



Clark County Education Association

April 7, 2021



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Nevada Senate Committee on Education
C/O Chair Senator Denis
401 S Carson Street
Carson City, NV 89701

Re: Public Comment for April 7, 2021: SB120: Revises provisions relating to school administrators. (BDR 34-183)

Good afternoon, Committee Chair Denis, 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 Nevada and Clark County.

CCEA is in strong support of Senate Bill 120 with Senator Denis’ proposed amendments. Teacher turnover occurs when teachers move from one school to another, a process well known in CCSD. Teachers leave schools for many reasons, including school leadership. National research shows that when a school experiences a high degree of teacher turnover, student achievement suffers.

CCEA analyzed teacher turnover rates and student proficiency in all 291 elementary and middle schools in CCSD and found that teacher turnover is negatively correlated to student achievement. In other words, **when teacher turnover increased, student proficiency in both math and English language arts decreased.** More specifically, when elementary and middle schools across CCSD experienced an increase in teacher turnover, a moderate negative correlation was found in student proficiency.

School climate can affect staff morale which, in turn, can directly affect student outcomes. Experience shows that principals who create bad morale cause high staff turnover. High staff turnover creates instability in a student’s education and adversely affects student proficiency.

In the past 2 years, CCSD has had over 17 schools where a bad principal and bad school climate caused an exit of teachers. In a number of those cases parents demanded the removal of a principal from a school for the same reasons that teachers were leaving. Many of those schools saw a decline in student proficiency.

Senate Bill 120 is about our community, families, educators, and administrators, and aims to put our students first. It is about putting processes in place to ensure that our school system is doing all we can to make sure our students receive the high quality education they deserve. For these reasons, CCEA is in support of Senate Bill 120 and thanks Senator Denis for bringing forth this bill.

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



