

SB497 Task Force Inquiries Working Document

Inquiry	Content Expert/Source/Researcher	Task Force Meeting Date
School Administrator Preparation:		
<ul style="list-style-type: none"> cultural competencies/ability to meet needs of diverse students family and parent outreach 		April & May
<ul style="list-style-type: none"> are leaders being prepared for SOT requirements 		April & May
<ul style="list-style-type: none"> learning how to deescalate student behavior 		April & May
<ul style="list-style-type: none"> SEL competencies (pre-service or ongoing) 		April & May
Administrator licensure requirements:		March for Nevada req. May or June for other state requirements
<ul style="list-style-type: none"> Years of experience required Years of licensure vs. experience District hiring requirements vs licensure requirements* Licensure requirements in other states (years experience) Various levels of admin licensure...grade level specific/types of teacher license Research on why other states adopted the requirements 		
School Administrator Data:		
<ul style="list-style-type: none"> able to get data on where NV administrators have been prepared (include diversity) 		tbd
<ul style="list-style-type: none"> what kind of classroom exp. had prior to becoming administrators 		tbd
<ul style="list-style-type: none"> How many from in state/out of state prep programs 		tbd
<ul style="list-style-type: none"> Within district. How many years between prep and becoming a school administrator 		tbd
<ul style="list-style-type: none"> from admin to becoming building principal 		tbd
<ul style="list-style-type: none"> What % stay at AP or below or are not retained 		tbd
<ul style="list-style-type: none"> What qualifications/attributes of administrators that turnaround schools (what does the research say) 	Wallace Foundation	tbd
How many people have admin licenses but are not building administrators	licensure data	April
Recruitment of administrators:		

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<ul style="list-style-type: none"> • what are urban school districts are doing to recruit and retain leaders in hard to staff schools. • Where are we getting our administrators? (in state/out of state/which states?) (not necessarily from recruitment) 		April & May
<ul style="list-style-type: none"> • To what degree do IHE partnership with districts 		April & May
<ul style="list-style-type: none"> • Retention/attrition numbers of administrators • How much time the average administrator spends observing in classroom vs handling behavior issues,(bullying law response/overall behavior response with bullying incidences highlighted) facility management, clerical work. (their availability to be in classrooms) 	districts	tbd
<ul style="list-style-type: none"> • Recruitment of diverse candidates /compare to diversity of teacher pool • What is being done to recruit from within and from out of state? (level of admin/dean/ap/principal) 	districts	tbd
School administrator professional development:		
<ul style="list-style-type: none"> • what PD is being offered and by districts and state/ PEF, RPDP • other entities. • Alignment with adopted PD standards • What content is being offered/how are they presented? • Content most attended or requested • Veteran administrators response regarding PD now vs PD several years ago? • Research studies on most effective administrator PD • How do we support new/entry level administrators? (compare to other states) induction/mentoring programs • What are we doing to create the pipeline from teacher to admin? (other states/neighboring states Prince Georges county in Maryland) 		
Compensation of administrators:		

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<ul style="list-style-type: none"> superintendents' salaries, administrators salaries information from districts and national research, districts of comparable size/performance. 		
<ul style="list-style-type: none"> In systems that differentiate pay based on performance how effective/link is it at turning around schools Compensation \$ that we need to hit for recruitment. What is going to draw high quality admin Is there a statistical difference in the amount of growth in the schools of those leaders? Pay gap between admin and teacher across districts in NV and other state averages Pay scale comparison for teachers at top end and administrators 		

Guiding Questions:

What do we expect principals to know and be able to do?

What is the current context in which administrators operate?

What is the context of the resources available to principals given their responsibilities/vary by school level type/challenge etc. including funding, time, etc?

How do we differentiate support from district/state to ensure all students get what they need to be successful?

Compare budgets (% of total as well as total amounts) for elementary/secondary... capacity to do the job may be significantly impacted by allocation of resources (urban/rural comparison)

Time... what time is there to do the work? How are districts managing/protecting that time?

Compare current NV context to context in other states.

What federal/state/district mandates and how much time are they taking to implement? (recommend for removal those that are duplicative?)

4/16/2018

Expectations vs responsibilities

I.D. federal mandated reports that are also required at other levels that can be used instead of the state/district reports? (reduction of duplication)