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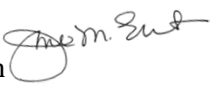
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May 13, 2019

GUIDANCE MEMORANDUM #19-04

TO: All State District Superintendents

FROM: Jhone M. Ebert
Superintendent of Public Instruction 

SUBJECT: Nevada Educator Performance Framework Monitoring

Nevada law (NRS 391.485) requires the State Board of Education (SBE), the Nevada Department of Education (NDE), and all local education agencies (LEAs) to conduct an annual review of the statewide performance evaluation system, known as the NEPF.

Per NRS 391.480(3), NDE is expected to establish a list of assessments used to measure Student Learning Goals. Additionally, in response to SBE inquiries and regulation changes, NDE has revised the annual NEPF data collection spreadsheet. Detailed instructions will accompany these data collection requests.

To support local review of the NEPF, NDE has collaborated with external experts and several of Nevada's education stakeholders to establish a guidance document to be used by LEAs to conduct their annual NEPF reviews and advance local continuous improvement-centered action planning. The document includes the required minimum teacher and administrator survey questions, links to relevant resources, and guidance to review and assess the extent to which their local NEPF implementation is accomplishing its intended goals.

There are four distinct tasks to be completed by LEA leaders charged with overseeing the local implementation of the NEPF system.

1. LEA leaders will administer the teacher and administrator surveys. The guidance document includes a list of required questions, and LEA leaders are invited to include additional questions that would benefit their local analysis.
2. LEA leaders will review these data alongside other relevant local information (e.g., distribution of ratings, Nevada School Performance Framework (NSPF) data, recent professional development or school performance plans, local coaching/mentoring data, etc.) to self-assess the extent to which local implementation of the evaluation system is effectively contributing to the LEA talent management system, and/or to consider what adjustments are needed to drive continuous improvement.
3. LEA leaders will engage in a structured interview with NDE representatives about the local implementation of the Nevada Educator Performance Framework system to identify where additional supports and adjustment may be beneficial.
4. LEA leaders will share information with their local school boards as described in NRS 391.485 (2).

To further support this work, the Nevada Department of Education offers a range of technical assistance options. These include, but are not limited to: (a) Professional development and data analysis training, (b) Digital survey administration, (c) Digital survey data analysis and organization, and (d) Focus group facilitation. The Department will be hosting an informational webinar during which the NEPF Continuous Improvement Guidance Document and timelines will be shared. These documents and dates for the webinar can be found on the [NEPF webpage](#). Please contact [Kristin Withey](#) or [Kathleen Galland-Collins](#) for more information.