

# Nye County School District

**Dale A. Norton**  
Superintendent

**Evangelyn Visser**  
Associate Superintendent

**Dennis Scherz**  
Associate Superintendent

**Southern Administration Office**  
484 S. West Street  
Pahrump, Nevada 89048  
Phone 775-727-7743  
Fax 775-727-7768



**Every Student A Success**

**BOARD OF TRUSTEES**  
Tracie Ward, President  
Mike Floyd, Vice-President  
Teresa Stoddard, Clerk  
Edna Jean Forsgren  
Pamela Hiler  
Tim Sutton  
Harold Tokerud

**Northern Administration Office**  
P.O. Box 113  
Tonopah, Nevada 89049  
Phone 775-482-6258  
Fax 775-482-8573

## August 11, 2016 SAGE Presentation

### 1. Based on data collected by school districts in Nevada, teachers leave the districts they work in for the following reasons:

- Retirement
  - To raise their children elsewhere, to move back home, or to be at home parents
  - Spouse takes a job elsewhere
  - Dissatisfaction with the profession
  - To go to another district for higher pay, better benefits, higher potential for promotion
  - Lack of perceived support from the public
- ⇒ **Additional reasons unique to rural Nevada:**
- Desire to live in a more urban area (shopping, entertainment)
  - Finding employment for spouse is difficult unless he/she is an educator too
  - Spouse's job is not long term (Naval Personnel, etc.)
  - Teachers do not want to take a job that will only exist for one year due to population fluctuations/budget concerns

### 2. Formal exit interviews or surveys are conducted in at least six counties, some are voluntary only.

## **Talking points from Superintendents:**

It is perceived the SAGE Commission is asking the wrong questions. Perhaps a better question to ask and problem solve is “why are people no longer entering the teaching profession? Indications from students taking the ACT continue to show a decline in the interest to pursue education as their career. When only 4% indicate this is a career worthy of selection, we need to ask how this can be corrected. The current belief is that the current teacher shortage is only the tip of the iceberg. The decline of interest may have to do with the new laws, demanding work-loads, high levels of accountability, subjective evaluation systems and low pay being placed on teachers and education in general. Negative media over the past 15 years has devastated the profession and created a lack of perceived support from the public. Teachers feel they are no longer respected and no longer allowed to actually teach. These same reasons are causing teachers to leave the profession altogether.

Another question that might be considered by the SAGE Commission could be whether teachers are ending their job to work in another district or state, or if they are leaving the profession for good. Due to the national teacher shortage, districts are recruiting further from Nevada than ever before. Recent hires want to return to their home states after only a year or two in Nevada.

Superintendents have reported the percentage of retiring teachers outweighs the number of positions being added through grant funding to meet statutory requirements (example: Read by 3). These positions will most likely be filled by Long Term Substitutes. Superintendents have also indicated the single largest reason for teaching vacancies is retiring teachers.