

State of Education

Nevada's Teacher Workforce

Thinking strategically about retention and recruitment



DATA INSIGHT
PARTNERS

Purpose

This document reviews local and national data to help get you thinking strategically about our teacher workforce.

In The News

February 6, 2016

February 2016



LAS VEGAS SUN

NEWS BUSINESS SPORTS POLITICS OPINION ENTERTAINMENT CALENDAR HEALTH LAS VEGAS WEEKLY SUBSCRIBE

Betting Las Vegas Raiders Rebels Vegas Mass Shooting Gaming Golden Knights Smith's World Marijuana Laws Newsletter **SEARCH**

Nevada declares teacher shortage emergency to boost out-of-state hiring



Perimeter (distance around) a rectangle can be calculated using the formula: $P = 2L + 2W$; Where P is perimeter, L is length and W is width.

Calculate the Perimeter of the rectangles with the following dimensions:

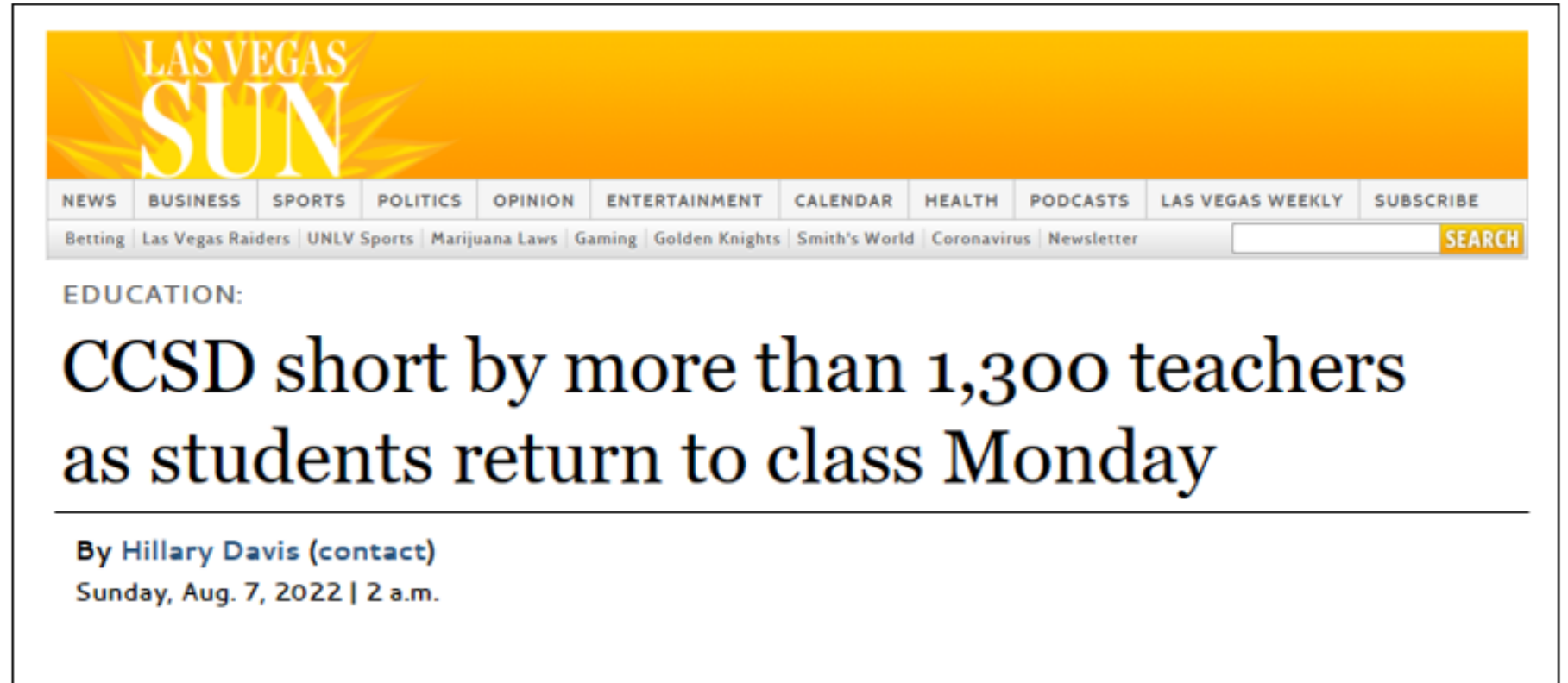
- L = 8, W = 1
- L = 7, W = 2
- L = 6, W = 3
- L = 5, W = 4

Once you have done that draw an x and y axis...

In The News

August 7, 2022

August 2022



The screenshot shows the top of the Las Vegas Sun website. The header features the "LAS VEGAS SUN" logo in white on a yellow background. Below the logo is a navigation bar with links for NEWS, BUSINESS, SPORTS, POLITICS, OPINION, ENTERTAINMENT, CALENDAR, HEALTH, PODCASTS, LAS VEGAS WEEKLY, and SUBSCRIBE. A secondary navigation bar includes links for Betting, Las Vegas Raiders, UNLV Sports, Marijuana Laws, Gaming, Golden Knights, Smith's World, Coronavirus, and Newsletter, followed by a search box with a "SEARCH" button.

EDUCATION:

CCSD short by more than 1,300 teachers as students return to class Monday

By [Hillary Davis \(contact\)](#)
Sunday, Aug. 7, 2022 | 2 a.m.

Teacher Workforce

What has been happening to the
teacher workforce across the nation?

Teacher Workforce

In the 2012-2013 school year there were **3.09 MILLION** teachers in public education outside of Nevada.

By 2018-2019, there were **3.15 MILLION**

Teacher Workforce

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*Over **50,000 MORE** teachers
than just six years earlier!*

Teacher Workforce

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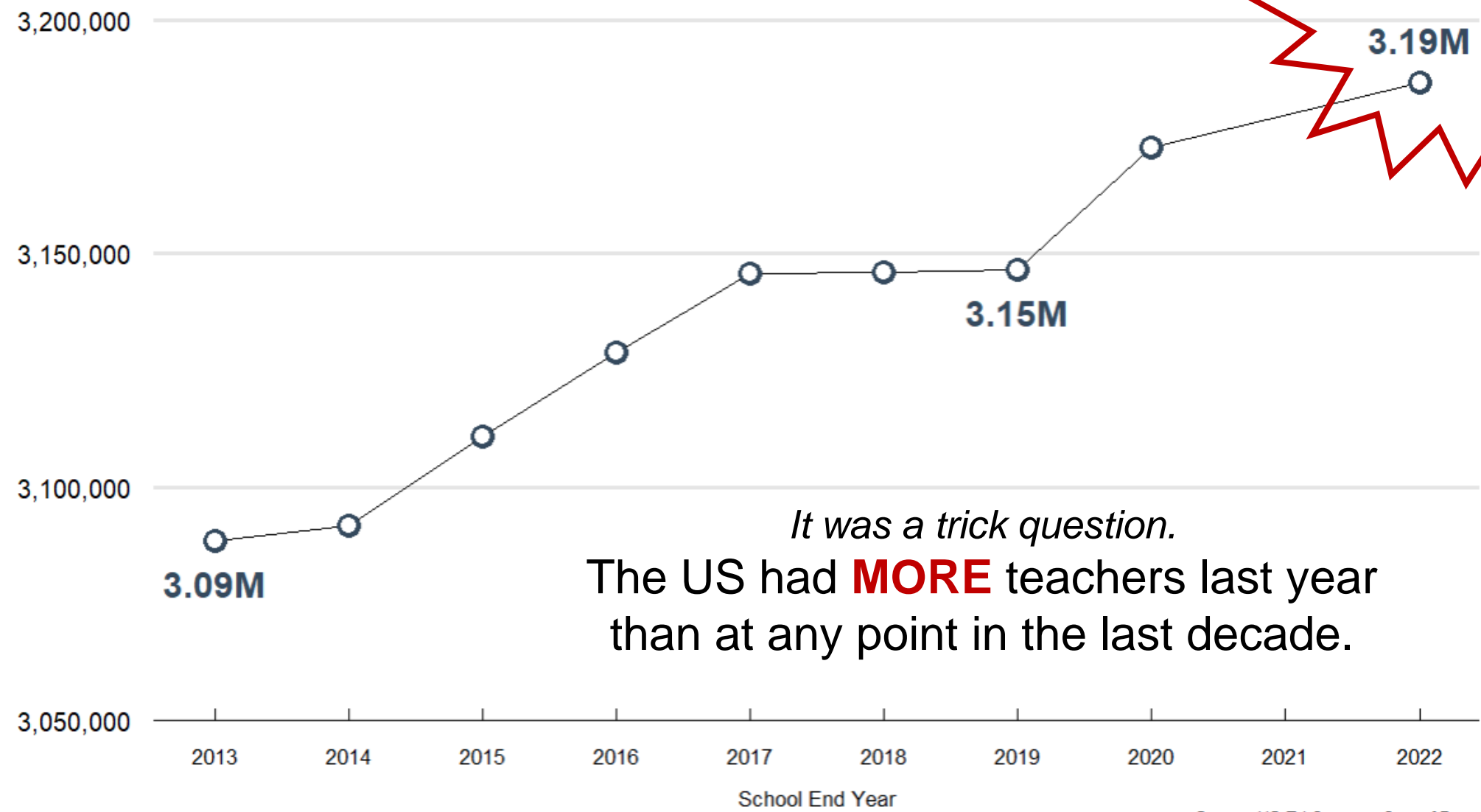
How many teachers were there **last year** compared to 2018-2019?

- 50,000 fewer
- 150,000 fewer
- 250,000 fewer
- +500,000 fewer

Teacher Workforce

Total US Teacher Counts

49 States and DC (Nevada Excluded)



It was a trick question.
The US had **MORE** teachers last year than at any point in the last decade.

Teacher Workforce

What has been happening to the teacher workforce in some of the large urban school districts?

Teacher Workforce

Los Angeles Unified School District is the 2nd largest school district in the country.

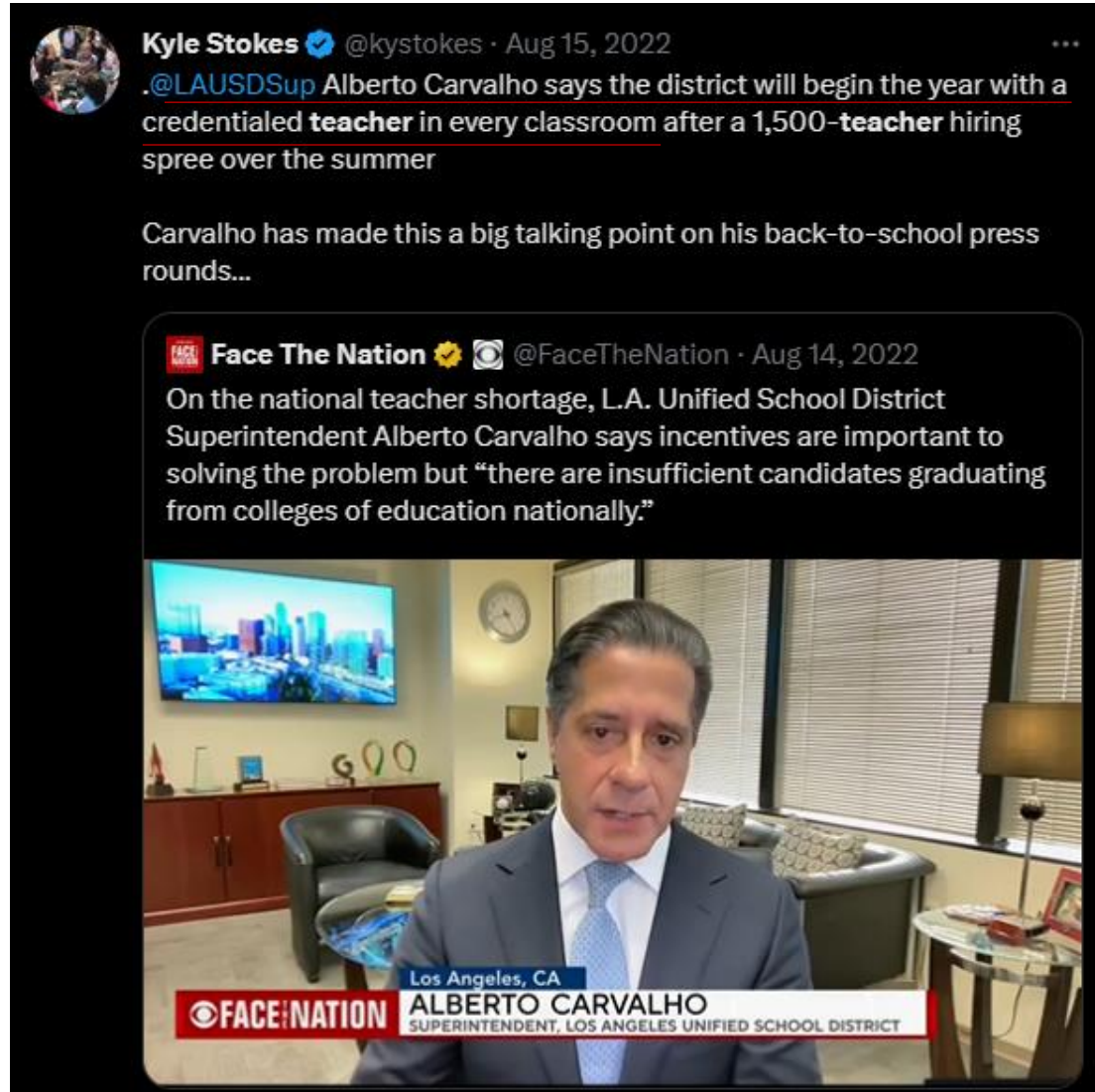
They have ~25,000 teachers.

How many classroom vacancies did they start this school year with?


- Less than 1,000
- 1,000 – 2,500
- 2,500 – 5,000
- Over 5,000 vacancies

Teacher Workforce

LAUSD started **this school year** with a credentialed **teacher in every classroom**.






The image shows a screenshot of a tweet and a video clip. The tweet is from Kyle Stokes (@kystokes) dated August 15, 2022. The text of the tweet reads: ".@LAUSDsup Alberto Carvalho says the district will begin the year with a credentialed teacher in every classroom after a 1,500-teacher hiring spree over the summer". Below the tweet text, it says "Carvalho has made this a big talking point on his back-to-school press rounds...". The video clip is from "Face The Nation" dated August 14, 2022. The text of the video reads: "On the national teacher shortage, L.A. Unified School District Superintendent Alberto Carvalho says incentives are important to solving the problem but 'there are insufficient candidates graduating from colleges of education nationally.'" The video shows Alberto Carvalho, Superintendent of Los Angeles Unified School District, in an office setting. A lower-third graphic identifies him as "ALBERTO CARVALHO, SUPERINTENDENT, LOS ANGELES UNIFIED SCHOOL DISTRICT" and "Los Angeles, CA".

Kyle Stokes  @kystokes · Aug 15, 2022

[.@LAUSDsup](#) Alberto Carvalho says the district will begin the year with a credentialed **teacher** in every classroom after a 1,500-**teacher** hiring spree over the summer

Carvalho has made this a big talking point on his back-to-school press rounds...

 **Face The Nation**   @FaceTheNation · Aug 14, 2022

On the national teacher shortage, L.A. Unified School District Superintendent Alberto Carvalho says incentives are important to solving the problem but “there are insufficient candidates graduating from colleges of education nationally.”

Los Angeles, CA
ALBERTO CARVALHO
SUPERINTENDENT, LOS ANGELES UNIFIED SCHOOL DISTRICT

Chicago Public Schools is the 3rd largest school district in the country.

Did they start this school year with more or fewer teachers than the prior year?

- Over 2,000 fewer
- 1,000 – 2,000 fewer
- 1 – 1,000 fewer
- More teachers this year

Teacher Workforce



Illinois

TOP STORY

Chicago Public Schools facing lower enrollment but more teachers

By Andrew Hensel | The Center Square Aug 22, 2022

*“CEO Pedro Martinez said he **doesn't think the district has a teacher shortage as it has "over 300" more teachers than last year** and this year's budget includes over 1,000 additional staff positions.”*

Do these stats surprise you?

If so, how does it change the way you think about the problem?

What does it make you think about the scope of the solution we need and the time it will take to see results?

Teacher Pipeline

Teacher Pipeline

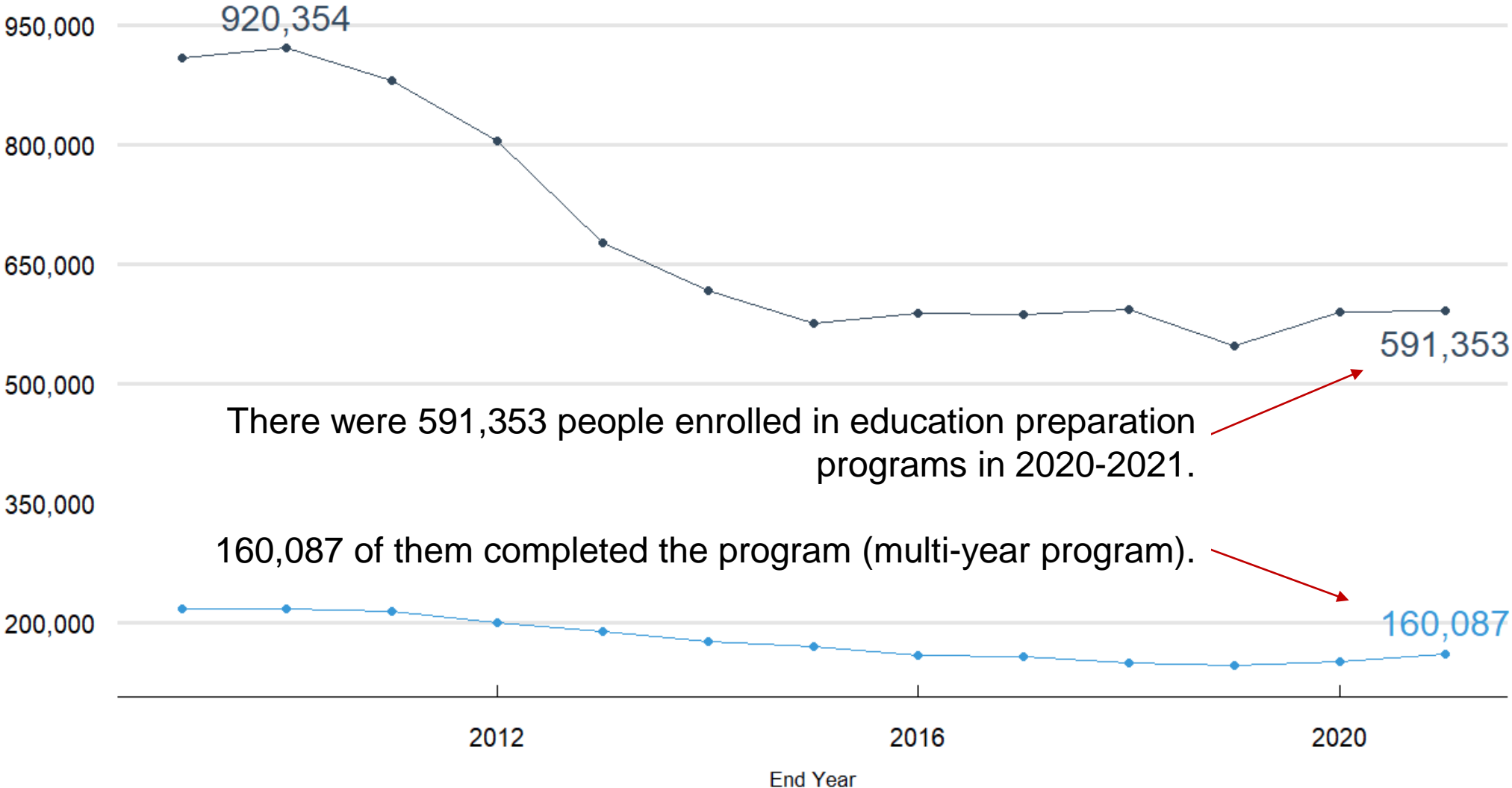
What does the teacher pipeline look like across the country?

National Teacher Prep Program Data

50 States + DC

● Total Enrollment ● Total Completers (subset of enrollment)

Data includes both traditional providers and alternative programs



There were 591,353 people enrolled in education preparation programs in 2020-2021.

160,087 of them completed the program (multi-year program).

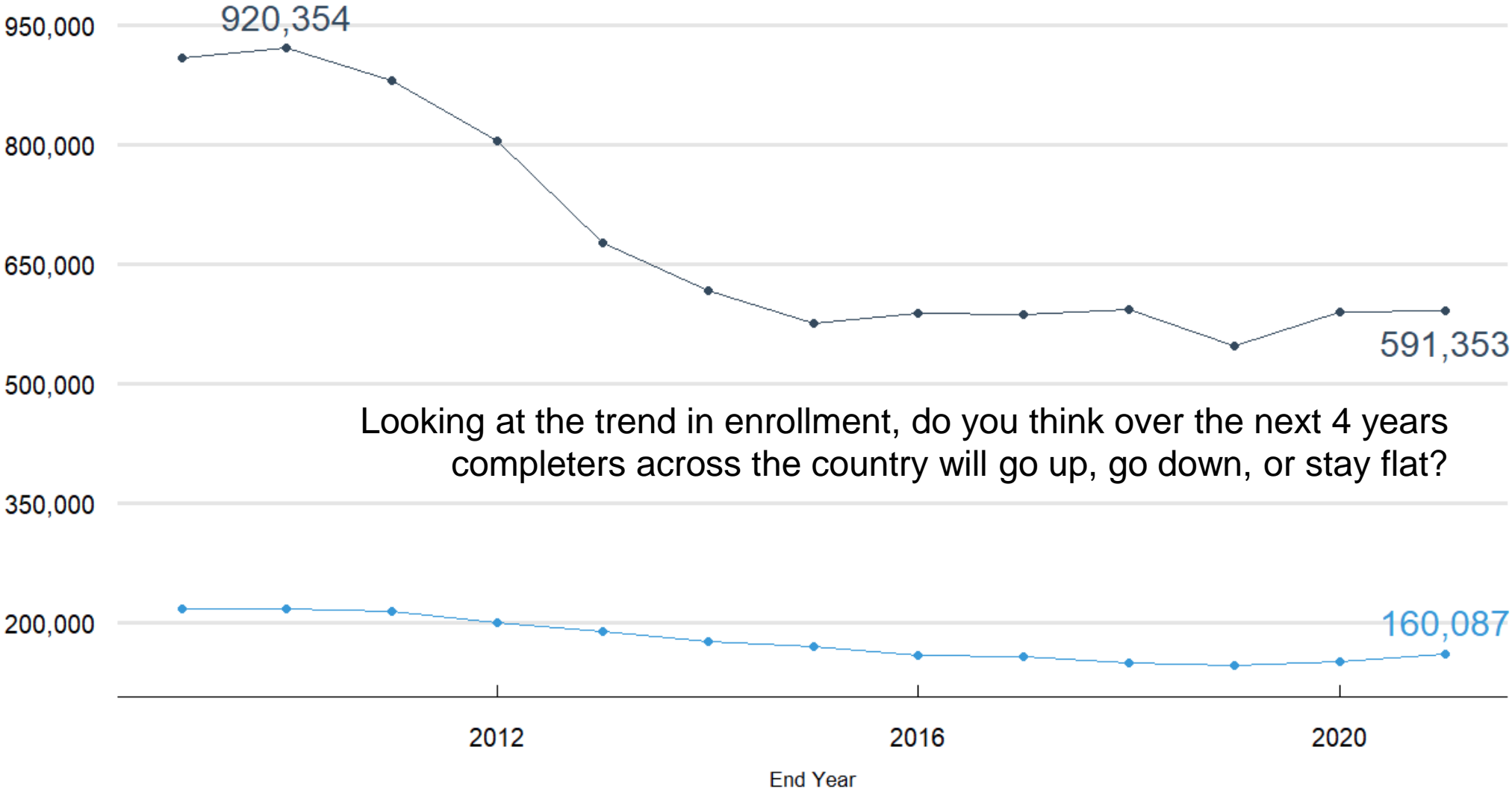
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Teacher Pipeline

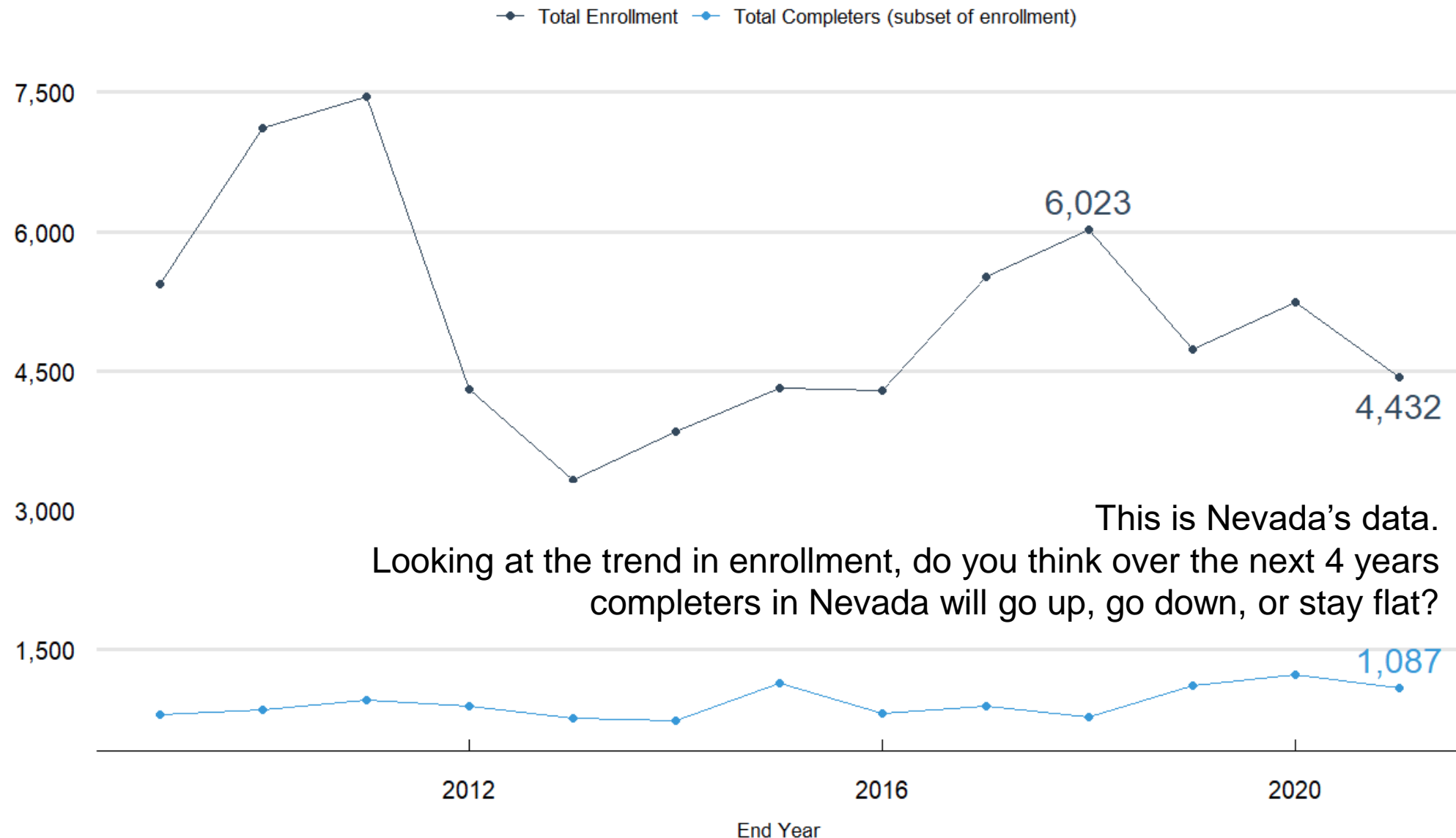
Teacher Pipeline

What does the teacher pipeline look like in Nevada?

Teacher Pipeline

Nevada Teacher Prep Program Data

Data includes both traditional providers (e.g., NSHE institutions) and alternative programs



This is Nevada's data.
Looking at the trend in enrollment, do you think over the next 4 years completers in Nevada will go up, go down, or stay flat?

How could teacher prep program data be used strategically?

Should Nevada be focusing recruitment effort in states where the pipeline is growing or shrinking?

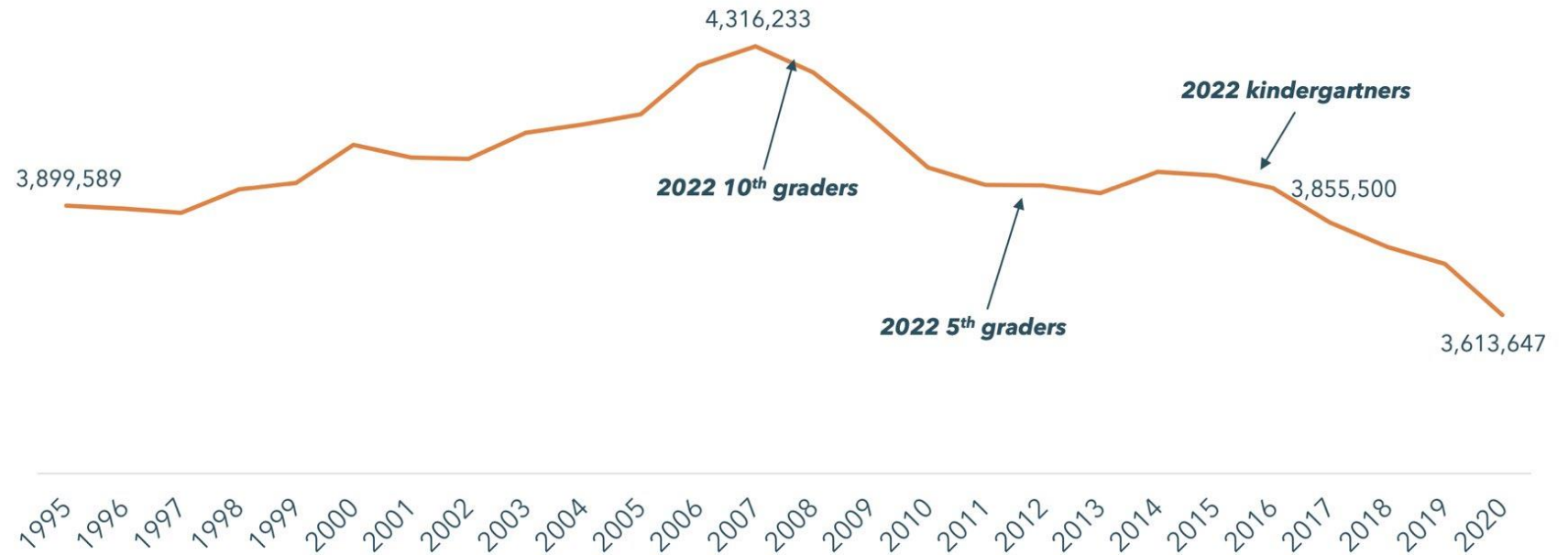
Is that happening?

Student Population

What do birthrates look like that would impact future enrollment?

Student Population

U.S. births have declined 16% since 2007



Source: CDC
Nativity

Student Population

What do changes in student aged populations look like in some major metropolitan areas?

Student Population

The under 18 population is decreasing in many large charter counties

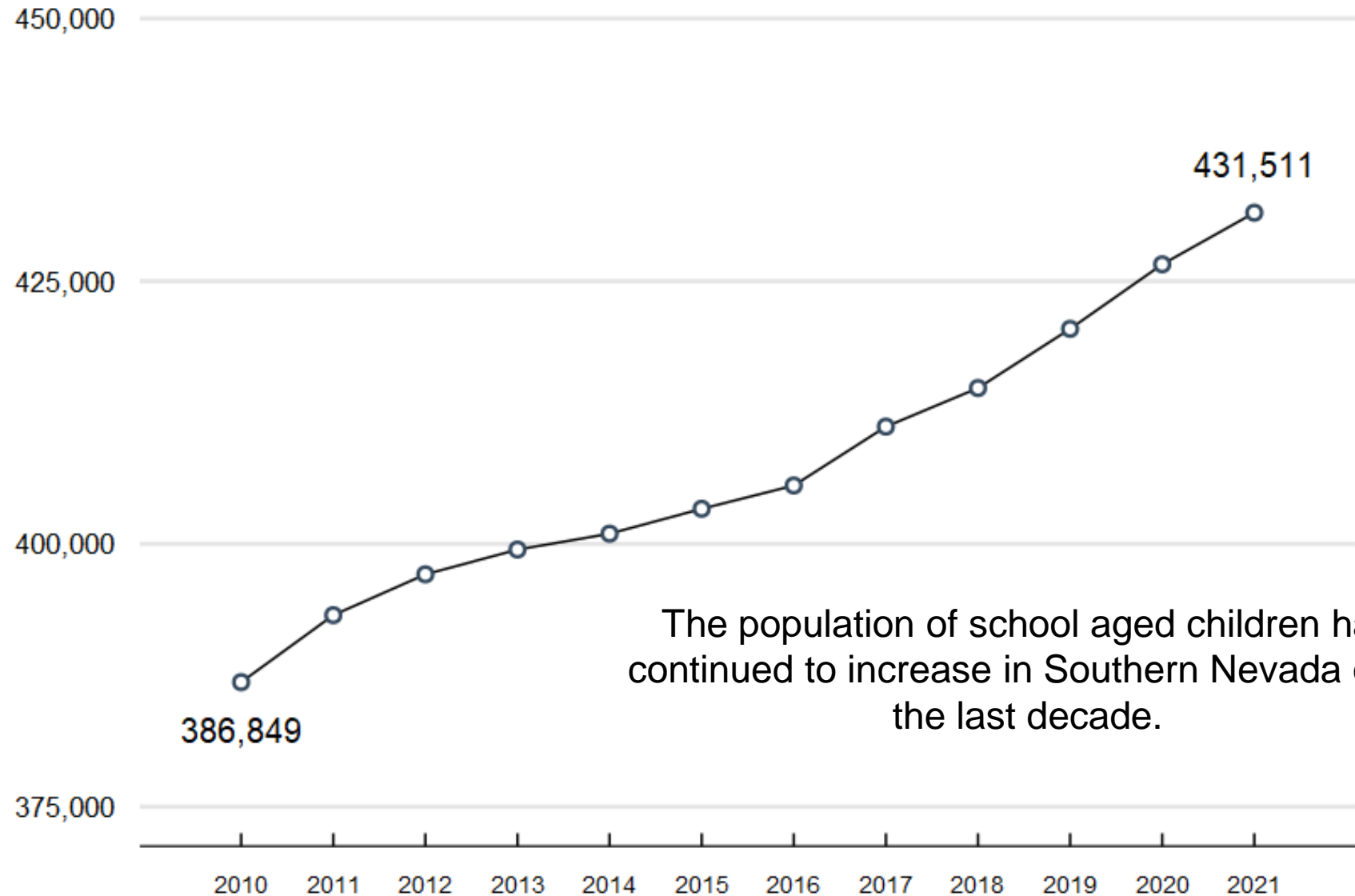


Source: U.S. Census American Community Survey County-Level: 2016 to 2021; City names are listed, but data is at their respective county level

Student Population

Population - Age 5 to 19 Years Old

Clark County, NV



The population of school aged children has continued to increase in Southern Nevada over the last decade.

Source: American Community Survey 5-year estimate.

<https://data.census.gov/table?q=05000000US32003&d=ACS+5-Year+Estimates+Data+Profiles&tid=ACSDP5Y2020.DP05>

How could knowing student populations be used strategically?

Is much of the country likely to need more teacher positions or fewer positions over the coming decade?

Is Nevada likely to need more teacher positions or fewer teacher positions over the coming decade?

Should Nevada recruit from places where the student-aged population is growing or shrinking?

Teacher Retention

Teacher Retention

Given what we've seen with teacher vacancies, teacher pipeline, and student population growth do you think all of that makes teacher retention more or less important?

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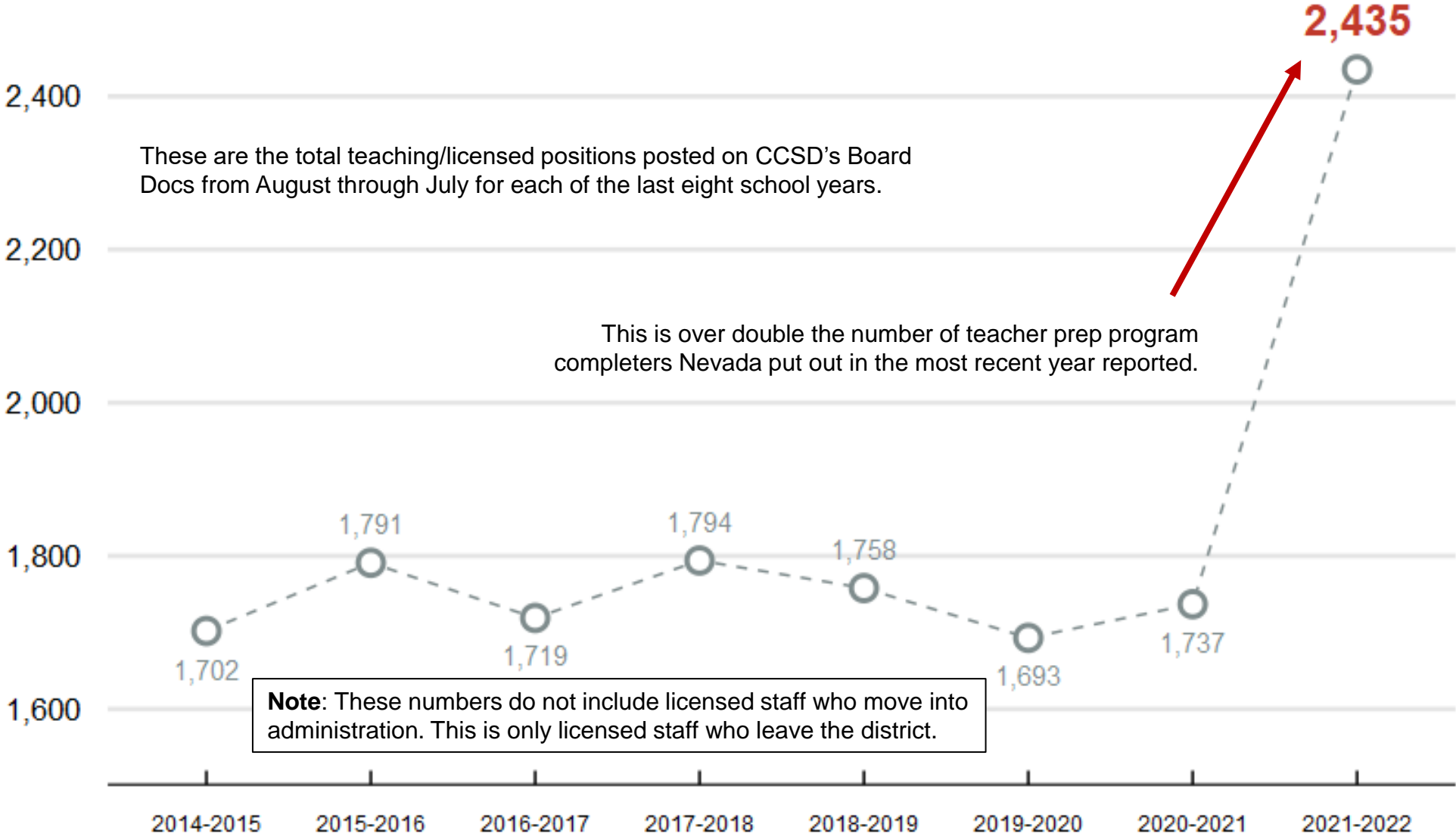
Unfortunately, there is no public database of teacher retention and attrition.

The only consistent public data we available to examine are the licensed separation reports that are published on CCSD's Board Docs.

Annual CCSD Teacher/Licensed Separations

Based on separation announcements August through July

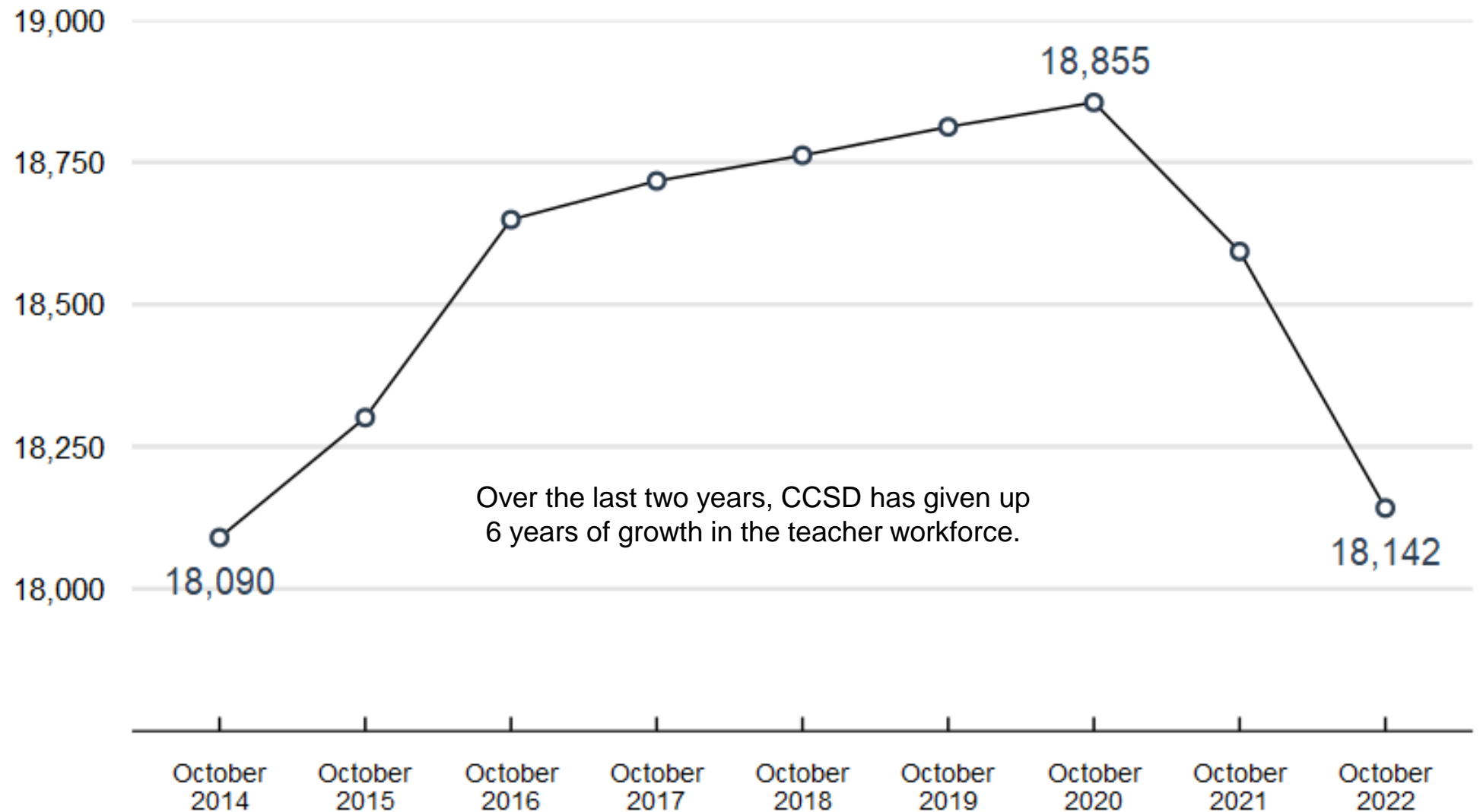
Teacher Retention



Source: Licensed Staff Separations Reports from CCSD Board Docs.

Teacher Retention

Clark County School District Teacher/Licensed Staffing Counts by Year



Source: <https://ccsd.net/divisions/human-resources-division/data>

Teacher Retention

According to the Academy to Innovate HR, absenteeism is the strongest indicator for turnover intentions.

Turnover Predictor: Indicators

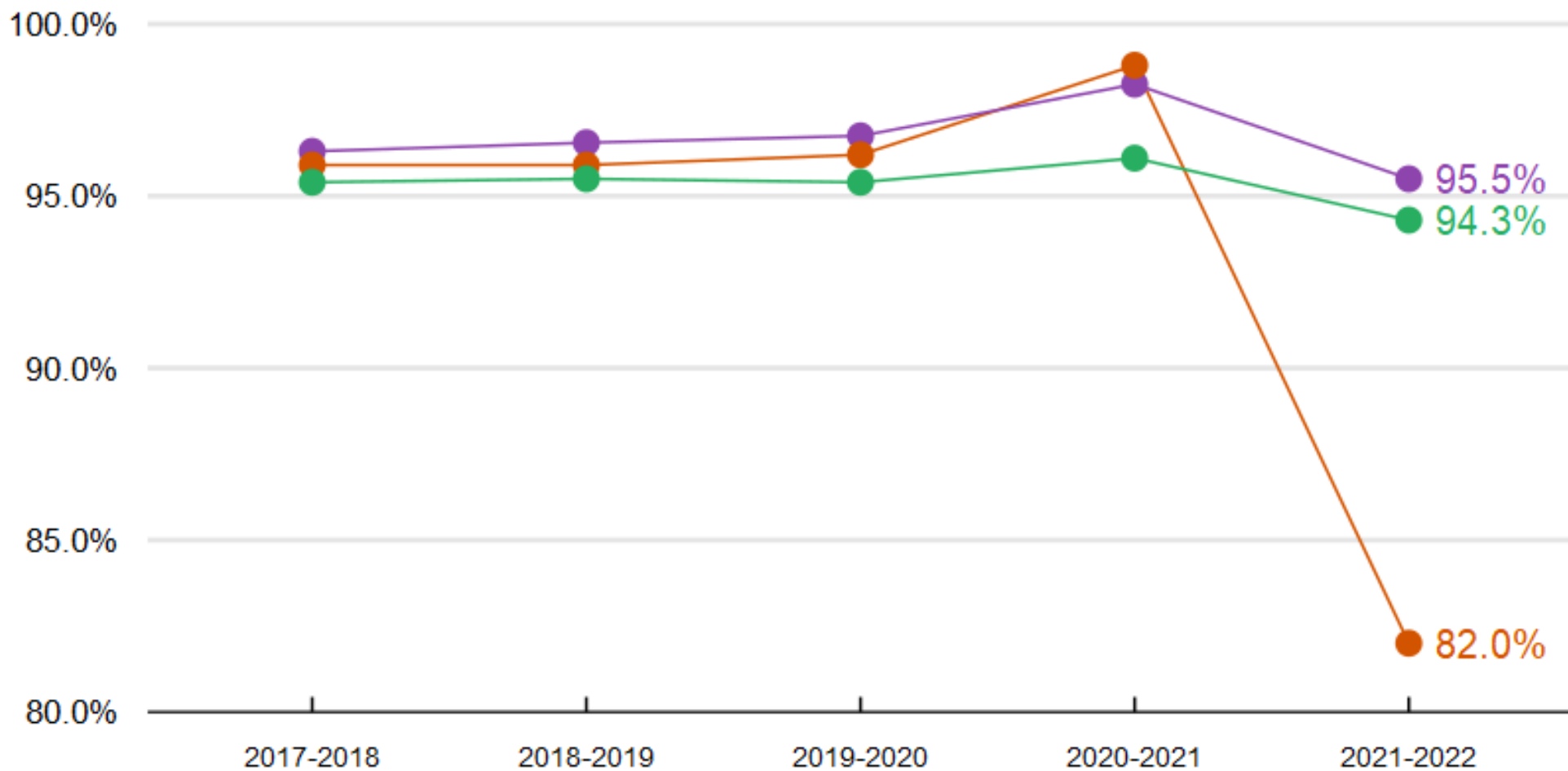
There are also a number of factors that might indicate whether or not people will leave the company.

- Lateness: when people consistently arrive late at work, it could be a result of demotivation and thus an indicator for leaving the company.
- Absenteeism: people who are absent more often than others are also more likely to leave. Reason could be that they take a sick day to interview for a new job, or because of a decreased motivation. Absenteeism is the strongest indicator for turnover intentions, together with tenure.
- Performance: another important factor is performance. People with a low performance are likely to leave as people with a high performance are less likely to leave. However, when people perform exceptionally well over a longer period of time, they are again more likely to leave. Why, you ask? Because when people consistently perform at their best they likely face a lack of challenge and change.

Teacher Retention

Teacher Average Daily Attendance

State Charters Washoe County Clark County



Source: NevadaReportCard.nv.gov
For school years 2017-2018 through 2020-2021, State Charters reported as a median across schools because State Charters did not report data as a whole entity for those years.

Teacher Retention

Teacher Salary Ranges

Top Districts by Enrollment

● Minimum Salary ● Maximum Salary

These are the minimum and maximum teacher salaries in each of the 10 largest districts in the US.



Source: <https://www.nctq.org/contract-database> Retrieved: January 15, 2023

What else is important to know to predict and monitor teacher retention?

Should all public schools be required to report teacher retention and attrition data?

What type of data might inform school and district climate?

Summary

Summary

- Nationally, the teacher workforce has been growing over the last decade.
- CCSD started the school year with fewer teachers and over 1,300 teaching vacancies.

Summary

- Nationally, the number of people enrolled in teacher prep programs has been flat over the last 7 years.
- In Nevada teacher prep program enrollment has been trending downward the last four years.

Summary

- Nationally, birth rates have fallen along with the student-aged population.
- In southern Nevada, the student-aged population continues to grow with no signs of stopping.

Summary

- In CCSD, there has been a massive exodus of teachers.
- There is no comprehensive reporting of teacher attrition and retention data across Nevada.

Final Questions

How do we inform and advance more strategic conversations about the teacher workforce?

How do we stabilize and grow our teacher workforce for the benefit of our children?