

Teachers and Leaders Council Meeting

February 26, 2025
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.





Overview

Teachers and Leaders Council Quarterly Meeting

Agenda Overview

- Council Member Updates
- Approval of Meeting Minutes (November 20, 2024)
- Open Meeting Law
- Annual Election of Chair and Vice Chair
- NDE/NEPF Updates
- 2025 Legislative Session Updates
- Future Agenda Items

Open Meeting Law

Senior Deputy Attorney General
David Gardner

Elections

NRS 391.455 Creation of Council; membership; terms; election of Chair; meetings and quorum; allowance and travel expenses; administrative support by Department; payment of certain costs by school district or charter school.

1. There is hereby created the Teachers and Leaders Council of Nevada consisting of the following 16 members:
2. After the initial terms, each appointed member of the Council serves a term of 3 years commencing on July 1 and may be reappointed to one additional 3-year term following his or her initial term. If any appointed member of the Council ceases to be qualified for the position to which he or she was appointed, the position shall be deemed vacant and the appointing authority shall appoint a replacement for the remainder of the unexpired term. A vacancy must be filled in the same manner as the original appointment.
3. The Council shall, at its first meeting and annually thereafter, elect a Chair from among its members.



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NEPF/NDE Updates

Winter Newsletter

- Winter Liaison Newsletter emailed to NEPF Liaisons on December 10, 2024; posted to NDE Update (December 10, 2024)

NEPF Liaisons

- NEPF Liaisons Meeting held on November 25, 2024

NEPF Field Study Update



Round 3 of workgroups (Principal Supervisors, Administrators, Teachers) took place the week of February 11th

Members shared feedback regarding NEPF implementation of the redesign materials during the mid cycle review process and start of evaluations

Members reviewed survey data from the winter participant survey

Members reviewed the redesigned summative evaluation tools and provided feedback on the summative evaluation scoring system

NDE will share progress with TLC throughout the school year and with the SBE in June 2025

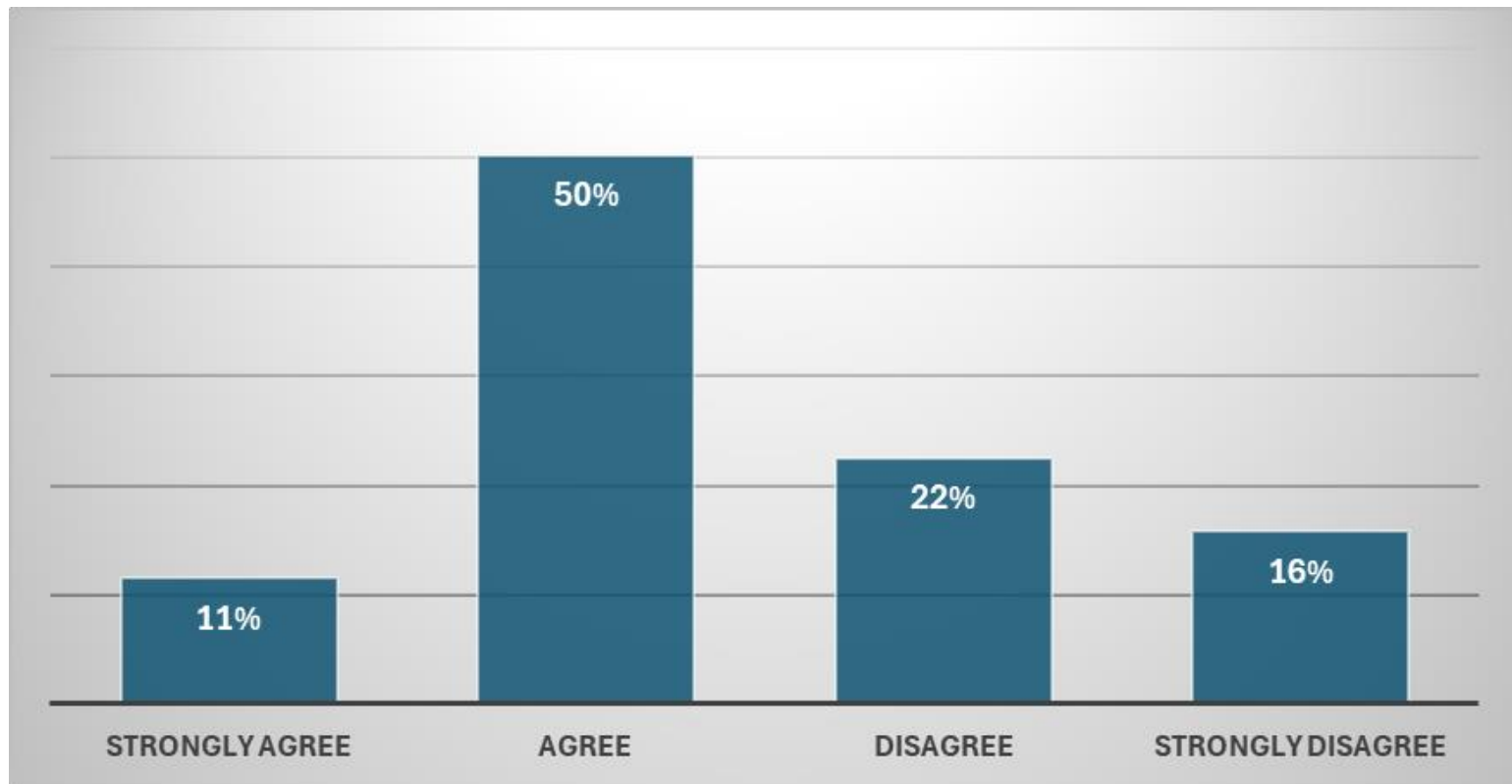
Winter Participant Survey: Data Review

- The Field Study Participant Survey was shared with participating Local Education Agencies (LEA's) from December 2, 2024, to December 20, 2024.
- Responses Total: 256
 - Teachers: 209
 - Administrators: 46
 - Principal Supervisors: 1



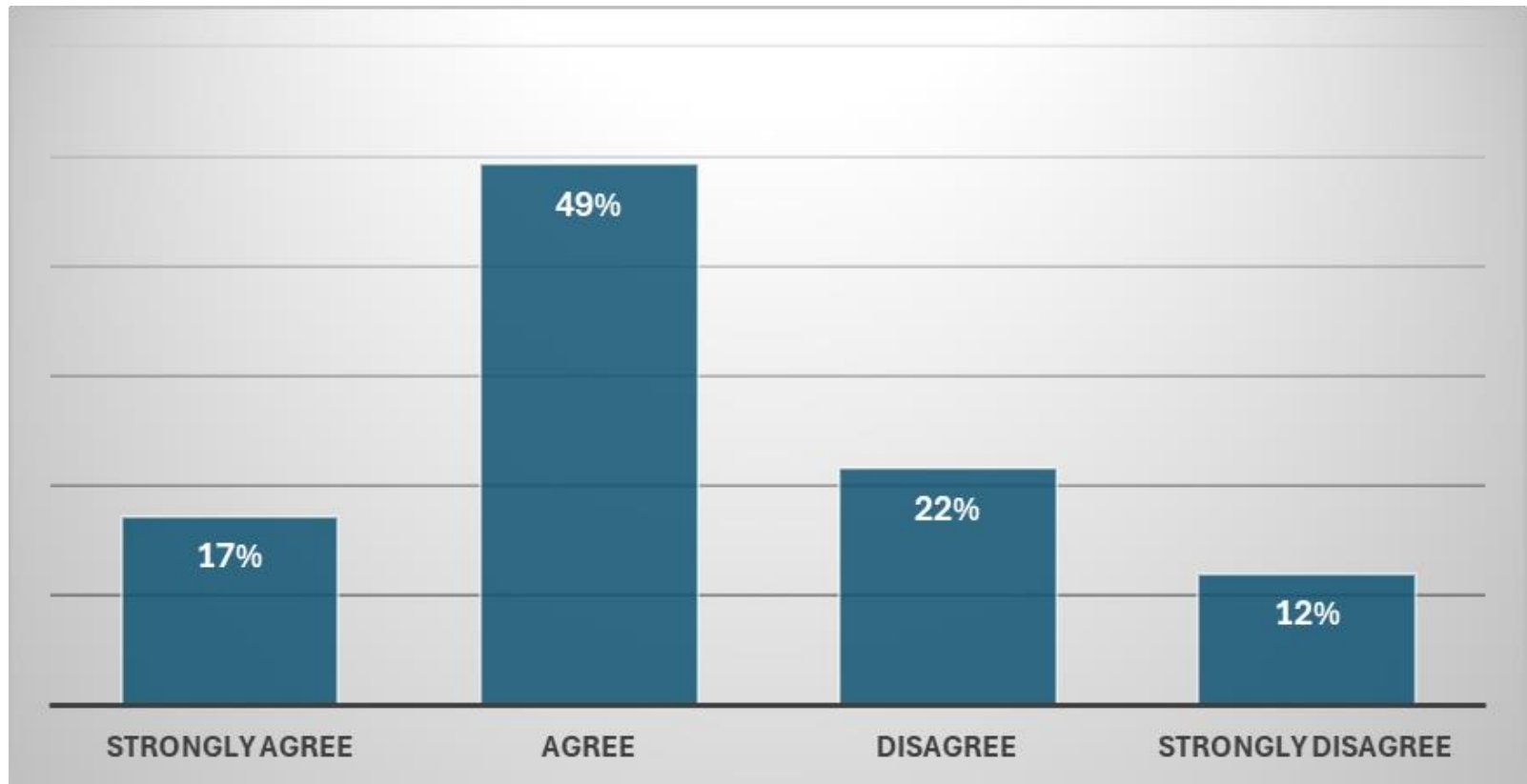
Survey Review: Teacher Data

Training activities enhanced understanding of the NEPF.



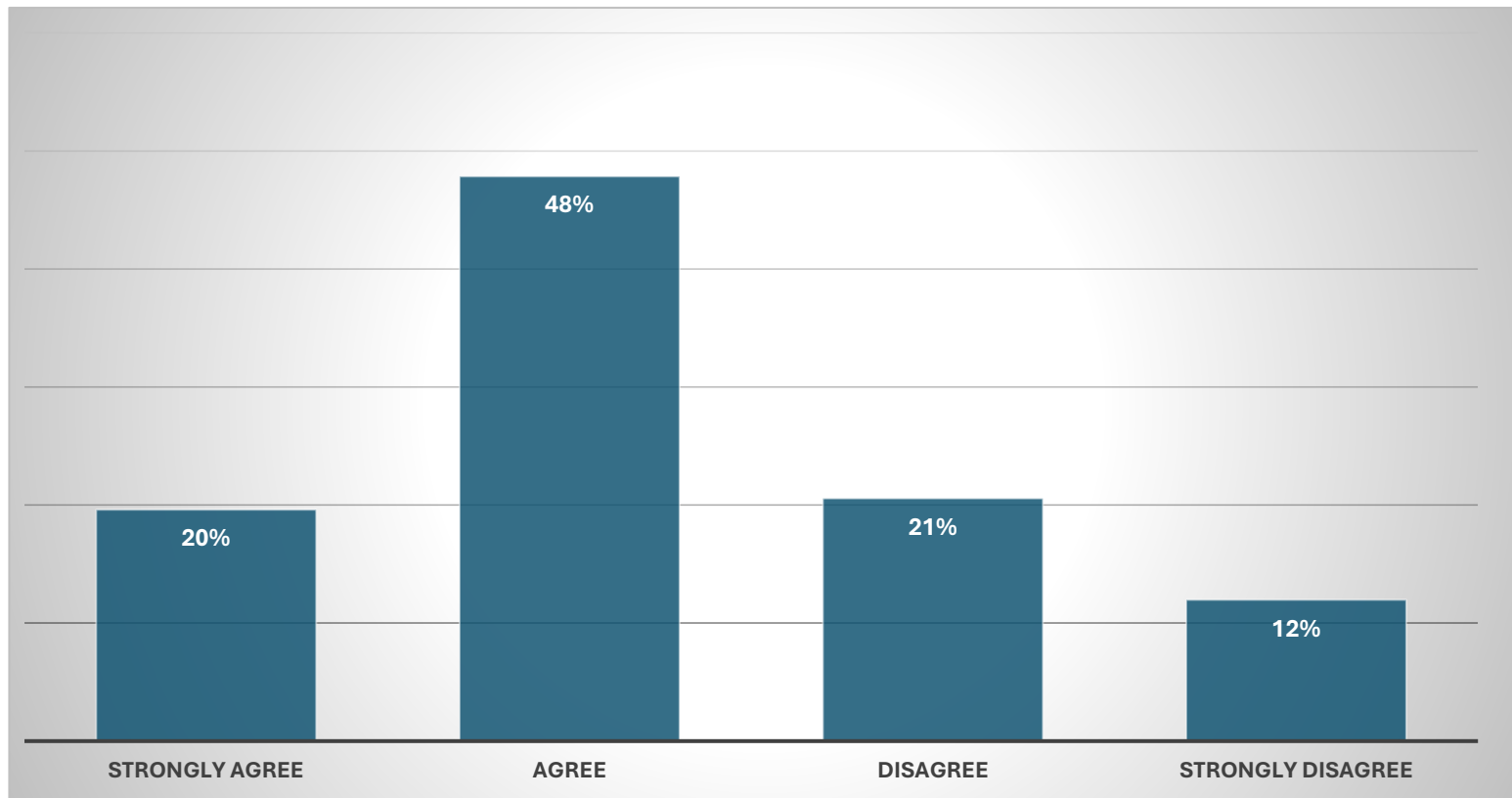
Survey Review: Teacher Data

Consolidation of the rubric pages improved clarity.



Survey Review: Teacher Data

Descriptors were helpful in guiding professional growth.



Teacher Comments re: NEPF Implementation

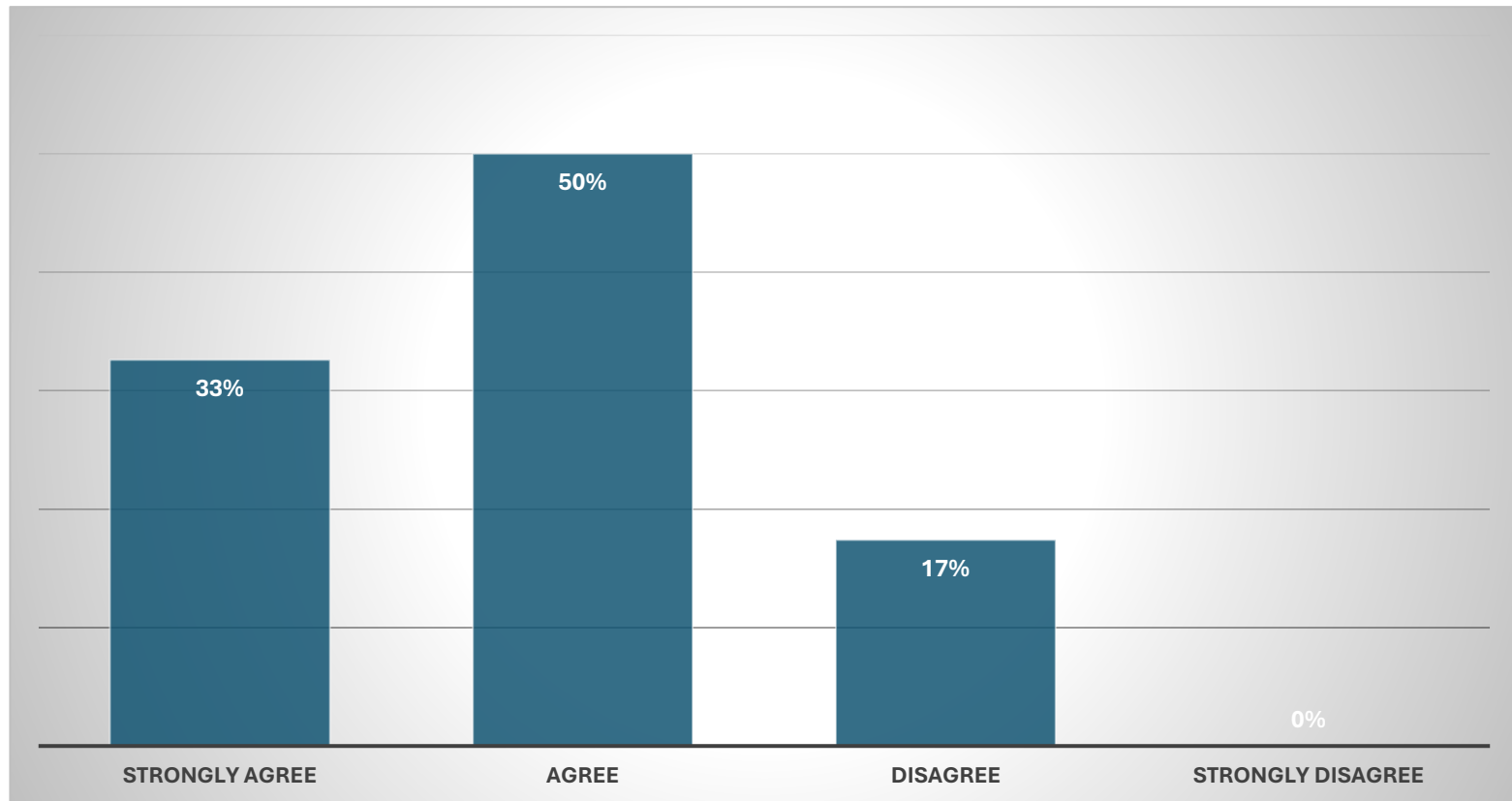
First and second year teachers should be on a "Gradual Release" program when it comes to the standards. It is not possible to excel at all of them immediately.

We need more time to do the reflection and planning.

The changes to the NEPF have been briefly discussed with us, but not done in detail, so any actual support would be beneficial.

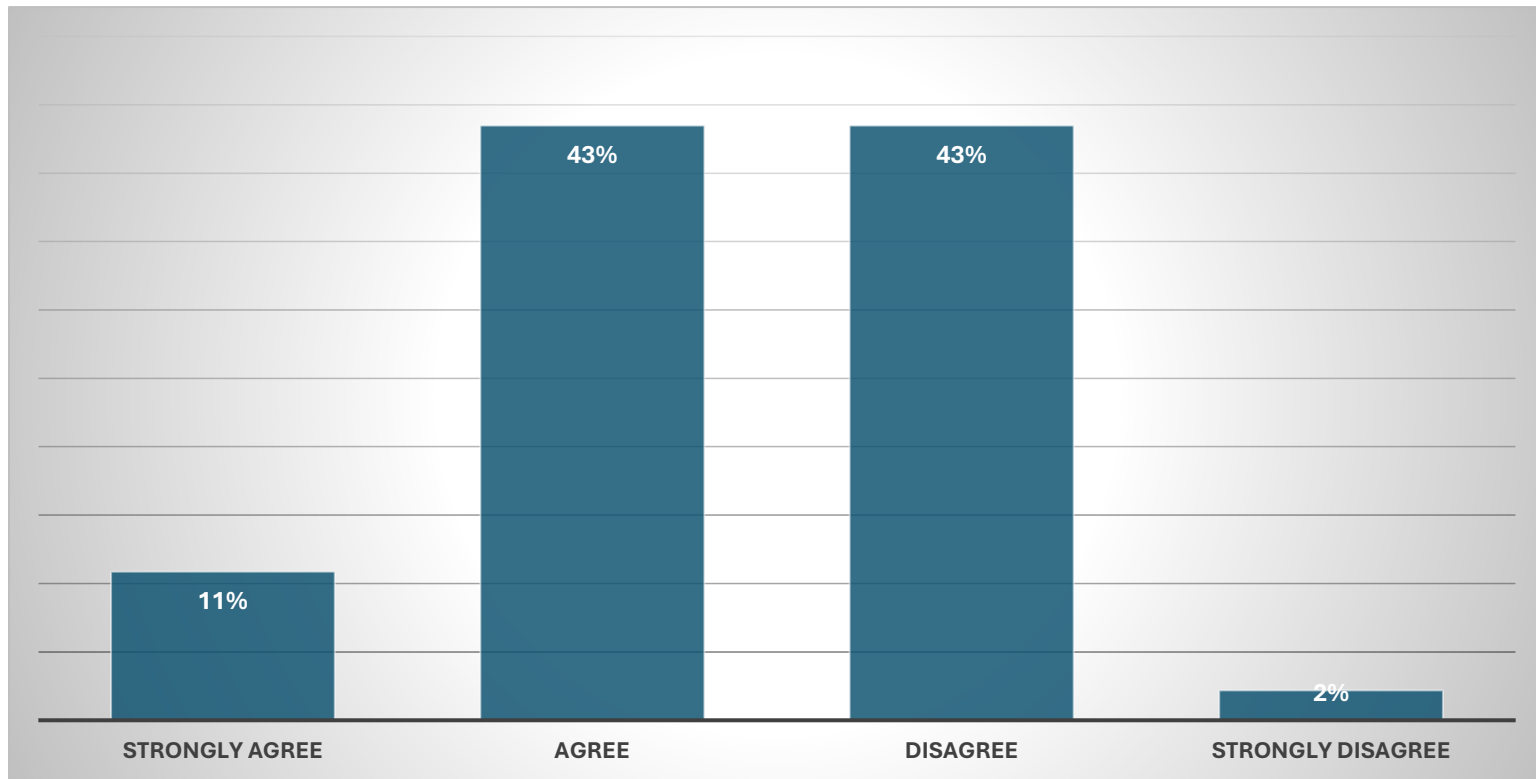
Survey Review: Administrator Data

Consolidation of rubric pages improved clarity.



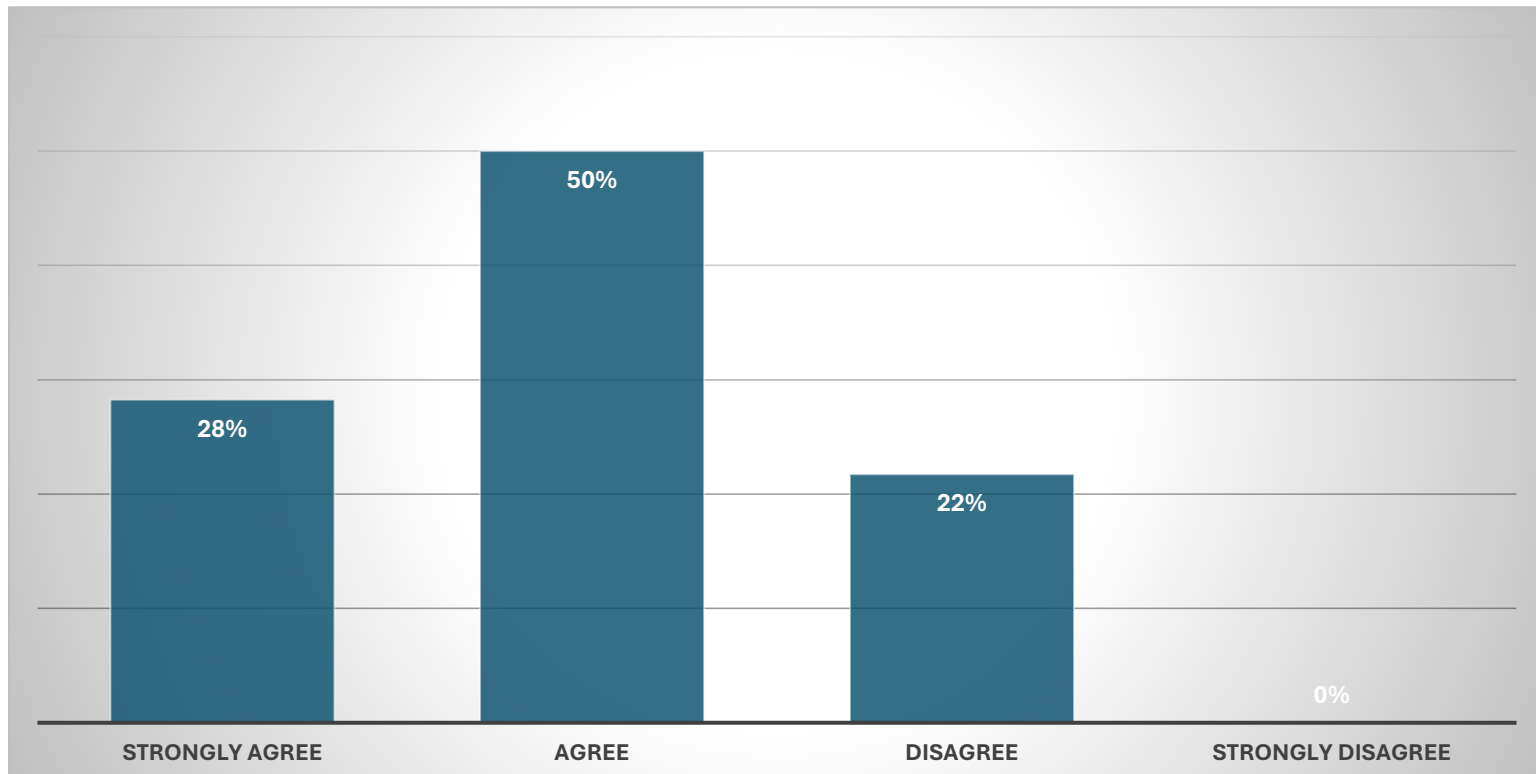
Survey Review: Administrator Data

Teacher understanding of standards improved.



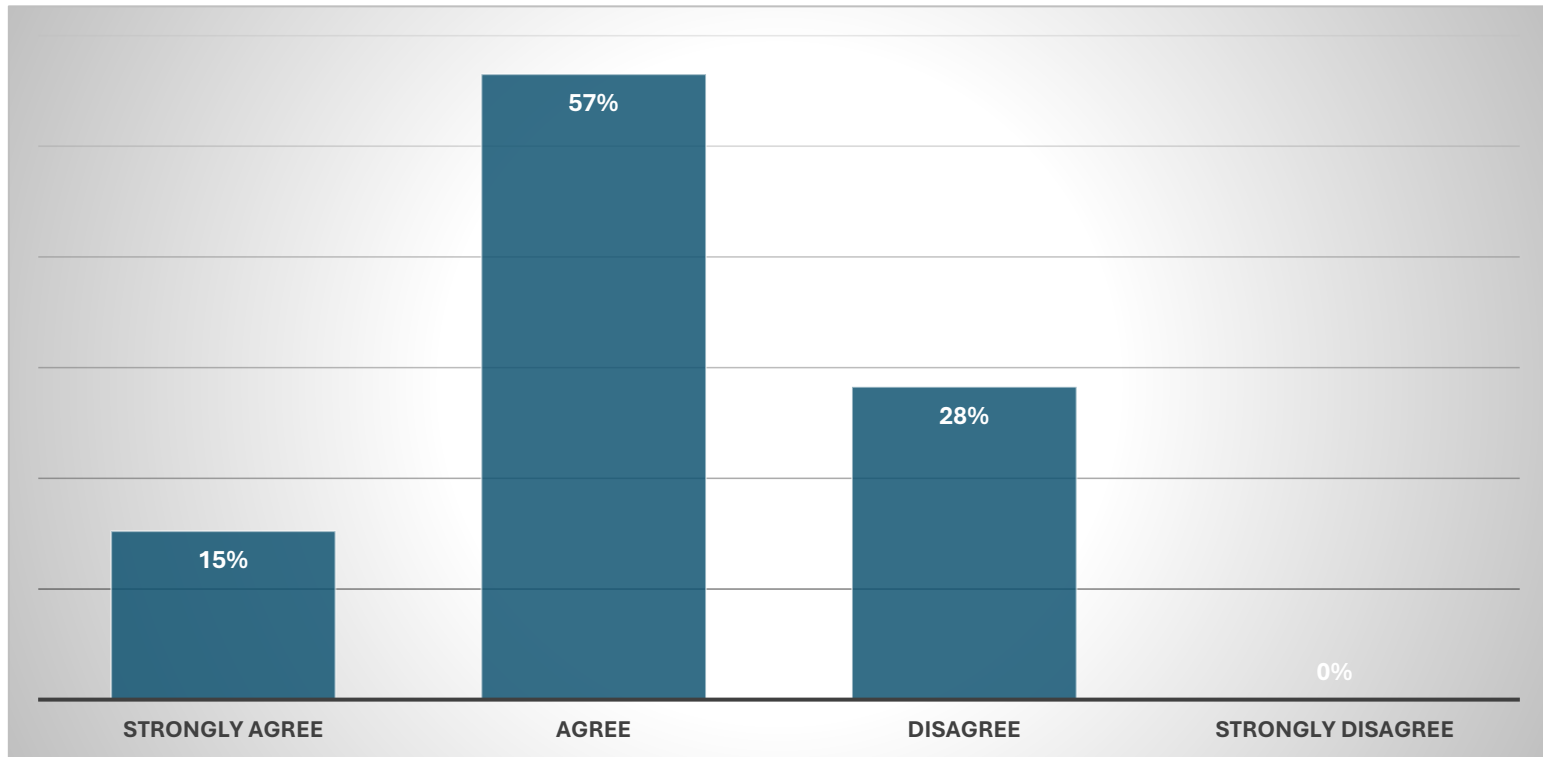
Survey Review: Administrator Data

The redesign was an efficient use of time – evaluating.



Survey Review: Administrator Data

The redesign was an efficient use of time – being evaluated.



Administrator Comments re: NEPF Implementation

My evaluation doesn't even begin to [include] all that I do at the high school secondary level and other duties.

Less clear on the difference between a 3 and 4.

For Support: In person training for admin.

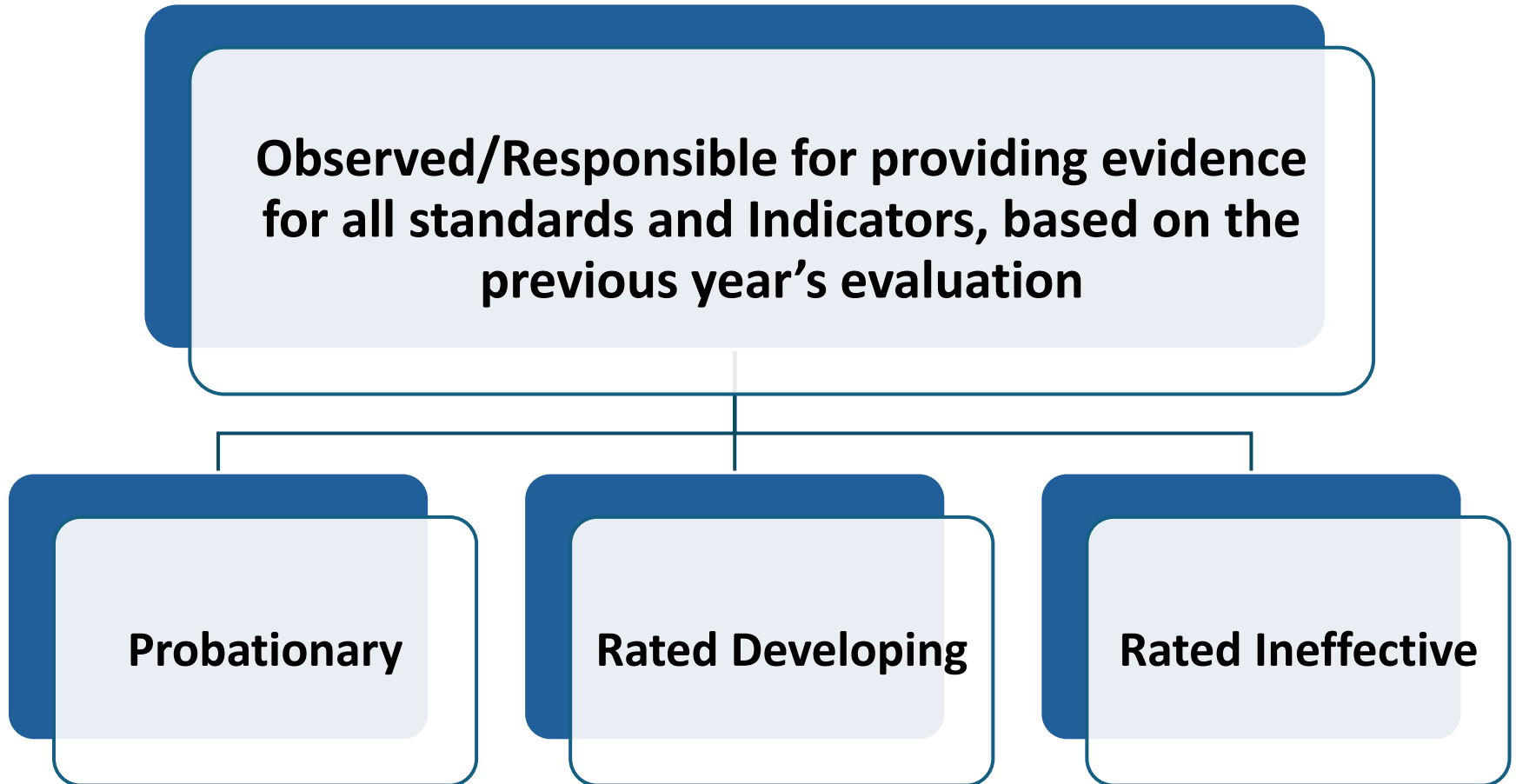
NEPF Protocol

NEPF Protocols set requirements, based on [NRS 391.675-391.730](#), for:

- Implementation of the NEPF Rubrics
- Self assessment
- Goal Setting
- Observation Cycles
- Evidence Collection
- Evaluation Frequency
- Class Size Adjustment on Summative Evaluations

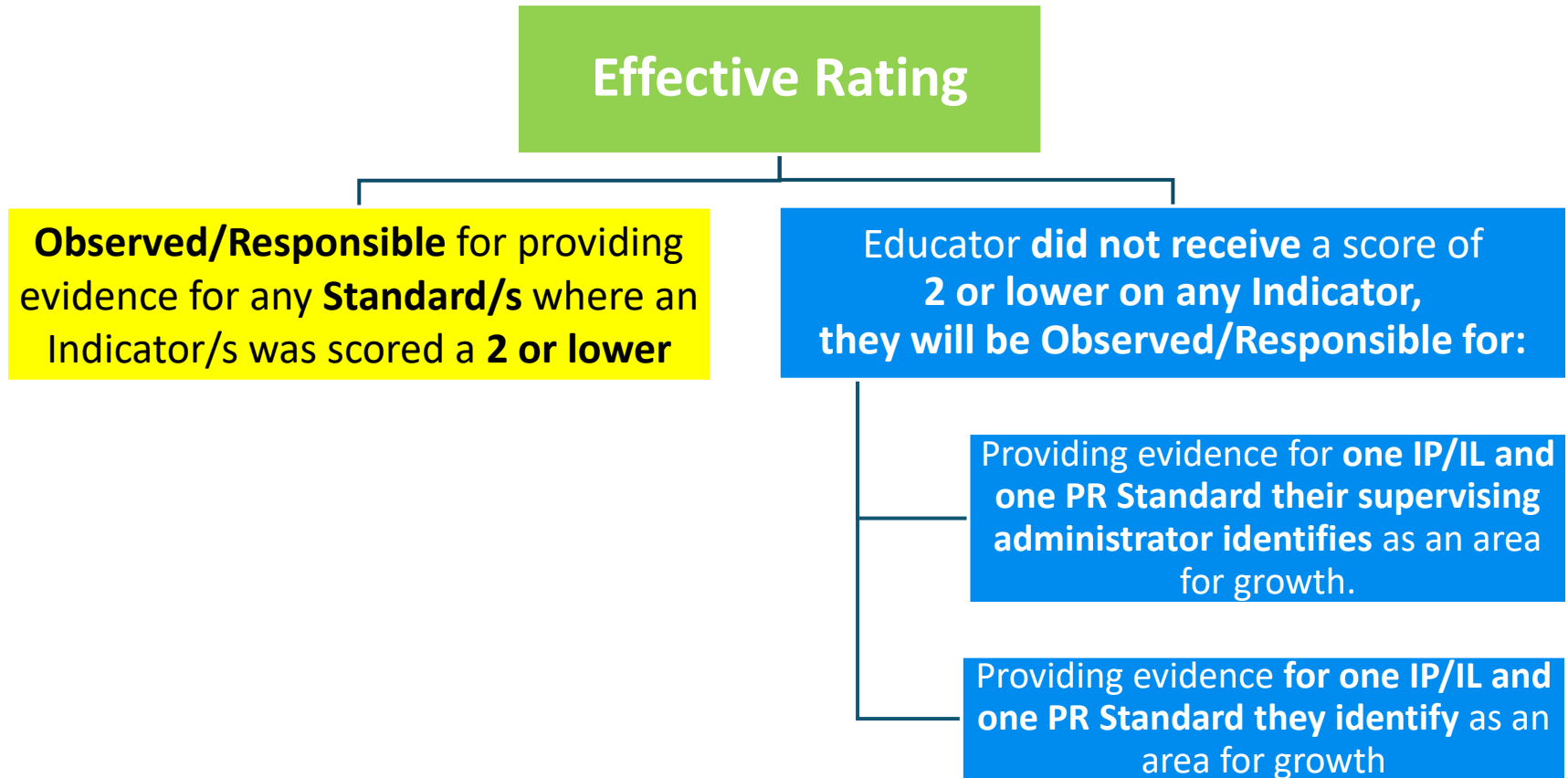
The Nevada Administrative Code (NAC) and NEPF Protocols do not state that educators must be evaluated on all standards and indicators within each evaluation cycle.

NEPF Differentiated Evaluation Cycle



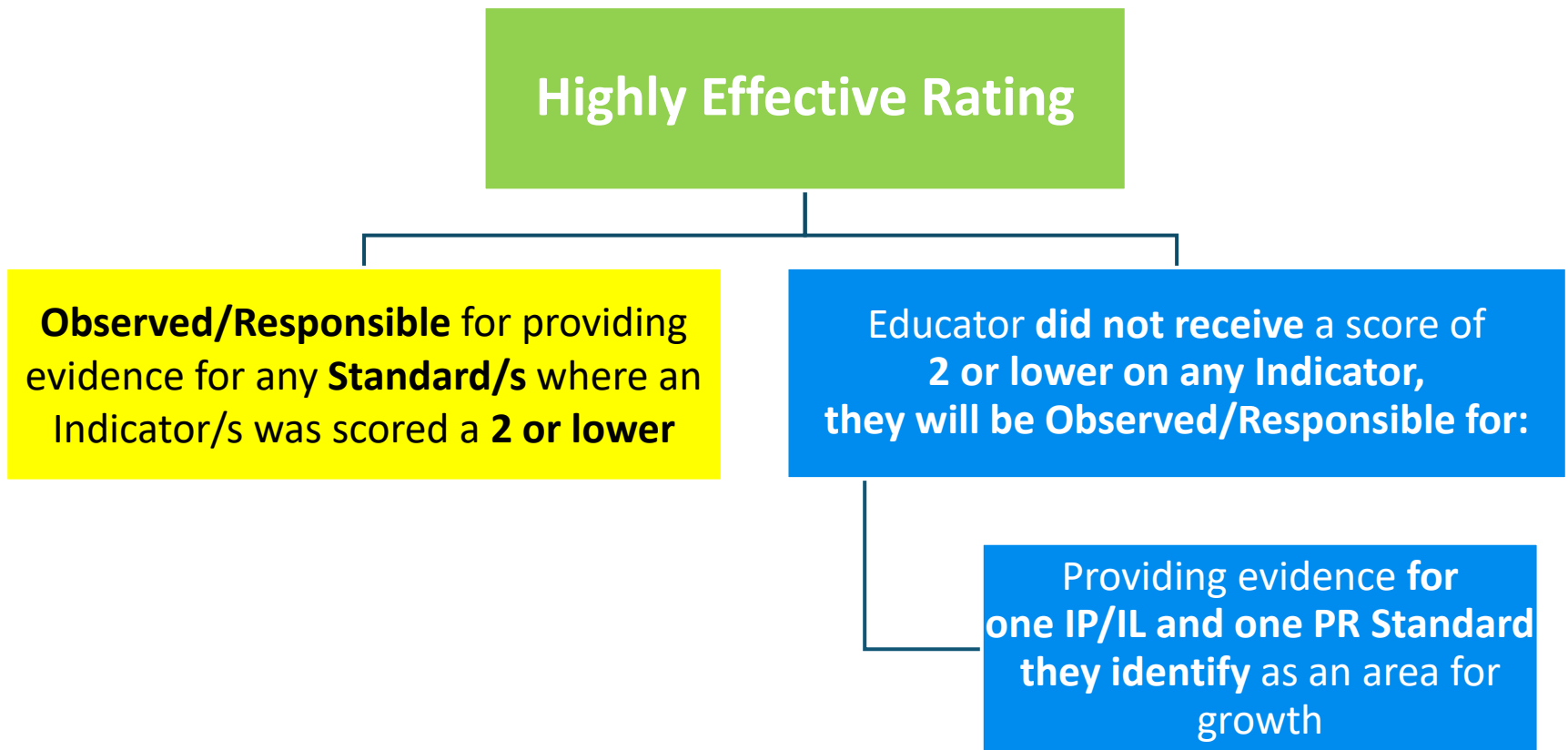
NEPF Differentiated Evaluation Cycle

Post Probationary Educators, based on the previous year's evaluation:



NEPF Differentiated Evaluation Cycle

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NEPF Differentiated Evaluation Cycle

Pros:

- Promotes tailored support for individual educator needs
- Supports targeted, continuous growth
- Focus on refining practice in high need areas
- Time and administrative support are efficiently allocated

Cons:

- Focus shift from best practice of all standards to targeted standards
- Shift in accountability from all standards to a select few
- Summative evaluation focused on fewer standards and indicators could lead to a lower scoring average

83rd Nevada Legislative Session

Senate Bill 78: Proposes various changes, consolidations, and termination, in skeleton form to the composition and operation of various boards, commissions, councils

- Seeks to revise the membership of the Teachers and Leaders Council
- The bill has been heard at multiple subcommittee hearings
- Subcommittees have taken no action on the bill stating that they have no jurisdiction

Senate Bill 78, Section 49 Proposed Language

Appointments would be made by the **Superintendent of Public Instruction** instead of the Governor

Membership would be **reduced from 16 members to 9**

The requirement for nominees to represent the geographical diversity of the school districts in this state has been **removed**

Membership Changes:
1 Teacher (-3)
1 Administrator (-1)
1 Board Trustee (-1)
1 Member with Education Policy Expertise (-1)

Future Agenda Items

- The regular session of the Nevada Legislature, the 83rd session, began on February 3, 2025, so there may be new proposed legislation impacting TLC or the NEPF by the April 30, 2025, meeting

Teachers and Leaders Council Upcoming Meetings

Wednesday, April 30, 2025
Time and Location: TBD

*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)*