

NEPF Redesign Field Study Review

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Presentation Purpose

Review the implementation of the Nevada Educator Performance Framework (NEPF) Redesign Field Study for 2025-26 school year.

Presentation Outcomes

Provide an opportunity for the State Board of Education to review feedback from the NEPF Redesign Field Study and determine implementation for the 2026-27 school year.

Strategic Priorities Alignment

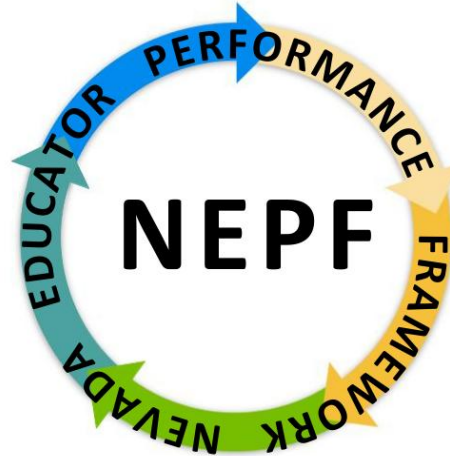
Strategic Priority #3: Equipped Educators and Leaders

Attract, support, and retain strong educators and leaders to meet evolving student needs.

Increase the quality and quantity of new teachers and leaders prepared to serve Nevada's students.

Match educator pay and growth opportunities to their role, skills, and impact.

Equip teachers and leaders with the tools and training they need to provide strong aligned instruction.



NEPF Redesign Field Study Implementation 2025-26

NEPF Redesign Summative Evaluation Tool Change

What Stayed the Same

- Domain scoring percentages are not altered, so a change to NAC 391.571, 574 is not required
 - **Instructional Practice Score = 65%**
 - **Professional Responsibilities Score = 20%**
 - **Student Performance Domain = 15%**
- Strengths/Areas of Growth and Educator Plan/Progress Notes
- Final Ratings: Highly Effective, Effective, Developing, Ineffective



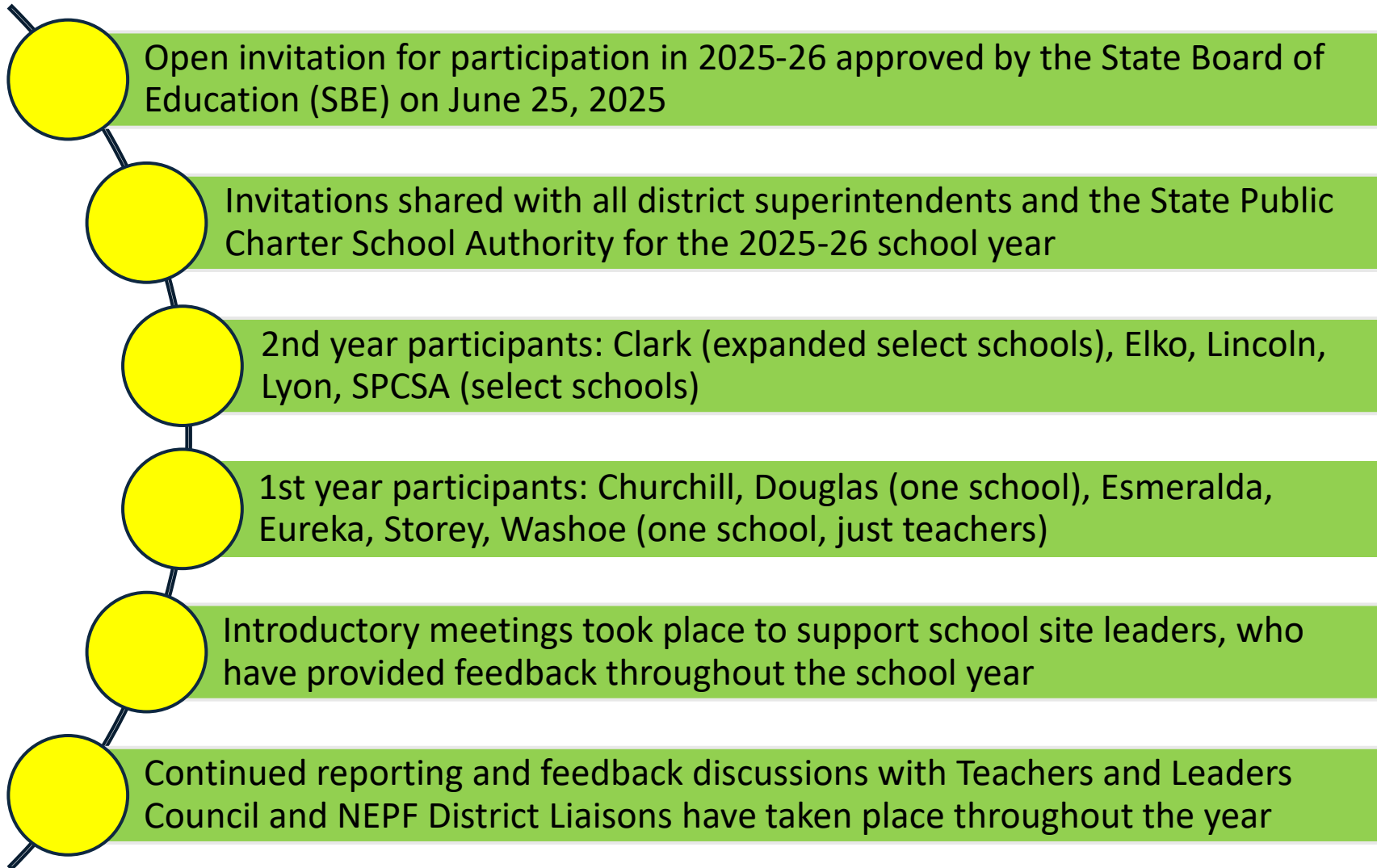
What Changed

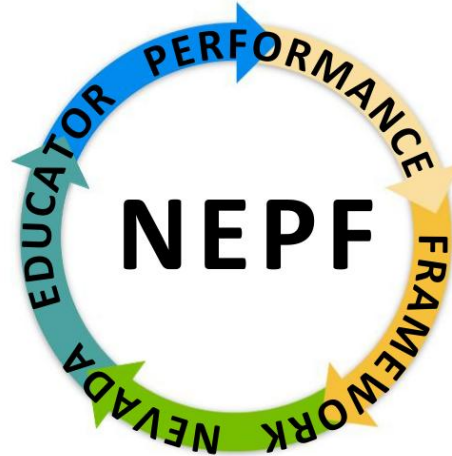
- Scoring formula changed from a 1-4 scale for each indicator to a 1-4 scale for each Standard
- Concise view, eliminating extra verbiage and consolidating pages (pages reduced from 24 to 11)
- Requirements for collected evidence shifted to two pieces per Standard versus two pieces per indicator



Tools, Rubrics, and Related Documents to Support NEPF Field Study Participants

NEPF Redesign Field Study 2025-26





NEPF Redesign Field Study Data Review 2025-26

Redesign Field Study: Participant Survey Results

Participant Responses By District

Clark (141)
Lyon (23)

Churchill (25)
Esmeralda (1)
SPCSA (5)

Year 1 Cohort

126
Participants

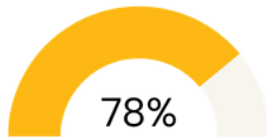


Year 2 Cohort

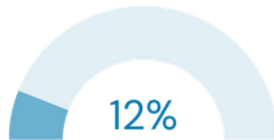
69
Participants



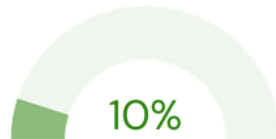
Teachers



Principals



Assistant
Principals



Participant
Responses
195 Total

Redesign Field Study: Survey Implications

Themes	Field Study Participants Response Trends	NEPF Liaisons Response Trends
Overall Direction	Improved feedback and focus on instructional growth	Clearer, more streamlined rubric design
Usability	Feedback feels more meaningful over time	Consolidation supports focused evidence and conversations
Confidence	Evaluator confidence increases with experience	Implementation confidence continues to build
Primary Challenge	Time, workload, and learning curve	Readiness and calibration across contexts
Support Needed	Clearer examples and consistent interpretation	Training, practice, and shared scoring expectations

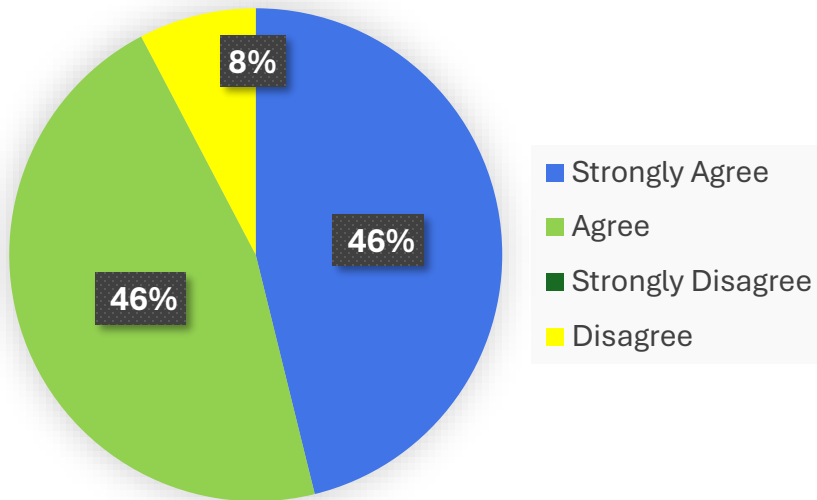
NEPF Field Study Participant Interviews

- In addition to the survey, NDE conducted Field Study Participant Interviews throughout March and April 2026
- **Responses Total: 13**
 - **Teachers: 0**
 - **Administrators: 11**
 - **Principal Supervisors: 2**

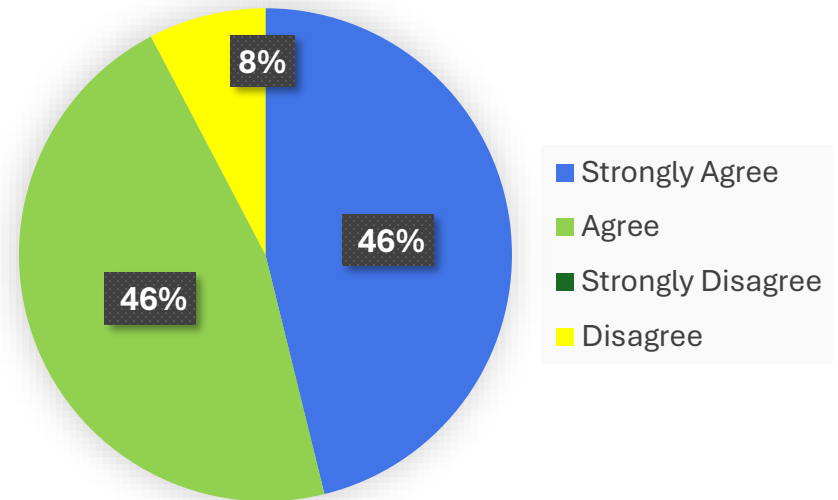


NEPF Field Study Interviews – Multiple Choice

The redesigned NEPF rubrics effectively align with the goals of improving educator performance and student outcomes.

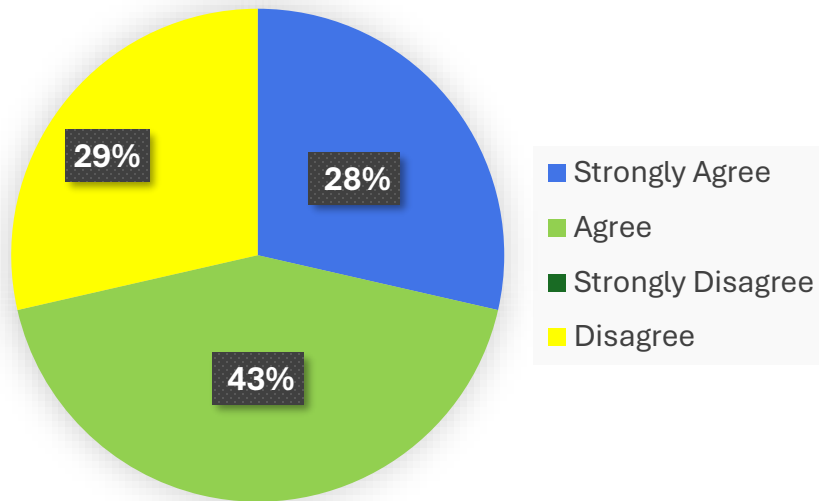


The redesigned rubrics, protocols, and tools supported meaningful conversations between evaluators and educators.

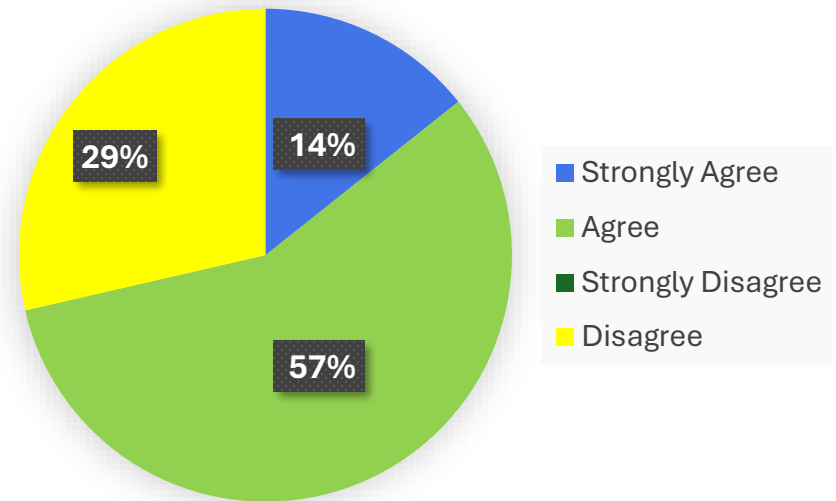


NEPF Field Study Interviews – Multiple Choice Year 2

In Year 2, I was able to provide more consistent or stronger support for implementation.



My confidence in providing actionable feedback and supporting professional growth has improved.



NEPF Field Study Interviews: Open-ended Responses

Strengths

Increased Usability:

easier to understand, navigate and implement

Focus on Growth:

more space for coaching, reflection, and instructional dialogue

Reduced Burden:

shifted the process away from “checking boxes” and toward more meaningful evaluation conversations

Concerns

Scoring Nuance:

the single score per standard does not show growth or deficit within the standard on the summative evaluation

Loss of Specificity:

broader standards simplify the framework but can also reduce clarity and precision when identifying specific strengths and needs

Need for Additional Training and Calibration:

evaluator calibration and support would be essential for fairness and consistency at scale

NEPF MCI Survey for Field Study Participants

- The annual NEPF Monitoring for Continuous Improvement (MCI) survey has been released to all school districts (through the NEPF Liaisons).
- To avoid survey fatigue, Field Study Participants are taking the standard survey, but are asked to answer a few additional questions regarding the Field Study.
- The MCI survey is open until July 15, 2026.



Testimony from the Field

Douglas County:

Principal Pam Gilmartin
Jacks Valley Elementary

PreK-5th Grade

2 administrators,
~23 teachers

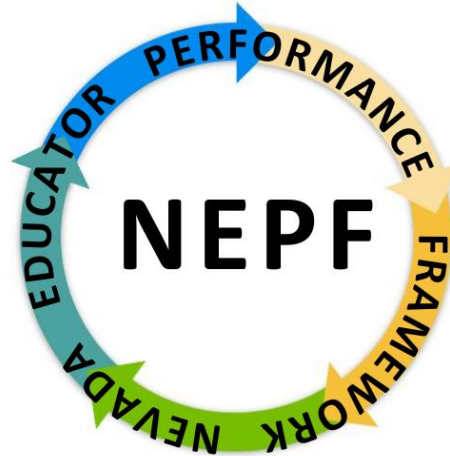


Washoe County:

Principal Jeana Miller
Alice Smith Elementary

PreK – 5th Grade

2 administrators,
~31 teachers



NEPF Redesign Field Study Implementation 2026-27

2025-26 NEPF Field Study Recommendations: TLC

Recommends: the NEPF Redesign Field Study be **continued via an open invitation to all districts.**

Opportunities for districts who have shown interest in participating a chance to join without formal requirement to implement.

Allows for a broad scope of feedback as NEPF continues to evolve.

2025-26 NEPF Implementation Recommendations: NDE

NDE Recommends: The Board entertain a motion to implement the NEPF Redesign statewide for the 2026-2027 school year.

To align NEPF and SB460 implementation into a single, unified process, sparing districts from the burden of constant adjustments over several years.

To provide consistent training in the Evaluator Certification Program (per SB460), allowing administrators to master a single, unified system.

Conclusion

**Additional Questions,
Comments, Suggestions?**

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