

Nevada Educator Performance Framework (NEPF)

2023-2024 Summative Evaluation and Monitoring for Continuous Improvement Data Review

State Board of Education - November 6, 2024

Dr. Pam Salazar, Teachers and Leaders Council (TLC) Chair

Kathryn Hoyt, Education Programs Professional;
Office of Educator Development, Licensure, and Family Engagement



Overview

State Board of Education Annual NEPF Data Review

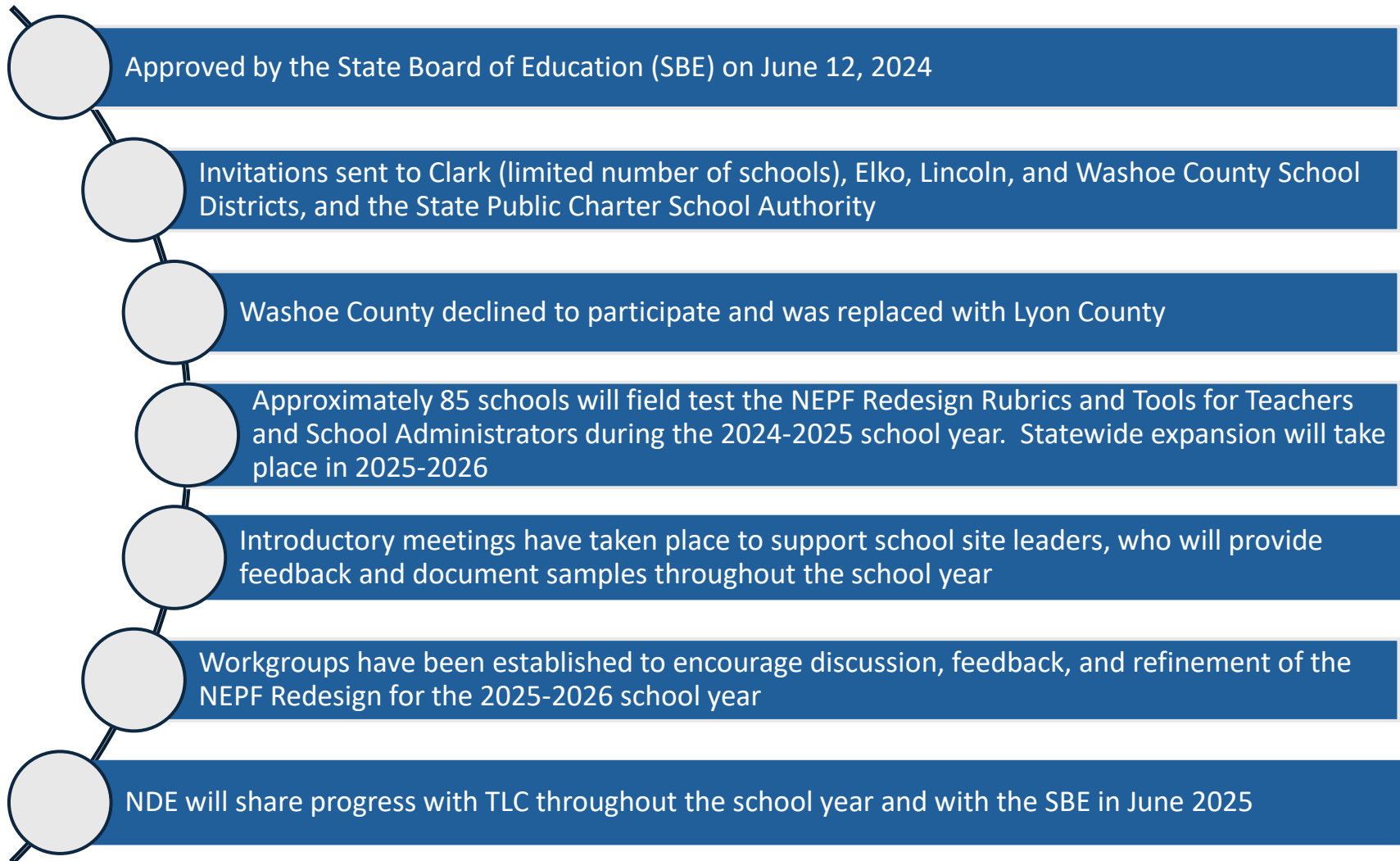
Presentation Outcomes

State Board of Education members will receive a summary of the Nevada Educator Performance Framework (NEPF) Summative Evaluation Data for the 2023-24 school year, as well as data from the annual Monitoring for Continuous Improvement surveys and interviews.

Goal 2: All students have access to effective educators.

- Equity: Ensure effective educators in low-performing schools
- Access to Quality: Provide quality professional learning
- Transparency: Engage in effective communication

NEPF Field Study Update



Monitoring the NEPF

NRS 391.485 Annual review of statewide performance evaluation system; annual review of manner in which schools carry out evaluations pursuant to system.

1. The State Board shall annually review the statewide performance evaluation system to ensure accuracy and reliability. Such a review must include, without limitation, an analysis of the:
 - a) Number and percentage of teachers and administrators who receive each designation identified in paragraph (a) of subsection 2 of NRS 391.465 in each school, school district, and the State as a whole;
 - b) Data used to evaluate pupil growth in each school, school district and the State as a whole, including, without limitation, any observations; and
 - c) Effect of the evaluations conducted pursuant to the statewide system of accountability for public schools on the academic performance of pupils enrolled in the school district in each school and school district, and the State as a whole.
2. The board of trustees of each school district shall annually review the manner in which schools in the school district carry out the evaluation of teachers and administrators pursuant to the statewide performance evaluation system.
3. The Department may review the manner in which the statewide performance evaluation system is carried out by each school district, including, without limitation, the manner in which the learning goals for pupils are established and evaluated pursuant to NRS 391.480.



Nevada
Educator
Performance
Framework

Summative Evaluation Data Review

Abbreviations

CSA

- Class Size Adjustment

IPS

- Instructional Practice Standard

ILS

- Instructional Leadership Standard

MCI

- Monitoring for Continuous Improvement

PRS

- Professional Responsibility Standard

PPS

- Professional Practice Standard

SLG

- Student Learning Goal

Admin

- Administrator

NEPF Summative Ratings

Educator Group	Total	Ineffective		Developing		Effective		Highly Effective		Exempt	
	Count	#	%	#	%	#	%	#	%	#	%
Audiologists	6	0	0.00%	0	0.00%	3	50.00%	3	50.00%	0	0.00%
School Administrators	1,197	1	0.08%	9	0.75%	923	77.11%	216	18.05%	48	4.01%
School Counselors	929	0	0.00%	0	0.00%	518	55.76%	342	36.81%	69	7.43%
School Nurse	295	0	0.00%	0	0.00%	157	53.22%	126	42.71%	12	4.07%
School Psychologists	231	0	0.00%	0	0.00%	107	46.32%	110	47.62%	14	6.06%
School Social Workers	151	0	0.00%	1	0.66%	82	54.30%	63	41.72%	5	3.31%
Speech-Language Pathologists	410	0	0.00%	4	0.98%	203	49.51%	150	36.59%	53	12.93%
Teacher-Librarians	363	0	0.00%	0	0.00%	220	65.48%	84	25.00%	32	9.52%
Teachers	20,438	26	0.13%	154	0.75%	14,535	71.12%	4,052	19.83%	1,671	8.18%

Summative Ratings with CSA

Educator Group	Effective		Effective (CSA)		Highly Effective		Highly Effective (CSA)		Change	
Teacher-Librarians	192	52.89%	189	52.06%	76	20.93%	79	21.76%	3	0.83%
Teachers	14,535	71.12%	14,210	69.52%	4,052	19.83%	4,377	21.41%	325	1.60%

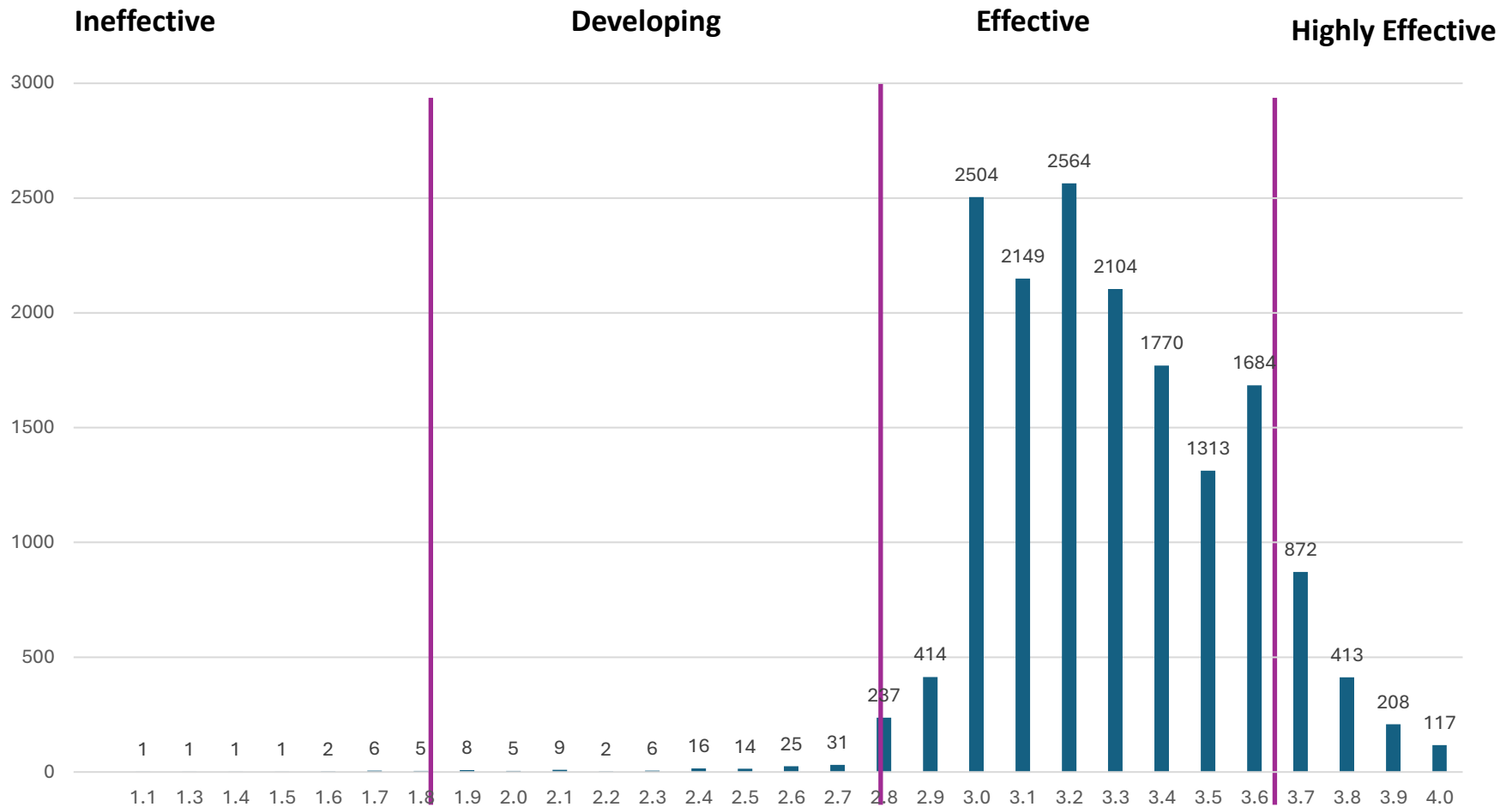
Educators eligible for the class size adjustment based on the recommended ratios set by the State Board of Education included K-12, non-probationary educators who received an unadjusted rating of effective or highly effective and who did not teach band, choir, and/or orchestra (includes teacher-librarians who provide direct, regular instruction to students) (NRS 388.890, 391.465).

NEPF Ratings by Standard

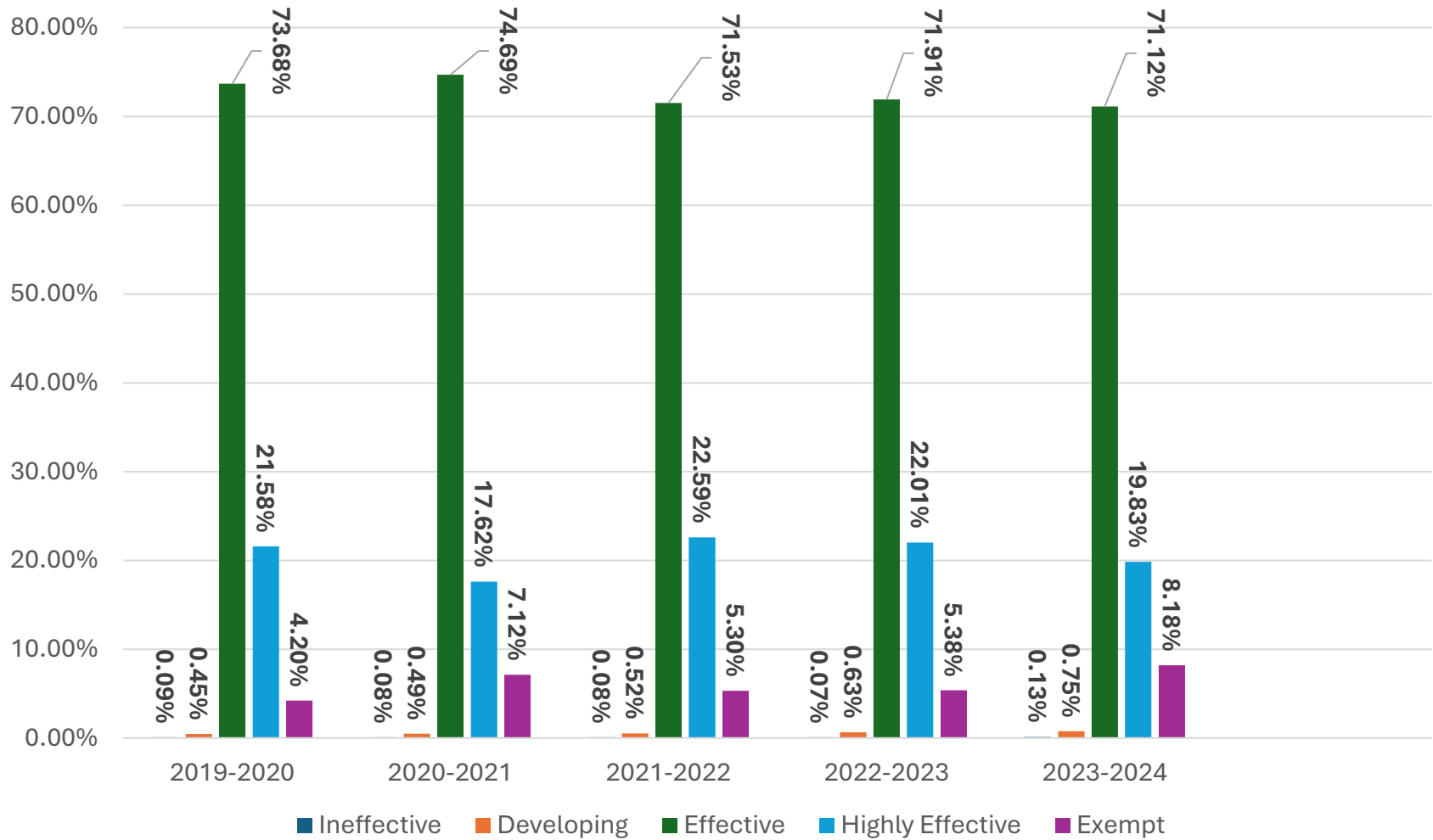
Educator Group	Lowest IPS/ILS	Highest IPS/ILS	Lowest PRS/PPS	Highest PRS/PPS	Average SLG Score	Average Summative Score	Change
Audiologists	N/A	N/A	3.46 (2)	3.72 (5)	N/A	3.46	↓.06
School Administrators	3.42 (1)	3.53 (3)	3.36 (4)	3.62 (3)	3.36	3.45	↑.17
School Counselors	N/A	N/A	3.44 (4)	3.58 (3)	N/A	3.50	↓.02
School Nurse	N/A	N/A	3.60 (3)	3.75 (4)	N/A	3.58	↑.15
School Psychologists	N/A	N/A	3.62 (4)	3.79 (2)	N/A	3.70	↑.16
School Social Workers	N/A	N/A	3.52 (3,4)	3.56 (1)	N/A	3.53	↑.02
Speech-Language Pathologists	N/A	N/A	3.52 (2,4)	3.58 (1)	N/A	3.54	.00
Teacher-Librarians	3.32 (5)	3.60 (1)	3.53 (5)	3.89 (2)	3.56	3.50	↓.10
Teachers	3.19 (4)	3.50 (2)	3.12 (2)	3.55 (5)	3.33	3.39	↑.05

Numbers in parenthesis denotes NEPF Standard

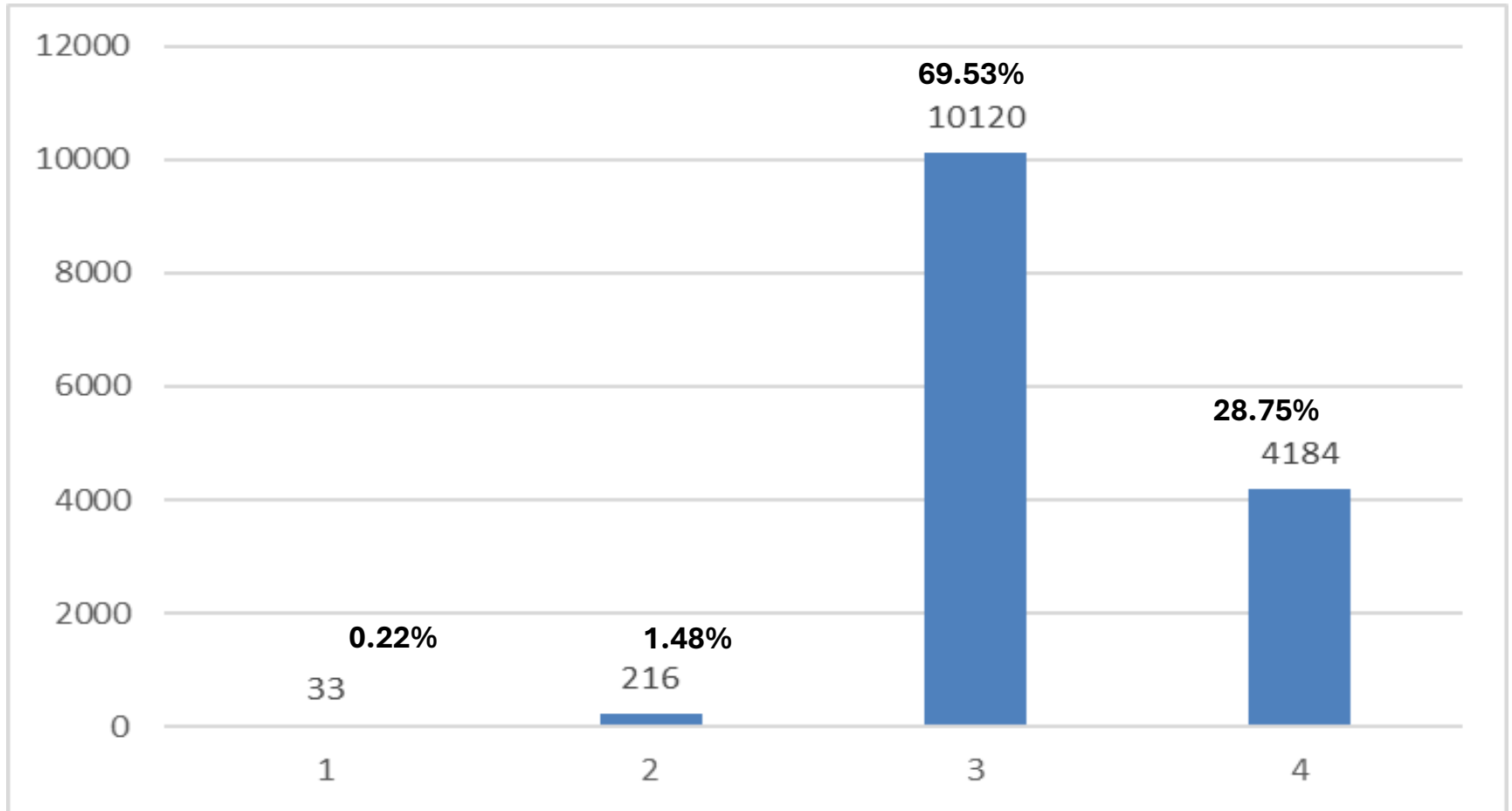
Teacher Score Distribution



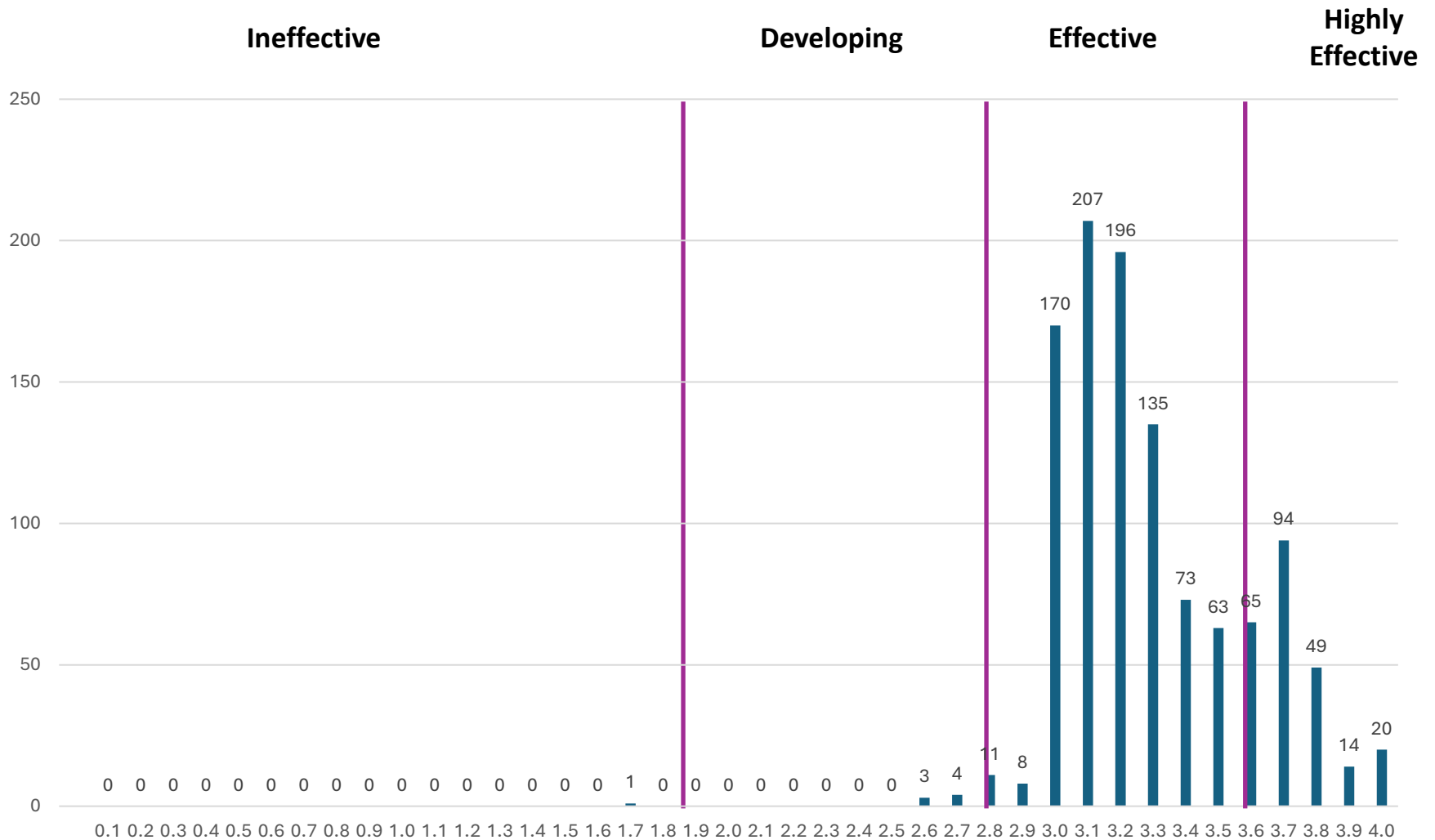
Teacher Trend Data



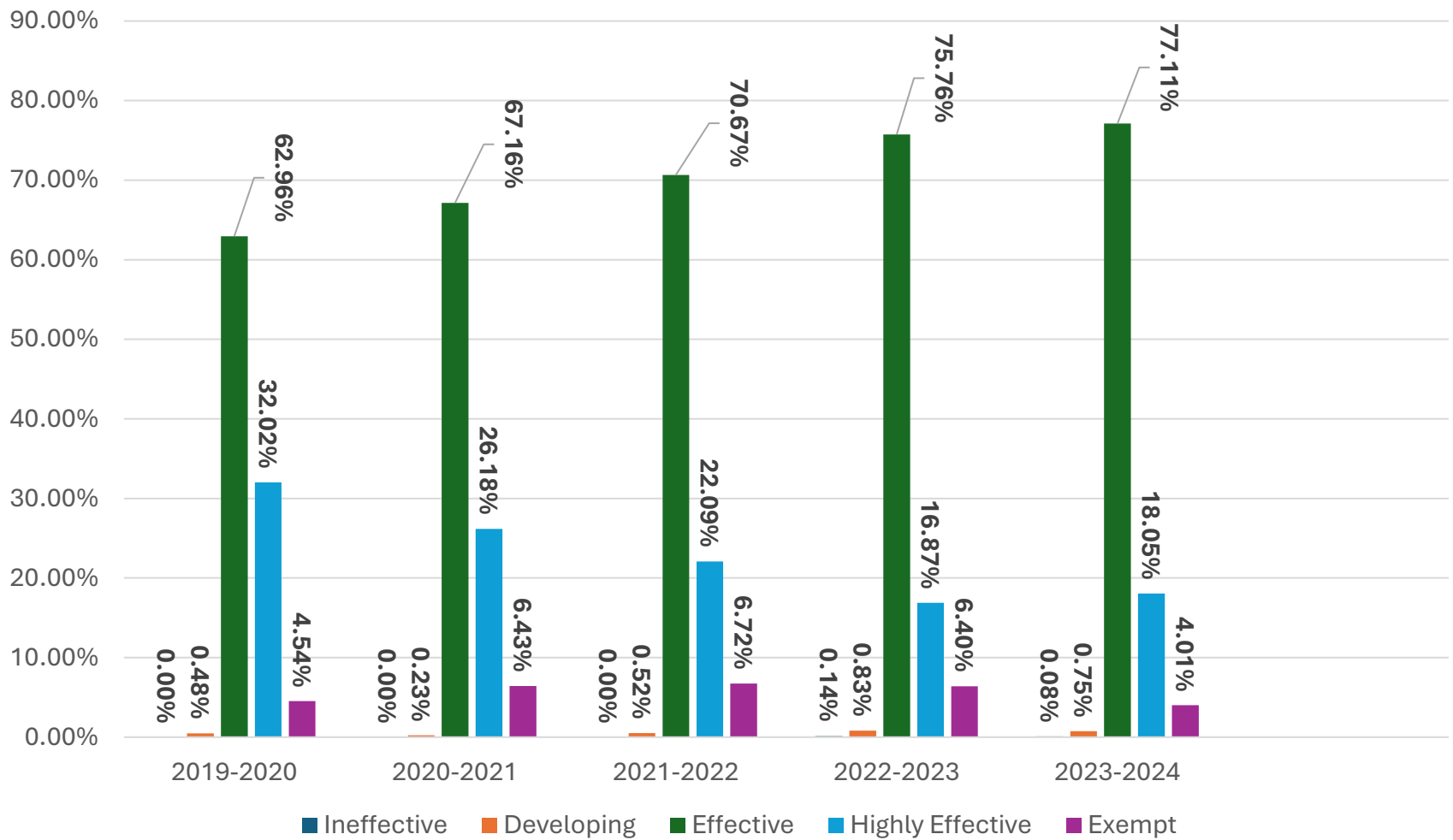
Teacher SLG Distribution



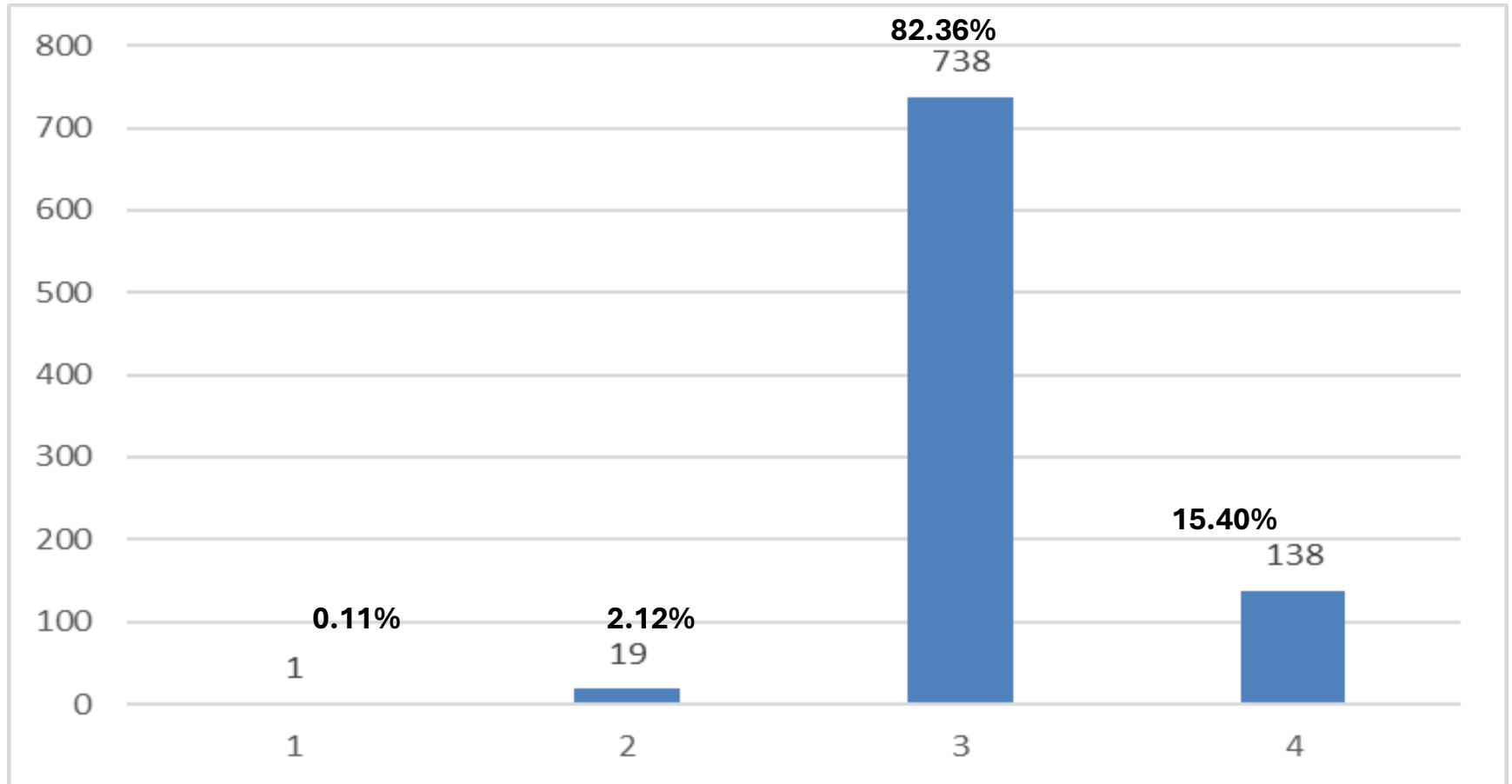
Admin. Score Distribution



Admin. Trend Data



Admin. SLG Distribution



Data Limitations

- District data may not reflect subgroups with small N-size (less than 10)
- Data does not include educators who separated from district prior to summative evaluation rating
- Data does not allow for tracking individual educator growth from year to year as data is reported without identifying educator information (NAC 391.589)
- Data was not provided by one school district
- Data is subject to human error



Nevada
Educator
Performance
Framework

Monitoring For Continuous Improvement

NEPF MCI Survey Data

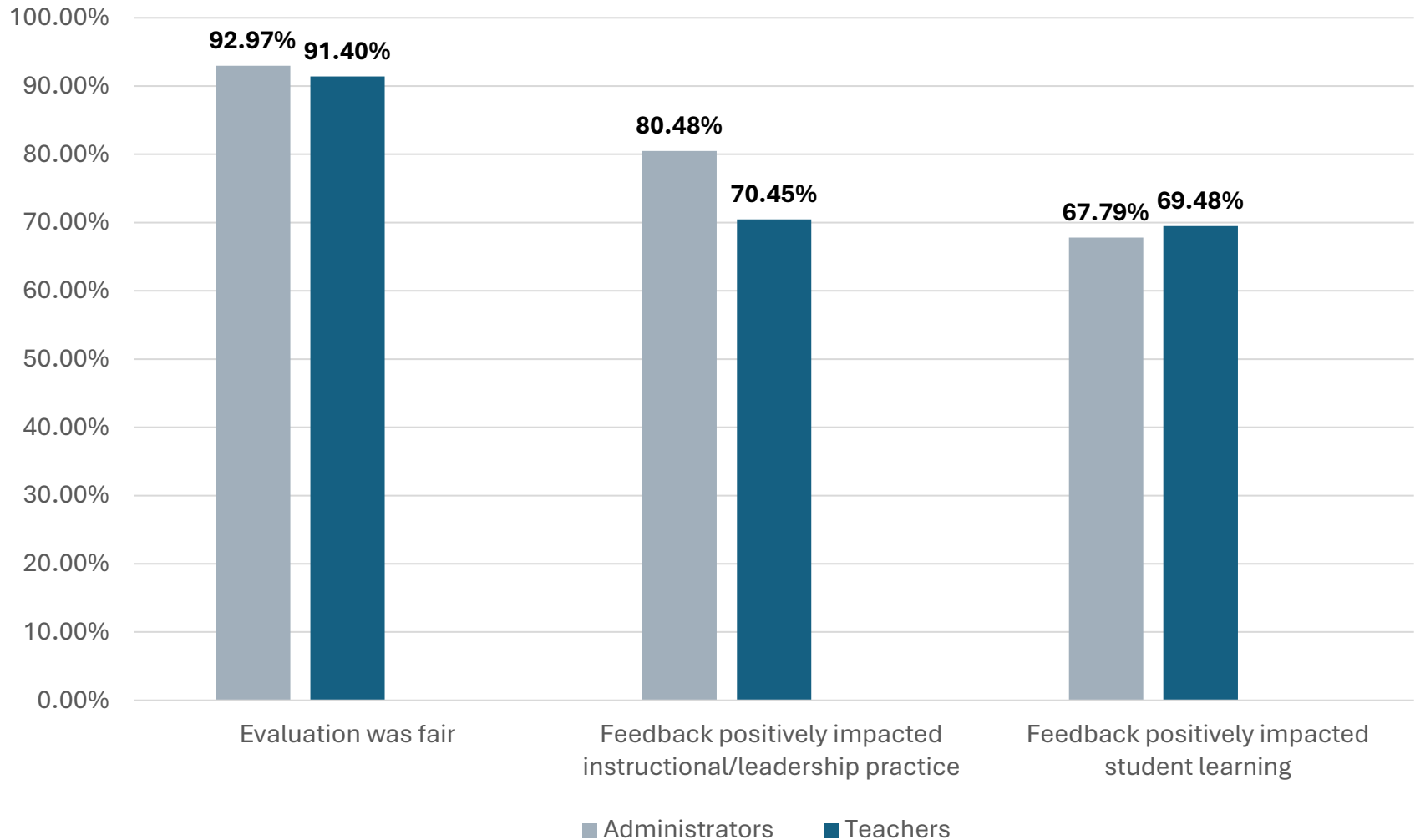
- 2023-2024 Surveys completed by July 15, 2024
- Responses – 6,688 (all licensed positions)
 - Administrators – 489 (about 41%)
 - Teachers – 5,440 (about 27%)

*Average survey response rate is between 20-30%.

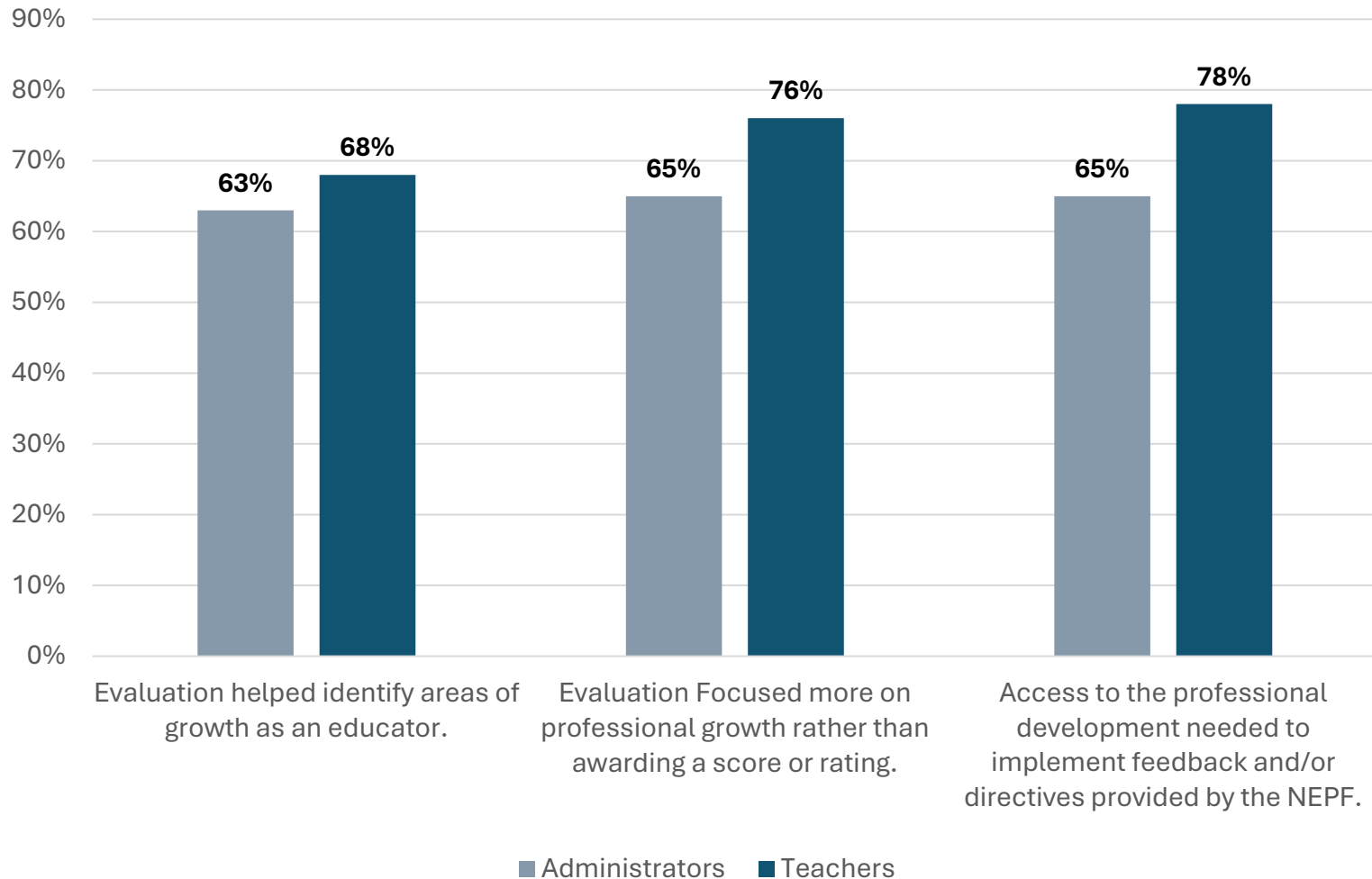
How to Increase Online Survey Response Rates. (2022). Retrieved 30 August 2022, from <https://www.qualtrics.com/experience-management/research/tools-increase-response-rate/>



MCI Survey - Feedback

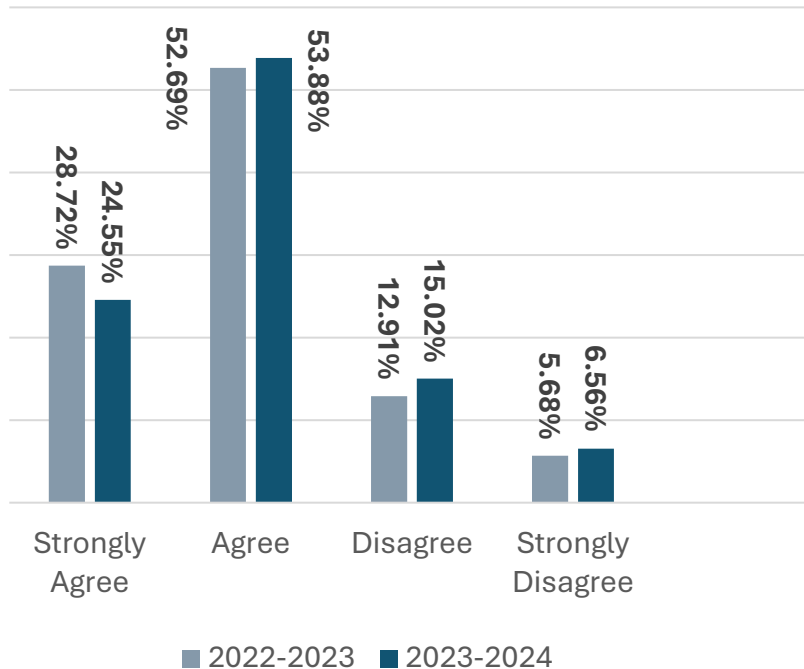


MCI Survey - Growth

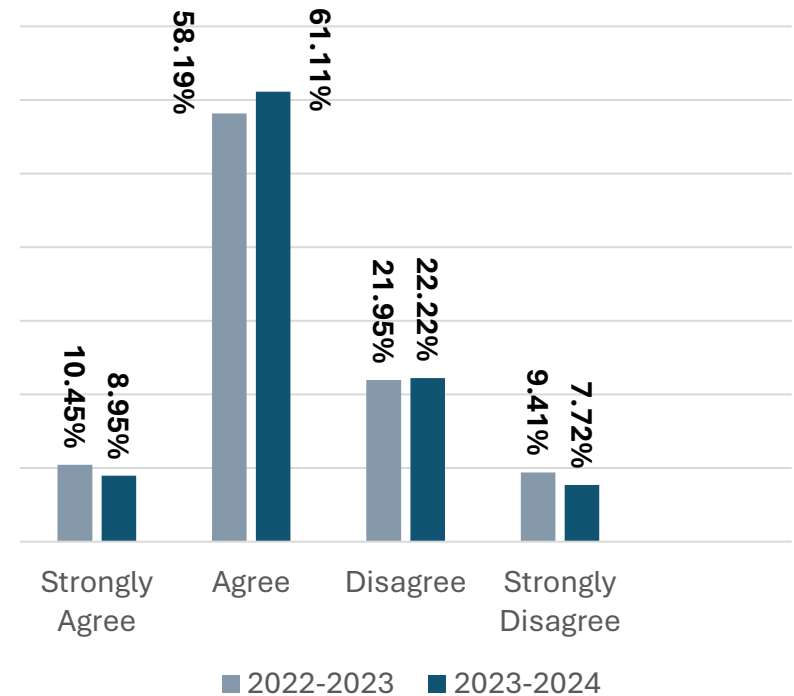


MCI Survey – Impact on Time

My NEPF evaluation cycle experience took a reasonable amount of my time (teacher).



The time I spent on the NEPF evaluation cycle for each teacher was reasonable (admin).



NEPF MCI Survey – Interviews

- NDE representatives have met with district NEPF Liaisons from all 17 districts (August/September 2024)
- NEPF Liaisons use survey and NEPF data to inform professional learning plans and to make connections to district initiatives such as mentorship programs, and professional development efforts.



Survey Data Limitations

- Local control of survey distribution
- Survey data is limited to those personnel who participated
 - Administrators:
 - 17 out of 17 districts
 - 41% of employees
 - Teachers:
 - 17 out of 17 districts
 - 27% of employees



Overview

State Board of Education Annual NEPF Data Review

Presentation Outcomes

State Board of Education members will receive a summary of the Nevada Educator Performance Framework (NEPF) Summative Evaluation Data for the 2023-24 school year, as well as data from the annual Monitoring for Continuous Improvement surveys and interviews.

Questions or Comments?

Contact Information:

Dr. Pam Salazar: pamela.salazar@unlv.edu

Kathryn Hoyt: kathryn.hoyt@doe.nv.gov

