



Clark County Education Association



April 6, 2021

Nevada Assembly Committee on Education
C/O Chair Assemblywoman Shannon Bilbray-Axelrod
401 S Carson Street
Carson City, NV 89701

Re: Public Comment for April 6, 2021, Assembly Education Hearing AB418: Enacts provisions relating to education. (BDR 34-526)

Good Afternoon Committee Chairwoman Bilbray-Axelrod and committee members,
My name is Dr. Brenda Pearson and I am here representing the Clark County Education Association. The Clark County Education Association (CCEA) is the official bargaining partner for the Clark County School District and represents more than 18,000 licensed professionals. We engage in bipartisan advocacy for advancing public education in Clark County and Nevada.

CCEA is speaking in support of Assembly Bill 418 and the proposed NDE amendment. Teacher departures pose serious challenges for schools and districts, especially in consideration of Nevada's depleted teacher pipeline. Research demonstrates that high teacher turnover can lower student academic outcomes, specifically in schools predominantly serving economically disadvantaged students and students of color. Creating and implementing an exit survey will help our state and districts better understand why teachers leave and then target efforts to curb attrition. AB418 is a great start to understanding why teachers leave the Nevada K-12 education delivery system.

Teacher attrition is not a new issue in Nevada. Historically, Nevada has dealt with attrition issues by sweeping them under the proverbial rug. We have depended upon recruiting educators from other states and countries for some of our most difficult positions, instead of growing our own pipeline. We have created many programs for alternative routes to licensure to speed potential candidates through the process, but continue to wonder why these individuals were more likely to leave the profession within the first few years. We have even paid for educators to serve in chronically underperforming schools, only to be surprised when they leave that school when the money dries up. All along, Nevada has thrown our hands up wondering why our efforts have not paid off.

Nevada has fallen victim to the anecdotal fallacy, where we have used an isolated example or a personal story to inform our decisions instead of evidence based decision making. Nevada must base decisions upon data and objective evidence, and Assembly Bill 418 supplies us with such data. AB418 positions Nevada at the precipice of a positive change that will positively impact our students.

CCEA thanks the Nevada State Teacher Recruitment and Retention Advisory Task Force for beginning this conversation during the interim session and we thank the sponsors of this bill. We look forward to continuing our conversation about attrition and retention in Nevada's schools, and whether a survey like

CCEA

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the union
of teaching
professionals

this should apply more broadly to teacher turnover to better understand why educators transition to other schools, leave the district, or leave the profession entirely.

Respectfully,
Brenda Pearson, Ph.D.
Clark County Education Association