

**TEACHERS AND LEADERS COUNCIL (TLC)  
WEDNESDAY, APRIL 26, 2023  
2:00 PM**

<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  
Elizabeth Cadigan  
Pamela Goynes-Brown  
Louis Markouzis  
Juanita Ortiz  
Sue Moulden  
Sarah Negrete  
Andrew Tiscareno

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

**Carson City:**

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

**Las Vegas:**

Kathleen Galland-Collins, Assistant Director, (EDLiFE)  
Rick Derry, Administrative Assistant, (EDLiFE)

**SENIOR DEPUTY ATTORNEY GENERAL** via videoconference

Greg Ott

**AUDIENCE IN ATTENDANCE**

**Las Vegas:**

None

**Carson City:**

None

**Virtually:**

Karen Stanley, Southern Nevada Regional Professional Development Program (SRPDP)  
Annie Hicks, Northeastern Nevada Regional Professional Development Program (NNRPDP)  
Sara Cunningham, Northwest Regional Professional Development Program (NWRPDP)

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

Chair Salazar called the meeting to order at 2:25 PM and led the Pledge of Allegiance. Roll Call was taken by Mr. Derry.

2. **PUBLIC COMMENT #1**

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

3. **INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE FEBRUARY 22, 2023, MEETING MINUTES** (*Information/ Discussion/ Possible Action*)

**Member Goynes-Brown motioned to approve the February 22, 2023, meeting minutes, and Member Blackman-Taylor seconded. The motion passed unanimously.**

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

Ms. Statucki provided updates on the March NEPF Liaison Newsletter, which was emailed to NEPF Liaisons on March 1, 2023, and was posted to the Nevada Department of Education (NDE) update on March 16, 2023. It was also available on the NEPF webpage. The department distributed the annual NEPF Implementation (monitoring for continuous improvement) Survey link to NEPF Liaisons on April 3, 2023, to distribute to their educators; it will be due July 15, 2023. The NEPF Excel Spreadsheet template will be sent to the NEPF Liaisons to submit district educator ratings by May 1, 2023; they will also be due July 15, 2023. Ms. Statucki explained that the data is compiled and then presented during the first TLC meeting in September. Ms. Statucki added that she worked with Chair Salazar to create a position statement regarding [NRS 391.465](#) and the class size ratios (AB 266 from the 2021 legislative session). The position statement was completed and was posted in the TLC meeting materials on the NDE website ([see meeting materials](#)).

5. **INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE 2023 LEGISLATIVE SESSION** (*Information/ Discussion/ Possible Action*)

Ms. Statucki provided information on six different bills that were proposed during the current legislative sessions: Assembly Bill (AB) 65, AB247, AB269, AB341, Senate Bill (SB) 151, and SB344.

AB 65, discussed during the previous meeting, sought to clarify the language regarding the summative evaluation during the third year of a three-year cycle for highly effective educators. TLC voted to oppose the bill during the last meeting to request that the language be changed to remove the words “at the discretion of.” Assemblywoman Hatch submitted an amendment which included the removal of the NEPF language in sections 10 and 11. The bill passed as amended and has been moved to the Senate. There was no longer any language within AB65 that pertains to the NEPF. AB247 was introduced after the last TLC meeting. This bill sought to remove the use of pupil growth as part of the summative evaluation for teachers. The bill failed to meet the deadline, so no further action could be taken; however, the removal of the SLG as a part of the summative evaluation was added as an amendment to another bill which would be discussed next. AB269 sought to extend the eligibility for the exemption of the summative evaluation in the third year of a 3-year cycle to include teachers rated effective as well as those rated highly effective, and it further stated that effective/highly effective teachers could request to participate in the observation cycle

and/or receive a summative evaluation in that third year, but that they would not have to. An amendment was also added to remove the use of pupil growth as part of the summative evaluation for teachers. Per the language of the bill, legislation would be retroactive, meaning the last two years of evaluation ratings for post probationary teachers would count toward the exemption for the 2023-2024 school year, the first year it would take effect. This bill passed as amended and was moved to the Senate. AB 341 sought to change the entity nominating the teacher member of the TLC to include the employee organization representing a large school district. This bill failed to meet the deadline, so no further action could be taken. SB 151, discussed at the last meeting, sought to change the weight of the pupil growth score from 15% to 50%. The bill failed to meet the deadline, so no further action could be taken. SB 344 sought to require a school associate superintendent who oversaw local school precincts to be evaluated annually, but it did not specify that they had to use the NEPF tool created for Principal Supervisors. The bill passed as amended (the amendments did not apply to this section of the bill) and it was moved to the Assembly. This bill could indirectly impact the NEPF as districts could choose to use the NEPF tool written for principal supervisors, but it did not mandate the use of the NEPF tool.

Ms. Statucki then summarized the main components of AB269: extending the exemption of the waiver for the summative evaluation to include effective teachers, making participating in the observation and/or evaluation cycle optional based on teacher choice, and removing the use of the student performance domain in the summative evaluation rating. Ms. Statucki reiterated that if the Council voted to take a position on this bill, then any member of the Council could speak on behalf of the Council in the Senate when/if the bill was heard. Chair Salazar explained the historical context behind the bill. Members discussed various recommendations that could be made by the TLC regarding the bill.

Chair Salazar entertained a motion to oppose Assembly Bill 269 as it was written.

**Vice Chair Teel made a motion to oppose the bill. Member Markouzis seconded the motion.**

**Member Goynes-Brown voted YES to the opposition of AB 269 as written.**

**Vice Chair Teel voted YES to the opposition of AB 269 as written.**

**Member Moulden voted YES to the opposition of AB 269 as written.**

**Member Cadigan voted YES to the opposition of AB 269 as written.**

**Member Negrete voted YES to the opposition of AB 269 as written.**

**Member Markouzis voted YES to the opposition of AB 269 as written.**

**Member Blackman-Taylor voted YES to the opposition of AB 269 as written.**

**Member Ortiz voted YES to the opposition of AB 269 as written.**

**Member Tiscareno voted YES to the opposition of AB 269 as written.**

**Chair Salazar voted YES to the opposition of AB 269 as written.**

**The motion carried unanimously.**

Members then discussed the individual components of the bill. Member Cadigan suggested that the Council could take the position that observations would be required for all educators, summative evaluations would be optional for highly effective and certain effective educators in the third year of the 3-year cycle, participation in the summative evaluations for that year would be at the discretion of the teacher, and that to be eligible for the exemption all educators would need to have a minimum score on all indicators. Chair Salazar suggested that a motion could be made to recommend a friendly amendment to require observations for all.

**Member Markouzis made a motion to recommend keeping observations in place for all educators. Member Moulden seconded the motion.**

Member Teel suggested that the continued use of SLGs be added to the motion.

**Member Markouzis changed his original motion to recommend keeping observations and SLGs in place for all educators. Member Moulden seconded the motion.**

Chair Salazar asked for roll call vote on whether members were in favor of requiring observations and SLGs to remain in place for all educators.

**Chair Salazar voted YES to recommend keeping observations and SLGs in place for all educators.**

**Vice Chair Teel voted YES to recommend keeping observations and SLGs in place for all educators.**

**Member Blackman-Taylor voted YES to recommend keeping observations and SLGs in place for all educators.**

**Member Cadigan voted NO to recommend keeping observations and SLGs in place for all educators.**

**Member Goynes-Brown voted YES to recommend keeping observations and SLGs in place for all educators.**

**Member Markouzis voted YES to recommend keeping observations and SLGs in place for all educators.**

**Member Ortiz voted YES to recommend keeping observations and SLGs in place for all educators.**

**Member Moulden voted YES to recommend keeping observations and SLGs in place for all educators.**

**Member Negrete voted YES to recommend keeping observations and SLGs in place for all educators.**

**Member Tiscareno voted NO to recommend keeping observations and SLGs in place for all educators.**

**The motion passed, 8 to 2, to recommend keeping observations and SLGs in place for all educators.**

Members discussed whether the Council had a position as to whether effective teachers should be eligible for the summative evaluation and whether there should be guidelines based on scores. Chair Pam Salazar asked if TLC would want to recommend that the summative evaluation be waived for both effective and highly effective teachers. Member Moulden suggested that effective educators should be eligible for the exemption unless they have a score of a 1 in any category. Members Tiscareno, Negrete, and Blackman Taylor stated their position that making distinctions, based on scores within existing levels, would make the system more cumbersome.

**Member Moulden made a motion to recommend that effective teachers be eligible for the exemption of a summative evaluation in the third year of the 3-year cycle unless it is requested by the teacher. Member Cadigan seconded the motion.**

**Chair Salazar voted NO for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Vice Chair Teel voted NO for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Member Blackman-Taylor voted NO for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Member Cadigan voted YES for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Member Goynes-Brown voted NO for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Member Ortiz voted YES for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Member Moulden voted YES for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Member Negrete voted NO for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**Member Tiscareno voted NO for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**The motion failed, 6-3, for TLC to recommend that effective teachers be eligible for the exemption on the summative evaluation.**

**6. INFORMATION AND DISCUSSION REGARDING ANNUAL REPORT FROM REGIONAL PROFESSIONAL DEVELOPMENT PROGRAMS (RPDP) (*Information/ Discussion*)**

Chair Salazar requested that RPDP submit their report in a written format so that it could be included with the meeting minutes.

**7. INFORMATION AND DISCUSSION REGARDING OPEN POSITIONS FOR THE 2023-24 CALENDAR YEAR (*Information/ Discussion*)**

Tina Statucki recommended that TLC members review the remaining slides from the presentation because there were several open positions on the TLC. Mrs. Statucki reached out to respective organizations for the open positions for nominations.

**8. INFORMATION AND DISCUSSION REGARDING 2023-24 MEETING DATES (*Information/ Discussion*)**

Tina Statucki recommended that TLC members review the remaining slides from the presentation to see the dates for next year's meetings.

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

Chair Salazar reminded members that the RPDP report will be included in the minutes for Members to review as will the slides from the presentation.

**10. PUBLIC COMMENT #2**

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

**11. ADJOURNMENT**

Chair Salazar entertained a motion to adjourn the meeting. **Member Sue Moulden motioned to adjourn. Member Negrete seconded. The motion passed.** The meeting adjourned at 4:06 PM.

Teachers and Leaders Council

April 26, 2023

Southern Nevada Regional Professional Development Program (SNRPDP) Annual Report

General Comments

- SNRPDP trainers (22 content and two administrator) have offered 621 sessions [through April 21,2023] which include NEPF connected coursework. Connected coursework is defined as connecting the NEPF principles of learning to content areas and to the specific Nevada Academic Content Standards. All workshops followed the Nevada Department of Education’s Professional Learning Standards and aligned to the NDE Continuous Improvement Plan Inquiry Areas: Adult Learning Culture, Student Success, and Connectedness.
- SNRPDP workshops were offered, both virtually and face-to-face, for all educators in the five counties: Clark, Esmeralda, Lincoln, Mineral, and Nye. SNRPDP administrator workshops were offered statewide. Participants registered for sessions at [www.RPDP.net](http://www.RPDP.net). Educators voluntarily enrolled in workshops; workshops were not required by districts or charter schools.
- Many teachers and administrators attended multiple professional learning sessions throughout the school year as ongoing professional development.
- Educators viewed and registered for monthly workshops at [www.RPDP.net](http://www.RPDP.net) in administration, the core content areas (math, English, science), computer science, and family engagement.

All Counties

- Content trainers have conducted workshops, mentoring, or observations with teachers/schools in all our five participating counties based on principal/district request.

Rural County Highlights

Lincoln County

- Administrators participated in monthly classroom learning walks. The intent of the learning walks focused on observation and conferencing as aligned to the NEPF Instructional Standards. The objective was to create greater consistency and inter-rater reliability as a district. Discussion was held after each observation as part of the learning process for administrators.

Nye County

- Administrators participated in monthly as a face-to-face workshop; all sessions were aligned to the NEPF Leadership and Instructional Standards. The theme for 2022-2023 was Coherence and Clarity and focused on Michael Fullan’s work (Focusing Direction, Cultivating Collaborative Cultures, Deepening Learning, and Securing Accountability) and the Visible Learning work of John Hattie. SNRPDP administrative trainers connected research-based practice to the NEPF Leadership Standards.
- The Aspiring Leaders Academy for teacher leaders was developed collaboratively with Nye County District leadership. Sessions were held in both virtual and face-to-face settings monthly. Each session was connected to the NEPF and to the most current research on instructional leadership.



## Teachers and Leaders Council

April 26, 2023

### Southern Nevada Regional Professional Development Program (SNRPDP) Annual Report

#### Lyon County

- In partnership with WestEd and the Northwest RPDP, professional learning providers created and delivered a series of workshops focusing on supporting the PLC framework in mathematics to move the needle on building collective efficacy leading to improved student learning. The NEPF Instructional Standards were part of discussions and activities.

#### Additional SNRPDP Project

##### NEPF Instructional Standards Learning Program

- This program was designed to deepen participants' understanding of the NEPF Instructional Standards and to establish greater consistency across schools and districts. Teachers/administrators moved through the asynchronous modules at their own pace and/or schedule. This program was first available in February 2023, and enrollment will be open throughout the summer.

##### Novice Teacher Workshops

- SNRPDP has included in its course offerings a yearlong program aimed at increasing novice teacher agency as it relates to effective professional and instructional goals outlined in the NEPF. The program included classroom teachers who have three (3) or fewer years' experience. Each novice teacher had an assigned mentor. Participants engaged in five (5) professional learning modules (in person and virtually). Teachers participated in modeling and observation. Educators were also able to schedule small group and individual coaching sessions throughout the year. Novice Teacher Newsletters were sent to participating school administrators and teachers and are posted on the RPDP website.

