



TEACHERS and LEADERS COUNCIL MEETING

September 27, 2023

2:00 PM

If you are unable to attend but would like to provide a written statement for public comment, please submit your statement to rick.derry@doe.nv.gov before the close of the Council meeting.



Outcomes

- Council Member Updates
- Approval of Meeting Minutes (April 26, 2023)
- NEPF/NDE Updates
- Review of proposed changes to NEPF regulations NAC 391.571 to 391.576
- NEPF Monitoring
 - 2022-23 NEPF Educator Ratings
 - 2022-23 Monitoring for Continuous Improvement Survey Data

NEPF/NDE Updates

- Emailed the [May Liaison Newsletter](#) to NEPF Liaisons on May 2, 2023; posted to NDE update (May 25, 2023)
- Updated protocols, tools, and rubrics posted to NDE website before July 1, 2023
- Distributed annual NEPF Implementation (Monitoring for Continuous Improvement) Survey link to NEPF Liaisons on April 3, 2023 (due July 15, 2023)
- Sent the NEPF Excel spreadsheet template to NEPF Liaisons to submit district educator ratings on May 1, 2023 (due July 15, 2023)
- Conducting annual Monitoring for Continuous Improvement Interviews with district liaisons in September/October 2023

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

Overview of NEPF Summative Ratings

Educator Group	Total Count	Ineffective		Developing		Effective		Highly Effective		Exempt	
		#	%	#	%	#	%	#	%	#	%
Audiologists	5	0	0.00%	0	0.00%	3	60.00%	1	20.00%	1	20.00%
School Administrators	1452	2	0.14%	12	0.83%	1100	75.76%	245	16.87%	93	6.40%
School Counselors	996	1	0.10%	2	0.20%	538	54.02%	385	38.65%	70	7.03%
School Nurse	293	0	0.00%	0	0.00%	149	50.85%	91	31.06%	53	18.09%
School Psychologists	242	0	0.00%	0	0.00%	108	44.63%	125	51.65%	9	3.72%
School Social Workers	136	1	0.74%	0	0.00%	66	48.53%	61	44.85%	8	5.88%
Speech-Language Pathologists	446	0	0.00%	2	0.45%	196	43.95%	217	48.65%	31	6.95%
Teacher-Librarians	341	0	0.00%	0	0.00%	228	66.86%	92	26.98%	21	6.16%
Teachers	20601	15	0.07%	130	0.63%	14814	71.91%	4534	22.01%	1108	5.38%

Overview of NEPF Summative Ratings with Class Size Adjustment

Educator Group	Effective		Effective (Adj)		Highly Effective		Highly Effective (Adj)		Change	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Teacher-Librarians	116	74.84%	113	72.90%	29	25.16%	42	27.10%	3	1.93%
Teachers	9005	74.66%	8803	72.98%	3057	25.34%	3259	27.02%	202	1.67%

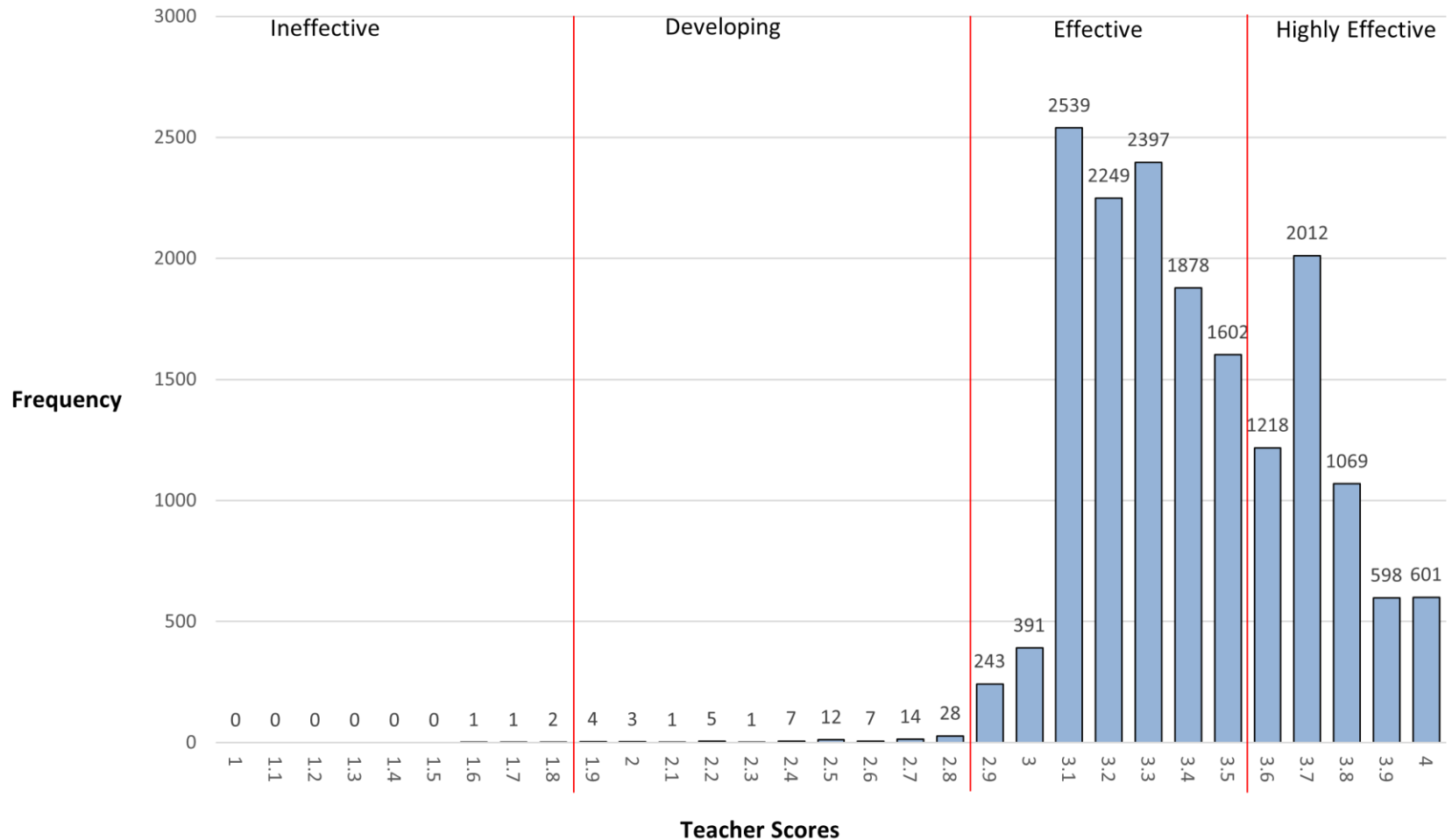
Educators eligible for the class size adjustment based on the recommended ratios set by the State Board of Education included K-12, non-probationary educators who received an unadjusted rating of effective or highly effective and who did not teach band, choir, and/or orchestra (includes teacher-librarians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

Overview of NEPF Ratings by Standard

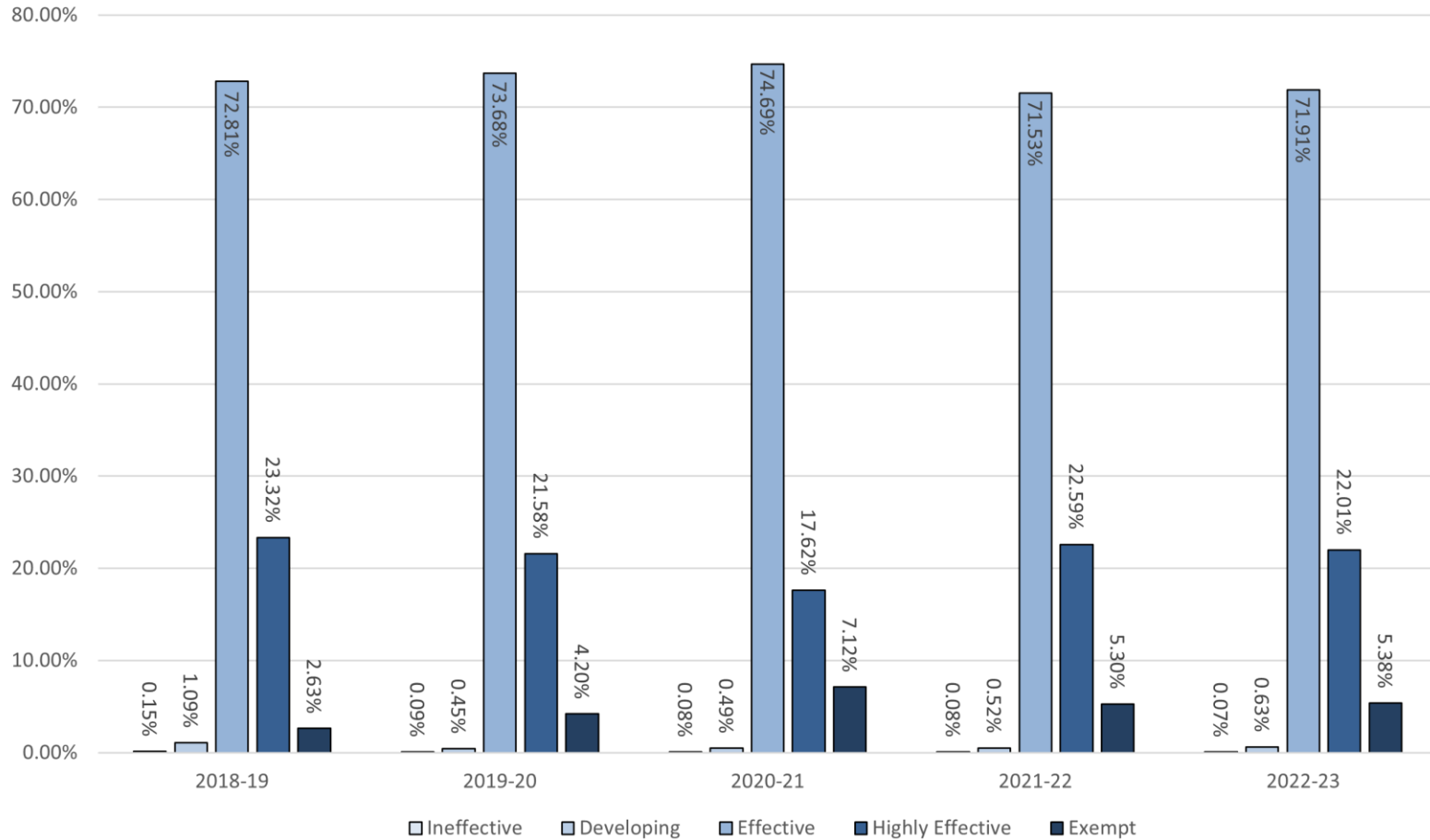
Educator Group	Lowest IPS/ILS	Highest IPS/ILS	Lowest PRS/PPS	Highest PRS/PPS	Average Summative Score	Change
Audiologists	N/A	N/A	3.25 (3)	3.58 (5)	3.46	↑ 0.10
School Administrators	3.20 (4)	3.30 (3)	3.22 (4)	3.39 (3)	3.28	↓ 0.07
School Counselors	N/A	N/A	3.34 (4)	3.56 (3)	3.48	↑ 0.06
School Nurse	N/A	N/A	3.36 (3)	3.46 (1)	3.43	0.00
School Psychologists	N/A	N/A	3.47 (3)	3.61 (1)	3.54	↑ 0.05
School Social Workers	N/A	N/A	3.48 (4)	3.58 (1)	3.51	↑ 0.03
Speech-Language Pathologists	N/A	N/A	3.46 (3)	3.63 (1)	3.54	↑ 0.04
Teacher-Librarians	3.25 (4)	3.43 (3)	3.40 (5)	3.60 (2)	3.40	↓ 0.01
Teachers	3.21 (4)	3.41 (2)	3.31 (2)	3.43 (5)	3.34	↑ 0.01

Numbers in parenthesis denotes NEPF Standard

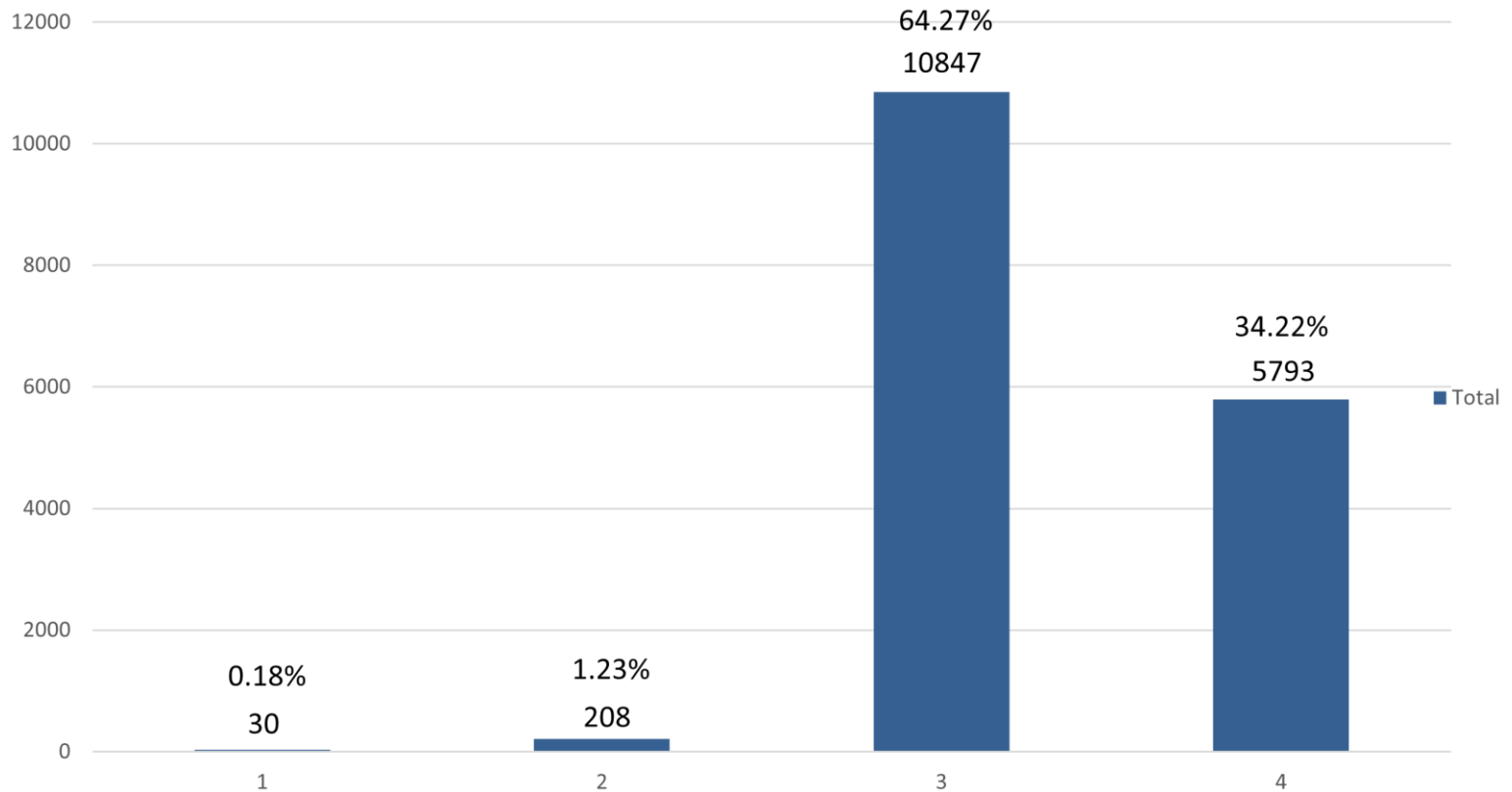
Teacher Score Distribution



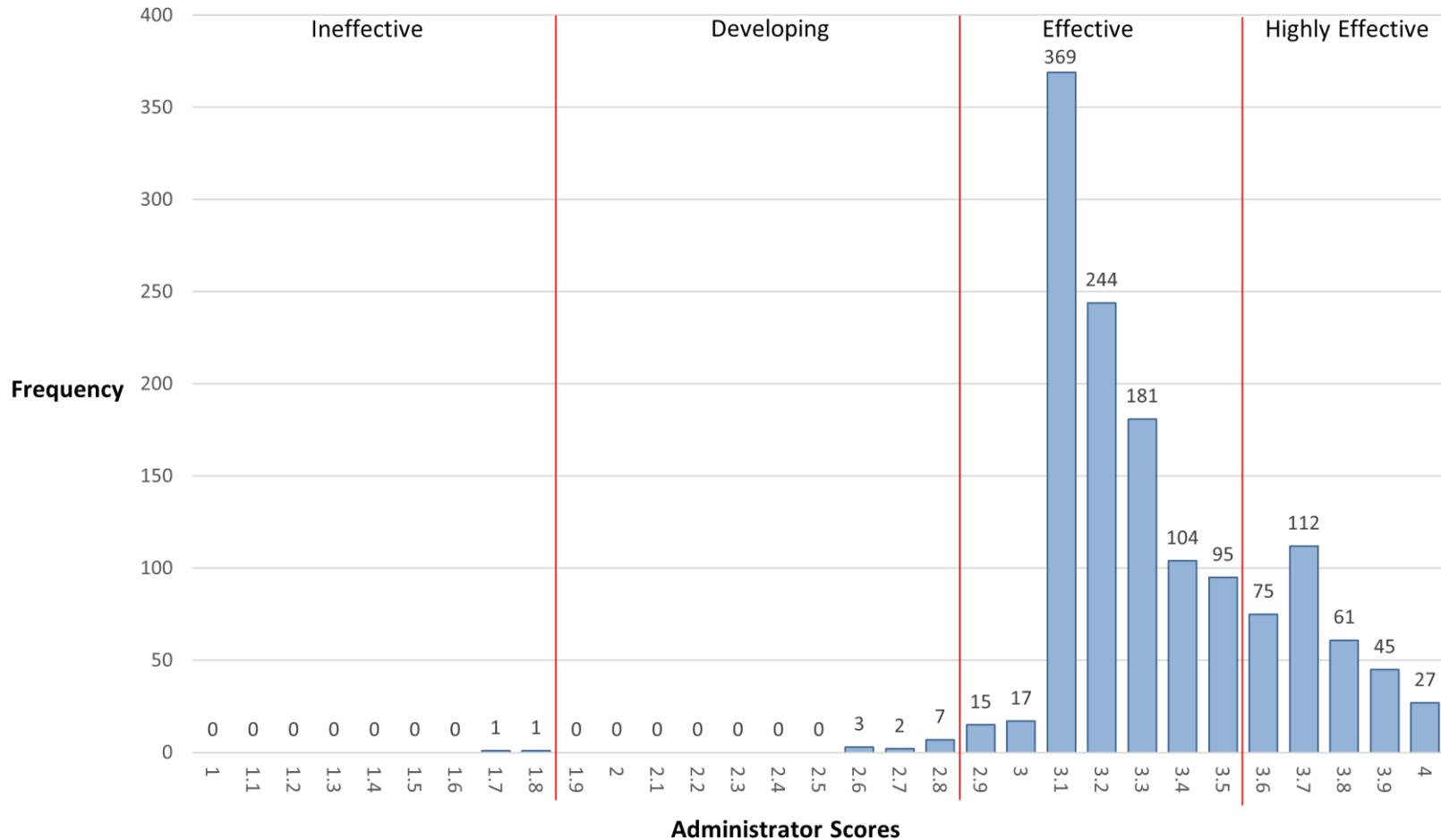
Teacher Trend Data



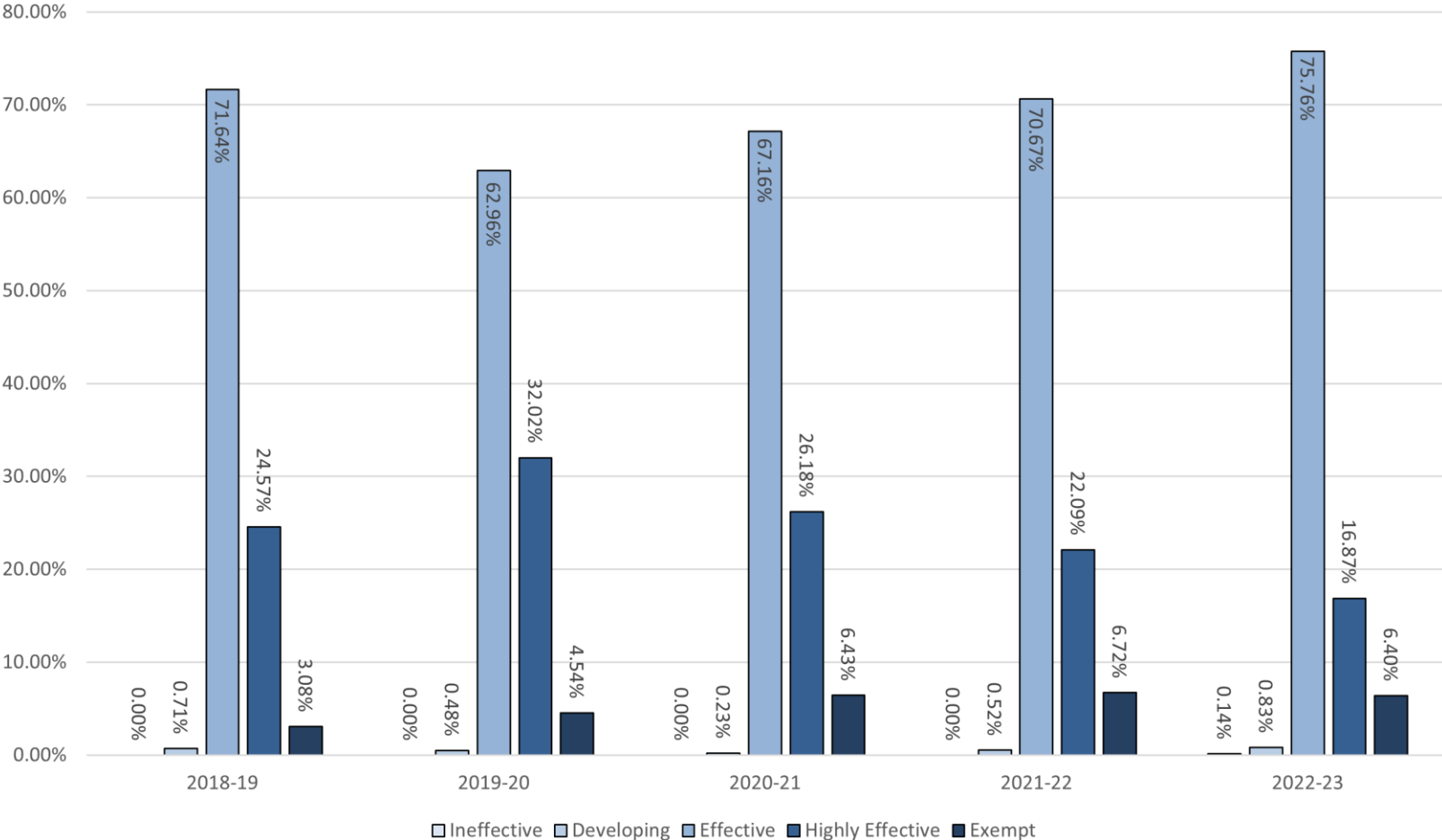
Teacher Student Learning Goal Score Distribution



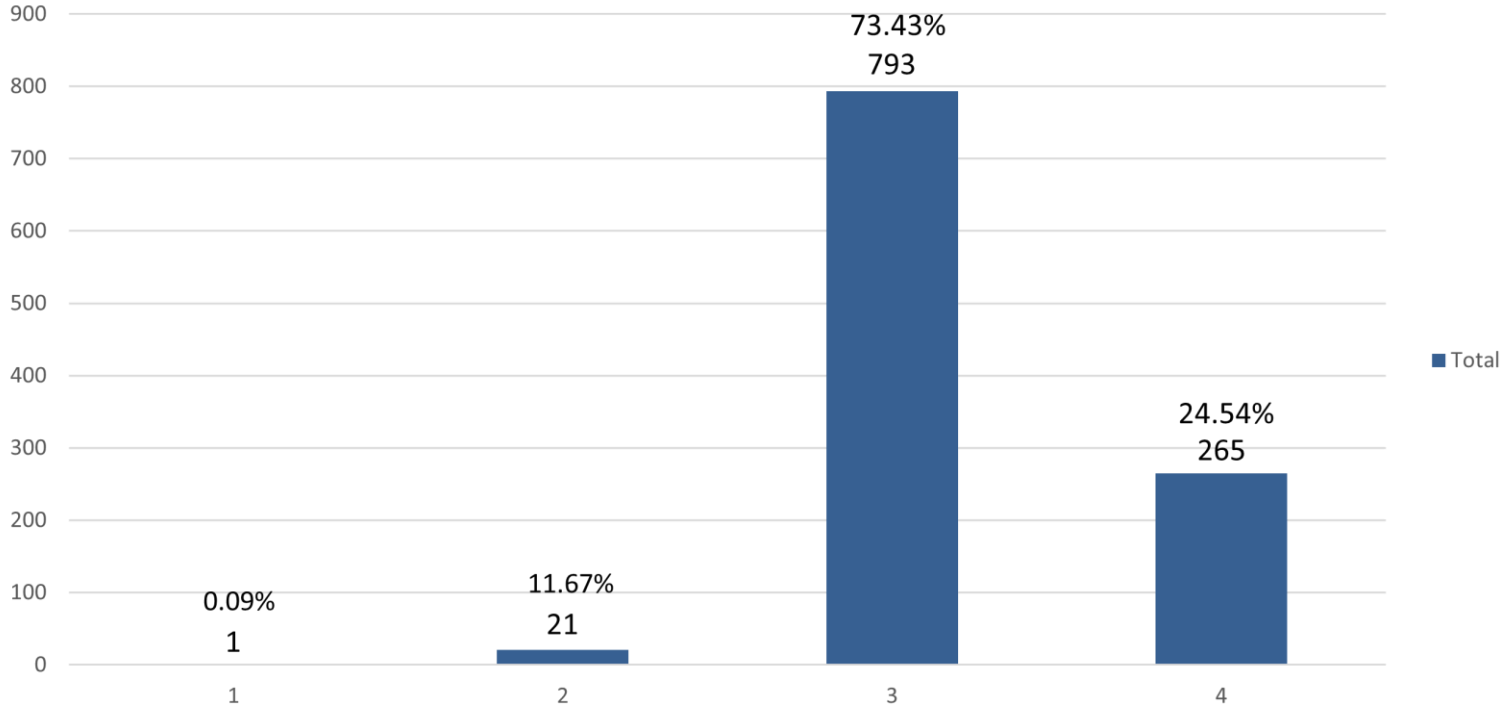
Administrator Score Distribution



Administrator Trend Data



Administrator Student Learning Goal Score 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)

NEPF Monitoring for Continuous Improvement

NEPF MCI Survey Data

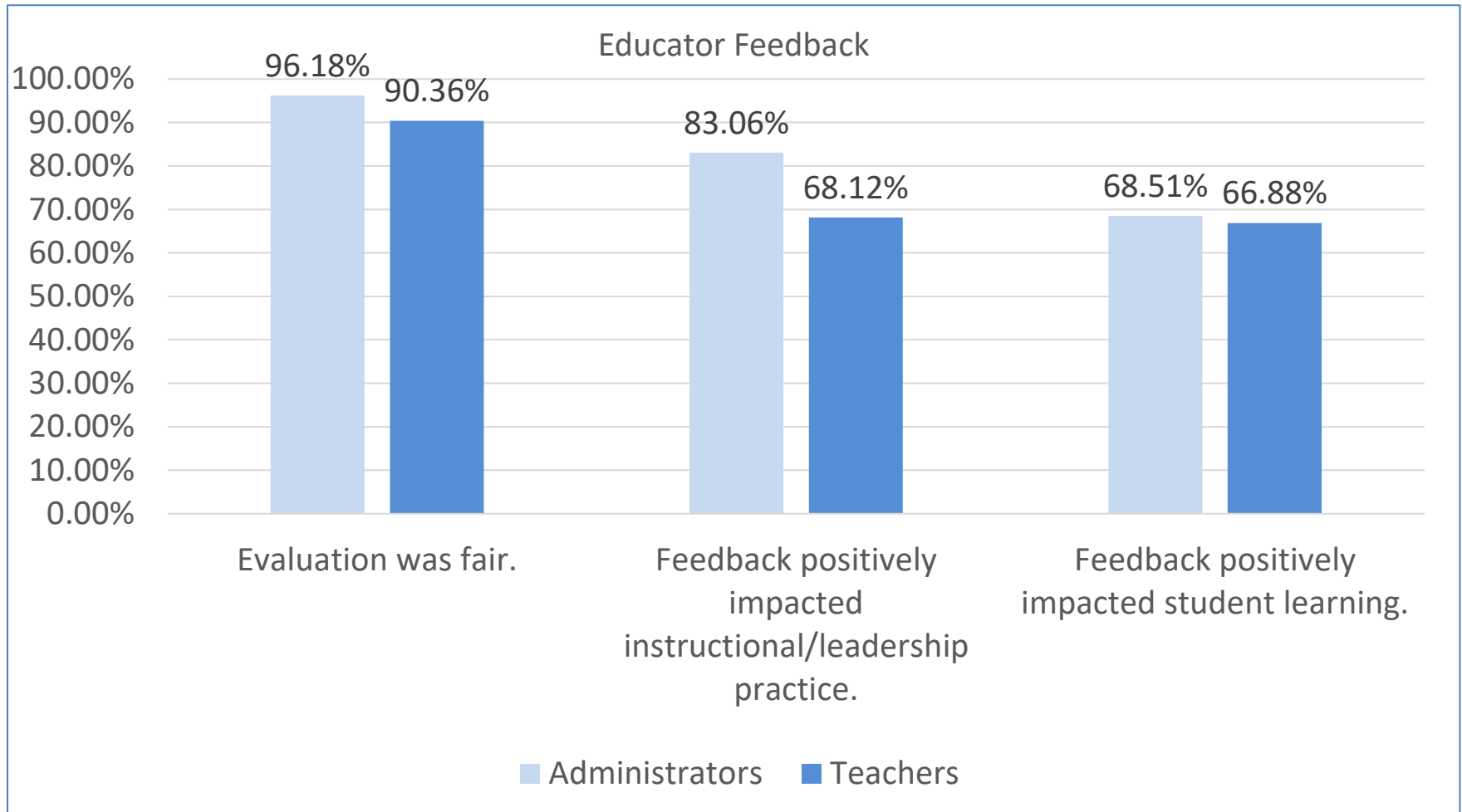
- 2022-23 Surveys completed by July 15, 2023
- Responses
 - Administrators – 415 (about 29%)
 - ❖ Survey Results
 - Teachers – 5637 (about 27%)
 - ❖ Teacher Results

*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/>

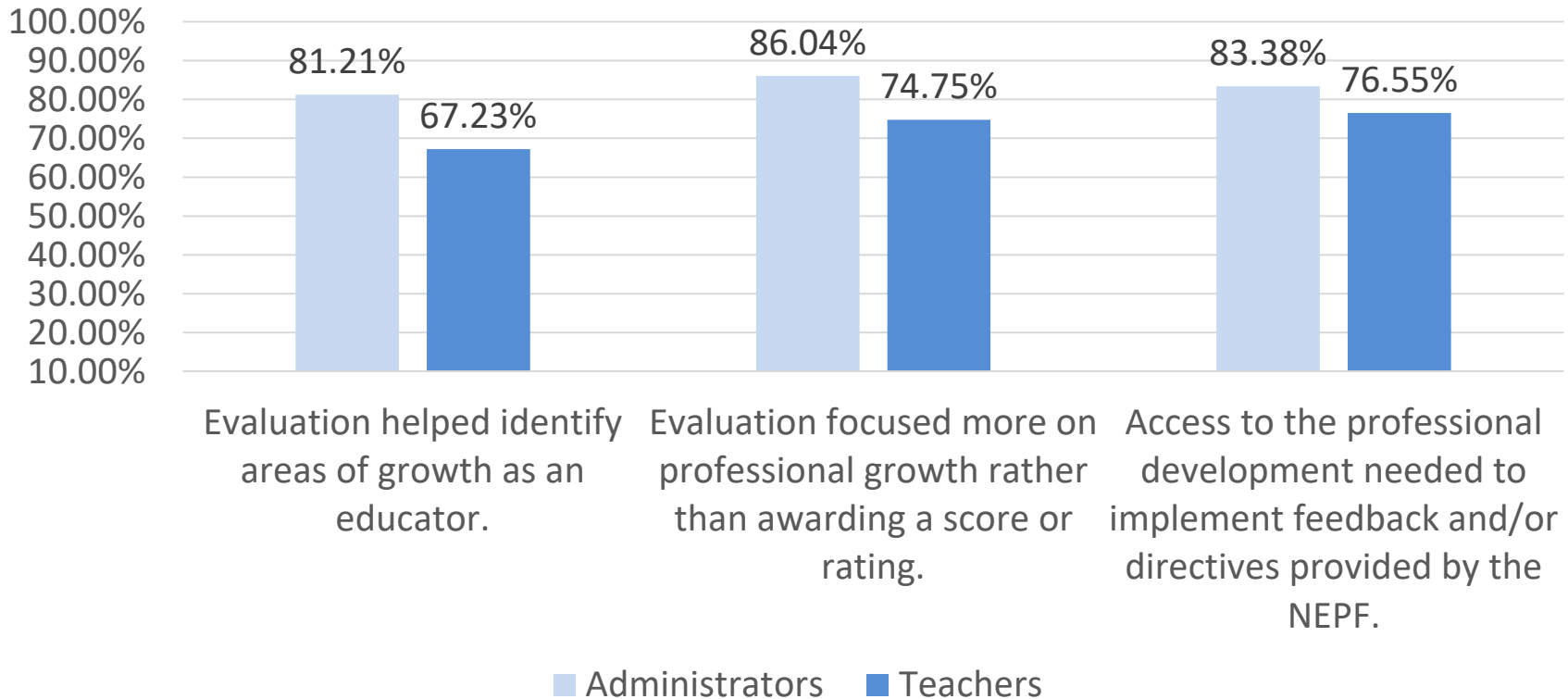


NEPF MCI Survey Data - Feedback



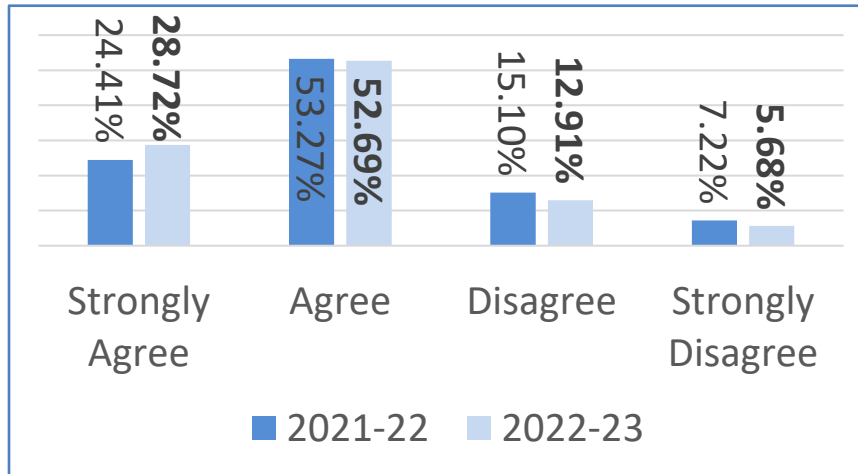
NEPF MCI Survey Data - Growth

Educator Growth

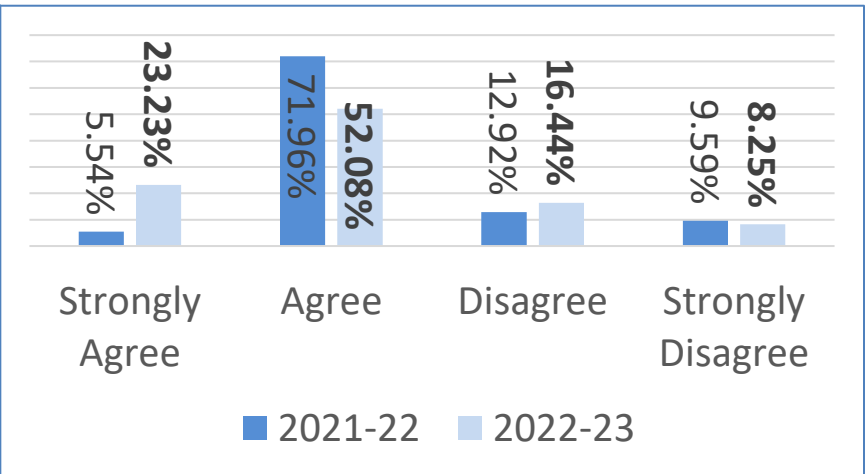


NEPF MCI Survey Data – Impact on Time

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).



How much additional time do you believe it took you to understand the new class size adjustment process, assist your educators to understand it, and to physically complete the summative evaluations for the teachers you supervised?

None	11.61%	19.93%
Minimal	61.42%	49.65%
Considerable	22.10%	18.53%
Substantial	4.87%	11.89%

NEPF MCI Interview Data

- NDE representatives met/are meeting with district NEPF Liaisons from all 17 districts (Fall 2023)
- NEPF Liaisons use survey and NEPF data to inform professional learning plans ...



Survey Data Limitations

- Local control of survey distribution (data not received from all districts)
 - Administrators: 16 out of 17 districts
 - Teachers: 17 out of 17 districts





Teachers and Leaders Council

Wednesday, November 29, 2023

Wednesday, February 28, 2024

Wednesday, April 24, 2024

*To provide a written statement for public comment, submit your statement to rick.derry@doe.nv.gov before the close of the Council meeting.
(Please add TLC Public Comment in the Subject Line)*