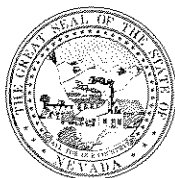


KEITH W. RHEULT  
*Superintendent of  
Public Instruction*

STATE OF NEVADA



GLORIA P. DOPF  
*Deputy Superintendent  
Instructional, Research and  
Evaluative Services*

GREG T. WEYLAND  
*Deputy Superintendent  
Administrative and  
Fiscal Services*

DEPARTMENT OF EDUCATION

700 E. Fifth Street  
Carson City, Nevada 89701-5096  
(775) 687-9200 • Fax: (775) 687-9101  
[www.doe.nv.gov](http://www.doe.nv.gov)

TEACHER LICENSURE  
SOUTHERN NEVADA OFFICE  
9890 S. Maryland Parkway  
Suite 221  
Las Vegas, Nevada 89183  
(702) 486-6458  
Fax: (702) 486-6450

SATELLITE OFFICE  
ADDRESSES/MAPS  
<http://www.doe.nv.gov>

December 1, 2010

Mary A. Miller  
Policy and Budget Development Staff, PPI  
Office of Postsecondary Education  
U.S. Department of Education  
1990 K Street, N.W., Room 8066  
Washington, DC 20006-8542

Re: Nevada's proposed **2011-2012** Teacher Shortage Area Designation

Dear Ms. Miller:

The State of Nevada respectfully submits this proposal letter and requests that the United States Department of Education designate a teacher shortage area in elementary and secondary schools in Nevada for the 2011-2012 school years. The state of Nevada proposes this designation under the program regulations for the Family Federal Education Loan Program (FFEL), the Federal Supplemental Loans for Students programs (SLS), the Federal Perkins Loan Program, the Paul Douglas Teacher Scholarship program, and the Teacher Education Assistance for College and Higher Education (TEACH) Grant Program, respectively.

As Chief State School Officer for the State of Nevada, I hereby make the following requests and assurances:

1. The State of Nevada and the Nevada Department of Education requests the approval of a state-developed alternative methodology for selecting teacher shortage areas per 34 CFR 682.210 (q) (7). The Nevada's Department of Education in collaboration with Nevada's Coalition to address personnel shortages used the following procedures in order to obtain statewide teacher shortage area information:
  - Nevada's Public Employees Retirement System (PERS) was contacted via phone and e-mail in order to gather "critical labor shortage" information as outlined by Nevada legislation (NRS 286.523; Assembly Bill 488 (AB488); Assembly Bill 555 (AB555)). The "critical labor shortage" information is submitted by Nevada school districts and charter schools designating a need in their district or school in order to rehire retirees to fill the designated teacher shortage area(s).

- Letters were sent via e-mail to the superintendents in each of Nevada’s 17 school districts/counties that explained the USDOE “teacher shortage area” loan forgiveness program and a request for data in teacher shortage areas and academic subject shortage areas.
- Letters were sent via e-mail to the special education directors in each of Nevada’s 17 school districts/counties that explained the USDOE “teacher shortage area” loan forgiveness program and a request for vacancy data in the following areas: audiologists, counselors, nurses, occupational therapists, psychologists, physical therapists, speech pathologists and special education teachers.
- Letters were sent via e-mail to the directors and/or principals in each of Nevada’s charter schools that explained the USDOE “teacher shortage area” loan forgiveness program and a request for data in teacher shortage areas and academic subject shortage areas.
- Letters were sent via e-mail to the directors and/or principals in each of Nevada’s charter schools that explained the USDOE “teacher shortage area” loan forgiveness program and a request for vacancy data in the following areas: audiologists, counselors, nurses, occupational therapists, psychologists, physical therapists, speech pathologists and special education teachers.

An administrative analyst at Nevada PERS was contacted via phone and e-mail. Information explaining the USDOE “teacher shortage area” loan forgiveness program was provided and a request was made to obtain Nevada school districts and charter schools critical labor shortage information submitted to PERS under NRS 286.523 (AB488; AB555). This critical labor shortage information covers school years 2010 – 2011.

Each of Nevada’s school district superintendents and charter school directors and/or principals were provided data tables that covered the 2010-2011 school years. The data tables allowed for the documentation of total full time teaching positions in the district/school, teacher shortage area/academic subject shortage area, grade level of shortage area, number of positions in the shortage area, and whether the position(s) was full time or part-time.

Each of Nevada’s school district special education departments and charter schools were provided data tables that covered the 2010-2011 school years. The data tables allowed for the documentation of FTE, PTE, FT contracted personnel, PT contracted personnel and vacancy information in the following areas: audiologists, counselors, nurses, occupational therapists, psychologists, physical therapists, speech pathologists and special education teachers. Also, if a school district or charter school so desired, the data tables allowed for the inclusion of anecdotal information to share the difficulties in filling vacancies and/or covering caseloads.

2. Written objective standards were used to develop the proposed teacher shortage areas.
  - These standards include those outlined by Assembly Bill 488 (NRS 286.523) which sets forth the criteria by which a Nevada school district and/or charter school determines a critical labor shortage in order to employ a retired employee to fill a position. Factors used by school districts and/or charter schools to determine a critical labor shortage includes the history of the rate of turnover for the position; the number of openings for the position and the number of qualified candidates for the openings; the length of time the position has been vacant; and the success of recruiting persons in other states to fill the position.
  - The board of trustees of each school district designates positions within the school district for which there are critical labor shortages.
  - The governing body of a charter school designates positions within the charter school for which there are critical labor shortages.
  - The school district and/or charter school determines the need for full time (FT) or part-time (PT) personnel certified by irregular, provisional, temporary or emergency certification; and/or certified personnel teaching in an academic subject area other than their area of preparation in order to meet student needs constitutes a teacher shortage area.
  - The school district and/or charter school determines the use of either full time (FT) or part-time (PT) contracted personnel to fill a teacher vacancy in order to meet student needs constitutes a teacher shortage area.
  - The school district and/or charter school reporting a teacher vacancy constitutes a teacher shortage area.
3. Consultation with parochial and private nonprofit elementary and secondary school officials within the state of Nevada regarding teacher shortage areas was conducted.
  - The Nevada Department of Education gathers data from school officials with regard to teacher status, specifically the number of Nevada licensed personnel, non-Nevada licensed personnel, or personnel with experience and either a Bachelor of Arts degree or Master of Arts degree.
  - Letters were sent via e-mail and/or US mail to each of the parochial and private nonprofit elementary and secondary school officials that explained the USDOE “teacher shortage area” loan forgiveness program and a request for data in teacher shortage areas and academic subject shortage areas.

Each of Nevada's parochial and private nonprofit elementary and secondary school officials were provided data tables that covered the 2010-2011 school years. The data tables allowed for the documentation of total full time teaching positions in the school, teacher shortage area/academic subject shortage area, grade level of shortage area, number of positions in the shortage area, and whether the position(s) was full time or part-time.

4. Data from the 2010 -2011 years are the most current and were used to determine the proposed teacher shortage areas.
5. It is assured that the chief administrative officers in each school district and charter school as well as the parochial and private nonprofit schools will be provided an annual list of designated teacher shortage areas as per 34 CFR 682.210 (q)(3).
  - This will be done through placement of the federal designation of teacher shortage areas for Nevada on the Nevada State Department's website.
  - This will further be done through the placement of the federal designation teacher shortage areas for Nevada on the Nevada State Education Association (NSEA) website, the Nevada Coalition website, and the Nevada Speech-Language and Hearing (NSHA) website.
6. The Chief State School Officer is:

**Dr. Keith Rheault, Superintendent of Public Instruction**  
Nevada Department of Education  
700 E. Fifth Street  
Carson City, Nevada 89701  
(775) 687-9217  
Fax#: (775) 687-9101  
[krheault@doe.nv.gov](mailto:krheault@doe.nv.gov)

The contacts for the Nevada Department of Education are:

**Ms. Gloria Dopf, Deputy Superintendent**  
Nevada Department of Education  
700 E. Fifth Street  
Carson City, Nevada 89701  
(775) 687-9224  
Fax #: (775) 687-9101  
[gdopf@doe.nv.gov](mailto:gdopf@doe.nv.gov)

**Ms. Lori Johnson, Executive Assistant**  
Nevada Department of Education  
700 E. Fifth Street  
Carson City, Nevada 89701  
(775) 687-9217  
Fax: (775) 687-9101  
[ljohnson@doe.nv.gov](mailto:ljohnson@doe.nv.gov)

The contacts for Nevada's Coalition to address personnel shortages in special education and related services are:

- Mrs. Nancy Kuhles, Coalition co-Chair  
3040 Canull Drive  
Reno, Nevada 89509  
(775) 825-4886  
(Fax: please call first: (775) 825-4886)  
[Kuhles119@sbcglobal.net](mailto:Kuhles119@sbcglobal.net)
- Mrs. Christine Verre-Tierney, Coalition co-Chair  
3495 Skyline Blvd  
Reno, Nevada 89509  
(775) 544-6967  
[christineverre@sbcglobal.net](mailto:christineverre@sbcglobal.net)

7. Proposed Teacher Shortage Areas:

**State: NEVADA**

**School year: 2011-2012**

**Filing Date: December 1, 2010**

**Proposed shortage areas: *Please see attached sheet***

8. Complete FTE data was not made available for each of the proposed teacher shortage areas. Based on the available data, the State of Nevada is proposing they did not exceed the designated limit of 5 percent of the total FTE elementary and secondary teaching positions in the State.

If any further information is needed, please contact me or one of the co-Chairs of Nevada's Coalition to address personnel shortages.

Sincerely,



Dr. Keith Rheault

Nevada Superintendent of Public Instruction

Cc:

Gloria Dopf, Deputy Superintendent

Lori Johnson, Executive Assistant

Nancy Kuhles, Nevada Coalition co-Chair

Christine Verre-Tierney, Nevada Coalition co-Chair

Attachments: 1

# Nevada Teacher Shortage Areas

## 2011-2012

### NEVADA

#### 2011-2012

Assistant Principal  
Audiologist  
Construction Trades  
Counselor  
Elementary CSR Teacher  
Elementary Teacher  
English Language Learner (ELL)  
English as a Second Language (ESL)  
Family Consumer Science Teacher  
Gifted and Talented  
Hearing Impaired  
Industrial Arts  
Music Teacher (6-8)  
Nurse  
Occupational Therapist  
Physical Therapist  
Psychologist  
Science (K-8)  
Secondary Ag/Science  
Secondary Algebra  
Secondary Art/Social Studies  
Secondary English  
Secondary Math  
Secondary Metals Teacher  
Secondary Physical Education  
Secondary Science  
Secondary Social Studies  
Secondary Spanish  
Special Education  
Special Education Autism (K-12)  
Special Education Early Childhood Autism (PK-K)  
Special Education Life Skills  
Special Education Mentally Challenged Specialized/Moderate Severe Mentally Handicapped (K-12)  
Special Education Multiple Diversely Challenged (K-12)  
Special Education WOLF  
Speech Pathologist  
Visually Impaired  
Woodshop (6-8)

PROPOSED TEACHER SHORTAGE AREA DESIGNATION SUBMISSION  
CHECKLIST

What you need to include in your **2011-2012** Teacher Shortage Area Submission to the U.S. Department of Education

- l) PRESCRIBED METHODOLOGY – Using the prescribed methodology discussed in 34 CFR 682.210 (q)(6), your submission must include:
- 1) An assurance that written objective standards were used in developing the proposed teacher shortage areas.
  - 2) An assurance that the Chief State School Officer (CSSO) consulted with private non-profit elementary and secondary school officials within the state.
  - 3) (a) An assurance that the proposed teacher shortage areas met the specific requirements found in 34 CFR 682.210(q)(6)(iii); or  
  
(b) If the percentage of your state's proposed teacher shortage areas<sup>1</sup> exceeds the automatic designated limit of 5 percent of the total of all of the FTE teaching positions, a statement that you are submitting supporting documentation as required in 34 CFR 682.210(q)(6)(iv) for the consideration of the Department.
  - 4) An assurance that 2010-2011 academic year data (or the most current data available) was used to determine the proposed teacher shortage areas.
  - 5) At your option, the one-time assurance, discussed in 34 CFR 682.210(q)(3), that the CSSO will provide an annual list of designated teacher shortage areas to the chief administrative officers (principals) of the affected schools in your state (only applies to states that chose not to provide this assurance in the previous year's submission).
  - 6) (a) The name and original signature of the CSSO; and  
  
(b) The name, title, office, address, telephone, and fax number of a contact person.

---

<sup>1</sup> Calculate teacher shortage areas as a percentage of the FTE teaching positions for all teachers in the State. A combination of the following unduplicated FTEs may be used to calculate teaching shortage area FTEs and the percentage of total FTEs: (a) teaching positions that are unfilled; (b) teaching positions that are filled by teachers who are certified by irregular, provisional, temporary, or emergency certification; and (c) teaching positions that are filled by teachers who are certified, but who are teaching in academic subject areas other than their area of preparation.

7) A list of proposed teacher shortage areas in priority order and containing the following information:

- a) Name of State;
- b) Applicable school year;
- c) Date prepared;
- d) Total of all the FTE teaching positions within the state from 2010-2011 academic year data (or previous year's data, if most current data available);
- e) If proposed areas are geographic regions, list the names of specific areas such as counties or school districts. Also, include the number of FTE teacher shortage positions for the geographic region and the percentage of the total of all of the FTE teaching positions ((d) above).<sup>2</sup> For example:

State of Columbia – 2010-2011 School Year – December 22, 2010

Northwest Independent School District	FTE 332.90	4.3%
Central Independent School District	FTE 263.25	<u>3.4%</u>
Total (documentation required)		<u>7.7%</u>

State of Ventura – 2010-2011 School Year – December 15, 2010

McLean County	FTE 148	0.6%
Jenkins Hill County	FTE 246	1.0%
City of Freeport	FTE 615	<u>2.5%</u>
Total		<u>4.1%</u>

- (f) A specific grade level or academic discipline may be proposed as a teacher shortage area statewide. Please include the number of FTE teacher shortage positions for the academic discipline or grade level and the percentage of all FTE teaching positions.<sup>3</sup> For example:

State of Albion – 2010-2011 School Year – December 7, 2010

Fifth & Sixth Grade Teachers	FTE 742	4.7%
------------------------------	---------	------

---

<sup>2</sup> See Footnote 1.

<sup>3</sup> See Footnote 1.



State of Platte – 2010-2011 School Year – December 5, 2010

Bilingual/ESL (Pre-K to 12)	FTE	75.0	0.9%
French	FTE	99.75	1.2%
Mathematics (9-12)	FTE	458.0	5.5%
Physics	FTE	249.5	<u>3.0%</u>
Total			10.6%

State of Albemarle – 2010-2011 School Year – December 4, 2010

Special Education for Handicapped Children (Birth to 3 years)	FTE	55.25	0.1%
--	-----	-------	------

- 8) If you propose more than the 5 percent limit in item I.7, include the listing of teacher shortage areas ranked according to priority, as required by 34 CFR 682.210(q) (6) (iv), along with supporting documentation show the methods used for identifying shortage areas and an explanation of why the Department should designate all of the proposed areas as teacher shortage areas.
- II) STATE-DEVELOPED ALTERNATIVE METHODOLOGY – If you are proposing an alternate methodology for designation of teacher shortage areas as permitted by 34 CFR 682.210(q)(7), your submission must include:
- 1) A statement that your submission contains a request for approval of an alternate teacher shortage area selection methodology and that the submission contains supporting documentation as described in 34 CFR 682.210 (q)(7).
  - 2) An assurance that written objective standards were used in developing the proposed teacher shortage areas.
  - 3) An assurance that the CSSO consulted with private nonprofit elementary and secondary school officials with the state.
  - 4) An assurance that the 2010-2011 academic year data (or the most current data available) was used to determine the proposed teacher shortage areas.
  - 5) At your option, the one-time assurance, discussed in 34 CFR 682.210(q)(3), that the CSSO will provide an annual list of designated teacher shortage areas to the chief administrative officers (principals) of the affected schools in your state (only applies to states that chose not to provide this assurance in the previous year's submission).
  - 6) (a) The name and original signature of the CSSO; and  
(b) Name, title, office, address, telephone, and fax number of a contact person.

## ENCLOSURE A

- 7) A list of proposed teacher shortage areas following the instructions in I.7. However, we can evaluate this list for designation only if your alternate methodology for proposing teacher shortage areas is approved by the Department.
- 8) If you propose more than 5 percent in item II.7, include the listing and other information described in item I.7.