TEACHERS AND LEADERS COUNCIL (TLC)
WEDNESDAY, SEPTEMBER 23, 2026
1:00 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	Boardroom
Department of Education	Virtual/YouTube	n/a	n/a

DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS IN ATTENDANCE

Pam Salazar
Tammy Malich
Bernnell Peltier-Glaze
Amy Benham-Bookey
Stephanie Keuhey
Vicki Kreidel
Amy Miller
Erik Ortega
Daniel Schantol
Tasha Fuson

NEVADA DEPARTMENT OF EDUCATION (NDE) STAFF PRESENT

Kathryn Hoyt, Director, Office of Quality Improvement in Educational Systems (OQIES)

Elysa Arroyo, Education Programs Professional, Office of Quality Improvement in Educational Systems (OQIES)

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

Amelia Thibault, Legislative Liaison, Office of the Superintendent of Public Instruction (OSPI)

LEGAL STAFF PRESENT

Christena Georgas-Burns, Deputy Attorney General (DAG)

1. **CALL TO ORDER, ROLL CALL, PLEDGE OF ALLEGIANCE**
   Chair Pam Salazar called the meeting to order at 1:03 PM. Rick Derry conducted roll call following The Pledge of Allegiance.

2. **PUBLIC COMMENT #1**
   One written public comment was received and read into the official record by Rick Derry. Annie Hicks, Director of Northeastern Nevada Regional Professional Program (RPDP) submitted written public comment, which can be found in Appendix A.

3. **INFORMATION AND DISCUSSION REGARDING INTRODUCTION OF MEMBERS AND MEETING NORMS** *(Information/ Discussion)*
   Chair Salazar introduced three new members appointed to the Teachers and Leaders Council (TLC), inviting each to share their professional background and connection to the council's mission. Member Bernnell Peltier-Glaze, Dean of the School of Education at Nevada State University highlighted her experience spanning multiple tiers of the educational pipeline, having served a classroom teacher, school principal, and central office administrator. Her administrative career includes leadership across public, private, and charter school settings prior to transitioning into higher education teacher preparation.

   Eric Ortega, a parent representative and local Parent Teacher Association (PTA) President, serves as an officer with the local and Nevada State PTA networks. As a parent of two children actively enrolled in the public school system, he emphasized his goal of offering direct parent perspectives to support alignment between state educational policies and family needs.

   Tasha Fuson, a retired 30-year Nevada educator and former Chief Academic Officer (CAO) for the Carson City School District (serving in the CAO role for the final six years of her district career). Her experience includes teaching and administrative roles across Clark County, Washoe County, and Carson City school districts. She noted her familiarity with the council's recent work, having served as an NDE consultant during the previous year to support implementation efforts of Senate Bill (SB) 460.

   Chair Salazar expressed gratitude to the new members for committing their time and expertise to the council's ongoing statutory responsibilities.

4. **INFORMATION, DISCUSSION, AND POSSIBLE ACTION REGARDING THE POSSIBLE APPROVAL OF THE APRIL 29, 2026, MEETING MINUTES** *(Information/ Discussion/ Possible Action*)
   The council reviewed the April 29, 2026, meeting minutes. The meeting minutes were approved unanimously without objection or abstention.

5. **INFORMATION AND DISCUSSION REGARDING EXECUTIVE ORDER 26-03** (*Information/Discussion*)
   Amelia Thibault, Legislative Liaison for NDE, presented an overview of Executive Order (EO) 2026-03, issued August 17, and accompanying NDE Guidance Memo 26-16. This directive initiates a statewide review across Nevada Administrative Code (NAC) chapters 385 through 394 to identify outdated regulations for repeal, eliminate internal contradictions, and streamline rules to establish a clear, consistent regulatory framework for schools and educators. The presentation highlighted administrative details and tracking tools for the review process, noting a structural delay between

when regulations take legal effect and when they are formally encoded into online NAC publications, such as NAC Chapter 391. To address this disparity, NDE audited all regulations passed over the preceding five to seven years and compiled a tracking resource that categorizes regulations recently encoded (including updates effective August 28), active regulations pending online publication, and rules currently in draft form. Stakeholders were instructed to review this tracking log prior to submitting comments to avoid targeting rules that have already been repealed or amended. Stakeholders and council members may submit formal or informal recommendations to superintendent@doe.nv.gov through October 29, 2026. NDE will review all submissions and route recommendations to the governing body holding statutory authority, such as the Commission on Professional Standards, the State Board of Education, NDE, or the Teachers and Leaders Council. The council agreed to coordinate a possible unified TLC position for Chair Salazar to present during upcoming public hearings and State Board of Education meetings. Members also committed to reviewing relevant regulations before the next meeting, with regulatory review and potential position drafting scheduled for the November 18, 2026, agenda.

6. **INFORMATION AND DISCUSSION REGARDING NEVADA EDUCATOR PERFORMANCE FRAMEWORK (NEPF) UPDATES** *(Information/ Discussion)*

Elysa Arroyo, Education Programs Professional, and Kathy Hoyt Director for NDE presented a comprehensive technical report on the statewide rollout of the Nevada Educator Performance Framework (NEPF). The briefing detailed the transition to redesigned evaluation rubrics and the structural integration of state evaluation mechanisms under recent legislative enactments (SB 460). Following formal approval by the State Board of Education, statewide implementation of the redesigned NEPF rubrics and summative scoring protocols took effect for all teachers and site administrators for the 2026–2027 academic year. The redesign introduces a holistic scoring methodology that replaces indicator-level averaging with standard-level scoring, requiring evaluators to review the full body of evidence across all descriptors to assign an overall score from 1 to 4. To earn a score of 4 on any standard, the evidence must clearly demonstrate Level 4 performance across every descriptor. By removing rigid evidence-count requirements and centering evaluator judgment, the new system places increased importance on consistent district-wide calibration and ongoing evaluator training.

The Department provided an update on the Administrator Evaluation Certification Course, noting that all administrators who conduct NEPF evaluations must complete the standardized certification course by July 1, 2027, as outlined in Guidance Memo 26-14 issued on August 14, 2026. NDE also presented the System Alignment Architecture established under SB 460, summarizing four core mechanisms: the transition to Educational Growth Goals beginning in the 2027–2028 school year, with a public hearing scheduled for October 7, 2026; the forthcoming implementation of Performance Improvement Plans in May 2027, pending regulatory revisions; the mandatory administrator certification requirements, also due by July 1, 2027; and the Evaluation Review process, which requires supervising administrators to audit at least 3 percent of evaluations annually beginning in May 2028.

Elysa Arroyo, additionally reported progress on the electronic NEPF Data Collection Dashboard, designed to replace the error-prone Excel reporting system, with sandbox testing rescheduled to Fall 2026 and statewide deployment planned for Spring 2027. During discussion, Member Tasha Fuson raised concerns about operational lag, noting that administrators are conducting high-stakes evaluations while simultaneously completing new certification modules, which may create mid-year calibration inconsistencies. Ms. Arroyo responded that guidance materials, implementation protocols, and ongoing liaison meetings are in place to support districts and provide technical assistance as needed.

7. **INFORMATION AND DISCUSSION REGARDING THE 2025-2026 NEVADA EDUCATOR PERFORMANCE FRAMEWORK (NEPF) SUMMATIVE EVALUATION RATINGS AND MONITORING FOR CONTINUOUS IMPROVEMENT SURVEY RESULTS**
(*Information/Discussion*)
Elysa Arroyo and Kathryn Hoyt (NDE) presented the annual statewide evaluation ratings and Monitoring for Continuous Improvement (MCI) survey results as required under NRS 391.485, outlining trends in rating distributions, student growth correlations, and district implementation practices. For 2025–2026, statewide ratings for administrators, teachers, and specialized licensed personnel remained heavily concentrated in the Effective and Highly Effective categories, with average scores increasing slightly from the prior year. Ms. Arroyo noted that small subgroup sample sizes limit interpretability and identified persistent data-quality issues in district submissions, which the forthcoming electronic NEPF Data Collection Dashboard (launching Spring 2027) is designed to resolve. MCI survey feedback showed strong perceptions of fairness, growth orientation, and positive instructional and student impact, though responses were geographically imbalanced and indicated ongoing concerns regarding time burden and inconsistent use of evaluation data to guide professional learning and leadership identification. During discussion, Member Tasha Fuson raised concerns about the disconnect between high educator ratings and continuing statewide academic challenges and requested district-level trend data to assess inter-rater reliability. Vice Chair Tammy Malich emphasized the need for districts to move from viewing the NEPF as a compliance checklist to using it as a coaching tool, while Chair Salazar expressed support for the holistic scoring redesign as a means to strengthen evaluator feedback and reduce administrative burden. (see meeting materials)

8. **FUTURE AGENDA ITEMS** *(Information/ Discussion)*
The council identified several key items for future agendas, including a review of regulatory feedback under Executive Order 26-03 to shape the TLC's formal position, a debrief on the State Board's October 7th public hearing regarding Educational Growth Goals (EGGs), and ongoing updates on district implementation and evaluator calibration for the NEPF redesign. These priority topics will be addressed across upcoming TLC meetings scheduled for November 18, 2026, at 2:00 PM, February 17, 2027, coinciding with the legislative session, and April 21, 2027.

9. **PUBLIC COMMENT #2**
There was no public comment in Carson City, and no public comment in Las Vegas.

10. **ADJOURNMENT**

In closing remarks, Chair Salazar extended formal appreciation to Council members and department staff for their rigorous analytical contributions and re-welcomed new members Bernell Peltier Glaze, Eric Ortega, and Tasha Fuson to the Council. Chair Pam Salazar officially adjourned the Teachers and Leaders Council meeting at 2:31 PM.