

Teachers and Leaders Council Meeting

April 29, 2026
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

- Approval of Meeting Minutes (February 18 , 2026)
- NAC Workshop: Evaluation Review
- NDE/NEPF Updates
 - NEPF Redesign Field Study 2025-26
 - SB 460 Updates
- Update on Council Budget and Opportunities for Professional Learning
- Future Agenda Items

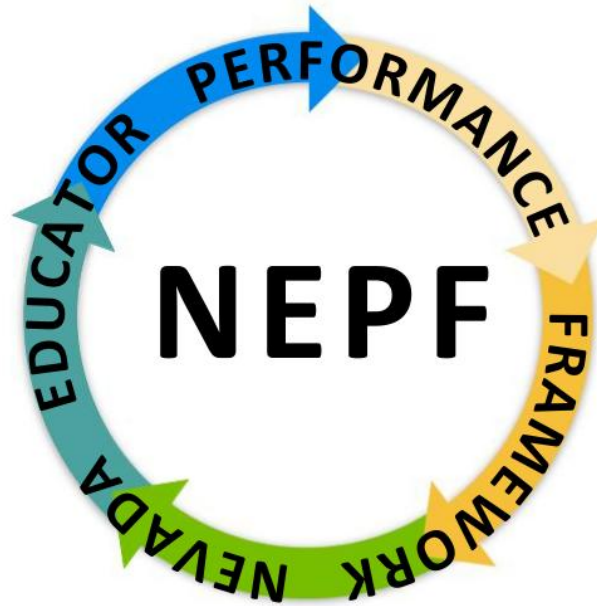
Regulation Workshop

Regulation Workshop #1

WORKSHOP TO SOLICIT COMMENTS ON PROPOSED CHANGES TO NEPF EVALUATION REVIEW

The proposed changes comply with language amending NRS 391.465, pursuant to SB460 Sec.49 #5, establishing a process of review for school associate superintendents or administrators who supervise schools of at least 3 percent of all evaluations of licensed personnel conducted within the schools they oversee.

***The Nevada Administrative Code (NAC)**, is the compilation of the state's codified administrative regulations for the Executive Branch, created by state agencies under the authority granted to them by the legislature. **Unlike the NRS**, the NAC consists of the detailed rules and regulations developed by executive agencies to govern their specific areas of responsibility.



Updates

NEPF/NDE Updates: Liaisons

NEPF Liaisons
Meetings held on
March 9, 2026, and
April 27, 2026

March NEPF Liaison
Newsletter provided
to District Liaisons
on March 16, 2026,
and posted to NDE
Update on March 26,
2026

NDE has solicited District
Liaison feedback for:

- Support Tools
- The 2026-27 NEPF
Redesign Field Study
- Goals for Educational
Growth
- Administrator
Certification

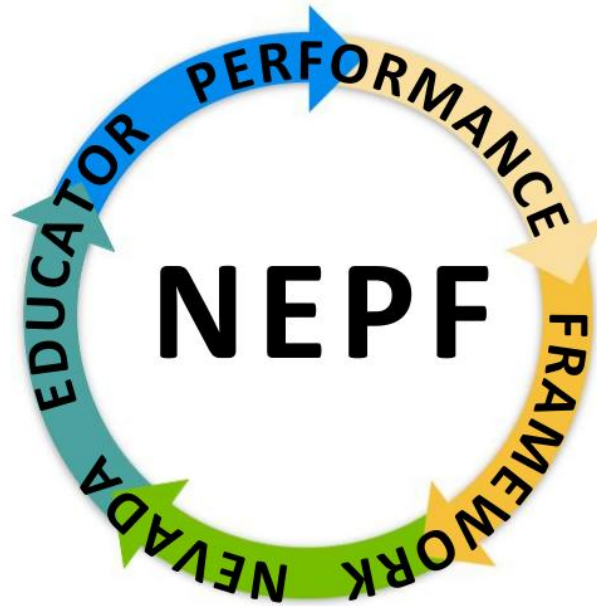
NEPF SB460 Workgroup

Mostly recently met on March 4th and April 1st

RPDP presented the initial draft of the Admin Certification Course to the SB460 Workgroup in person on April 1st. Opportunities for feedback are still available.

NDE has solicited Workgroup feedback for:

- Performance Improvement Plans
- Postprobationary requirements as amended in SB460
- Goals for Educational Growth
- Administrator Certification
- Evaluation Review requirements



Field Study

Redesign Field Study Participant Interviews

Overall finding:

School leaders were **largely positive** about the NEPF Redesign and generally believe it is **closer to being ready for statewide implementation** than not.

The redesign was most often described as:

- **simpler**
- **more manageable**
- **better for professional conversations**
- **less compliance-heavy**

Leaders, however, also raised **consistent implementation concerns**, especially around:

- **scoring nuance**
- **loss of indicator-level specificity**
- **training and calibration**
- **how growth is reflected over time**

What's Working

Perceived Strengths of the Redesign

01

Increased usability



Leaders described the redesign as easier to understand, navigate, and implement.

02

Stronger focus on growth-oriented conversations



Participants reported that the redesign created more space for coaching, reflection, and instructional dialogue.

03

Reduced compliance feel



Many leaders said the redesign shifted the process away from “checking boxes” and toward more meaningful evaluation conversations.

Challenges & Concerns

Key Concerns Raised by School Leaders

01

Scoring Nuance

Leaders frequently shared that the redesign does not always capture incremental growth within a standard, making it harder to reflect movement over time.

02

Loss of Indicator-level Specificity

Some participants felt that broader standards simplify the framework but can also reduce clarity and precision when identifying specific strengths and needs.

03

Need for Training and Calibration

Leaders consistently emphasized that evaluator calibration and implementation support would be essential for fairness and consistency at scale.

Senate Bill (SB) 460

NEPF Updates

Senate Bill (SB) 460 Overview

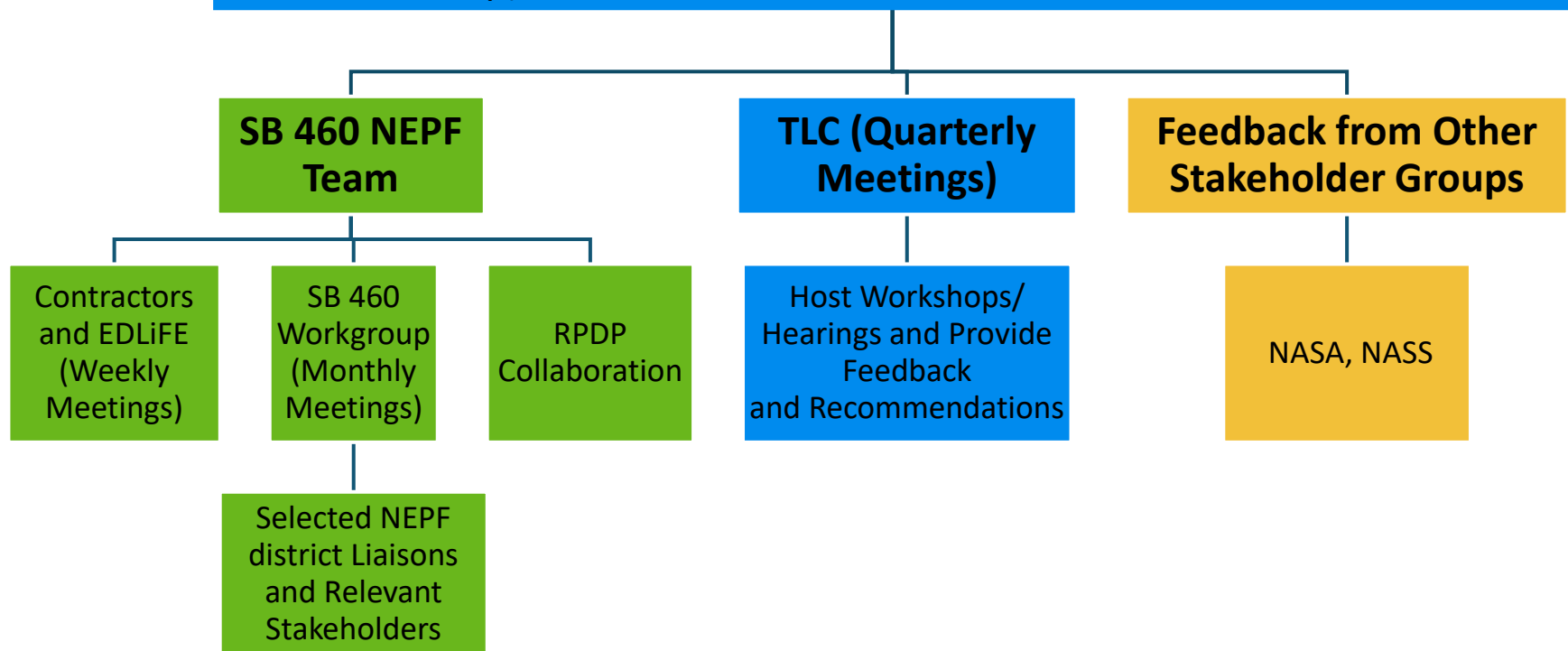
Senate Bill (SB) 460:

- 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](#)

NEPF SB 460 Progress Structure

Scope of Work:

Performance Improvement Plans, Evaluator Certification (RPDP Partnership), Evaluation Review Process, Educational Growth Goals



PIP Regulation Draft

Updated Draft Regulation (R104-25RP1)

The proposed revisions to the Nevada Administrative Code (NAC) have advanced to the formal public hearing stage. This next step opens the process for broader stakeholder input prior to final adoption.

Timeline

- Workshop: November 19, 2025
- **Public Hearing: April 22, 2026**
- Adoption & Filing: Following hearing and Department approval
- Implementation: Upon final approval and posting by the Legislative Counsel Bureau (LCB) by July 2027

EGG Regulation Draft

Regulation Draft - Complies with SB 460 amendments to NRS 391.480, amends NAC 391.582: Assessment Measures

- TLC did not take a position
- Recommendation made to clarify requirements for ELA, math, or science teachers who teach other subjects as well

Regulation Draft - No. R138-23, amends NAC Chapter 391.571 and 391.574: “learning goals” language update to “goals for educational growth”

- TLC approved language change

Timeline

- Workshop: February 18, 2026
- **Public Hearing: Next step in the regulatory process (TBD)**
- Adoption & Filing: Following hearing and Department approval
- Implementation: Upon final approval and posting by the Legislative Counsel Bureau (LCB) by July 2027

Evaluation Review Regulation Draft

Regulation Draft - Amends NAC 391 to clarify the timeline and process for the evaluation review process

Timeline

- **Workshop: held today, April 29th @ 2:10 PM, TLC Meeting**
- Public Hearing: Next step in the regulatory process (TBD)
- Adoption & Filing: Following hearing and Department approval
- Implementation: Upon final approval and posting by the Legislative Counsel Bureau (LCB) by July 2027

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Administrator Certification Coursework

RPDP Updates

- **Two Course Drafts Developed**
 - Principal and Principal Supervisors
 - Follow the NEPF Evaluation Cycle
 - Videos for Calibration
- **Feedback Received**
 - SB460 Work Group
 - NDE
 - Administrators
 - Principal Supervisors, Principals, Vice Principal
- **Convening in Elko, June 16, 2026**
 - District Representatives Canvas Course Preview
 - Feedback
 - Final Revision
- **Superintendents or Liaison Meetings**
 - 15 districts are participating in RPDP Principal Certification Trainings
 - 2 cohorts are participating in RPDP Principal Supervisor Certification Trainings
 - Training begins July 2026

Expenditure of Council Funds

Council Budget

- Any travel associated must take place within the same fiscal year as the budget, which ends on June 30, 2026.
- Historically, Council funds were spent on in-person Council meeting travel.
- Allowable expenses do include opportunities for professional learning in context with the purpose of the council, which derives from NRS 391.460, recommendations concerning the statewide performance evaluation system.

FY 2026 Budget

\$4,287.79

Must be obligated
for expenditure by
June 30, 2026



Potential Expenditures

Item	Description	Cost
Learning Forward Webinar Series	<ul style="list-style-type: none"> Annual membership with access to live & on-demand PD Focus: instructional leadership, evaluation systems, educator growth 	\$ \$79–\$194 per person/year
Public Service Leadership Training	<ul style="list-style-type: none"> Course-based leadership development (state/public sector aligned) Focus: systems leadership, policy implementation, organizational effectiveness 	\$ Cost varies by course
High Reliability Schools (HRS) Institutes June 15-17, 2026 Kissimmee, FL	<ul style="list-style-type: none"> Research-based framework for school improvement Includes optional free webinars + paid institute attendance 	\$ ~\$799 per person + travel
Professional Book Study: <i>Improving Teacher Development & Evaluation</i>	<ul style="list-style-type: none"> Independent Study and Professional Development 	\$ ~\$45.95 per book
Empowering a Collaborative Leadership Culture (Microcredentials)	<ul style="list-style-type: none"> Focus on building strong leadership teams and culture shift Multiple Microcredentials available 	\$ ~\$250 per person

Future Agenda Items

- Council funds expenditure
- Future meeting times
- Updated progress on measures prescribed by SB460 for the statewide performance evaluation system
- Council member updates

Teachers and Leaders Council Upcoming Meetings

Wednesday, September 23, 2026 – 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)*