

TEACHERS AND LEADERS COUNCIL (TLC)
WEDNESDAY, FEBRUARY 18, 2026
2:00 PM

| Office | Address | City | Meeting Room |
|-------------------------|----------------------------------|-------------|----------------------------|
| Department of Education | 2080 E. Flamingo Rd. | Las Vegas | Boardroom |
| Department of Education | 700 E. Fifth St. | Carson City | Silver Ore Conference Room |
| Department of Education | Virtual/ YouTube | N/A | N/A |

DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS IN ATTENDANCE

Pam Salazar
Danica Hays
Vicki Kreidel
Amy Miller
Susan Neal
Daniel Schantol
Daniel Tillman
Stephanie Keuhey
Tammy Malich
Pam Goynes-Brown
Darcy McInnis
Vickie Kriedel
Sue Moulden

NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF PRESENT

Kathryn Hoyt, Assistant Director; Office of Educator Development, Licensure, and Family Engagement (EDLiFE)

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

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

LEGAL STAFF PRESENT

Christena Georgas-Burns, Deputy Attorney General (DAG)

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

Meeting was called to order at 2:04 PM by Chair Pam Salazar. Roll call was taken and quorum was established. Chair Salazar noted that the Council is still waiting for one teacher and one parent member appointment. Chair Salazar led the Pledge of Allegiance. Ms. Hoyt introduced Ms. Arroyo, who will be the new NEPF Education Programs Professional.

2. PUBLIC COMMENT #1

Mr. Erik Skramstad, Clark County School District (CCSD), provided comment regarding agenda item 3. CCSD expressed concern with the proposed implementation interpretation of Senate Bill 460 revisions to Nevada Revised Statutes 391.730. Mr. Skramstad noted that under

current law, a less-than-effective post-probationary educator requires three years of such rating before dismissal can occur; however, the current interpretations of the revisions would extend this timeline to four or five years of less-than-effective performance. It is recommended that the language be amended to align with current timelines for moving developing or ineffective employees out of their roles. Mr. Skramstad stated that the extended timeline is not in the best interest of pupils.

Mr. Erik Skramstad provided a second comment regarding agenda item number 7. CCSD recommends that the Educator Assistance Plan (EAP) language should not overlap with the proposed SB 460 Performance Improvement Plan (PIP) language, and that PIP goals should be tied specifically to professional development expectations found in SB 460.

3. INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF NOVEMBER 19, 2025, MEETING MINUTES (*Information/ Discussion/ Possible Action*)

Members of the Council reviewed the November 19, 2025, meeting minutes. **Chair Salazar entertained a motion to approve the minutes. Member Daniel Tillman motioned to approve. Member Tammy Malich seconded the motion. The motion carried.**

4. 2:15 PM WORKSHOP TO SOLICIT COMMENTS ON PROPOSED CHANGES TO NAC 391.582 REGARDING PROPOSED EDUCATION GROWTH GOALS ASSESSMENT MEASURES (Possible Action)

Chair Salazar reminded the Council that the purpose of this item is to solicit comments for proposed amendments to NAC Chapter 391.582. The regulation establishes criteria for assessments used to determine Educational Growth Goals for teachers of English language arts, science, or mathematics. The Teachers and Leaders Council will consider a regulation to revise NAC Chapter 391.582 per the requirements of SB 460. The Council may vote to take a position on this subject and feedback will be considered before it is moved to a public hearing. Chair Salazar then turned the item over to Kathy Hoyt, NDE.

Ms. Hoyt, on behalf of NDE, and in consultation with the NEPF workgroup, proposed language to amend NAC 391.582, which addresses the selection of assessments to which goals for educational growth of pupils are determined. Additionally, it provides guidelines if a pupil has no prior assessment data available to establish criteria. Ms. Hoyt explained that while state assessments must be used to establish the baseline for a goal, teachers and administrators will retain the flexibility to use other rigorous, standard-aligned assessments to measure progress. This flexibility is necessary because state assessment data often does not return in time to meet the May 1st deadline for annual evaluations and reemployment notifications.

The Council had a robust discussion regarding the contents of the proposed regulation language and requirements for goals for educational growth under SB 460. Member Malich expressed concern that allowing evaluators to approve alternative assessments when state data is unavailable could introduce subjectivity and potential conflict into the evaluation. Council members additionally raised concerns regarding the definition of who qualifies as an English language arts, science, or mathematics teacher, particularly for elementary educators who teach all subjects, or secondary educators with dual endorsements. Ms. Hoyt clarified that while elementary teachers would likely only need to select one of those subjects for their goal, any teacher providing direct instruction in those areas is subject to the regulation.

After no further discussion or questions, **Chair Salazar entertained a motion for the Council to take a position on the proposed amendment of NAC chapter 391.582. Member Tillman made a motion to close the discussion without taking a formal position. Member Malich seconded the motion. The motion carried with no objections.**

5. **2:30 PM WORKSHOP TO SOLICIT COMMENTS ON PROPOSED CHANGES TO NAC 391.571 AND 391.574 REGARDING LANGUAGE UPDATES TO CONICIDE WITH SB460** (Possible Action)

Chair Salazar turned this item over to Ms. Hoyt for discussion. The primary change being proposed is to replace the term “learning goals” with “goals for educational growth” to align NAC 391.571 and 391.574 with SB 460. Ms. Hoyt clarified that the language changes to NAC 391.571 and 391.574 were strictly for terminology consistency and do not alter the existing regulation language.

Member Schantol asked Ms. Hoyt if the language changes would also be addressing changes to the percentage weights for evaluation areas, as those figures appeared to be modified in the working documents. Ms. Hoyt clarified that while the documents showed changes, these adjustments had already been approved, and the current workshop is not altering existing weights or language beyond the specific replacement of the term “learning goals”.

After no further discussion or questions, **Member Malich moved to approve the replacement of language from “learning goals” to “goals for educational growth”. Member Moulden seconded the motion. The motion carried with no objections.**

6. **INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE ELECTION OF COUNCIL CHAIR AND VICE CHAIR PURSUANT TO NRS 391.455** (Information/ Discussion/Possible Action)

Deputy Attorney General Christena Georgas-Burns facilitated elections for Council Chair and Vice Chair. **Member Moulden nominated Pam Salazar for another term as chair, with no other nominations put forward. All members of the Council voted to approve Chair Salazar. Amy Miller nominated Tammy Malich as vice chair. All members of the Council voted to approve Vice Chair Malich.**

7. **INFORMATION, DISCUSSION AND POSSIBLE ACTION REGARDING NEVADA EDUCATOR PERFORMANCE FRAMEWORK (NEPF) UPDATES** (Information/ Discussion/ Possible Action)

Ms. Hoyt reported that NEPF district liaisons have been meeting monthly to foster statewide collaboration. These liaisons have provided feedback on building support tools and guidance documents under SB 460, regarding educational growth goals and administrator certification pathways. NDE is partnering with the Regional Professional Development Program (RPDP) to develop the administrator program, which must be in place for all evaluators by the 2027-2028 school year. Ms. Arroyo provided updates on the 2026 NEPF redesign field study which is currently underway. A mid-cycle survey indicated that respondents view the redesign positively, specifically noting its ability to connect evidence to instruction and growth.

Ms. Hoyt requested the Council’s position on how they would like to proceed with the field study moving into year 3, as it will affect information that is shared for the certification program. After discussing the options provided, **Member Malich moved to continue the field study with current participants while extending an open invitation to additional schools and districts for the 2026-2027 school year. Member Neal seconded the motion. The motion carried with no objections.**

Lastly, Ms. Hoyt provided updates on the Performance Improvement Plan regulation draft. She noted that the final draft language from the Legislative Council Bureau was not yet ready. NDE is working closely with the LCB to ensure that language regarding requirements for goal setting and professional development are clear and connected directly to deficit area notes the employees' evaluations.

8. **FUTURE AGENDA ITEMS** (*Information/ Discussion/Possible Action*)

Future items will include updates from NDE on SB 460 implementation, status of council membership vacancies, and information on professional learning opportunities for Council members.

9. **PUBLIC COMMENT #2**

Ms. Marissa McClish, Washoe County School District (WCSD), provided comment via email. (A complete copy of the statements is available in Appendix A).

10. **ADJOURNMENT**

With no further objections, the meeting was adjourned at 4:00 PM.

Appendix A: Statements given during public comments

1. Ms. Marissa McClish, for Washoe County School District (WCSD), provided comment.

Appendix A, Item 4: MS. MARISSA McCLISH

Nevada's secondary education system faces a significant gap in how we measure student mastery, growth, and progress. Unlike K-8, where students take standards-based assessments in ELA and Math, secondary students lack equivalent tools. As a result, far too much weight is placed on traditional grades despite extensive research showing that grades are not reliable indicators of mastery.

This inconsistency creates an equity issue as secondary teachers do not have access to high-quality, standards-aligned data that K-8 educators use to guide instruction and monitor growth. If this legislation were paired with a requirement for district-wide common assessments at the secondary level, it would provide teachers, administrators, and districts with actionable, defensible data. Such alignment would support fairer evaluation practices and more accurate educational growth goals for both students and educators.

Thank you,