Nevada Educator Workforce & Class Sizes

Business Rules - Educator Workforce

Title

Educator Workforce

Purpose

The educator workforce data provides the job assignment and location for all non-substitute licensed staff in Nevada's school districts.

Data Update Frequency

District staffing reports are submitted to OPAL, the state's educator licensing system, annually as of October 1 each year.

Data Exclusions

Data is only reported for Nevada's 17 regular county school districts. Excluded from this site is data for the Correctional and University school districts.

Additionally, charter school workforce data is excluded because state laws regarding licensing are different for charter schools and prevent the data from being comparable.

Data Elements - Licensed Job Assignments

The Licensed Job Assignments for each school year can be downloaded from the *Data Files* page in the *Research and Data* tab.

- **School Year**: School year for the given licensed staff job assignment.

- **District ID**: The state id for the district in which the school is located. This id can be used to connect to district data from other state data sources such as Nevada Report Card.

- **District**: The name of the district in which the school is located.

- **School/Location**: Location of the licensed job assignment.

- **Job Classification**: The alignment of job classifications to all possible job assignments can be downloaded from the *Data Files* page under the *Research and Data* tab. Job assignments fall into one of three job classifications:

    - *Teacher*: The person's job assignment is considered a classroom teacher.

    - *Non-classroom staff*: The job assignment is not considered a classroom teacher and is not an administrator. These positions include jobs like: Counselor, Nurse, Reading Specialist, etc.

    - *Administrator*: An administrator can be school-based like a Principal or Assistant Principal, or it can be in the central office like a Superintendent or Director.

- **Job Code**: The unique id for a given job name.

- **Job Name**: Name of the job assignment.

- **Staff Name**: Name of the licensed staff who holds this job assignment.

- **License Number**: The license number for this person.

- **Retention Status**: The retention status of this person from this job assignment to the following year as of October 1. Possible values:

  - *Blank*: The current school year will not have values until job assignments are reported for the following school year.

  - *Stayer* - The person has the same job classification (e.g., Teacher, Non-classroom staff, or Administrator) at the same school/location.

  - *School Mover* - The person has the same job classification in the same district but has moved schools.

  - *District Mover* - The person has the same job classification but has moved districts.

  - *Switcher* - The person continues to work in Nevada but has switched job classifications (e.g., switch from Teacher to Administrator).

  - *Leaver* - The person no longer works as a licensed educator in Nevada.

Calculation Methodologies

- **Job Classification per 1,000 Students**:
  - Total unique person count for a given job classification / Total student enrollment as of October 1 for the given school year as reported on [Nevada Report Card](#).
  - When the data is being aggregated to the district level, total enrollment is for all non-charter schools in the district. The unique staff count includes licensed staff assigned to non-school locations.
- **Retention Rates**: When calculating retention rates for each retention status, a unique combination of licensed staff member, job location, and job classification is used.

  - Example 1: Sally Smith is working at School A as both a biology teacher and a physics teacher. Both job assignments have the same job classification of teacher. Despite these being unique job names (e.g., Biology teacher and Physics Teacher) this would be a duplicate combination of:

    - Sally Smith, School A, Teacher
    - Sally Smith, School A, Teacher.

    For the purposes of calculating retention rates this would be considered a single record. Her retention status will be determined by whether or not she continues to be a teacher in that school, not the specific job assignment of either Biology or Physics.

  - Example 2: Sally Smith is working at School A as a Biology Teacher and she is working at School B as a Physics teacher. There would now be two unique combinations:

    - Sally Smith, School A, Teacher

- Sally Smith, School B, Teacher

For the purposes of calculating retention rates this would be considered two unique records. Sally Smith can have a different retention status for each of these job assignments.

- ○ There are 5 possible retention statuses:

  - ■ *Stayer* - The person has the same job classification (e.g., Teacher, Non-classroom staff, or Administrator) at the same school/location.

  - ■ *School Mover* - The person has the same job classification in the same district but has moved schools.

  - ■ *District Mover* - The person has the same job classification but has moved districts.

  - ■ *Switcher* - The person continues to work in Nevada but has switched job classifications (e.g., switch from Teacher to Administrator).

  - ■ *Leaver* - The person no longer works as a licensed educator in Nevada.

- ○ Formula for calculating the rate for each retention status:

  - ■ Using the total unique combination of licensed staff member, job location, and job classification for a given jurisdiction (may be whole state, a district, or specific school):

    - ● Total count of a given retention status (e.g. Stayer) / Total count of all retention statuses

    - ● Example:

      - ○ As of October 1, 2023, School A has a total of 50 unique teachers. The next school year, as of October 1, 2024, 45 of those teachers return to teach in that school again. The stayer rate is:

        - ■ 45 / 50 = 90%