



# **TEACHERS and LEADERS COUNCIL MEETING**

**August 25, 2021**

**Presentation for Agenda Items 5 and 6**

# NEPF Implementation Updates

Based on legislation passed in the 2021 session (AB 57 and AB 266), updates were made to the following resources:

- Revised Protocols
- Revised FAQs
- Revised Tools
- Canvas Courses

Revised resources are posted on the NDE website:

[https://doe.nv.gov/Educator\\_Development\\_and\\_Support/  
Nevada\\_Educator\\_Performance\\_Framework\(NEPF\)/](https://doe.nv.gov/Educator_Development_and_Support/Nevada_Educator_Performance_Framework(NEPF)/)

# 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.

# NEPF Summative Evaluation Data Review

# Data Limitations

- District data may not reflect subgroups with small N-size (less than 10)
- Does not include educators exempt per NRS 391.690 (waiver for HE status)
- Does not include data from educators who separated from district prior to summative rating
- Does not include revised ratings data for educators whose SLG was waived for the 2020-21 evaluation (hold harmless clause of AB 57)

# 2020-21 NEPF Educator Effectiveness Ratings

Ratings	School Administrators		Teacher-Librarians		Teachers	
	Count	Percentage	Count	Percentage	Count	Percentage
Ineffective	0	0.00%	0	0.00%	17	0.09%
Developing	5	0.42%	0	0.00%	118	0.60%
Effective	862	71.71%	152	74.88%	15,967	80.56%
Highly Effective	335	27.87%	51	25.12%	3,717	18.75%
<b>Total Count</b>	<b>1202</b>	<b>100%</b>	<b>203</b>	<b>100%</b>	<b>19,819</b>	<b>100%</b>

# 2020-21 Distribution of Student Learning Goal Scores

Scores	School Administrators		Teacher-Librarians*		Teachers	
	Count	Percentage	Count	Percentage	Count	Percentage
1	0	0.00%	0	0.00%	16	0.09%
2	3	0.28%	1	0.54%	64	0.36%
3	760	70.57%	134	72.83%	14,222	79.79%
4	314	29.16%	49	26.63%	3,522	19.76%
<b>Total Count</b>	<b>1077</b>	<b>100%</b>	<b>184</b>	<b>100%</b>	<b>17,824</b>	<b>100%</b>

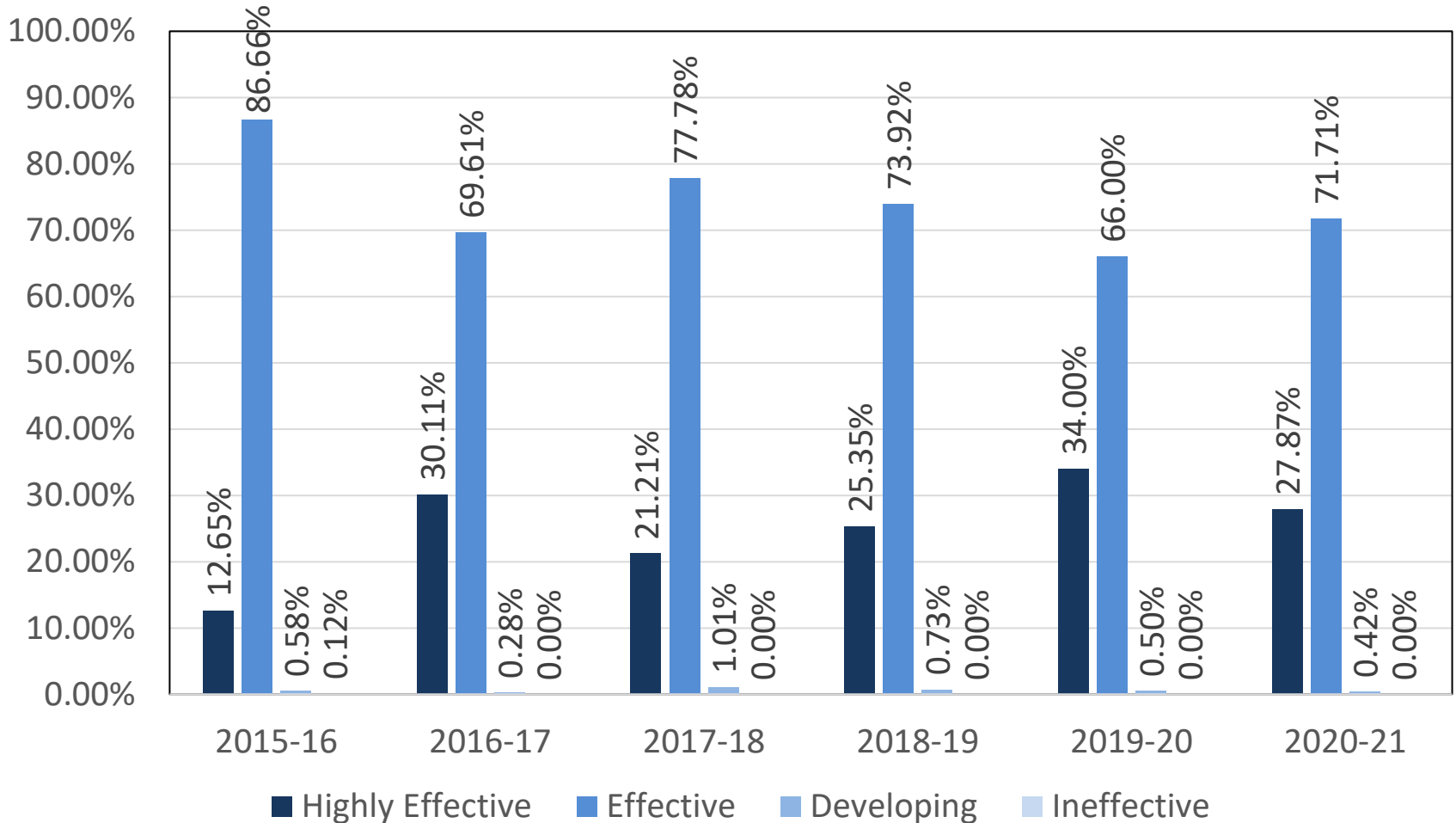
\*Student Learning Goal or Library Program Goal

# 2020-21 NEPF Data Overview: Teachers

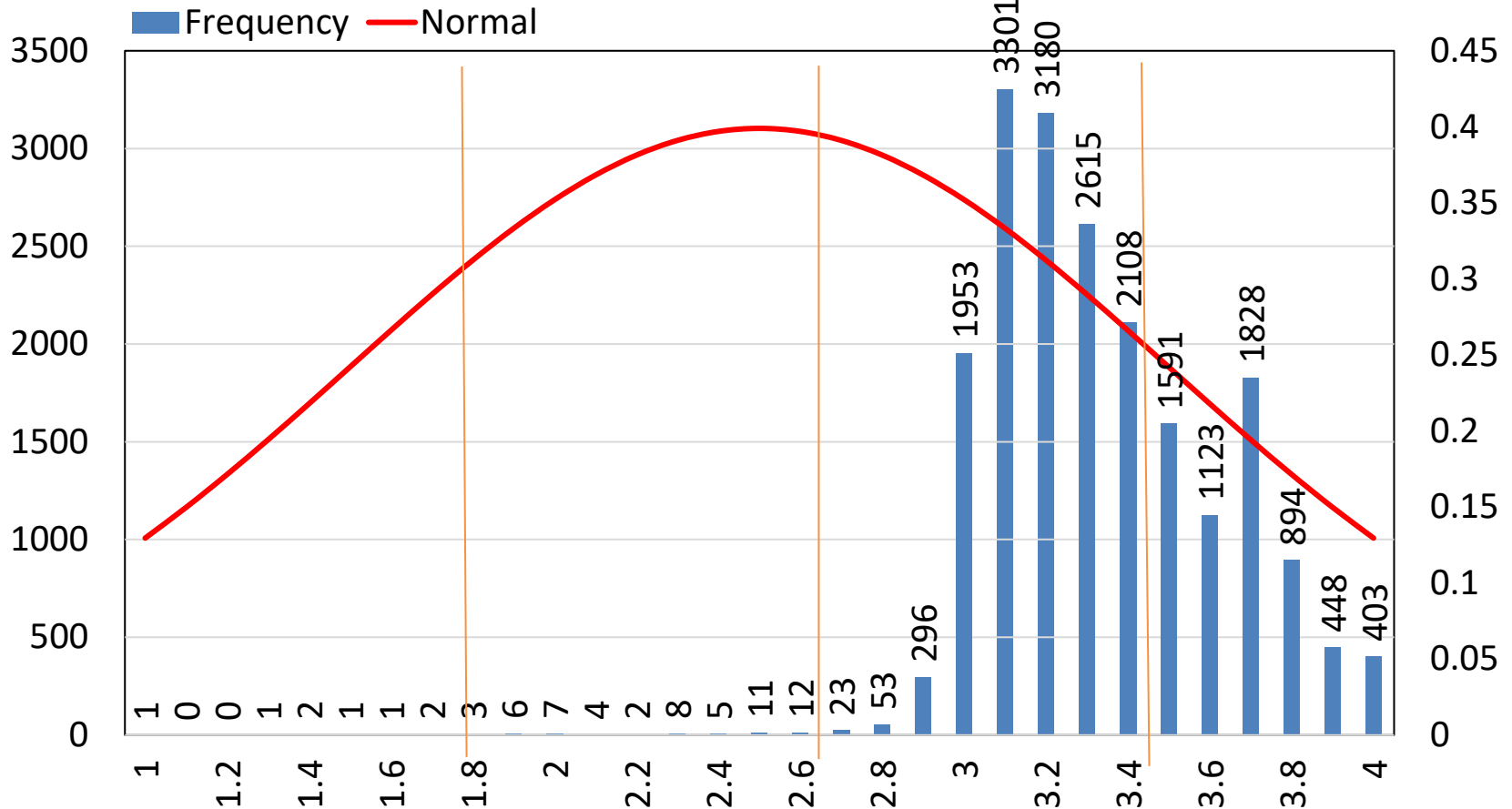
- Teachers with summative rating (n = 19,819)
- **Average Teacher NEPF Overall Score = 3.29** (↓.02)
- **Average Instructional Practice Score (65%) = 3.29** (↓.01)
  - Highest = IPS 2 (*cognitive demand/diverse learners*)
  - Lowest = IPS 4 (*metacognition*)
- **Average Professional Responsibilities Score (20%) = 3.33**
  - Highest = PRS 1/5 (*school community/student perception*)
  - Lowest = PRS 2 (*professional growth/practice*)
- **Average Student Learning Goal (SLG) Score (15%) = 3.29**  
(↓.03)



# NEPF Teacher Ratings Trend Data



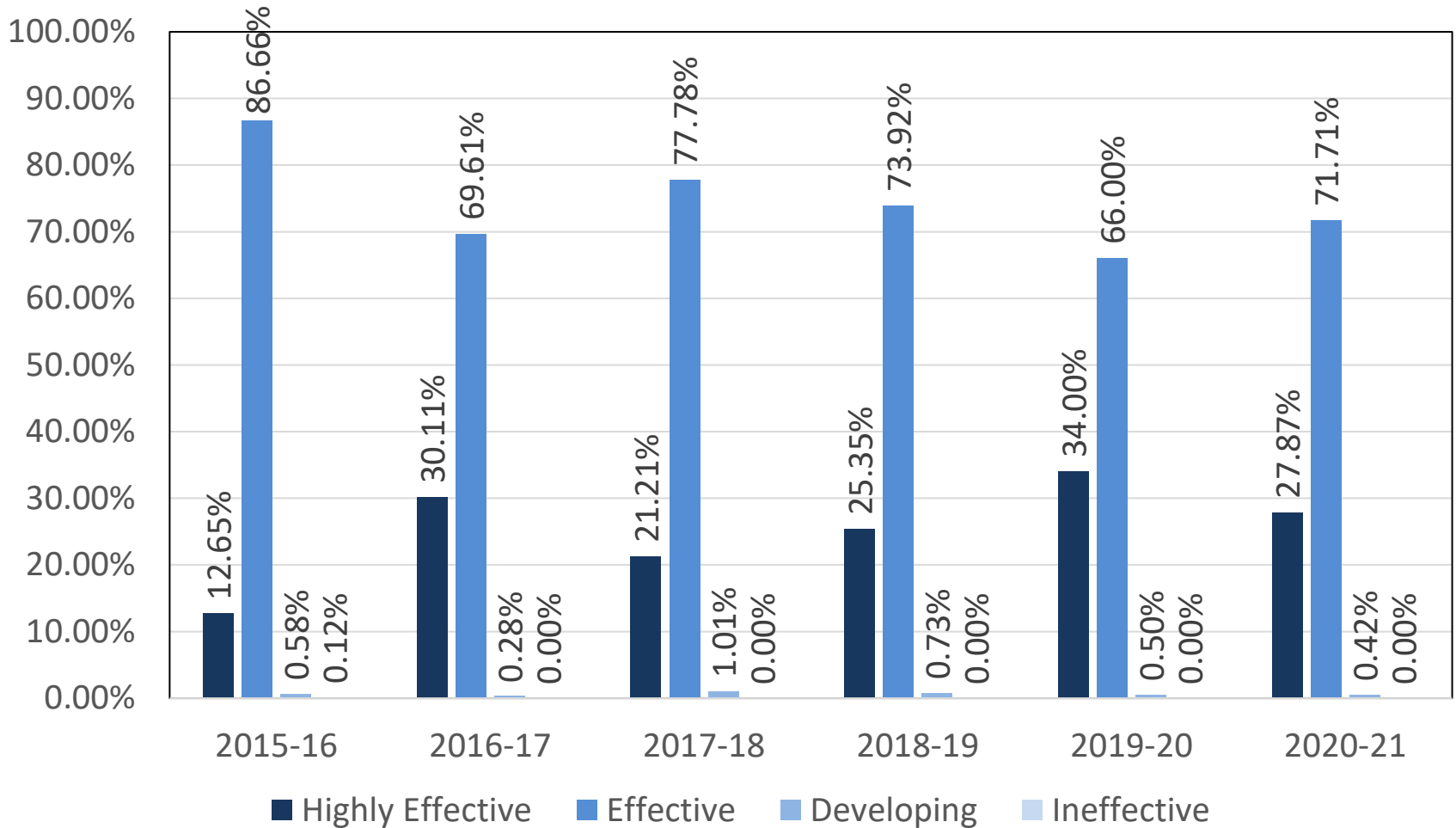
# Distribution of NEPF Teacher Summative Scores



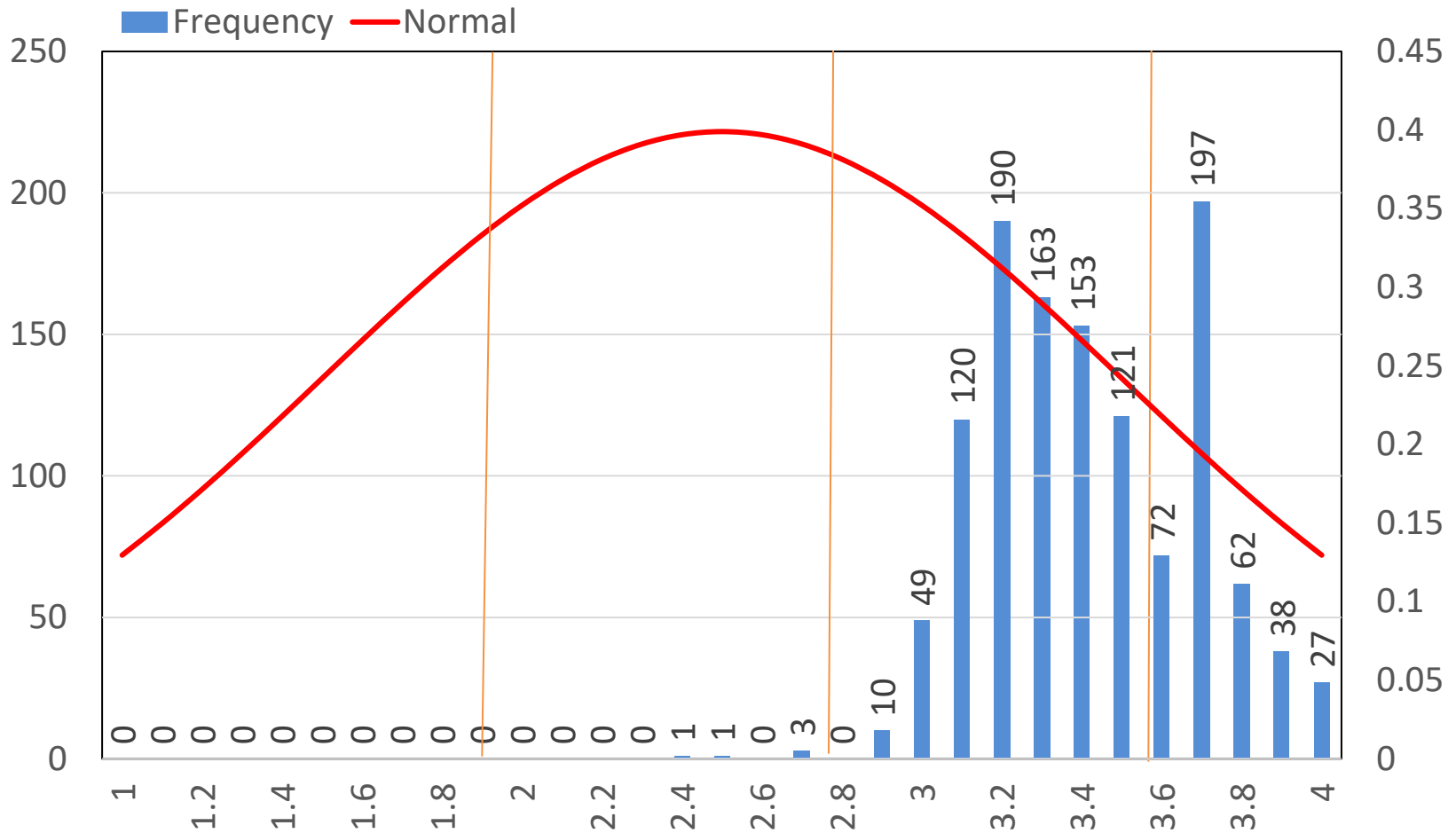
# 2020-21 NEPF Data Overview: Administrators

- Administrators evaluated (n= 1206)
- **Average Administrator NEPF Overall Score = 3.37** (↓.04)
- **Average Instructional Leadership Score (65%) = 3.39** (↓.04)
  - Highest = ILS 2 (*continuous improvement*)
  - Lowest = ILS 4 (*structures*)
- **Average Professional Responsibilities Score (20%) = 3.38** (↓.03)
  - Highest = PRS 3 (*professional obligations*)
  - Lowest = PRS 4 (*family engagement*)
- **Average Student Learning Goal (SLG) Score (15%)= 3.28** (↓.03)

# NEPF Administrator Ratings Trend Data



# Distribution of NEPF Administrator Summative Scores

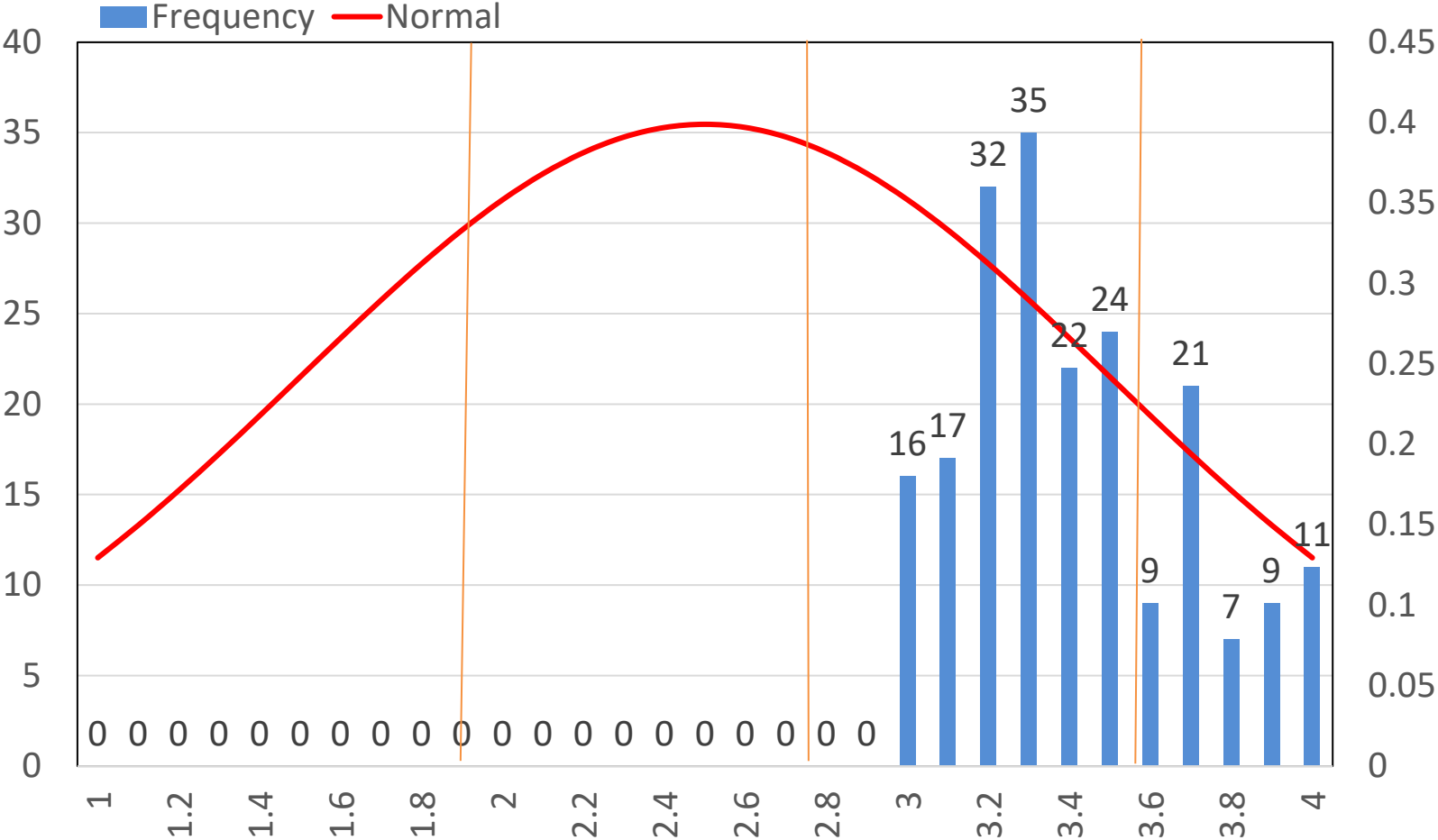


Orange Lines Represent the Score Range Divisions

# 2020-21 NEPF Data Overview: Teacher-Librarians

- Teacher-Librarians evaluated (n= 203)
- **Avg. Teacher-Librarians NEPF Overall Score = 3.37** (↓.23)
- **Average Instructional Practice Score (42.5%) = 3.33** (↓.17)
  - Highest average = IPS 3 (meaning making/discourse)
  - Lowest average = IPS 4 (metacognition)
- **Average Professional Responsibilities Score (42.5%) = 3.49** (↓.13)
  - Highest average = PRS 2 (library environment)
  - Lowest average = PRS 5 (professionalism/growth)
- **Average Student Learning/Library Program Goal Score (15%)= 3.26** (↓.35)

# Distribution of NEPF Teacher-Librarian Summative Scores



Orange Lines Represent the Score Range Divisions

# 2020-21 NEPF Data Overview:

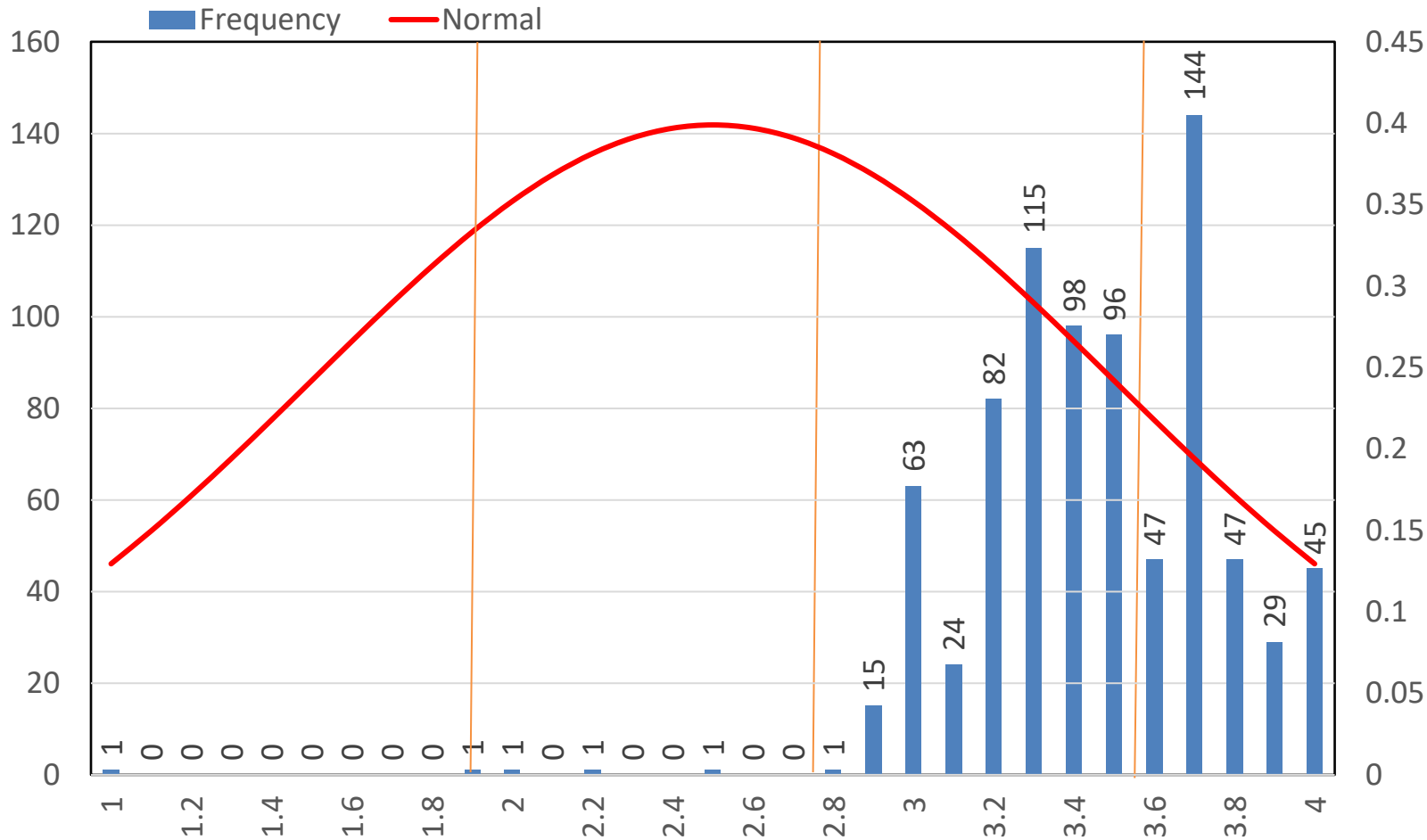
## Other Licensed Educational Personnel (OLEP) Scores

Other Licensed Educational Professionals (OLEPs)	Total Count	Professional Practice/Responsibilities Standards						Average Score
		1	2	3	4	5	6	
Audiologists	7	3.54	3.43	3.46	3.43	3.52		3.48
School Counselors	811	3.67	3.60	3.73	3.40	3.73	3.47	3.60
School Nurse	255	3.42	3.43	3.34	3.42	3.51		3.42
School Psychologists	216	3.50	3.48	3.37	3.41			3.44
School Social Workers	111	3.59	3.48	3.51	3.44			3.51
Speech-Language Pathologists	368	3.75	3.75	3.75	3.68			3.73

Highest
  Lowest

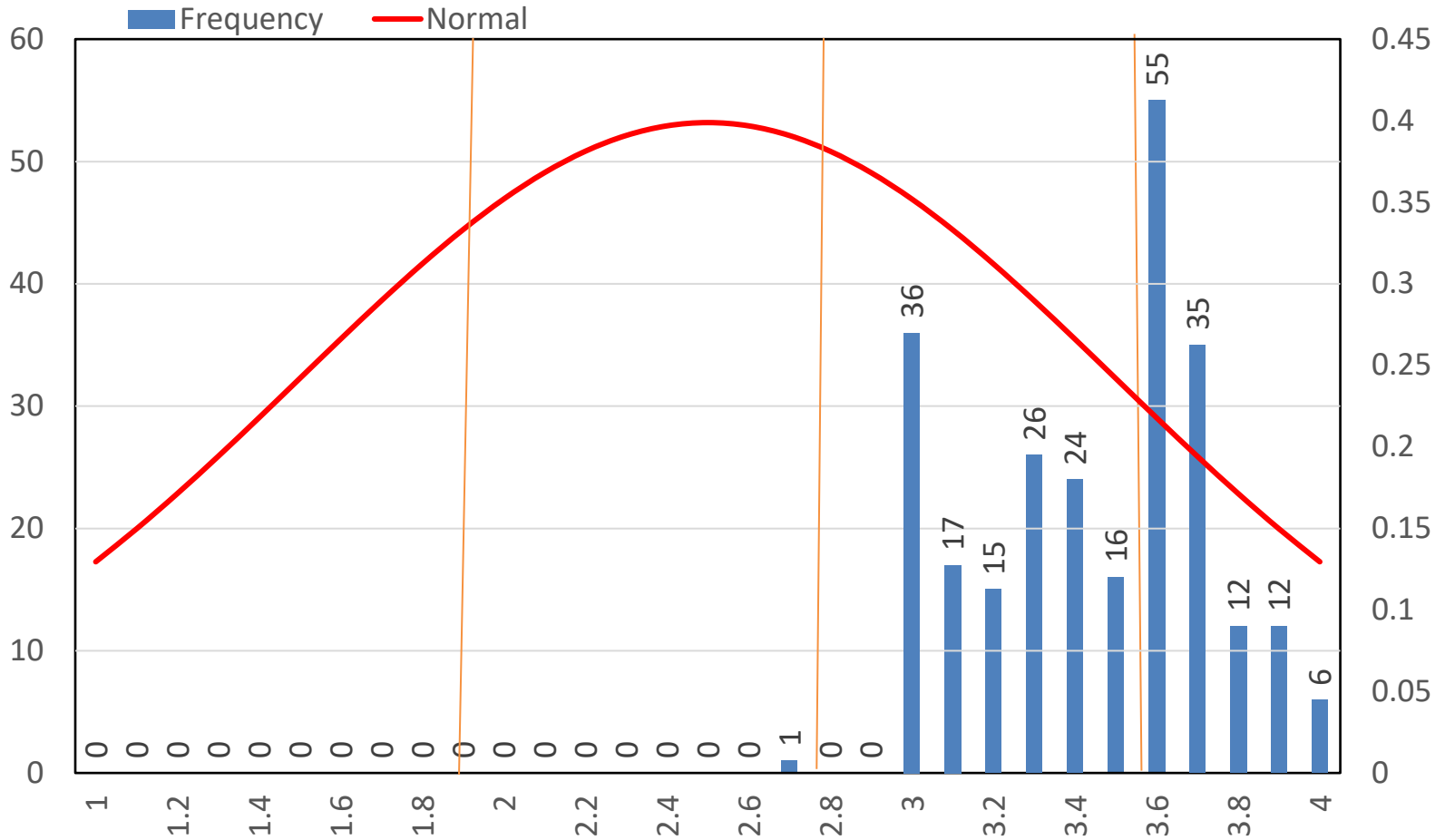


# 2020-21 Distribution of School Counselor Summative Scores



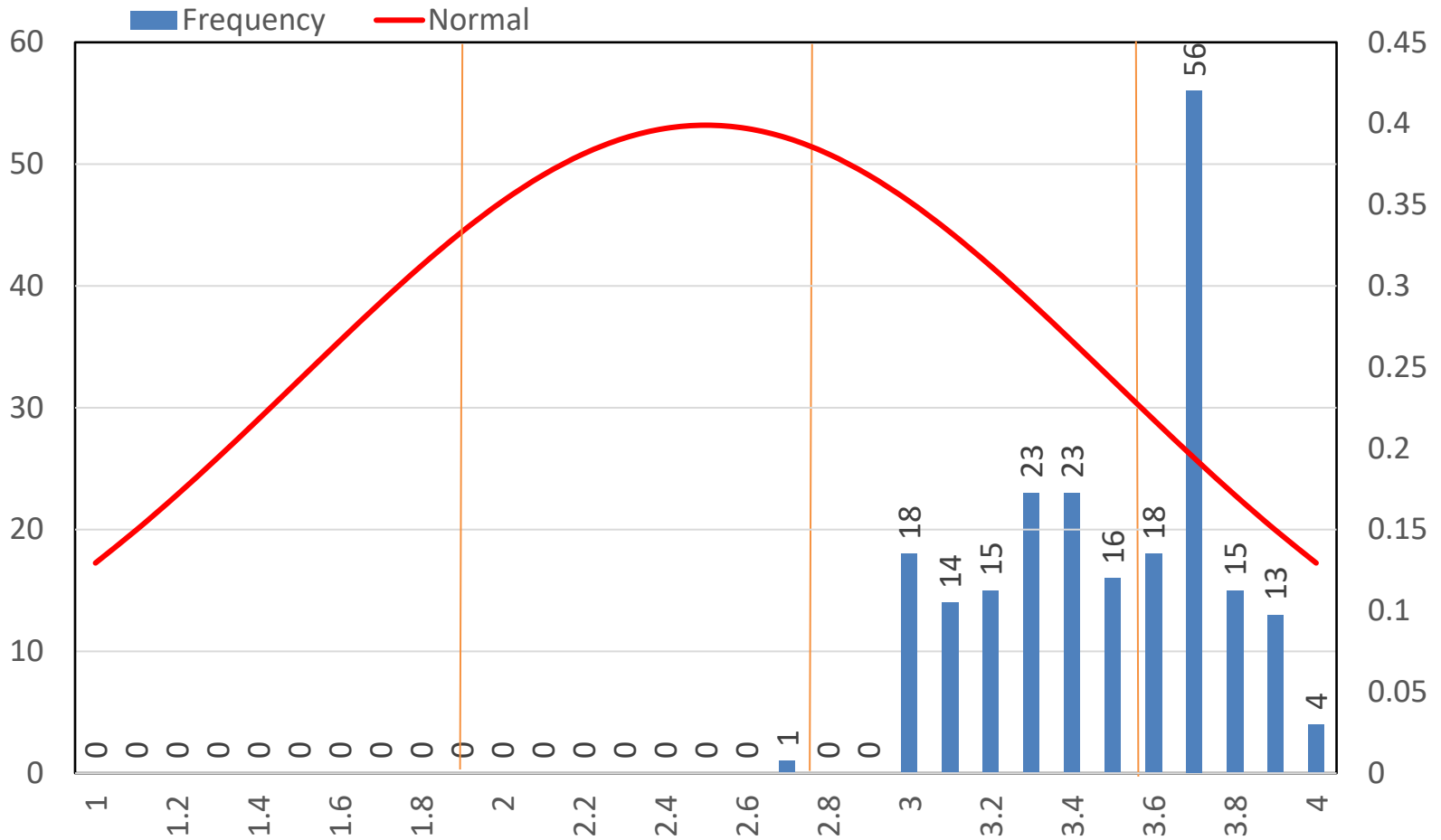
Orange Lines Represent the Score Range Divisions

# 2020-21 Distribution of School Nurse Summative Scores



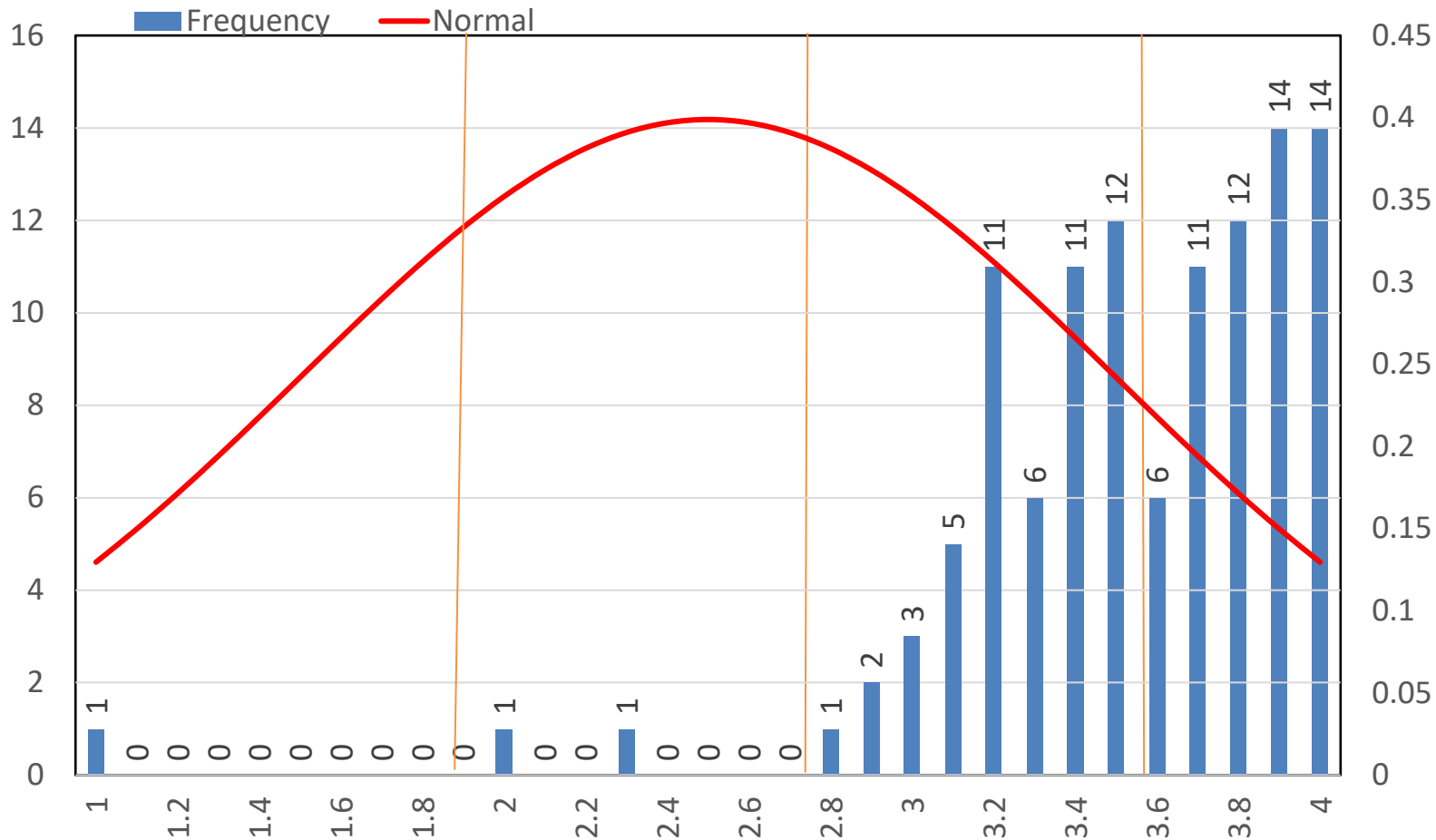
Orange Lines Represent the Score Range Divisions

# 2020-21 Distribution of School Psychologist Summative Scores



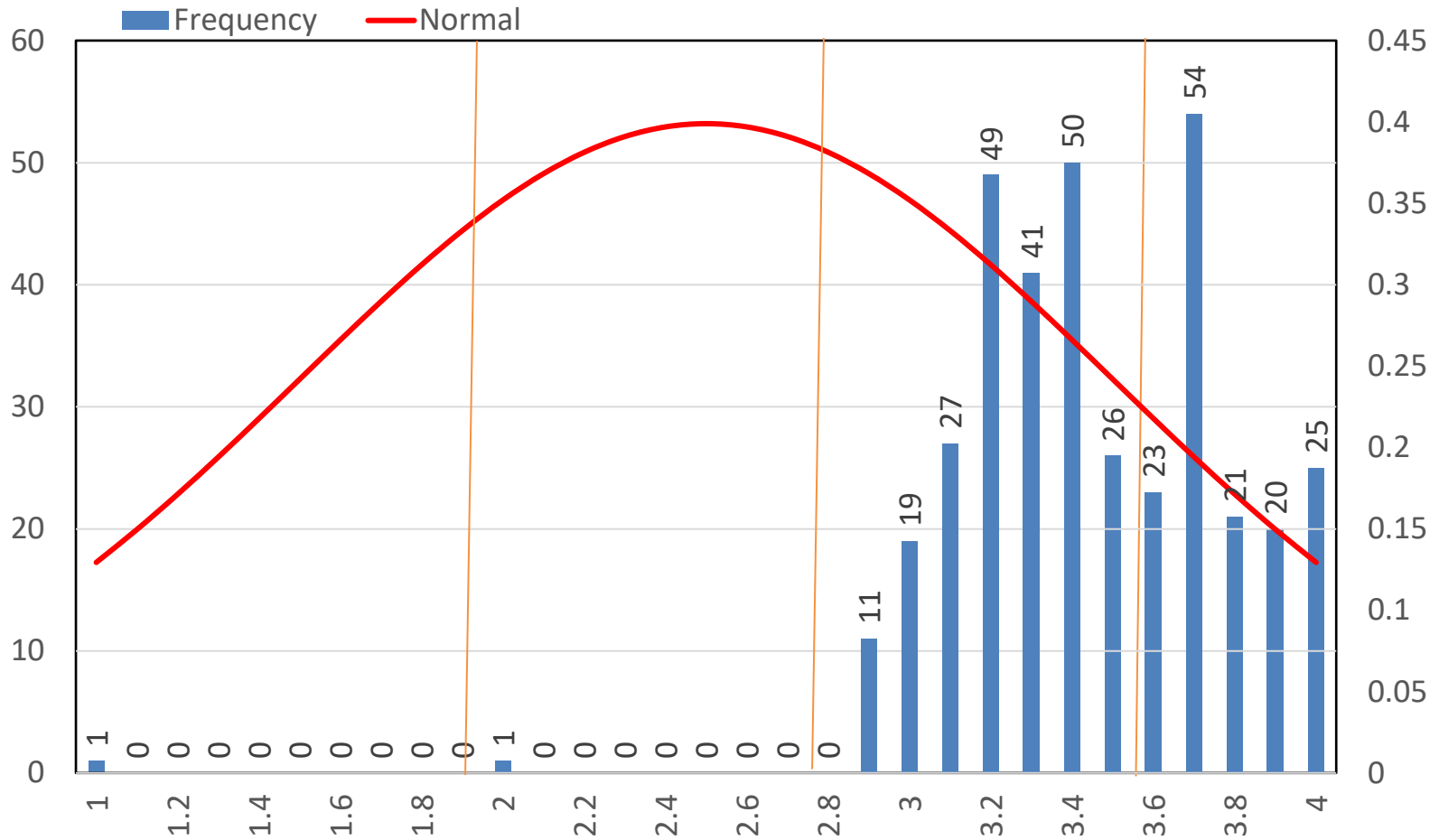
Orange Lines Represent the Score Range Divisions

# 2020-21 Distribution of School Social Worker Summative Scores



Orange Lines Represent the Score Range Divisions

# 2020-21 Distribution of Speech-Language Pathologist Summative Scores



Orange Lines Represent the Score Range Divisions

# Overview of NEPF Ratings

Educator Group	Total	Ineffective	Developing	Effective	Highly Effective	Average Summative Score
Audiologists	7	0	0	4	3	3.48
School Administrators	1202	0	5	862	335	3.37
School Counselors	810	1	4	540	265	3.41
School Nurse	255	0	1	152	102	3.42
School Psychologists	216	0	1	127	88	3.44
School Social Workers	109	0	2	56	51	3.44
Speech-Language Pathologists	326	0	1	229	96	3.40
Teacher-Librarians	203	0	0	152	51	3.37
Teachers	19819	17	118	15967	3717	3.29

# Teachers and Leaders Council Recommendation

# Authority – NRS 391.465

**NRS 391.465 – “State Board to establish statewide performance evaluation system and prescribe tools to be used by schools to measure performance; school district authorized to apply to use different performance evaluation system and tools; prohibition against evaluating certain administrators using statewide performance evaluation system.**

1. The State Board shall, based upon the recommendations of the Teachers and Leaders Council of Nevada submitted pursuant to NRS 391.460, adopt regulations establishing a statewide performance evaluation system which incorporates multiple measures of an employee’s performance. Except as otherwise provided in subsection 3, the State Board shall prescribe the tools to be used by a school district for obtaining such measures.
2. The statewide performance evaluation system must:
  - a) Require that an employee’s overall performance is determined to be:
    - 1) Highly effective;
    - 2) Effective;
    - 3) Developing; or
    - 4) Ineffective.
  - b) Include the criteria for making each designation identified in paragraph (a)...”



# NEPF Recommended Score Ranges

Score Ranges	Rating
3.6 - 4.0	Highly Effective
2.8- 3.59	Effective
1.91 - 2.79	Developing
1.0 - 1.9	Ineffective

(2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2020-21)