

**TEACHERS AND LEADERS COUNCIL (TLC)
 WEDNESDAY, SEPTEMBER 27, 2023
 2:00 PM**

Office	Address	City	Meeting Room
Department of Education	2080 E. Flamingo Rd.	Las Vegas	Boardroom
Department of Education	700 E. Fifth St.	Carson City	Boardroom
Department of Education	Virtual/ Livestream	N/A	N/A

SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS IN ATTENDANCE

Chair Pamela Salazar
 Danica Hays
 Andrew Tiscareno
 Drew Schaar
 Darcy McInnis
 Sue Moulden
 Vice Chair Pamela Teel
 Linda Gilkerson
 Annie Hicks
 Jeana Blackman-Taylor
 Juanita Ortiz
 Elizabeth Cadigan

NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF IN ATTENDANCE

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

Kellylynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

Rick Derry, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

Christy McGill, Deputy Superintendent, Office of Educator Effectiveness and Family Engagement (EEFE)

LEGAL STAFF IN ATTENDANCE

David Gardener, Sr. Deputy Attorney General, Nevada Department of Education (NDE)

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

Chair Salazar called the meeting to order at 2:00 PM, followed by the roll call and the Pledge of Allegiance. Chair Salazar recognized those members who were reappointed and introduced the newly appointed member, Annie Hicks, who represents the Regional Professional Development Programs (RPDP).

2. **PUBLIC COMMENT #1**

No public comment in Carson City or in Las Vegas.

3. **INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE APRIL 26, 2023, MEETING MINUTES** (*Information/ Discussion/ Possible Action*)

Chair Salazar entertained a motion to approve the meeting minutes from April 26, 2023. Vice Chair Pamela Teel made a motion to approve, and Member Drew Schaar seconded. The motion passed unanimously.

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

Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement (EDLiFE) announced that former Educator Programs Professional, Tina Statucki, retired from the Nevada Department of Education (NDE) and the department was still seeking a qualified replacement. Ms. Collins added that NDE was working on bringing Mrs. Statucki back as a contractor to help with onboarding for the new hire as well as training for the NEPF.

Ms. Collins stated that there were no changes made to the NEPF during the last legislative session, making this the first session since 2011 with no changes. The May NEPF Newsletter was emailed to the NEPF Liaisons and posted on the NDE update and NEPF webpage. The NEPF tools and protocols were updated and are available on the [NEPF webpage](#) and revisions were made to the webpages to ensure that they were easier to navigate. The annual Monitoring for Continuous Improvement survey link was sent to all the districts to monitor the implementation of the NEPF. Results from the survey would be shared later in the meeting. The Excel spreadsheet used to collect the district NEPF ratings data was sent to the districts, and the results were submitted and would also be shared later during the meeting. NDE has not yet conducted the NEPF Monitoring for Continuous Improvement interviews due to the vacant position. Ms. Collins said the interviews would be delayed until late October or early November, but scheduling interviews would be discussed with NEPF Liaisons when NDE meets with them on Monday.

Ms. Collins introduced Deputy Superintendent Christy McGill in the Office of Educator Effectiveness and Family Engagement (EEFE). Deputy Superintendent McGill previously served as the Director for the Office of Safe and Respectful Learning (OSRLE). Deputy Superintendent McGill shared her gratitude for the work done on the NEPF, the reports, and the data presented on the website.

5. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING NEVADA ADMINISTRATIVE CODE (NAC) 391.571 TO 391.576 (*Information/ Discussion/ Possible Action*)

Ms. Collins explained that Governor Joe Lombardo issued Executive Order 3 which asked state agencies to identify regulations that were no longer necessary and could be removed from the Nevada Administrative Code (NAC). Ms. Collins reviewed the NEPF regulations to see what could be removed. Ms. Collins said Nevada Revised Statute (NRS) 391.465 required that the State Board of Education (SBE) adopt regulations establishing the statewide performance evaluation system and gave them the authority to prescribe the evaluation tools. It did not specifically state that the rubric language itself (standards and indicators) must be included in the regulation. Ms. Collins stated that the NAC 391.571 and 391.574 would meet those requirements with only slight modifications. NAC 391.577 outlined the evaluation process and NAC 391.579 gave the department the authority to prescribe the evaluation tools including rubrics and protocols. These covered all the required evaluation components and there was no need to have the standards and indicators listed in the NAC, especially as standard and indicator language did not always translate well in regulation. The proposed changes were outlined in the materials for agenda item 5 and were available in the meeting materials online ([see meeting materials](#)). The italicized language in brackets was the language that could be removed from the NAC and the language in bold font was the proposed new language. NDE proposed the removal of NAC 391.572, NAC 391.571, and NAC 391.574. This included removing the references to the standards and indicators in the NAC's themselves and replacing them with references to the NRS 391.465. Furthermore, the proposed changes aligned the percentages to what was already in statue. NDE proposed changing the italicized language in NAC 391.572 and NAC 391.573 for administrators and NAC 391.574 and NAC 391.575 for teachers to address the standard and indicator language.

The TLC did not have regulatory authority, as only the SBE had the authority to act on these regulations; however, NDE wanted to get feedback from the Council. The proposed changes would be presented at a public workshop scheduled for October 26, 2023. Ms. Collins opened the floor for questions or concerns. Chair Salazar added that removing the language from the NAC was consistent with the original intent of the Council. Member Hays agreed. Ms. Collins added that the public workshop notice for the October 26 public workshop meeting would be sent to members so that members could attend if they wanted to and provide public comment as a member of the public, but it was not required. The changes were being brought to the Council today so that members would have the opportunity to address any concerns, and any changes to the proposed language could be made before the public workshop.

The way the process worked was that NDE would have a public workshop with the draft language so that the public could review it. It would then be sent to the Legislative Council Bureau (LCB) for actual drafting into regulation. Once NDE received the language back, it would then be posted for 30 days prior to another public hearing, which usually took place at a SBE meeting. If the SBE approved those changes at that public hearing, then it would go to the Legislative Commission. Once

approved by the Legislative Commission, it would be considered active and would be codified into the NAC.

Member Blackman-Taylor asked what the response would be to a parent if they were confused or did not understand as to why the language was removed or revised in the NAC. Ms. Collins explained that this would not negatively impact the expectations around the NEPF because those expectations were already spelled out in the NAC. The NAC specified that the State Board, and NDE, had the authority to prescribe the tools and protocols. All the information was already in the NAC and in statute. The details did not need to be listed in the NAC as they were already described in the protocols. Chair Salazar reminded members of the public workshop and asked for the Council to be kept apprised of the status.

6. INFORMATION AND DISCUSSION REGARDING THE 2022-2023 NEVADA EDUCATOR PERFORMANCE FRAMEWORK (NEPF) SUMMATIVE EVALUATION RATINGS AND MONITORING FOR CONTINUOUS IMPROVEMENT SURVEY RESULTS *(Information/Discussion)*

NRS 391.485 required the monitoring of the NEPF. NDE would be presenting this data to the State Board of Education (SBE) at an upcoming meeting. The data required was listed in the NRS. In addition, it also required that the Board of Trustees of each school district to review the data and information annually. It also said that NDE may review the manner in which the statewide performance evaluation system was carried out by each school district, which would be done through the annual interviews with each district.

Ms. Collins introduced the department's new management analyst, Dr. Sean Goff, who worked on the data for the NEPF summative ratings, and she thanked KellyLynn Charles for assisting with the logistics support and operating the slideshow presentation.

Ms. Collins gave an overview of the NEPF Summative Ratings, Summative Ratings with Class Size Adjustment, NEPF Ratings by Standard, Teacher Score Distribution, Teacher Trend Data, Teacher Student Learning Goal Score Distribution, Administrative Score Distribution, Administrator Trend Data, Administrator Student Learning Goal Score Distribution, Data Limitations, NEPF MCI Survey Data, NEPF MCI Survey Data – Feedback, NEPF MCI Survey Data – Growth, NEPF MCI Survey Data – Impact on Time, NEPF MCI Interview Data, and Survey Data Limitations (see meeting materials).

Member Schaar asked if there was any information that represented possible educators or administrators that did not receive an NEPF evaluation that were not also highly effective or exempt. Ms. Collins stated that one of the questions on the survey asked if the educator was evaluated with the NEPF. If they selected "No," the survey bumped them out. Ms. Collins told Member Schaar that someone could reach out to NDE if they were aware of instances where people were not being evaluated by the NEPF or if it was not being implemented as it should be. NDE would be willing to provide training or support. Member Schaar also questioned if there was any data for any educators or administrators that did not receive an NEPF evaluation according to the required processes. Ms. Collins added that if there was a statewide data system, NDE would have a better chance at getting that data, but there was currently no statewide online tool for the NEPF due to funding constraints.

Member Blackman-Taylor wanted to know if the percentages of responders, around 27% to 29%, compared to last year's percentages and would there be a goal for next year. Ms. Collins stated that she did not have that information, but that NDE would look further into the data to answer the question. Ms. Collins added that NDE could compile some trend data on the response rates and recalled that during the pandemic the response rates were abysmal. Ms. Collins stated that NDE would look at pre-pandemic numbers as well and provide data from all the years the survey has been implemented to the Council. One of the items that would be discussed during the district interviews was the response rates and ways to improve the response rates. Lastly, Ms. Collins added that if anyone had any ideas on how to improve the response rate, they could contact her. Chair Salazar thanked NDE for compiling the data in the presentation.

7. INFORMATION AND DISCUSSION REGARDING 2023-24 MEETING DATES

(Information/ Discussion)

Ms. Collins shared the scheduled meeting dates for the year: November 29, 2023; February 28, 2024; and April 24, 2024, with a 2:00 PM start time. Ms. Collins added that NDE had a small budget for travel and would have enough funds for one in-person meeting. Chair Salazar suggested that the April meeting would be a good opportunity to have an in-person meeting to avoid bad weather, and said that, as there was no other input, the decision would be left to NDE. Ms. Collins stated that NDE could do a cost analysis to determine if it would be best to have the meeting in the south (Las Vegas) or in the north (Carson City).

8. FUTURE AGENDA ITEMS

Chair Salazar suggested that once the new person was hired to assist with doing the monitoring meetings then NDE should provide an update on those discussions that were going to be held with the districts. In addition, the Council should receive an update on the process and progress of the regulation changes that were going to move forward starting with the October 26, 2023, workshop. Chair Salazar asked Ms. Collins for any additional recommendations. Ms. Collins recommended that the Council invite the RPDP's to do an in-depth report regarding NEPF training during the April 24, 2024, in-person meeting. Chair Salazar added that since this is not a legislative year, the Council may not need to have all three meetings. Ms. Collins added that if anyone would like to hear more about issues related to the NEPF, they can let NDE know so they can be added to the agenda. Ms. Collins also suggested that the Council do a refresher course on Open Meeting Law during the April 24, 2024, meeting. The Council would need to have the election for chair and vice chair at the first meeting of the new calendar year, which would be either February 28 or April 24.

Deputy Superintendent McGill questioned whether the Council ever acted upon or made recommendations based on the data for some action steps or quality improvement and suggested that, as it was not a legislative year, the Council could address this in future meetings. Chair Salazar stated that one of the data pieces that the Council looked forward to was when NDE goes out and visits the districts. That information would come back to TLC, which then provided the Council with input on areas of need to support improvement. Chair Salazar added that she thought the TLC relied on the monitoring meetings that were held with the district leaders and liaisons. Deputy Superintendent McGill added that when she spoke with the Superintendent of Public Instruction Jhone Ebert, she learned that the Governor was looking for potential bill draft requests (BDR's).

Even though this was a non-legislative year, Deputy Superintendent McGill suggested that the Council could start discussing those issues this spring so that NDE could bring it forward to the appropriate people. Chair Salazar thanked Deputy Superintendent McGill for that insight.

9. **PUBLIC COMMENT #2**

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

10. **ADJOURNMENT**

With no further objection, the meeting was adjourned at 4:15 PM.