

Teachers and Leaders Council Meeting

March 31, 2025
1:00 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 (February 26, 2025)
- NEPF Field Study Update
- NEPF Liaisons Panelists Discussion
- 2025 Legislative Session Updates
- Future Agenda Items

NEPF Field Study Update



Field Study Participants are beginning the Summative Evaluation Process for Administrators and Teachers

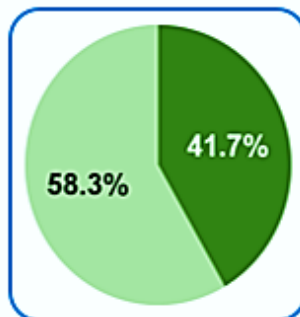
NDE recently conducted interviews with participants to gain additional feedback on school site's implementation of the redesign

Final Survey feedback will be gathered through the annual NEPF Implementation Survey via specific questions for participants

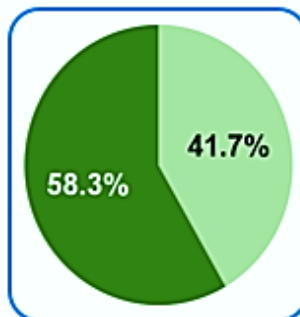
NDE is partnering with NEPF District Liaisons for suggestions on Summative Evaluation Scoring for the 2025-26 NEPF Field Study

NDE and TLC will share recommendations with SBE in June 2025

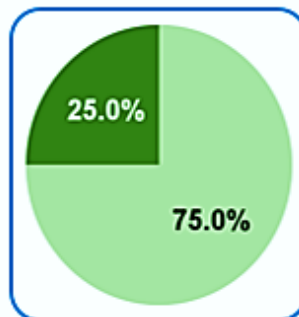
NEPF Field Study Interviews – Multiple Choice



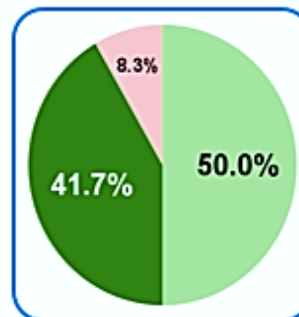
The redesigned NEPF rubrics effectively align with the goals of improving educator performance and student outcomes.



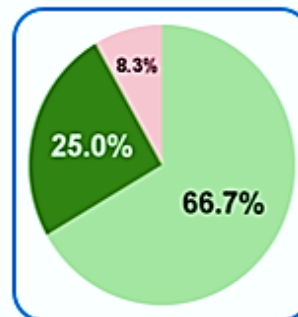
The time required to complete the NEPF evaluation cycle using the redesigned rubrics was manageable.



The redesigned rubrics, protocols, and tools supported meaningful conversations between evaluators and educators.



The tools provided in the NEPF Redesign Toolkit were helpful in the implementation of the evaluation process.



The NEPF Redesign can be successfully implemented statewide to positively impact the professional growth of educators.

Strongly Agree

Agree

Disagree

Strongly Disagree

NEPF Field Study Interviews – Open-ended

What challenges, if any, did you encounter during the pilot testing of the NEPF redesign?

- **Evaluation Challenges & Scoring Adjustments** – Difficulty assessing specialized positions, lack of clarity in scoring levels, and whole-number limitations affecting differentiation.
- **Shifting Mindset & Teacher Buy-In** – Resistance from experienced teachers, challenges in transitioning from indicators to holistic scoring, and inconsistencies across buildings.
- **Focus on Conversations Over Paperwork** – More time for discussions that drive change, though some teachers struggled with the less detailed feedback.
- **Learning Curve & Adaptation** – Adjusting to different role evaluations, calibrating scoring within buildings, and challenges with the evaluation tool (Evaluwise).
- **Impact on Growth & Development** – Less room for growth for teachers without SLGs, making it harder to pinpoint specific areas for improvement.

NEPF Field Study Interviews – Open-ended

What specific suggestions do you have for improving the NEPF redesign to better meet the needs of educators and evaluators?

- **Enhancing Clarity & Alignment** – Provide real-life examples for specialized positions, update SLG rubric for clearer differentiation, and improve communication on rating shifts.
- **Streamlining & Simplification** – Reduce redundancies, integrate data collection into one document, and link rubrics directly to evaluation tools for easy reference.
- **Consistency & Flexibility in Evaluation** – Utilize a checklist for justifying scores, allow administrators to adjust between redesign and traditional forms based on educator needs.
- **Professional Learning & Feedback Improvement** – More training on evidence collection, coaching cycles, and aligning feedback with scores for continuous improvement.
- **Balancing Holistic & Differentiated Scoring** – Consider half-point increments, maintain differentiation between "effective" and "highly effective," and ensure evaluations reflect true performance.

NEPF Field Study Interviews – Open-ended

Do you have any additional comments or feedback regarding the NEPF redesign process or your experience during the field study?

- Improved Accessibility & Efficiency – The redesigned process is more time-efficient, easier to understand, and allows for quicker feedback and post-conference turnaround.
- Consistency & Fidelity in Scoring – A checklist helped ensure fair scoring across teams, but challenges remain in distinguishing between ratings (e.g., 3 vs. 4) and achieving statewide consistency.
- Holistic Approach & Continuous Coaching – The NEPF is intended as an ongoing coaching cycle, with a focus on whole standards rather than individual indicators.
- Need for Clear Examples & Guidance – More definitive examples of descriptors across subjects, grade levels, and specialized positions (e.g., Pre-K, SPED) would improve clarity and implementation.
- Future Considerations & Adjustments – Interest in continuing for a second year, refining processes over the summer, and potential updates to the SLG component for better alignment with instructional practice.

NEPF District Liaison Panel

Field Study & Summative Evaluation Discussion

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

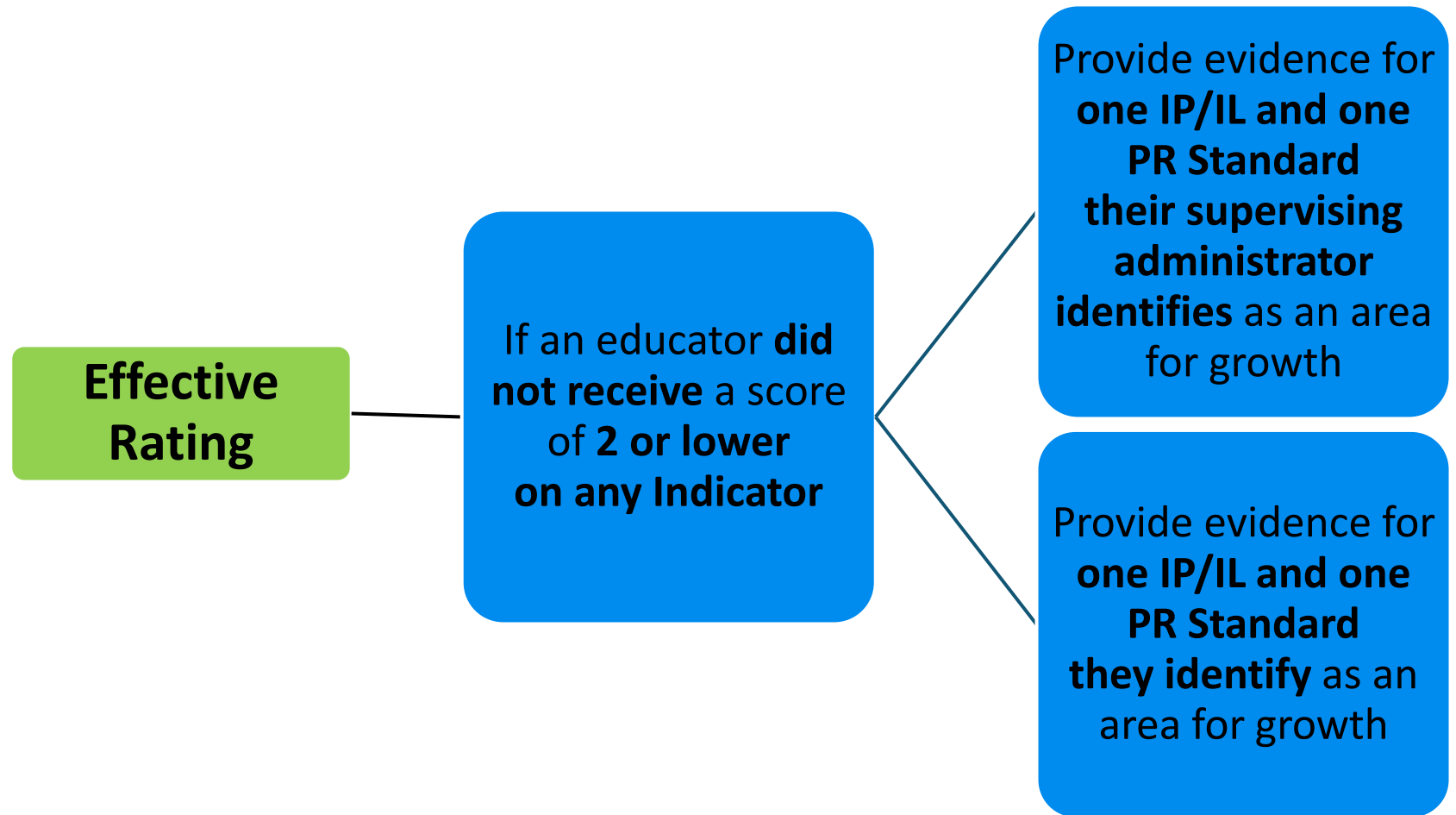
Probationary and **Post Probationary Educators who received a **2** on any indicator or standard in the previous year's evaluation**

Observed/ Responsible for providing evidence for all Standards and Indicators

Summative Evaluation includes all Standards and Indicators

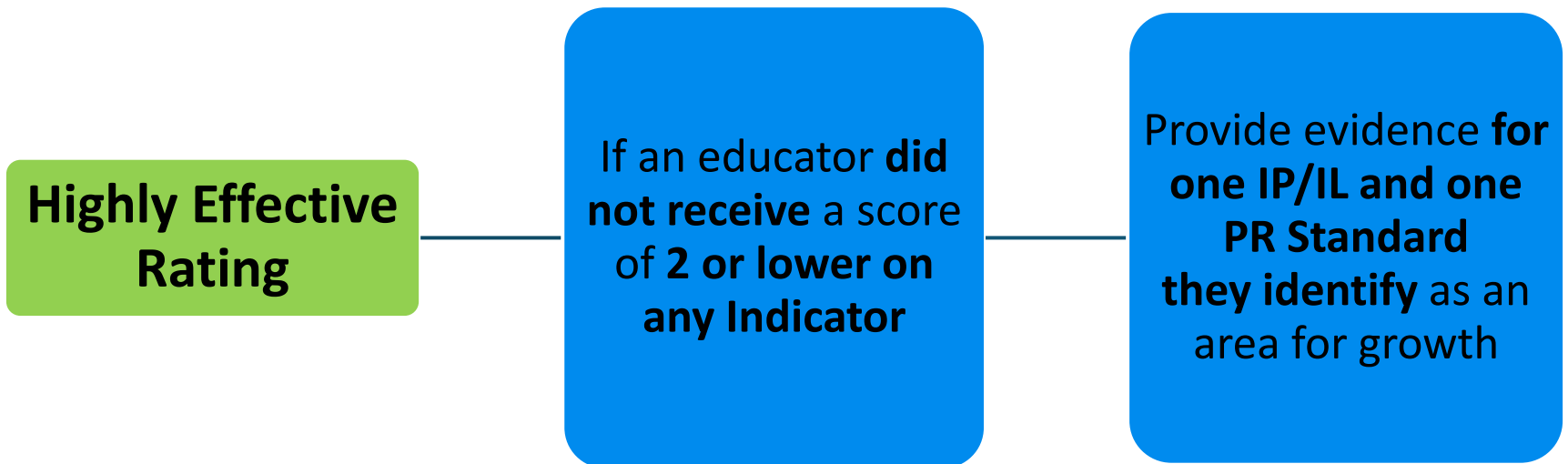
NEPF Differentiated Evaluation Cycle

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



NEPF Differentiated Evaluation Cycle

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



NEPF Differentiated Evaluation Cycle

Pros:

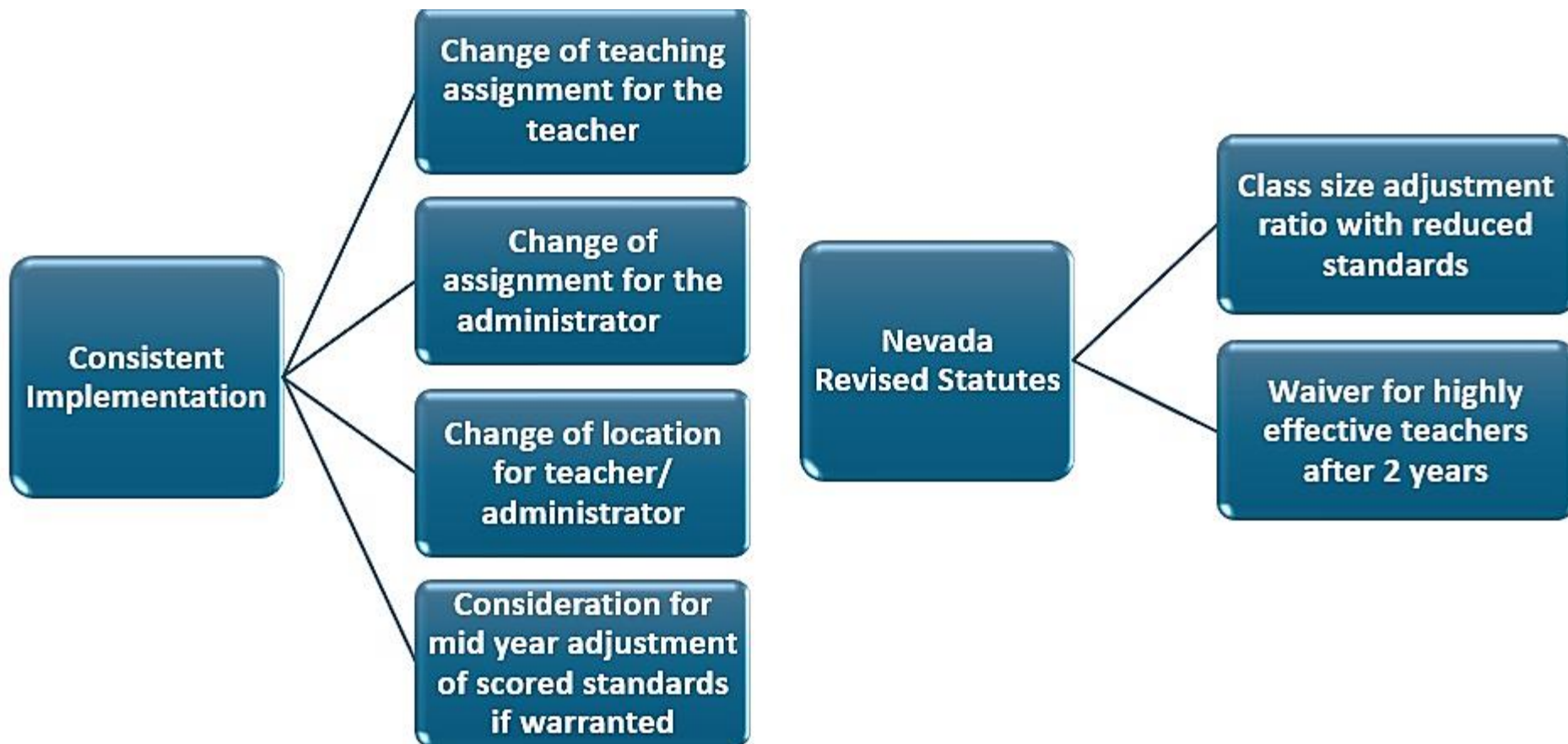
- Promotes tailored support for individual educator needs
- Supports targeted, continuous growth
- Focus on refining practice in high need areas
- Time and administrative support are efficiently allocated

Cons:

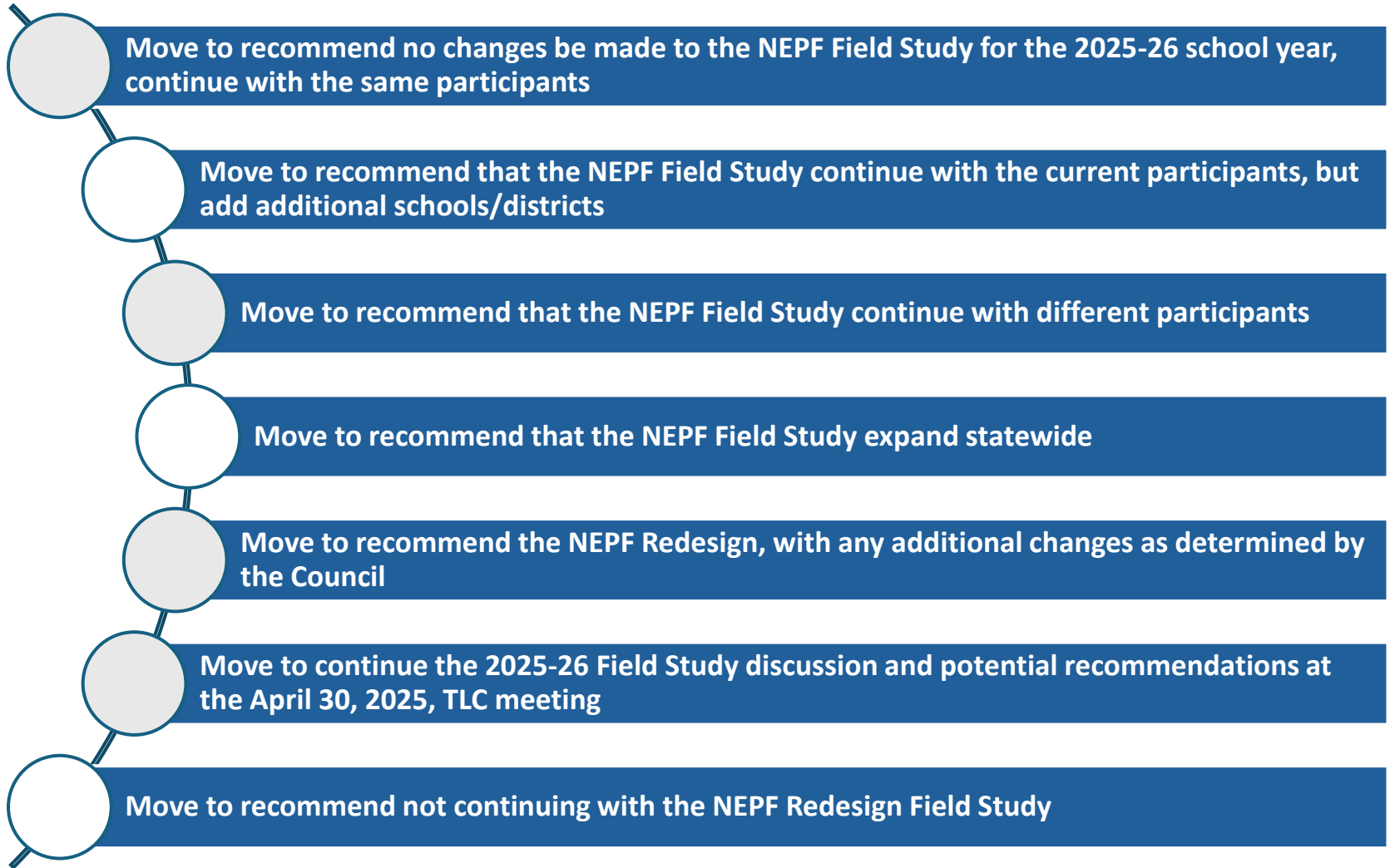
- Focus shift from best practice of all standards to targeted standards
- Shift in accountability from all standards to a select few
- Summative evaluation focused on fewer standards and indicators could lead to a lower scoring average

NEPF Differentiated Evaluation Cycle Considerations

Multiple Logistics will need to be addressed before implementation:



TLC 2025-2026 Potential Field Study Recommendations



83rd Nevada Legislative Session



February 3, 2025 – June 3, 2025

83rd Nevada Legislative Session

Proposed legislation impacting TLC:

- **Senate Bill 78**: Seeks to revise the membership of the Teachers and Leaders Council
- **Assembly Bill 236**: Proposes changing the nomination process for teacher and other licensed educational personnel members of the TLC to include 6 nominees:
 - 3 nominees submitted by the employee organization representing the plurality of teachers employed by a large school district
 - 3 nominees submitted by the employee organization representing the plurality of teachers employed by school districts in this State other than a large school district.

83rd Nevada Legislative Session

Proposed legislation impacting the NEPF:

Senate Bill 253: The Board of Trustees of each district will submit an annual report to State Board of Education and TLC, which includes:

- Implementation and effectiveness of teacher observations and recommendations for revision to the process
- A list of the top 10 percent of elementary, middle, and high school teachers, based on teacher performance evaluations

Assembly Bill 425: Removes provisions requiring that pupil growth (Student Learning Goal) account for 15 percent of a teacher or administrator's evaluation

Future Agenda Items

- The 83rd regular session of the Nevada Legislature, began on February 3, 2025, so there may be additional proposed legislation, or floor votes, impacting TLC or the NEPF by the April 30, 2025, meeting
- Depending on meeting outcomes on March 31, 2025, TLC can determine if the April 30, 2025, meeting should be cancelled.

Teachers and Leaders Council Upcoming Meetings

Wednesday, April 30, 2025
2:00 PM

*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)*