



Nevada Working Conditions Survey Overview

OVERVIEW

The Nevada Department of Education (NDE) is investing in a statewide school working conditions survey to hear from all educators and support staff about their school conditions. This information can help guide funding and policy to better support our school staff and reduce staff turnover.

School staff shortages have been plaguing districts throughout the country. The cost of staff turnover is high and goes beyond the financial burden of filling vacancies—it negatively influences school communities, administrators, teachers, and students.

To address this problem, NDE brought together a group of education partners to develop a working conditions survey to gather uniform information statewide that can be used to improve school working conditions as well as the recruitment and retention of world-class employees. NDE will use data collected from the Nevada Working Conditions Survey to help make informed decisions about policy and funding to support districts/charters and their educators and support staff. The success of Nevada's students depends on retaining caring and competent school staff. **Will you join us to ensure this effort supports our collective mission to foster safe and respectful working environments to retain the best talent and provide opportunities for all students to thrive?** We cannot do this without your support.

The Nevada Working Conditions Survey is Part of the Solution

Districts/charters and NDE will work collaboratively to provide effective and data-driven support that helps develop tailored policy interventions, making it easier to solve staff shortages in the long run. To accomplish this goal, the working conditions survey will:



Gather information directly from school staff about the working conditions that they experience in their schools every day.



Inform policies and provide recommendations to the state on school working conditions, including funding programs to better support staff on their work assignments.



Equip district and state policymakers to better advocate for resources and policy changes.

DID YOU KNOW? This survey is confidential. NDE hired a third-party research partner, the American Institutes for Research® (AIR®), to collect this information so that staff would feel comfortable answering the questions honestly. AIR is the only holder of identifying information. That means the state, your district, and your school won't see responses tied to any identifying information. Overall, only aggregated results (where 10 or more staff respond to questions) will be shared publicly at the school and district levels.

