

# Teachers and Leaders Council Meeting

September 24, 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](mailto: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 (May 15, 2025)
- NDE/NEPF Updates
  - NEPF Redesign Field Study 2025-26
- 2025 Legislative Updates
- 2025-26 TLC Meeting Dates Calendar
- Future Agenda Items

# NEPF/NDE Updates

## NEPF Liaison Newsletter

- May Liaison Newsletter emailed to NEPF Liaisons on May 21, 2025; posted to NDE Update (May 22, 2025)

## NEPF Liaisons

- NEPF Liaisons Meetings held on May 15, 2025, and August 1, 2025
- Annual NEPF Implementation (Monitoring for Continuous Improvement) Survey link distributed to NEPF Liaisons on April 1, 2025 (due July 15, 2025)
- NEPF Excel spreadsheet template shared with NEPF Liaisons to submit district educator ratings on May 1, 2025 (due July 15, 2025)
- Annual Monitoring for Continuous Improvement Interviews being completed with NEPF liaisons in September 2025

# NEPF Field Study Update

Approved by the State Board of Education (SBE) on June 12, 2024

Districts were provided the opportunity to participate, with 4 districts volunteering: Clark (select schools), Elko, Lincoln, and Lyon). Approximately 85 schools field tested the NEPF Redesign Rubrics and Tools for Teachers and School Administrators

Activities included initial training and rubric orientation, 3 cycles of implementation, mid-year and end-of-year surveys and interviews, feedback collected to adjust rubrics and guidance for Cohort 2

Key takeaways: holistic scoring seen as more manageable/fair; fewer evidence pieces reduced burden without losing quality, strong support for reducing rubric length, suggested clarifications implemented for Cohort 2 launch

TLC recommended the Field Study continue with the current participants, but allows additional schools/districts to voluntarily participate: Churchill, Clark (additional schools), Douglas (select schools), Esmeralda, Eureka, Storey, Washoe (select schools)

Introductory meetings have taken place to support school site leaders, who will provide feedback and document samples throughout the school year

Feedback from Cohorts 1 and 2 will inform potential State Board adoption in 2026–27



Nevada  
Educator  
Performance  
Framework

# Summative Evaluation Data Review

# 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.

# Abbreviations

**IPS**

Instructional  
Practice  
Standard

**ILS**

Instructional  
Leadership  
Standard

**PRS**

Professional  
Responsibility  
Standard

**PPS**

Professional  
Practice  
Standard

**SLG**

Student  
Learning Goal

**CSA**

Class Size  
Adjustment

**MCI**

Monitoring for  
Continuous  
Improvement

**Admin**

Administrator



# NEPF Summative Ratings (2025)

Educator Group	Total	Ineffective		Developing		Effective		Highly Effective		Exempt	
	Count	#	%	#	%	#	%	#	%	#	%
<b>Audiologists</b>	8	0	0.00%	0	0.00%	5	62.50%	2	25.00%	1	12.50%
<b>School Administrators</b>	1212	0	0.00%	2	0.17%	906	74.75%	250	20.63%	54	4.46%
<b>School Counselors</b>	1025	0	0.00%	6	0.59%	496	48.39%	460	44.88%	63	6.15%
<b>School Nurse</b>	348	1	0.29%	0	0.00%	185	53.16%	132	37.93%	30	8.62%
<b>School Psychologists</b>	257	0	0.00%	1	0.39%	108	42.02%	131	50.97%	17	6.61%
<b>School Social Workers</b>	214	0	0.00%	0	0.00%	124	57.94%	85	39.72%	5	2.34%
<b>Speech-Language Pathologists</b>	506	0	0.00%	2	0.40%	201	39.72%	226	44.66%	77	15.22%
<b>Teacher-Librarians</b>	347	0	0.00%	0	0.00%	215	61.96%	99*	28.53%	33	9.51%
<b>Teachers</b>	19250	16	0.08%	151	0.78%	13072	67.91%	4733*	24.59%	1278	6.64%

\*Total HE with CSA

# Summative Ratings with CSA (2025)

Educator Group	Effective	Effective (CSA)	Highly Effective	Highly Effective (CSA)	Change*	
Teacher-Librarians	215	215	99	99	0	0
Teachers	13402	13072	4403	4733	330	2.5%

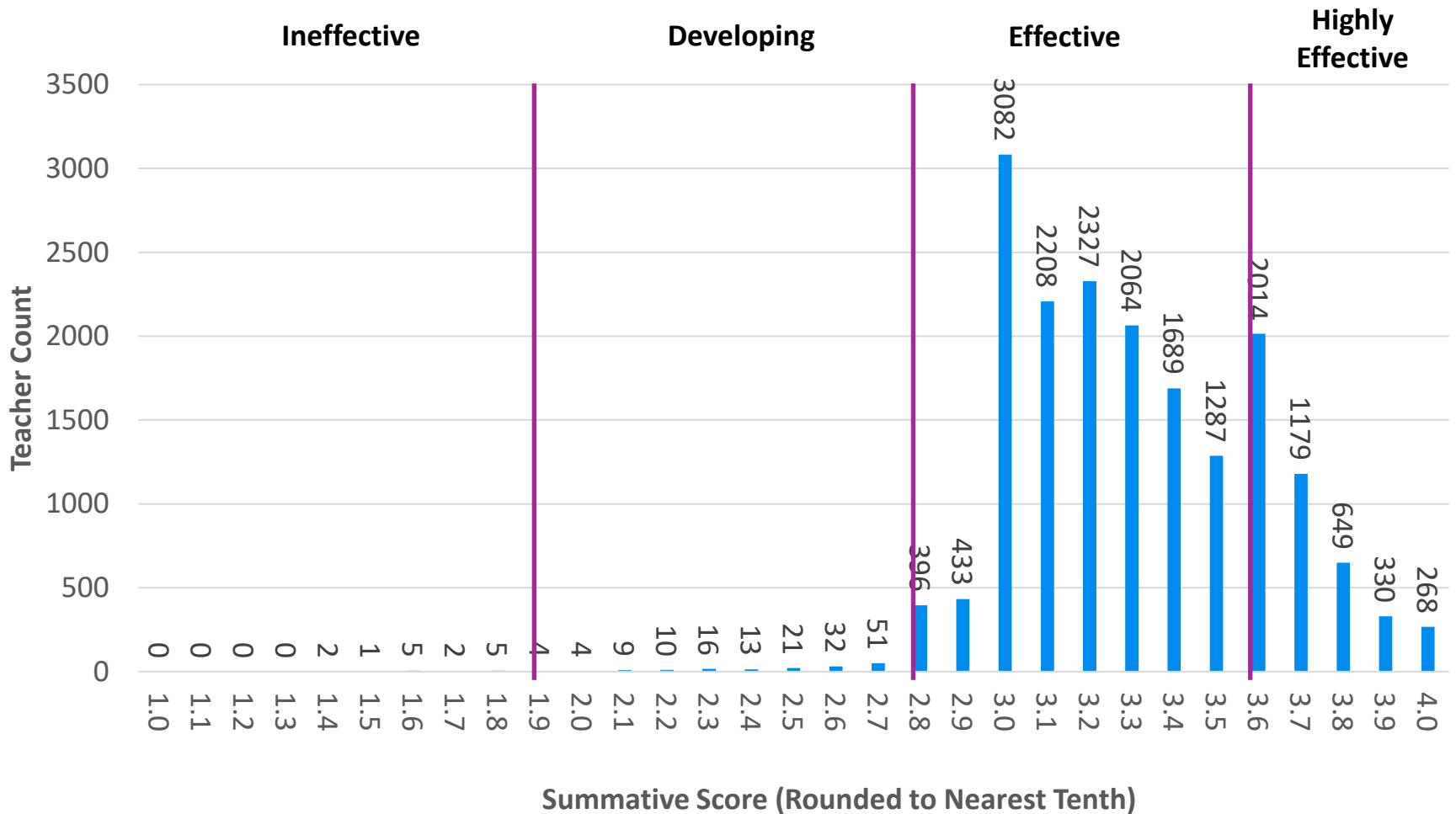
Educators eligible for the class size adjustment based on the recommended ratios set by the State Board of Education included K-12, non-probationary educators who received an unadjusted rating of effective or highly effective and who did not teach band, choir, and/or orchestra (includes teacher-librarians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

# NEPF Ratings by Standard (2025)

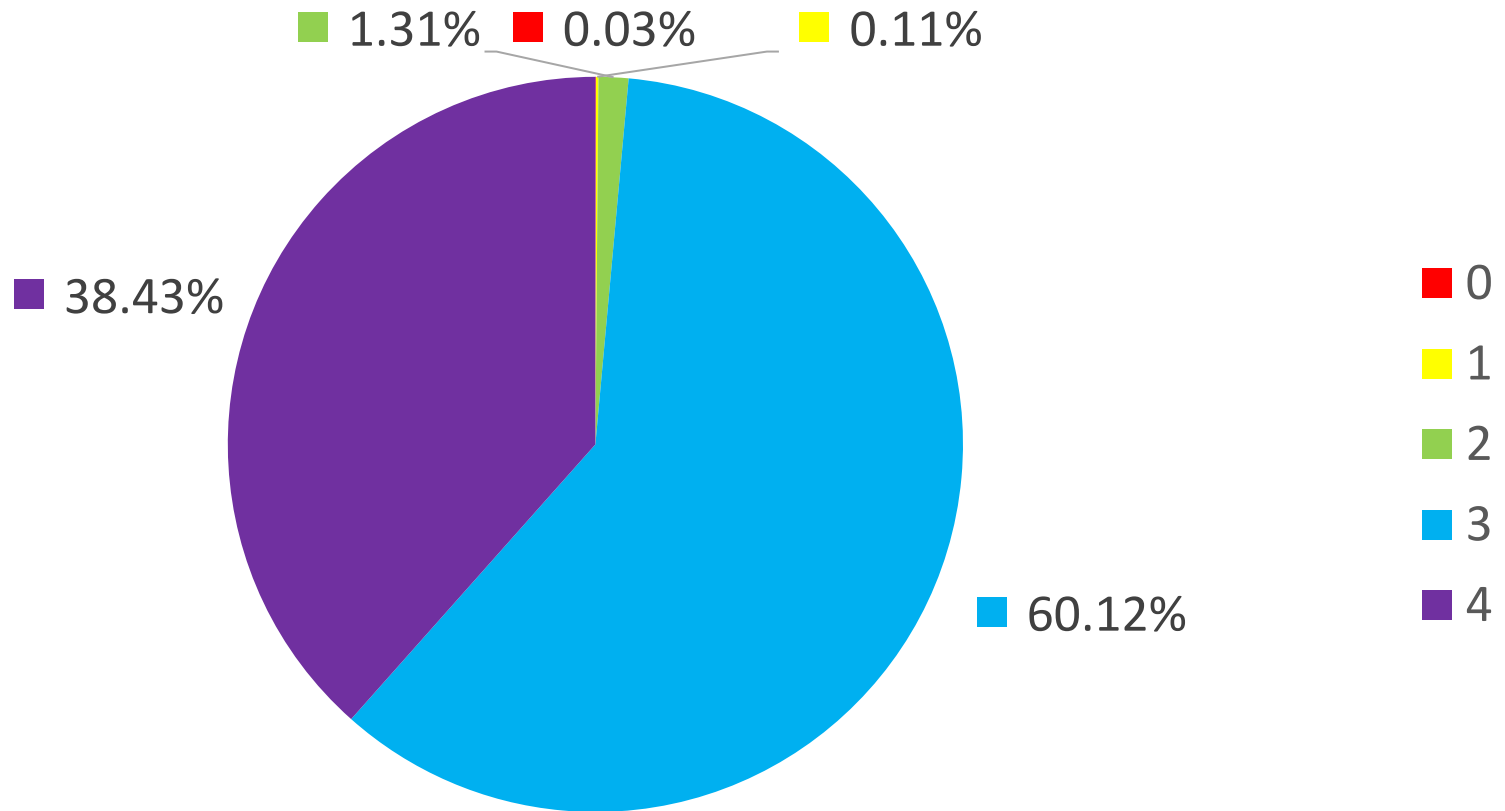
Educator Group	Lowest IPS/ILS	Highest IPS/ILS	Lowest PRS/PPS	Highest PRS/PPS	Average SLG Score	Average Summative Score	Change
<b>Audiologists</b>	N/A	N/A	1 (3.64)	3 (3.46)	N/A	3.56	↑.10
<b>School Administrators</b>	3 (3.49)	4 (3.38)	3 (3.57)	1 (3.33)	3.29	3.41	↓.04
<b>School Counselors</b>	N/A	N/A	3 (3.66)	4 (3.39)	N/A	3.54	↑.04
<b>School Nurse</b>	N/A	N/A	5 (3.80)	3 (3.72)	N/A	3.76	↑.18
<b>School Psychologists</b>	N/A	N/A	2 (3.87)	3 (3.58)	N/A	3.74	↑.04
<b>School Social Workers</b>	N/A	N/A	1 (3.63)	4 (3.48)	N/A	3.55	↑.02
<b>Speech-Language Pathologists</b>	N/A	N/A	2 (3.7)	1,3,4 (3.68)	N/A	3.68	↑.12
<b>Teacher-Librarians</b>	1 (3.56)	4 (3.32)	2 (3.73)	4,5 (3.45)	3.56	3.48	↓.02
<b>Teachers</b>	2 (3.45)	4 (3.21)	5 (3.57)	2 (3.35)	3.42	3.39	↔

Numbers in parenthesis denotes average score

# Teacher Score Distribution (2025)

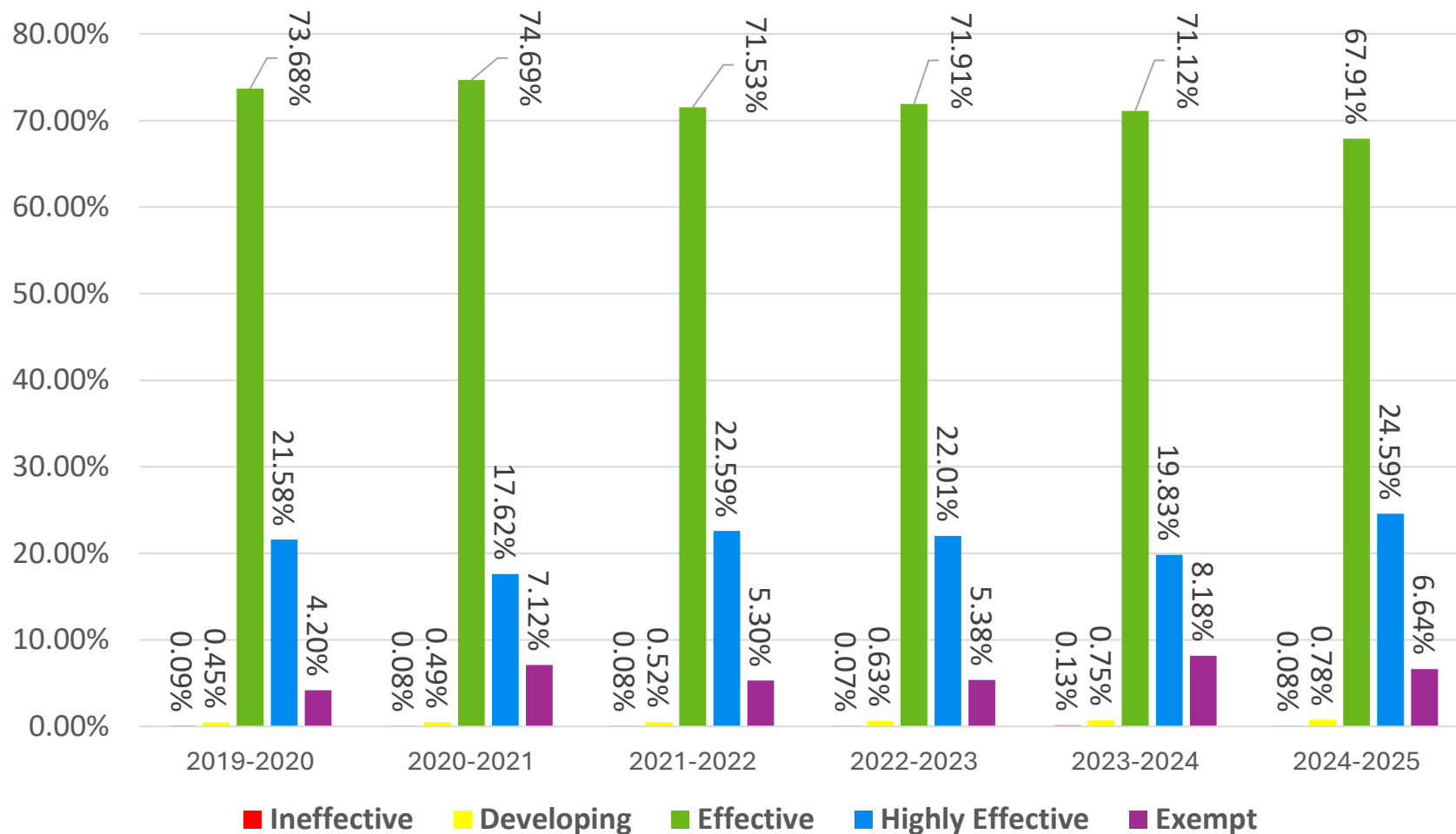


# Teacher SLG Distribution (2025)

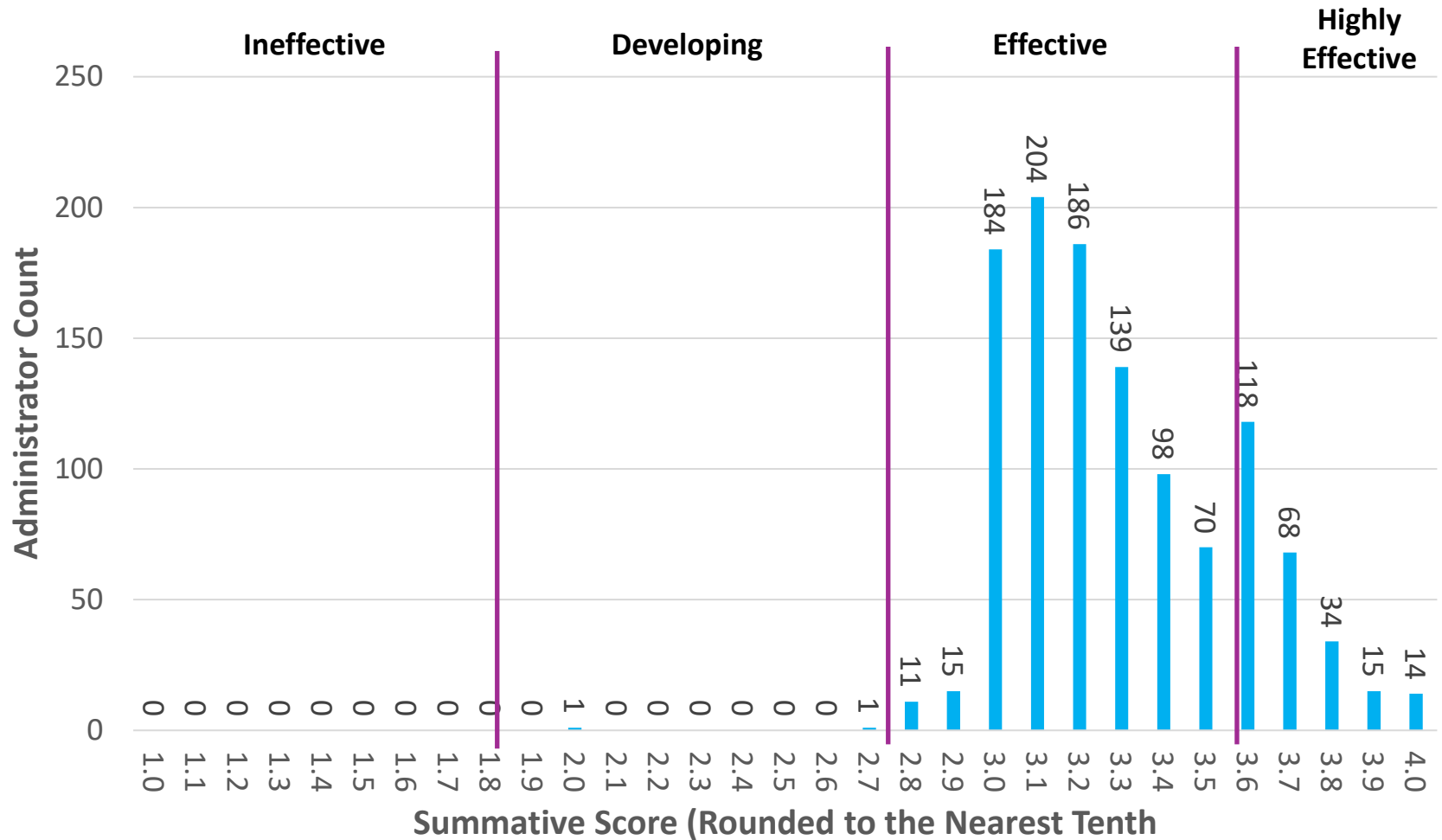


Percent Receiving SLG Scores 0-4

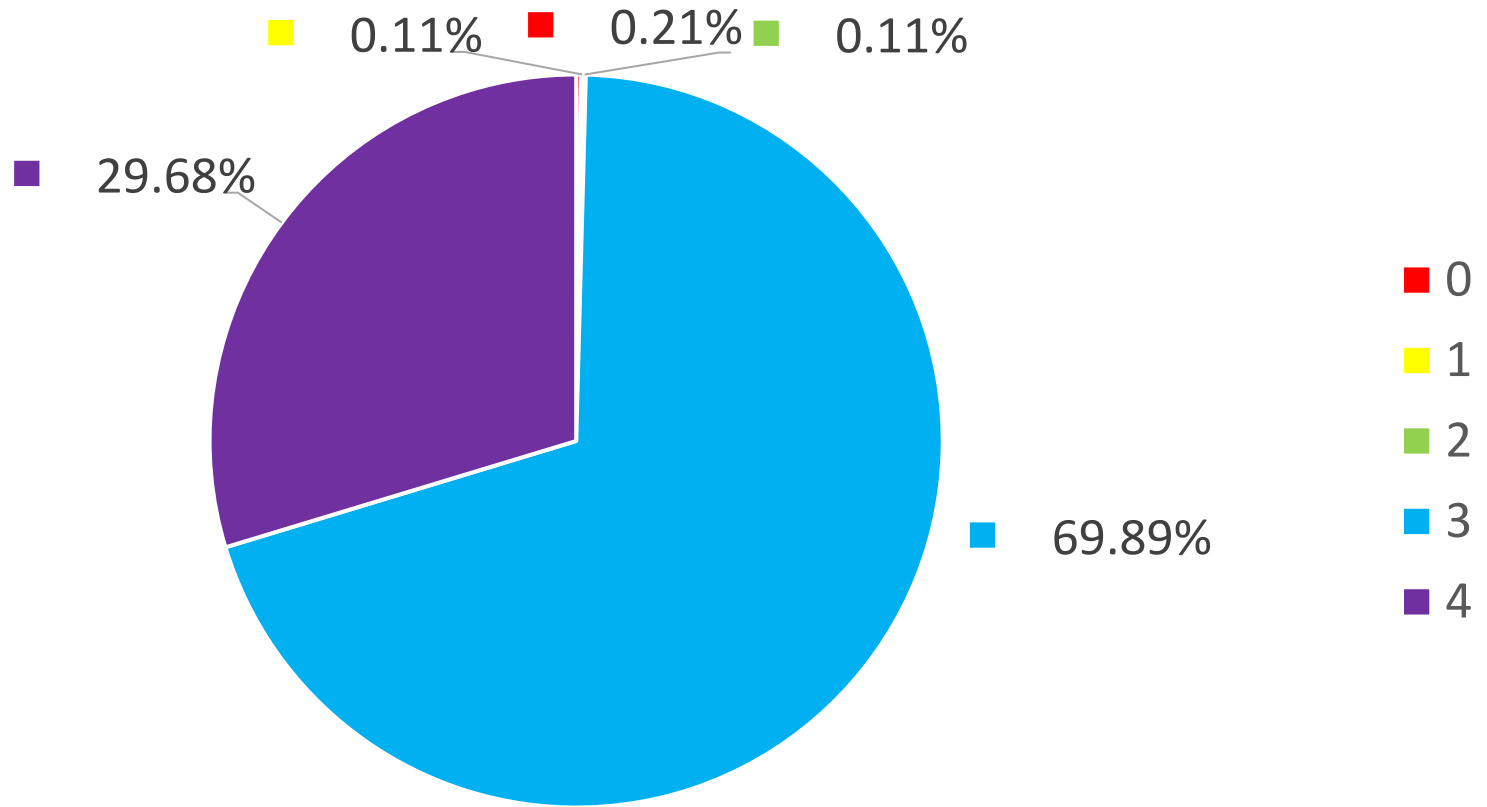
# Teacher Trend Data (2025)



# Administrator Score Distribution (2025)



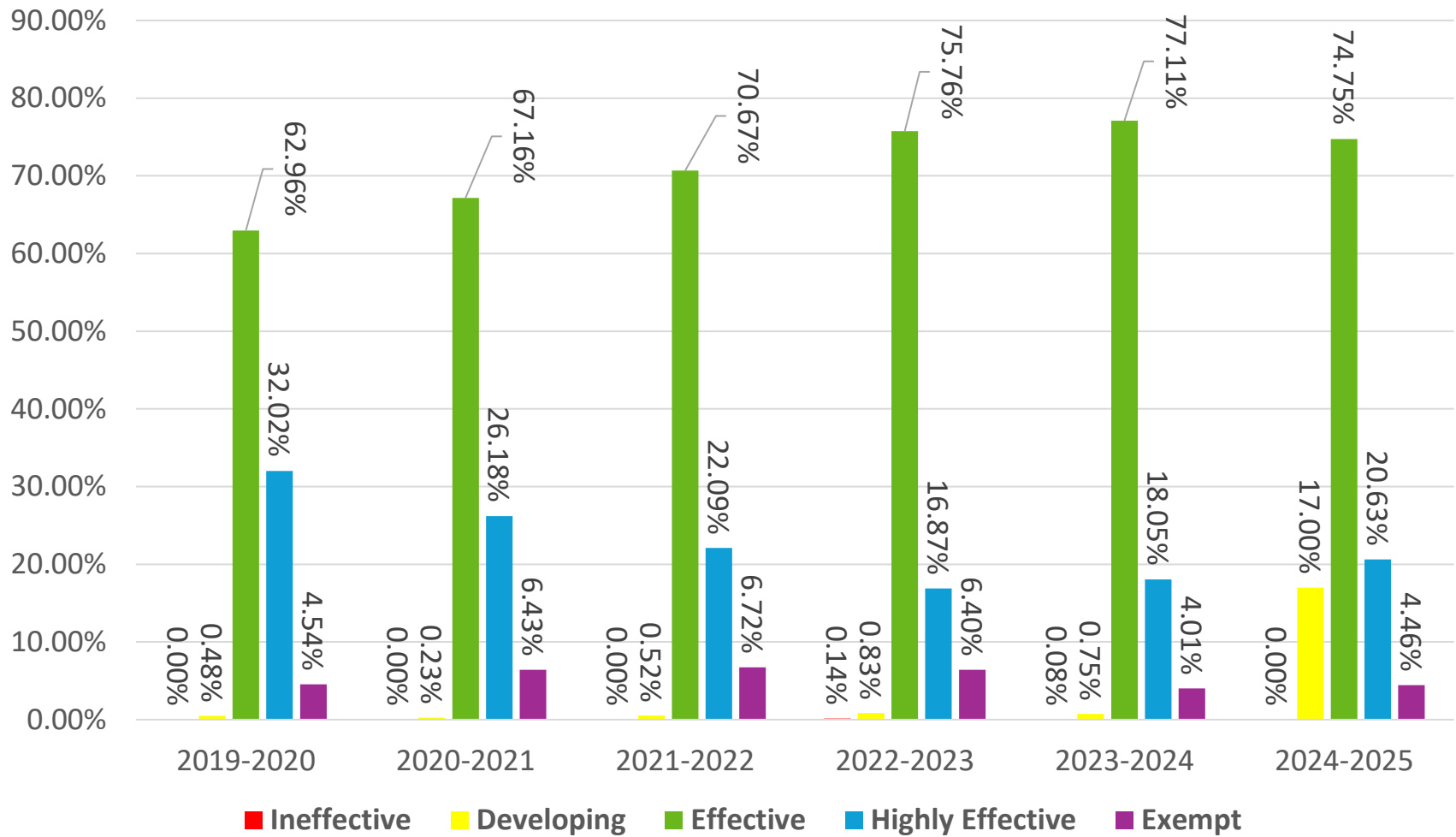
# Administrator SLG Distribution (2025)



Percent Receiving SLG Scores 0-4



# Administrator Trend Data (2025)



# 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)
- Data reporting is subject to human error



Nevada  
Educator  
Performance  
Framework

# Monitoring For Continuous Improvement

# NEPF MCI Survey Data

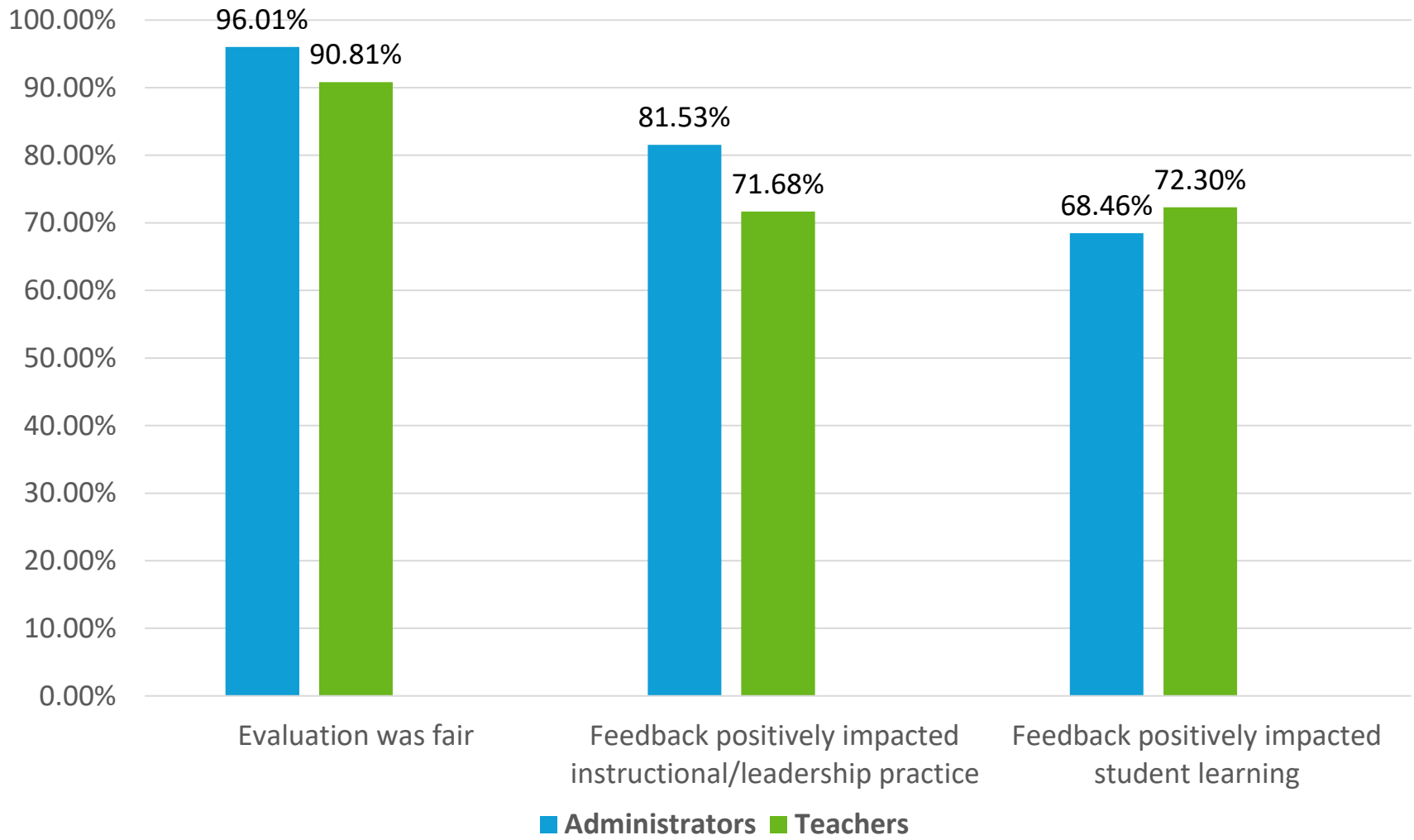
- 2024-25 Surveys completed by July 15, 2025
- Responses – 7,252 (all licensed positions)
  - Administrators – 584 (about 48% - up 7%)
  - Teachers – 6,022 (about 31% - up 4%)



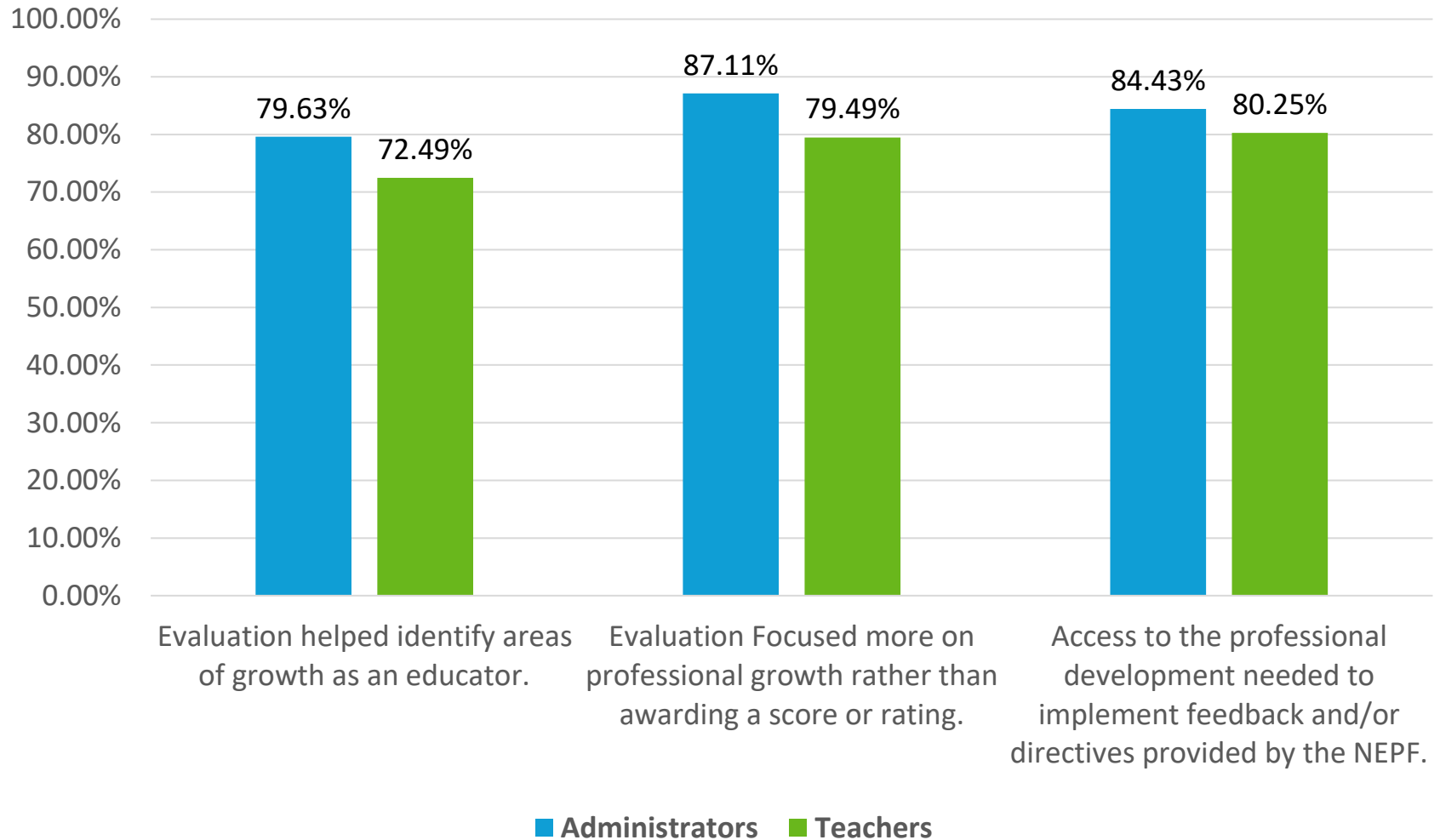
\*Average survey response rate is about 29%.

SurveySparrow. (2025, July 30). Survey response rate benchmarks (2025 guide). SurveySparrow. Retrieved September 4, 2025, from <https://surveysparrow.com/blog/survey-response-rate-benchmarks/>

# MCI Survey – Feedback (2025)

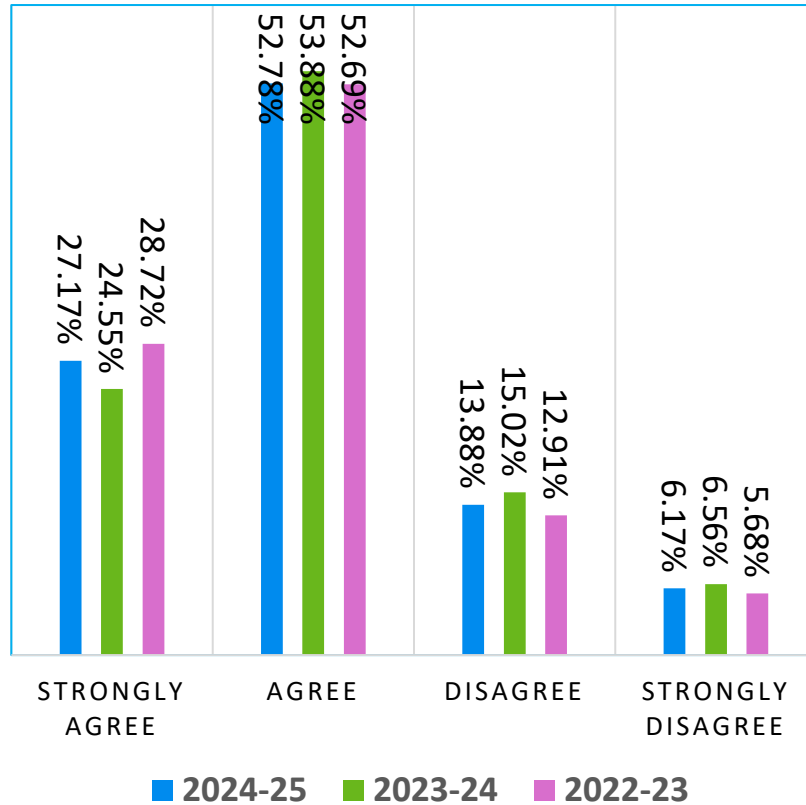


# MCI Survey - Growth (2025)

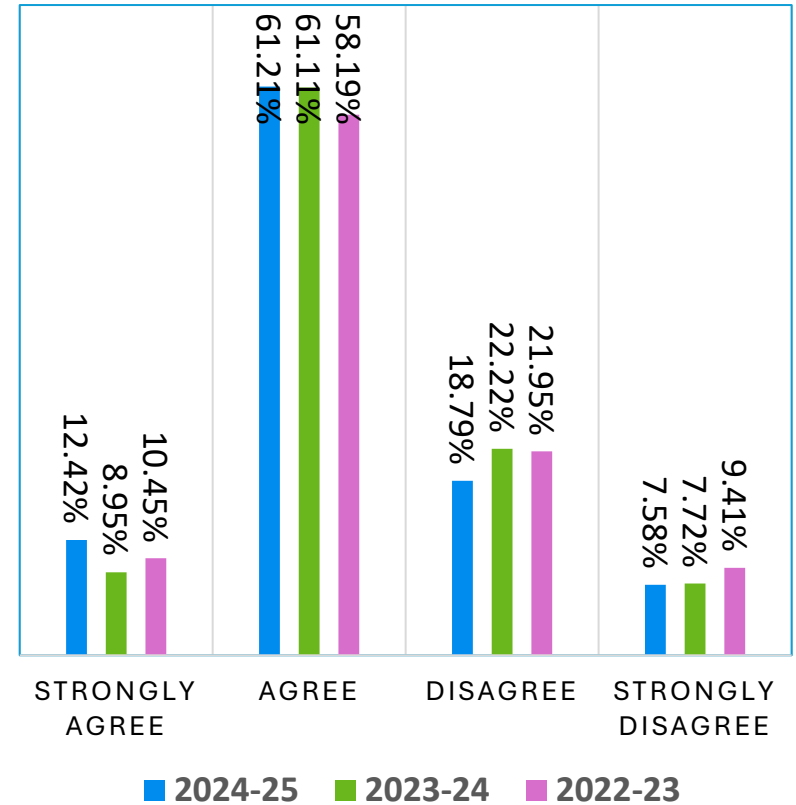


# MCI Survey – Impact on Time (2025)

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).



# NEPF MCI Survey – Interviews

- NDE representatives met/are meeting with district NEPF Liaisons from all 17 districts (September 2025) to review both NEPF ratings and survey data.
- NEPF Liaisons are encouraged to use survey and NEPF data to inform professional learning plans and to make connections to district initiatives such as mentorship/leadership programs.





# Survey Data Limitations

- Local control of survey distribution
- Survey data is limited to those personnel who participated
  - Administrators:
    - 17 out of 17 districts
    - 48% of employees
  - Teachers:
    - 17 out of 17 districts
    - 31% of employees



# 83<sup>rd</sup> Nevada Legislative Session



February 3, 2025 – June 2, 2025

# Assembly Bill (AB) 236 Overview

## Assembly Bill 236 Sec. 2:

- Revises the appointment process for Teachers and Leaders Council (TLC) Teacher and Other Licensed Education Personnel (OLEP's) membership
- **For each vacancy**, 3 nominees will be solicited from:
  - Clark County Education Association (CCEA)
  - Nevada State Education Association (NSEA)
- First initiation of this process will be for 2 teacher member vacancies on October 31, 2025.

# Senate Bill (SB) 460 Overview

## Senate Bill (SB) 460:

- Revises the Nevada Educator Performance Framework (NEPF)
- Focuses on accountability, support, and improved evaluation practices
- Phased implementation begins July 1, 2025, and continues through July 1, 2027
- Outlined in the [NDE NEPF Guidance Memo](#)

# Implementation Timeline

Effective Date	Key Implementation Areas
July 1, 2025	<ul style="list-style-type: none"><li>• Performance Improvement Plans (PIPs)</li><li>• Probation for Post probationary Educators</li></ul>
July 1, 2026	<ul style="list-style-type: none"><li>• Consequences of continued underperformance</li></ul>
July 1, 2027	<ul style="list-style-type: none"><li>• Annual evaluation reviews</li><li>• Educational Growth Goals</li><li>• Certification for evaluators</li><li>• Probationary teacher observation cycle revisions</li></ul>

- **Sec. 38.3, 38.7**
- Beginning with evaluation ratings from SY 2025-26 and 2026-27
- Required after 2 consecutive years of ineffective/or minimally ineffective (developing) ratings
- Must include:
  - Measurable goals
  - Professional development
  - Assigned mentor/coach
  - Quarterly review
- Regulations adopted by NDE and TLC (effective school year 2027–28)

- **Sec. 38.4, 38.8**
- Postprobationary Administrators and Teachers May be returned to probationary status for 2 school years if:
  - Is consistently ineffective in meeting instructional practice standards, pupil performance standards and classroom management standards; or
  - Fails to demonstrate adequate progress under a performance improvement plan (PIP) (potentially by school year 2028-29)
- Must be provided with written notice and a PIP
- Reemployment decisions based on progress:
  - Return to post probationary
  - Extend probation (1 year)
  - Dismissal if inadequate progress

- **End of probation: postprobationary administrator/teacher must be:**
  - Evaluated to determine whether the postprobationary administrator has met improvement goals.
  - If goals are met: administrator/teacher must be removed from probation.
  - If progress is made toward improvement goals, the period of probation may be extended for 1 additional school year with continued support.
  - **If administrator/teacher fails to make adequate progress toward achieving goals** they may be **dismissed, reassigned, or have any other consequences imposed** if evidence demonstrates extenuating circumstances (Superintendent's discretion)



- **Sec. 52.5**
- If a **postprobationary** employee who is deemed to be a **probationary employee** receives an evaluation designating his or her overall performance as ineffective for 2 consecutive school years **during the new probationary period**, The board of trustees of the school district or the governing body of the charter school may notify the employee in writing during the second or third school year of the employee's probationary period, that **the employee may not be reemployed** for the third year of the probationary period or for the fourth school year as a postprobationary employee; or
- **The superintendent** of the school district or executive director of the charter school **may recommend the dismissal** of the probationary employee to the board of trustees If the superintendent
- The employee is entitled to Notice and Hearing (NRS 391.824 and 391.826)

- **Sec. 49.5**
- Principal Supervisors must conduct a review of 3% of licensed educator evaluations annually for the schools they oversee
- Review includes:
  - Document audits
  - Interviews with evaluator and evaluatee
- Evaluations deemed to be conducted improperly will trigger review of all evaluations conducted by that administrator
- Annual verification and action plan due to NDE by May 15
- **Review** must use **procedures and guidance** developed by the **Department** in consultation with the **Teachers and Leaders Council**.

- **Sec. 49.2(c), 50**
- Educational Growth Goals for pupils (**replacing Student Learning Goals**) growth must account for 15% of summative evaluation
- New 5-point scale based on percentage of students meeting growth goals:
  - 1 =  $\leq 20\%$
  - 5 =  $> 80\%$
- Applies to all instructional personnel
- **Teachers providing instruction in English language arts, science, or mathematics**, the examinations administered pursuant to [NRS 390.105](#) must be used to measure goal achievement.
- **Teachers of other subjects**, assessments may include course-embedded, teacher-developed, or assessments aligning with identified areas of highest pupil need.

- **Sec. 51.4**
- NDE must create a **certification process** in consultation with the Teachers and Leaders Council which:
  - Establishes a framework for a certification program to rate administrators based on the ability of an administrator to properly conduct an evaluation; and
  - Ensures that only certified administrators conduct evaluations
- Training materials and virtual learning module tentatively available October 2026
- Annual educator evaluation data must be submitted to NDE

- **Sec. 52**
- Probationary Teacher **Year 1 Observation Cycle:**
  - Observation 1:  $\leq 30$  days
  - Observation 2: 75–105 days
  - Observation 3: final 40 days
- Fewer cycles in years 2–3 if rated effective/highly effective
- Full 3-cycle year required if previous rating was developing/ineffective

# Next Steps: NEPF SB460 Workgroup

## **Purpose:**

Provide structured feedback and data-informed recommendations for NEPF updates aligned with SB460

## **Tasks:**

Review and refine regulation language, protocols, frameworks, and tools for SY 26–27 and 27–28

## **Membership:**

At least 10 members (district NEPF liaisons, school leaders, RPDP coordinators)

## **Facilitation:**

Led by NDE Education Programs Professional, with additional staff support

## **Commitment:**

November 2025 – June 2026

- Monthly 1-hour meetings (virtual/ in-person)
- 1 hour pre-work per meeting

## **Logistics:**

Agendas/ materials shared 3 business days prior; collaboration via shared Google folder

# Teachers and Leaders Council Upcoming Meetings

Wednesday, November 19, 2025 – 2:00 PM

Wednesday, February 18, 2026 – 2:00 PM

Wednesday, April 22, 2026 – 2:00 PM

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