

**TEACHERS AND LEADERS COUNCIL (TLC)**  
**WEDNESDAY, SEPTEMBER 28, 2022**  
**9:00 AM**

<b>Office</b>	<b>Address</b>	<b>City</b>	<b>Meeting Room</b>
Department of Education	2080 E. Flamingo Rd.	Las Vegas	Boardroom
Department of Education	700 E. Fifth St.	Carson City	Boardroom
Department of Education	Virtual/ <a href="#">Livestream</a>	n/a	n/a

**DRAFT SUMMARY MINUTES OF THE REGULAR MEETING**

**MEMBERS IN ATTENDANCE**

Chair Pam Salazar  
Vice Chair Pam Teel  
Jeana Blackman-Taylor  
Lola Brooks  
Elizabeth Cadigan  
Linda Gilkerson  
Pam Goynes-Brown  
Danica Hays  
Louis Markouzis  
Darcy McInnis  
Dr. Juanita Ortiz  
Sue Moulden  
Sarah Negrete  
Nicole Rourke  
Andrew Tiscareno

**NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF IN ATTENDANCE**

**IN CARSON CITY**

Tina Statucki, Education Programs Professional; Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

**IN LAS VEGAS**

Kathleen Galland-Collins, Assistant Director; Office of Educator Development, Licensure, and Family Engagement (EDLiFE)  
Rick Derry, Administrative Assistant; Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

**SENIOR DEPUTY ATTORNEY GENERAL** via videoconference

David Gardner

1. **CALL TO ORDER, ROLL CALL, PLEDGE OF ALLEGIANCE**

Chair Pam Salazar called the meeting to order at 9:02 AM. Chair Salazar led the Pledge of Allegiance. Rick Derry, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement (EDLiFE) took the roll call.

2. **PUBLIC COMMENT #1**

There was no public comment submitted in Carson City. There was no public comment in Las Vegas.

3. **INFORMATION AND DISCUSSION REGARDING COUNCIL MEMBER UPDATES**

Chair Pam Salazar welcomed two new members to the council, Dr. Juanita Ortiz and Elizabeth Cadigan, both teacher members. Dr. Ortiz teaches first grade at John Tartan Elementary School for the Clark County School District and has been teaching for 20 years. Elizabeth “Liz” Cadigan, a native of Washoe County teaches elementary general music at Anderson Elementary for the Washoe County School District and has been teaching for 13 years. Chair Salazar expressed gratitude for their commitment to the work of the Teachers and Leaders Council (TLC). Member Lou Markouzis was reappointed to serve another term with TLC. He represents the Nevada Association of School Administrators and is a high school principal at Canyon Springs High School for the Clark County School District. There are two open positions open for public school teachers. One nomination has been submitted and is waiting for appointment, while the second position is for the reappointment of member Andrew Tiscareno and is pending confirmation.

4. **INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE MAY 18, 2022, MEETING MINUTES** (*Information/ Discussion/ Possible Action*)

Chair Salazar entertained a motion to approve the May 18, 2022, meeting minutes. **Member Blackman-Taylor motioned to approve the May 18, 2022, meeting minutes. Member Moulden seconded. With no further discussion, the motion carried.**

5. **INFORMATION AND DISCUSSION REGARDING NEVADA EDUCATOR PERFORMANCE FRAMEWORK (NEPF) UPDATES** (*Information/ Discussion*)

Tina Statucki, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement (EDLiFE) provided updates from Nevada Educator Performance Framework (NEPF) and the Nevada Department of Education (NDE) ([see meeting materials](#)). Following the previous TLC and District NEPF Liaison meetings, the May NEPF Liaison Newsletter was sent out to all 17 school districts and was posted in the June NDE update. NEPF Liaisons were notified in July that the updated NEPF protocols, tools, and rubrics were posted to the NDE website. Furthermore, NDE collected the 2021-22 NEPF ratings and the NEPF Monitoring for Continuous Improvement survey data from the districts by July 15, 2022. NDE meets annually with district NEPF Liaisons and shares that data with them. NDE completed interviews with 15 out of 17 districts but will finish all interviews by the end of this month.

Chair Salazar opened the floor for questions. Member Elizabeth Cadigan had a question regarding the NEPF Newsletter and wanted to know if the Newsletter went out to all educators within Nevada or whether it goes to departments or areas within the 17 counties. Mrs. Statucki clarified that the NEPF Newsletters are sent to the NEPF Liaisons to share with the educators in their district, but it was also sent out in the biweekly NDE update and they are posted on the NEPF webpage.

6. **INFORMATION AND DISCUSSION REGARDING THE 2021-22 NEVADA EDUCATOR PERFORMANCE FRAMEWORK (NEPF) SUMMATIVE EVALUATION RATINGS AND MONITORING FOR CONTINUOUS IMPROVEMENT SURVEY RESULTS** (*Information/Discussion*)

Tina Statucki presented a PowerPoint of the Nevada Educator Performance Framework (NEPF) summative evaluation ratings and the survey data from the annual Monitoring and Continuous Improvement (MCI) educator surveys for the 2021-22 school year (see meeting materials). The presentation included the summative ratings for educators in the State of Nevada who are evaluated using the NEPF disaggregated by educator groups (Audiologist, School Administrators, School Counselors, School Nurse, School Social Workers, Speech-Language Pathologists, Teacher-Librarians, and Teachers), highest/lowest performance standards, distribution of scores, and trend data.

Ms. Statucki paused for questions. Member Ortiz asked about the waiver. Ms. Statucki explained the use of the waivers for educators who received a highly effective rating for two consecutive years. Member Cadigan asked about the waiver for SLGs. Ms. Statucki said the waiver was only in effect for last year and the student outcome category is back in effect for this school year. Chair Salazar asked about the survey respondent rate. Ms. Statucki said there were fewer respondents this year, which would be discussed in the next part of the presentation as not all districts completed the survey, but the NEPF ratings were submitted by all districts. Chair Salazar reminded members that these ratings are presented to the State Board every year, but that the presentation will no longer need to include a recommendation for rating cut scores as TLC recommended that they remain the same during the last presentation and it was approved. Member Moulden asked whether the combination of the SLG and class size reduction will cause an increase in NEPF ratings. Ms. Statucki said that could happen but will depend on how well the districts implement the SLG and whether it is implemented as intended. Member Blackman-Taylor asked whether data is tracked to show growth by district. Ms. Statucki said the data is tracked by districts, and it is shared and discussed with district liaisons. It is just not shared with the State Board. That data is reported, however, by both district and by school in the Nevada Report Card.

The presentation also included survey data from both teachers and administrators regarding the implementation of the NEPF within their districts focusing on the use of feedback, professional growth, and the time required to implement the NEPF.

Member Cadigan asked which districts did not submit data. Ms. Statucki said they do have that information, but best practice is to address it with the individual districts to encourage change. Member Blackman-Taylor asked if there was a qualitative part to their survey. Ms. Statucki replied that the survey does allow respondents to add comments and that data is shared with the districts to use. Member Blackman-Taylor asked if the Council could see those responses. Chair Salazar asked whether the Council could be provided a summary of other responses. Ms. Statucki said they could compile and share it at the next meeting and that the data is available through the NEPF Liaisons as well. Member Hays requested that information be collected about the mentorship programs offered across the State. Chair Salazar said it may not fit within the scope of the survey. Kat Collins said the information is gathered by the Retention and Recruitment Task Force and could be collected and shared. Chair Salazar asked Member Teel to share her perspective on the survey as it would benefit the work of TLC. Member Teel said the information is very valuable and they use it to ensure what they are doing and what they need to do with new teachers and administrators. Member Teel said it is getting better every year, provides good information, and they use it to guide strategic planning,

7. **FUTURE AGENDA ITEMS** (*Information/ Discussion*)

The next meeting is scheduled for December 14, 2022. Chair Salazar suggested that the Council review a summary of the open-ended comments and receive an overview of bill drafts (BDRs) that may impact the work of the TLC/NEPF. Ms. Statucki suggested that training on Open Meeting Law be provided for new members.

Member Moulden asked what NEPF training is available to support educators. Ms. Statucki said that resources were posted in the NDE update, Canvas courses are linked to NEPF web page, information was shared with educators during new teacher induction training to let them know where to find resources, and RPDP continues to be a resource for NEPF training. Chair Salazar referred Members to the RPDP website which has resources dedicated to the NEPF. Ms. Statucki said she would provide resource information to Members at the next meeting.

8. **PUBLIC COMMENT #2**

No public comment was submitted in Carson City. No public comment was submitted in Las Vegas.

9. **ADJOURNMENT**

Meeting adjourned at 10:10 AM.