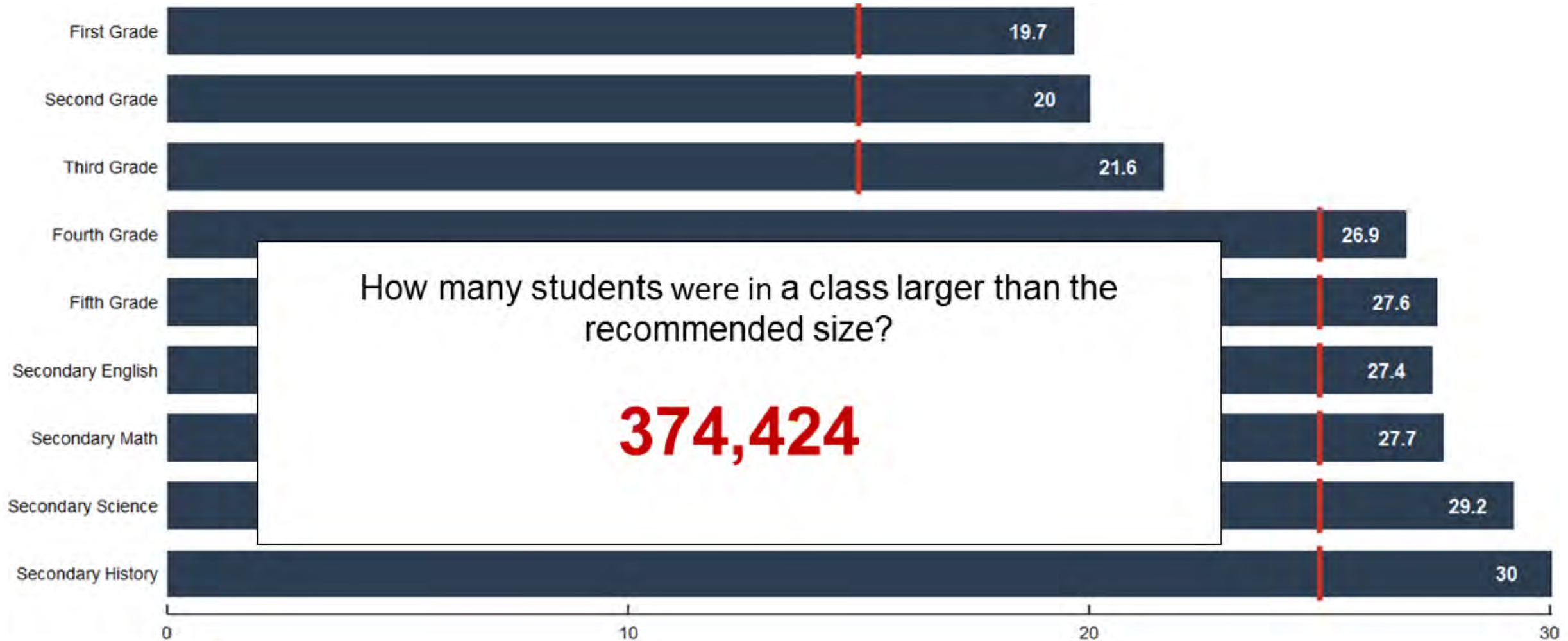
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Class Sizes

Approximately **9 in 10** students
had a class size larger than the
recommended class size

How many teachers do we need?

Classroom Teachers

Teachers Needed

	Total Current Teacher Count	Estimated Additional Teachers Needed
Grades 1-5	8,315	2,133
Secondary Core Subjects	11,212	930
<hr/>		
	Total:	3,063

To get to recommended class sizes for elementary grades 1-5 and core secondary courses, a very conservative estimate would require over

3,000 more classroom teachers!

Classroom Teachers

3,000+ Teachers Needed

Grades 1-5 & Secondary Core Subjects

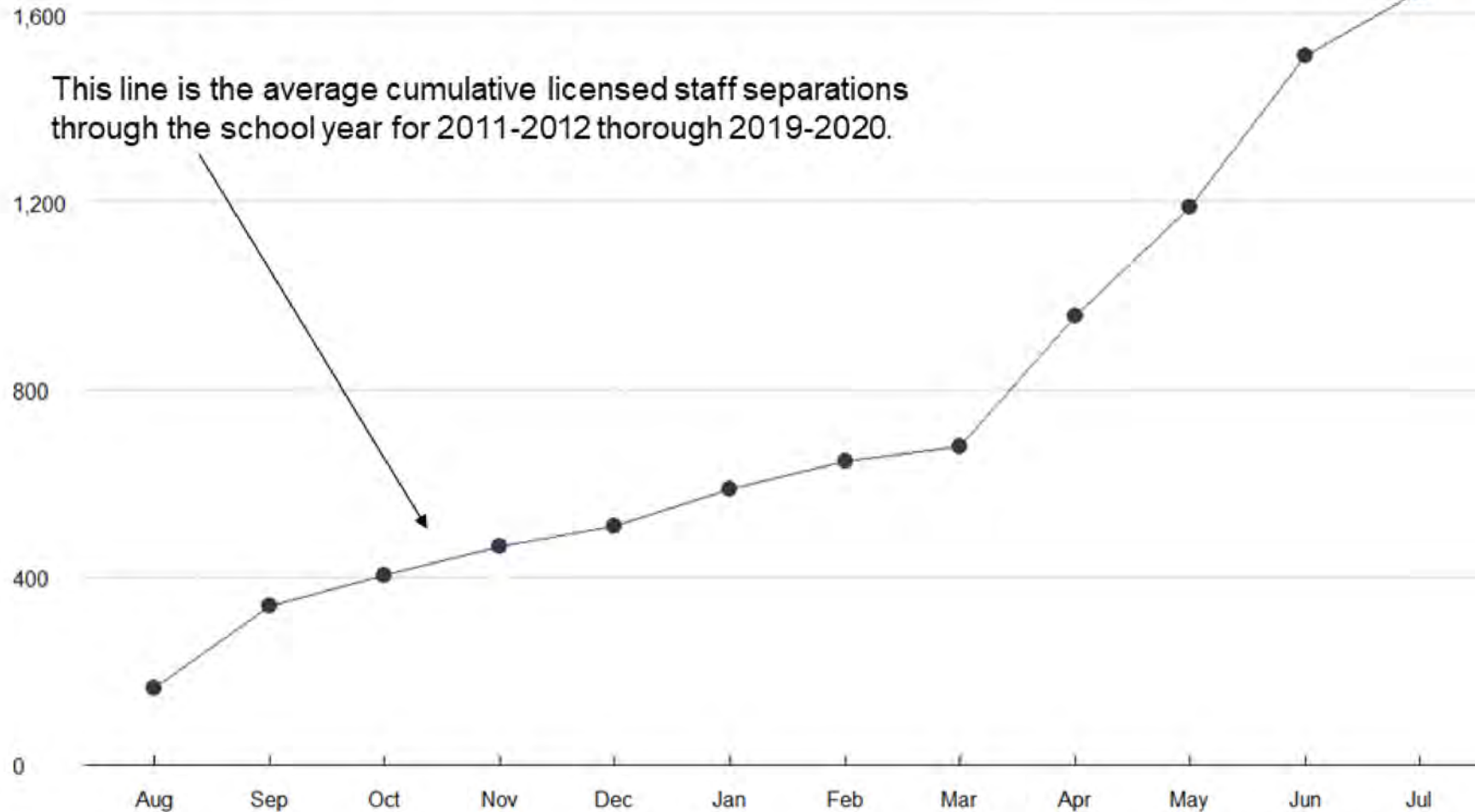
To verify this is a valid and conservative estimate,
we can compare Nevada's student-teacher ratios to the national average.

What's been happening since that report came out?

Cumulative Teacher/Licensed Staff Separations

Clark County School District - Las Vegas

● Average 2012 through 2020

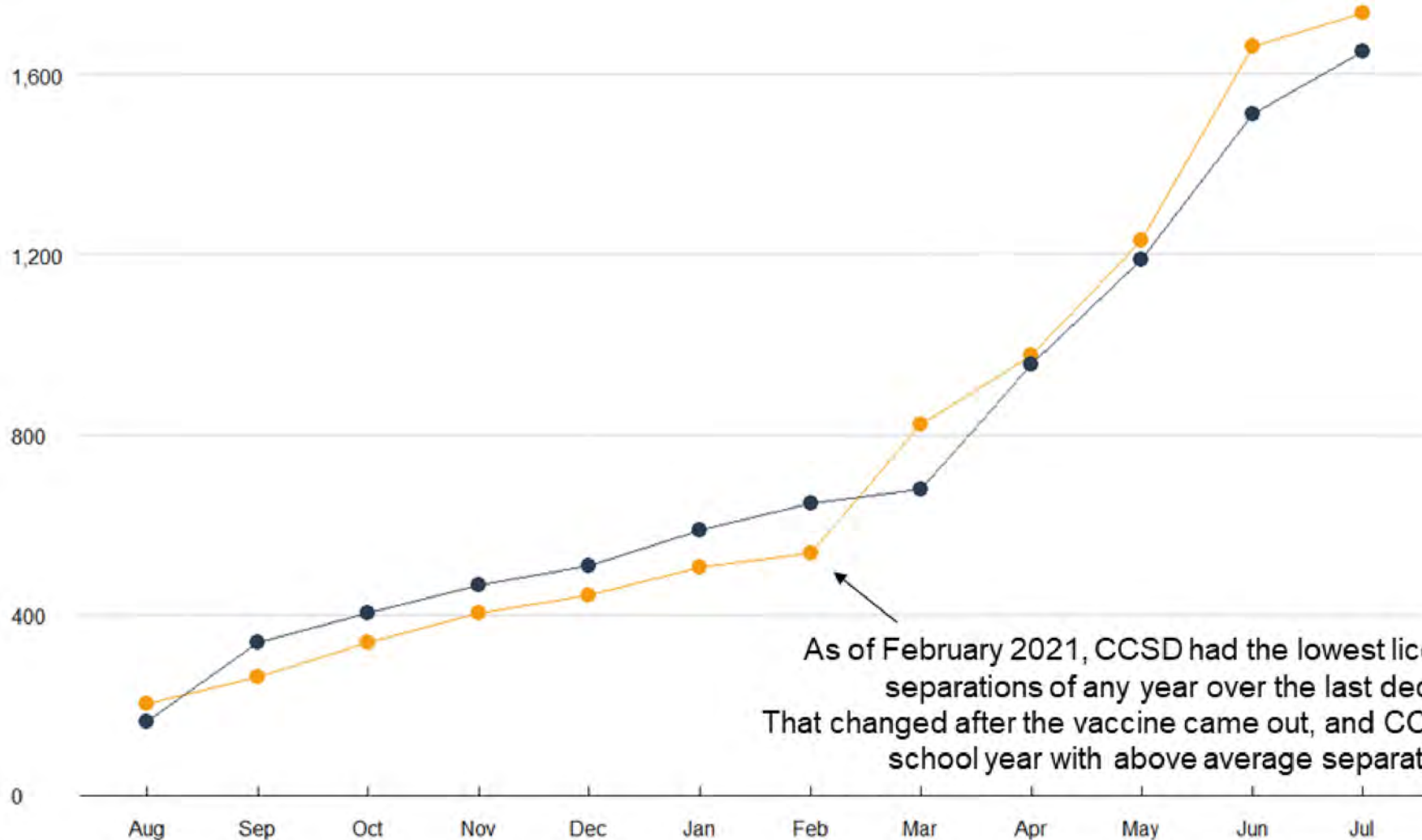


Source: Licensed Personnel Separations reports from Board Docs.

Cumulative Teacher/Licensed Staff Separations

Clark County School District - Las Vegas

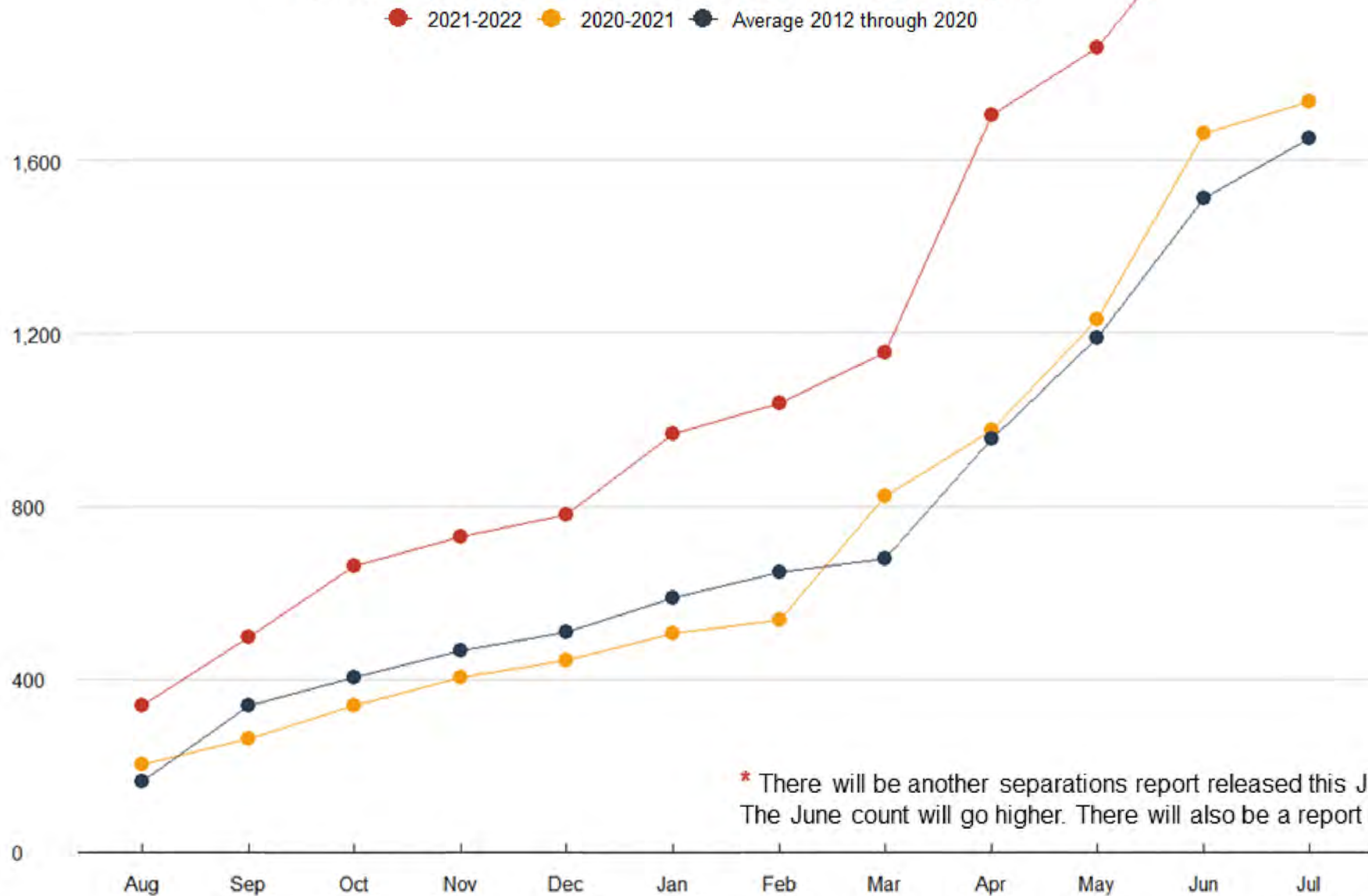
● 2020-2021 ● Average 2012 through 2020



As of February 2021, CCSD had the lowest licensed staff separations of any year over the last decade. That changed after the vaccine came out, and CCSD ended the school year with above average separations.

Cumulative Teacher/Licensed Staff Separations

Clark County School District - Las Vegas



* There will be another separations report released this June. The June count will go higher. There will also be a report in July.



Human Resources Division

Administrative Services

Licensed Personnel

Support Staff

Data

Data

AB266

2021-2022 AB226

Employee Count by Group

2021-2022

2020-2021

2019-2020

2018-2019

2017-2018

2016-2017

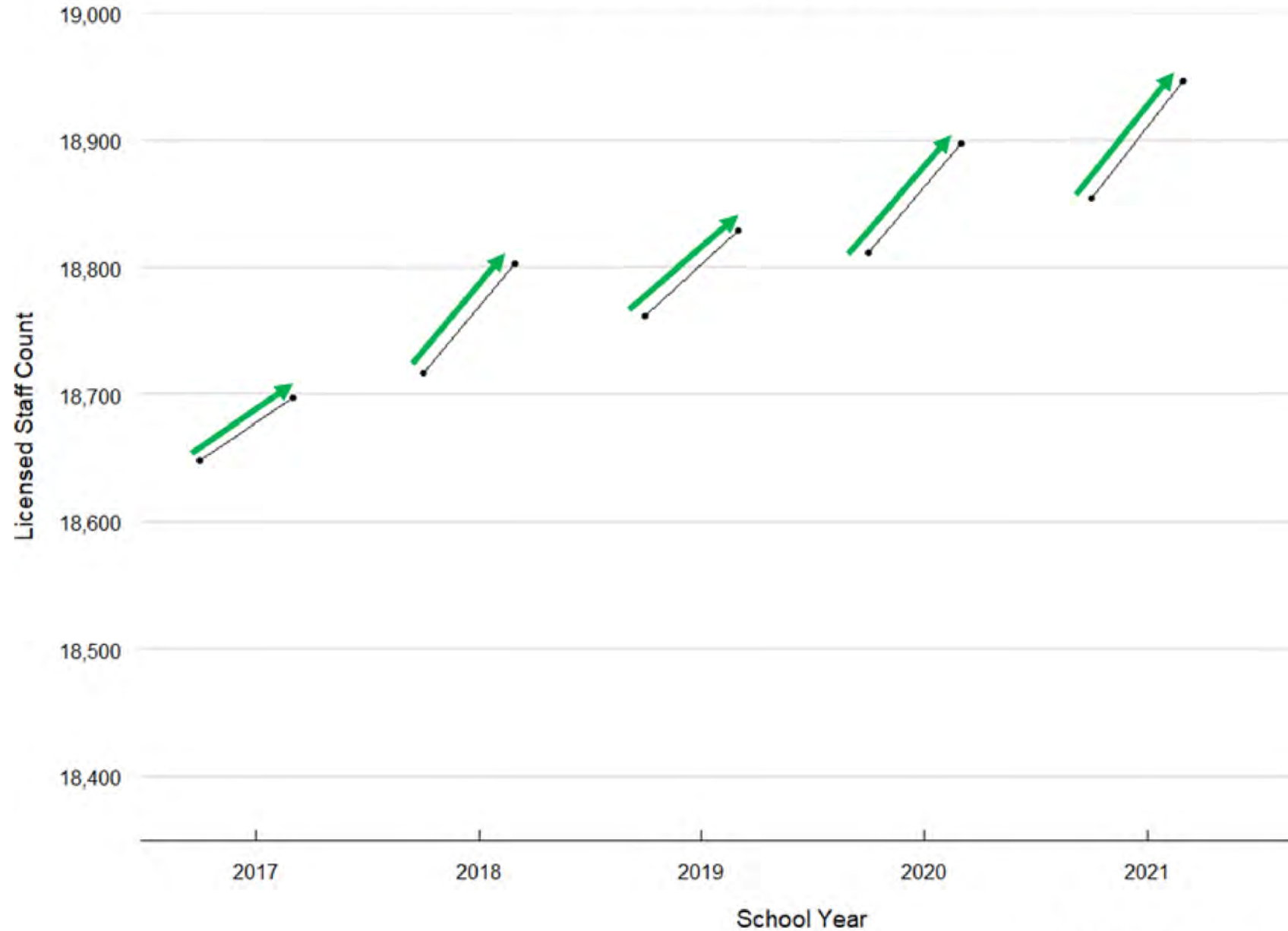


**Clark County School District
2021-2022 Employee Count by Group
(Full- and Part-time)**

REPORT DATES	EMPLOYEE GROUPS							GRAND TOTAL
	LICENSED PERSONNEL	SUPPORT STAFF	ADMINISTRATORS	POLICE ADMINISTRATORS	SCHOOL POLICE	SUBSTITUTE TEACHERS	OTHER TEMPORARY/SUBSTITUTE EMPLOYEES	
August 2, 2021	18,511	11,709	1,311	8	155	4,298	4,642	40,634
	45.56%	28.82%	3.23%	0.02%	0.38%	10.58%	11.42%	
September 1, 2021	18,615	11,811	1,324	8	157	4,315	2,606	38,836
	47.93%	30.41%	3.41%	0.02%	0.39%	11.11%	6.71%	
October 1, 2021	18,593	11,872	1,343	8	157	4,403	2,986	39,362
	47.24%	30.16%	3.41%	0.02%	0.40%	11.19%	7.59%	
November 1, 2021	18,538	11,838	1,345	8	162	4,487	3,146	39,524
	46.90%	29.95%	3.40%	0.02%	0.41%	11.35%	7.96%	
December 1, 2021	18,499	11,737	1,357	8	162	4,581	3,215	39,599
	46.76%	29.67%	3.43%	0.02%	0.41%	11.58%	8.13%	
January 3, 2022	18,389	11,700	1,375	8	162	4,600	3,199	39,433
	46.63%	29.67%	3.49%	0.02%	0.41%	11.67%	8.11%	
February 1, 2022	18,425	11,785	1,390	8	168	4,733	3,288	39,797
	46.30%	29.61%	3.49%	0.02%	0.42%	11.69%	8.26%	
March 1, 2022	18,414	11,893	1,401	7	165	4,909	3,330	40,119
	45.90%	29.64%	3.49%	0.02%	0.41%	12.24%	8.30%	

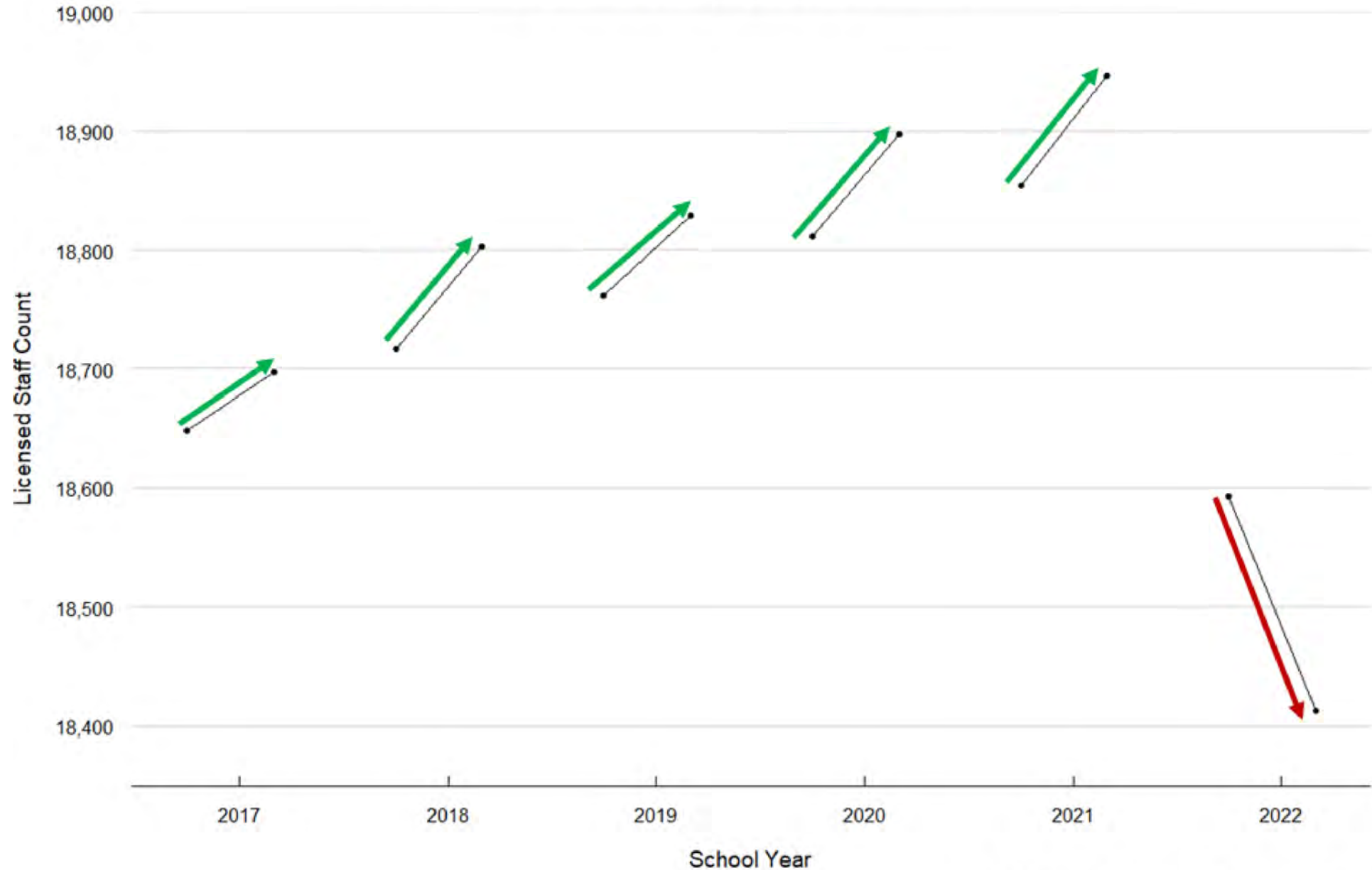
CCSD Licensed Staffing Count by School Year

For the months of October and March



CCSD Licensed Staffing Count by School Year

For the months of October and March



What do teacher/licensed staff separations look across the country?

Texas teacher turnover rate remains low despite pandemic challenges, new data shows

- FOX 4 KDFW, Houston, TX, January 31, 2022

- Attrition rate in Texas was at 9.4%
“...our attrition rate right now is at its lowest as it was in 2011.”
- 2,000 more teacher certifications in Texas compared to last year

Is Chicago's school staffing crunch about to get worse?

- Chalkbeat Chicago, Chicago, IL, December 8, 2021

"The overall vacancy rate has gone down since the start of the year, when Chicago Public Schools reported a 3.3% vacancy rate the first week of school – a stronger staffing position than in previous years."

Chicago Public Schools teacher vacancy rates have been improving throughout the school year.



Teacher turnover rate in Washoe County lower than national average

- News 4, Reno, NV, February 3, 2022

“Schools across the country are facing a teacher shortage because of the COVID-19 pandemic and burn out. Some schools are even having to move to virtual learning due to lack of teachers, but that's not the case for Washoe County.”

Aldeman: There Is No 'Big Quit' in K-12 Education. But Schools Have Specific Labor Challenges That Need Targeted Solutions

- The 74 Million, January 17, 2022

“According to the Bureau of Labor Statistics, while turnover rates are setting new highs in the private sector, they look pretty normal in public education.”

Where does the national perception on the teacher exodus come from?

Job-Related Stress Threatens the Teacher Supply

- RAND Corporation, June 2021

Key Finding

- Nearly one in four teachers said that they were likely to leave their jobs by the end of the 2020-2021 school year.

Never actually happened.

National Search

'I felt like I was being experimented on': 1 in 4 teachers are considering quitting after this past year.

- CNBC, June 25, 2021

Before the pandemic, researchers estimated that one out of six American teachers was likely to leave the profession. New survey data from the nonprofit RAND Corporation suggests that now one out of four teachers is considering quitting after this school year.

Why So Many Teachers Are Thinking of Quitting

- *The Washington Post Magazine, October 18, 2021*

Teachers aren't the only American workers taking part in the so-called "Great Resignation," which has seen many people in many industries leave their jobs since the start of the pandemic to find better pay and satisfaction. But the sheer number of those contemplating an exit from the classroom raises the question: What's happening, and why?

Higgins is not the only teacher to recently reach their breaking point. One in four American teachers reported considering leaving their job by the end of the last academic year, in a survey taken in January and February by the Rand Corp., a nonprofit, nonpartisan research organization.

America's Teacher Exodus Leaves Education System in Crisis

- Newsweek, February 17, 2022

Stressful working conditions and increased responsibilities during the pandemic were commonly cited by teachers who were considering leaving their jobs at the end of the 2020/2021 academic year, according to a survey undertaken in January and February last year by the Rand Corporation, a nonprofit research organization.

America's Teacher Exodus Leaves Education System in Crisis

- Newsweek, February 17, 2022

A spokesperson for Fairfax County Public Schools told Newsweek that teacher retention rates “have held steady and we have not seen a significant attrition rate. We are currently less than 1 percent shy of being fully staffed.”

Teachers are quitting in droves: Appreciate them before they all disappear

- The Hill, May 7, 2022



Data from across the country indicates that teachers are leaving the profession at a faster rate than before the pandemic and a survey last spring revealed that more than half of teachers responded they were considering leaving the field in the next two years (a 20 percent increase from pre-pandemic numbers).

District data suggests teachers are leaving the profession in unprecedented droves

- Denver ABC 7, October 15, 2021

Nationwide, there is not a single database that tracks this information. Rather, to get a full picture of the state of teachers in education, you have to look at individual district data, which is why Mark Sass, director of TeachPlus Colorado, a national teacher advocacy group, says he is not convinced teachers are quitting in unprecedented droves due to the pandemic.

National Search

*Increased teacher vacancies does NOT
equal increased teacher attrition.*

Closing The Equity Gap in School Staffing

- Partnership For Los Angeles Schools, March 2022

In the midst of the pandemic, LA Unified staffing is again in a crisis. The District received and allocated more than \$6 Billion in state and federal funds. With these funds, the District is implementing its "Path to Recovery" program and has created more than 7,000 new positions to address serious needs, including psychiatric social workers, counselors, intervention teachers, and classroom teachers who would help reduce class sizes.

Unfortunately, nearly half of these positions remained vacant three months into the school year...

Classroom Teachers

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We expect national teacher attrition to be above average at the end of the school year.

This will make teacher recruitment more competitive than ever.

The Work Ahead

Strategic Questions

What is happening with Nevada's teacher workforce right now?

What are the class sizes our children are experiencing right now?

How many students have a long-term sub right now?

What does the teacher pipeline look like right now?

What obstacles do we face going forward?

How will we do this?

What is happening with Nevada's teacher workforce right now?

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What does the teacher pipeline look like right now?

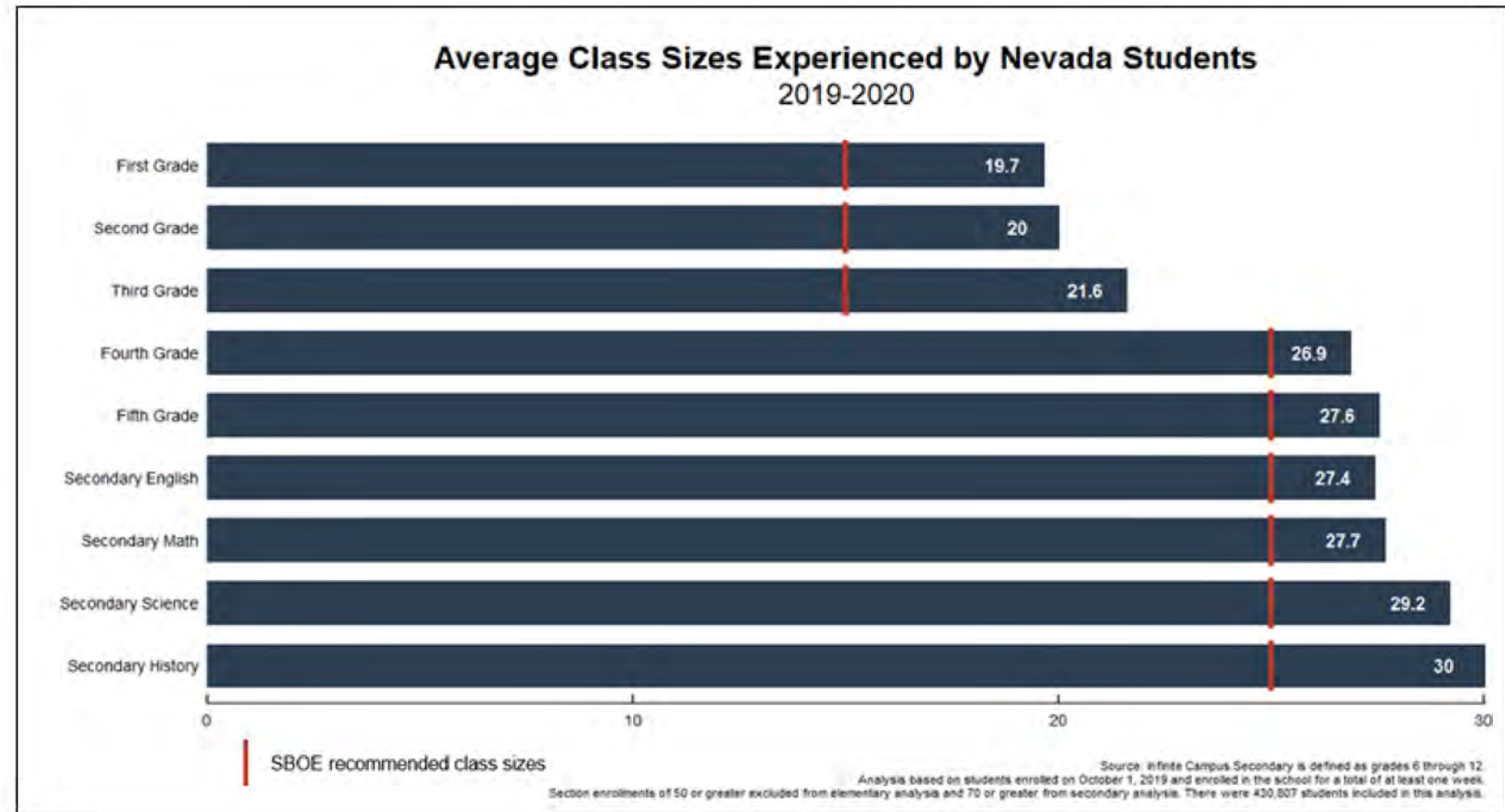
What obstacles do we face going forward?

Building the Data Infrastructure

- **Connect OPAL to Infinite Campus**
 - *Connecting teacher licensure data to teacher assignment data*
- **Create a statewide course catalogue**
 - *Consistent understanding of course offerings across schools and districts*
- **Improve data sharing with NSHE** (Nevada System of Higher Education)
 - *Increase transparency around teacher pipeline supply and demand.*

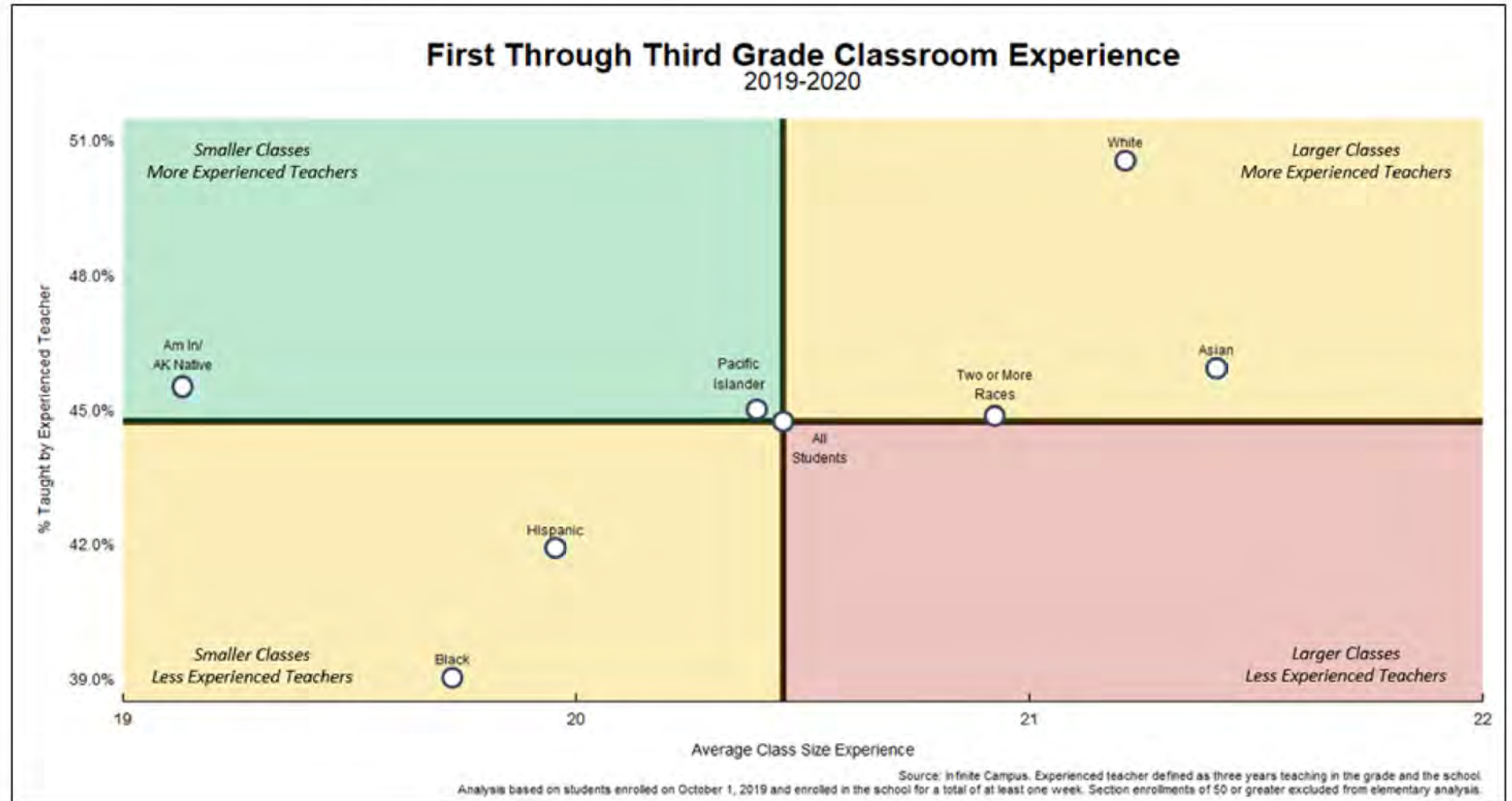
Work Ahead

- Monitor student experiences in near real-time
- Filter by student demographics
- Filter by specific subject areas or courses



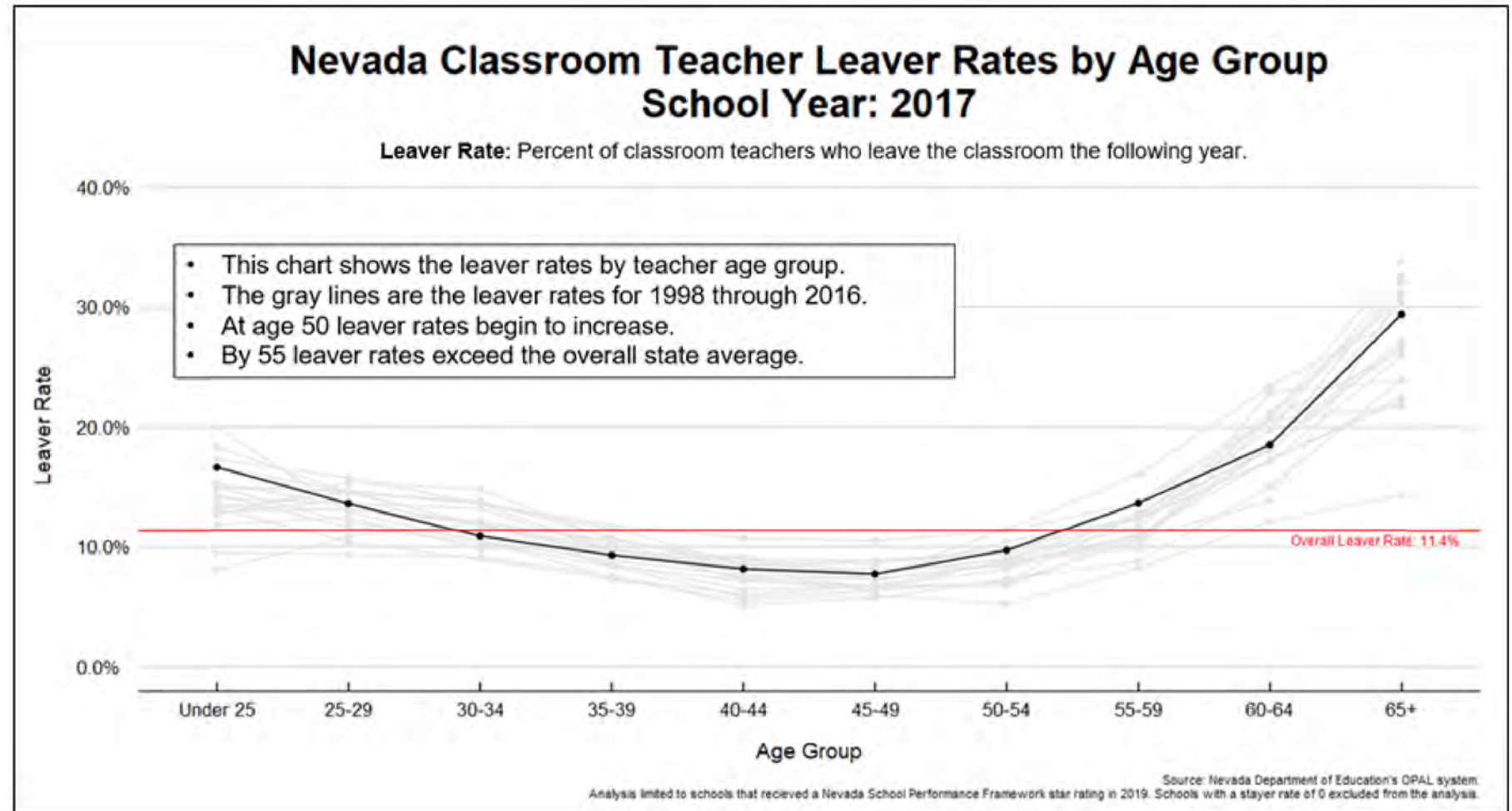
Work Ahead

- Monitor access to experienced teachers
- Filter by student demographics
- Filter by specific subject areas or courses



Work Ahead

- Improve predicting future demand
- Filter by teacher license and assignments



Work
Ahead

Bringing Clarity to Nevada Education's Most Urgent Issues



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The Nevada Teacher Workforce

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