

**TEACHERS AND LEADERS COUNCIL (TLC)**  
**WEDNESDAY, NOVEMBER 20, 2024**  
**2:30 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	Silver Ore Conf. Room
Department of Education	Virtual/ <a href="#">YouTube</a>	n/a	n/a

**SUMMARY MINUTES OF THE REGULAR MEETING**

**MEMBERS IN ATTENDANCE**

Pam Salazar  
Pamela Teel  
Jeana Blackman-Taylor  
Elizabeth Cadigan  
Linda Gilkerson  
Darcy McInnis  
Sue Moulden  
Susan Neal  
Drew Schaar

**NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF PRESENT**

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

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

Tina Statucki, Contractor; Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

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

Lisa Ford, Chief Strategy Officer, Nevada Department of Education

**LEGAL STAFF PRESENT**

Greg D. Ott, Chief Deputy Attorney General

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

Chair Pam Salazar called the meeting to order, followed by the roll call and the Pledge of Allegiance. Chair Salazar acknowledged the passing of Kathleen Galland-Collins. Tina Statucki and Kathy Hoyt shared their thoughts and memories of Ms. Galland-Collins. Chair Salazar also announced that member Linda Gilkerson would be resigning from the Council as her term as a School Board Member would expire in January. Member Gilkerson expressed her gratitude for being on the Council.

2. **PUBLIC COMMENT #1**

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

3. **INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE SEPTEMBER 25, 2024, MEETING MINUTES** (*Information/ Discussion/ Possible Action*)

Members reviewed the September 25, 2024, meeting minutes. Chair Salazar entertained a motion to approve the minutes. Member Linda Gilkerson made a motion to approve. Member Drew Schaar seconded it. The motion carried.

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

Ms. Hoyt provided Council members with an overview of NEPF updates. The fall newsletter was emailed to NEPF Liaisons on October 2, 2024, and was posted to the NDE update on October 10, 2024. An NEPF liaisons meeting was held on September 30, 2024, following the TLC meeting on September 25, 2024. Chair Pam Salazar, Ms. Hoyt, and Ms. Statucki presented the annual NEPF ratings and survey data to the State Board of Education (SBE) on November 6, 2024. Ms. Hoyt stated that the one board member inquired about tracking educator growth from year to year and whether the Department had the capacity to do so. The SBE was reminded that districts still provide the data manually every year, via an Excel spreadsheet, and that personally identifiable information for individual educators and administrators is not shared with NDE, following NRS. She added that this emphasized the need for an electronic tool to collect, track, and house data. A private vendor could potentially assist in tracking year-to-year educator growth without violating the educators' rights to privacy.

Ms. Hoyt shared that the second round of NEPF field study work groups with principal supervisors, administrators, and teachers were held the previous week. Members shared feedback regarding the recent implementation of the redesign materials. Workgroup members also piloted a survey that would be shared with NEPF Field Study Participants. The survey included questions referencing training received in preparation for the field study and their opinions on the updated materials. Participants in the survey would be encouraged to upload a piece of NEPF evidence, redacting all personally identifiable information, to assist NDE in understanding observation conference feedback, including suggestions for professional growth on the implementation of the redesigned tools. The survey would be open from December 2, 2024, to December 20, 2024.

The Department was hoping to move forward, after the new year, with a survey for district teacher librarians and OLEP's to determine if these educator groups would have an interest in the potential redesign of their NEPF rubrics and materials. Depending on survey results, and with approval from the SBE, NDE may establish workgroups with stakeholders in these positions to solicit feedback and to create materials. There was no timeline established.

5. **INFORMATION AND DISCUSSION TO SEEK FEEDBACK ON THE 2025 STATEWIDE PLAN FOR THE IMPROVEMENT OF PUPILS** (*Information/Discussion*)

Lisa Ford, Chief Strategy Officer (CSO), presented on STIP 2030, a Nevada law-mandated plan (NRS 385.111-113) aimed at improving student achievement through data analysis, academic strategies, and college and career readiness. She explained that the five-year plan tracks progress toward State Board of Education goals, revised annually, and aligns with the Nevada Department of Education's mission.

The plan focuses on enhancing student achievement and educator effectiveness through three frameworks: Portrait of a Nevada Learner (academic growth), Acing Accountability (SB 98 resource alignment), and The Nevada Way (Governor Lombardo's workforce initiative). It targets equitable PK-12 learning access, educator support, and strategic student investment, with performance measured annually. CSO Lisa Ford noted ongoing data improvements in 2024, with a formal presentation expected in January 2025.

CSO Lisa Ford addressed questions from board members regarding teacher retention, recruitment efforts, funding, student engagement, and stakeholder involvement. Member Elizabeth Cadigan inquired about retention efforts, particularly for veteran teachers. CSO Lisa Ford stated that she would consult with Director Jeff Briske of NDE to gather details on action items being developed. She highlighted ongoing efforts, including expanding instructional practices, professional development, and multi-tiered systems of support to assist teachers. Additionally, the Office of Teacher Effectiveness is collaborating with the Office of Safe and Respectful Learning Environments (OSRLE) to enhance mental health support services, while the Office of Teaching and Learning is creating new courses and engagement opportunities for educators. CSO Lisa Ford noted that while the department plays a role, much of teacher retention falls under district responsibilities.

Member Drew Schaar asked CSO Lisa Ford to elaborate on state-level retention and recruitment efforts. She explained that the Office of Educator Development, Licensure, and Family Engagement (EDLiFE) is leading several initiatives, including the continuation of Teach Scholarships, which offer three scholarship opportunities for individuals across Nevada. Additionally, the department is expediting licensure processing times to help educators enter the field more quickly. CSO Lisa Ford also mentioned efforts to create micro-credentials that allow teachers to develop and enhance their skills and instructional practices.

Member Jeana Blackman-Taylor asked about funding sources. CSO Lisa Ford confirmed that retention initiatives were included in the Pupil-Centered Funding Plan, which incorporates weighted funding in the Student-Centered Pupil Funding Formula to support at-risk students and allocate resources accordingly.

Member Blackman-Taylor also inquired about student involvement in decision-making. CSO Lisa Ford shared that a student advisory group was being established, consisting of representatives from across Nevada who will work directly with the Superintendent of Public Instruction. The group, composed of nominated and selected students, would hold its first meeting in January to provide feedback on educational policies from a student perspective.

Member Schaar further asked about the selection process for student advisory members and statewide representation. CSO Lisa Ford explained that two students were selected from each district, with four from Clark County School District due to its size. She emphasized that diversity was a key consideration in forming the group.

Member Linda Gilkerson thanked CSO Lisa Ford for her work on STIP and asked about stakeholder participation. CSO Lisa Ford explained that a statewide survey was conducted to gather input from Nevadans, ensuring broad engagement without requiring attendance at in-person meetings. She also provided her email, [lisa.ford@doe.nv.gov](mailto:lisa.ford@doe.nv.gov), for additional questions or feedback. Member Blackman-Taylor recommended that CSO Lisa Ford also look to School Organizational Teams (SOT) for feedback on the STIP.

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

Members of the Council discussed future agenda items. Chair Salazar mentioned that during the first meeting in 2025, they will review the progress of the redesign. The Council will also look at any legislative action in the purview of the Council. Ms. Hoyt added that additional recommendations from the Department may come up in the future and would be shared. Ms. Charles may also present on the working conditions and transfer exit survey, which tie into the goals of the STIP regarding educator retention. The Council also planned to hold elections and have Open Meeting Law training at the next meeting in February 2025, with a potential in-person meeting in the spring. Ms. Hoyt shared that she and Ms. Statucki are working on alignment between the NEPF and the Nevada Portrait of a Learner, adding that they would like to share that work with the Council in the future. She added that the instructional practice standards and professional responsibility standards are the competencies that we want in a Nevada educator and align seamlessly with the State's work with personalized competency-based learning initiatives for students.

7. **PUBLIC COMMENT #2**

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

8. **ADJOURNMENT**

With no objections, the meeting was adjourned at 3:40 PM.