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GUIDANCE MEMORANDUM 26-10

TO: All Local Education Agencies

FROM: Dr. Victor Wakefield, Superintendent of Public Instruction 

DATE: June 29, 2026

SUBJECT: Updates Regarding the Nevada Educator Performance Framework (NEPF)

BACKGROUND

During SY24-25 and SY25-26, the Nevada Department of Education (Department), in collaboration with the Teachers and Leaders Council (TLC), local education agencies (LEAs), educators, administrators, and educational stakeholders, conducted a statewide Nevada Educator Performance Framework (NEPF) Redesign Field Study. The purpose of the field study was to evaluate revisions to the structure, scoring methodology, and implementation processes of the Teacher and Administrator NEPF to improve clarity, consistency, evaluator calibration, and meaningful professional feedback.

Following the conclusion of the field study and approval by the [State Board of Education](#) during May 13, 2026, regular board meeting, the redesigned NEPF will become the statewide evaluation model for all LEAs utilizing the Nevada Educator Performance Framework for teachers and administrators, effective for SY26-27.

The redesigned model reflects Nevada's continued efforts to strengthen educator evaluation systems, streamline implementation processes, and align evaluation practices with high-quality instructional and leadership standards, while maintaining compliance with state requirements and the provisions of Senate Bill (SB) 460 (2025).

NEPF IMPLEMENTATION 2025-2026

The goal of the NEPF Redesign was not to alter the original intentions of the NEPF as a developmental tool. The redesign streamlined the NEPF, consolidating the document for accessibility, reducing the burden of implementation, and promoting deeper feedback conversations between administrators and teachers.

Teacher-Librarians and any employee considered Other Licensed Educational Personnel (OLEP, i.e. counselors, school nurses, school psychologists, etc.) will continue to operate under the current NEPF protocols for those employee groups, as previously provided in SY 25-26 school year.

For administrators and teachers operating under the NEPF, scoring domain percentages will remain the same at 65% for Instructional Practice/Instructional Leadership, 20% Professional Responsibilities, and 15% for Student Performance. The final rating categories have not been altered from highly effective, effective, developing, and ineffective. The requirements for self-assessment, goal setting, observation cycles have not changed.

OVERVIEW OF CHANGES TO THE NEPF FOR THE 2026-2027 SCHOOL YEAR

The redesigned NEPF for teachers and administrators will go into effect statewide for SY26-27 school year. To streamline the evaluation process, the Instructional Practice/Leadership and Professional Responsibilities rubrics have been condensed from 24 pages to 11 pages, reducing unnecessary language while providing a more concise and user-friendly format. Additionally, the Summative Evaluation Tool has been shortened from five pages to two pages. Evidence collection requirements have also been simplified, decreasing from two pieces of evidence per indicator to two pieces of evidence per standard.

Teacher and Administrator Rubrics

While the language of the NEPF Instructional Practice/Leadership and Professional Responsibilities Rubrics has not changed, the designation of individual indicators associated with the standards has been altered. The indicators have been transformed into descriptors to reinforce the intended purpose of the standard as a whole.

Holistic Standard Scoring

The NEPF summative evaluation scoring formula has been altered to reflect a holistic scoring approach, on a 1-4 scale for the whole standard instead of a 1-4 score issued for each indicator per standard (requiring less collected evidence throughout evaluation cycles). When assigning scores, evaluators rely on the performance-level language of the standards. If an evaluatee is not performing at a level 4 in each of the descriptors and meeting the requirements of that performance level in its entirety, the evaluatee should not receive a higher evaluation rating. Throughout the school year, constructive feedback should be provided to the evaluatee, along with suggestions for improvement and/or growth, to holistically perform at the highest level of the standard.

Class Size Adjustment (CSA)

NRS 391.465 requires that post probationary **teachers**, responsible for a number of pupils exceeding the State Board of Education recommended ratio of pupils per NRS 388.890 (K-5th: 15, 4th-12th: 25), and whose evaluation is designated as effective or highly effective, are to receive an additional weight for certain criteria. Additional weighting currently applies to specific standards and indicators of the NEPF: Instructional Practice Standards 2.1, 3.1, and 3.4 and Professional Responsibilities Standards 4 and 5

The Class Size Adjustment (CSA) ratio will still be applied in summative evaluations for Teachers. In the revised version, the CSA will be applied to the standard as a whole instead of individual indicators. This approach applies to all of Instructional Practice Standards 2 and 3 and continues to apply to all of Professional Responsibilities Standards 4 and 5.

FUTURE CHANGES TO THE NEPF, PER THE REQUIREMENTS OF SENATE BILL(SB) 460 (2025)

Additional guidance and support for NEPF implementation will be provided by NDE as accountability measures and NEPF updates per SB460 go into effect on July 1, 2027. This includes Performance Improvement Plans (PIP's), Education Growth Goals, Updated Observation Cycles, Evaluation Review Procedures, and Administrator Certification to Conduct Evaluations

As outlined in [SB460 Sec. 51](#), the Regional Professional Development Program (RPDP) will support districts with administrator certification coursework. RPDP has been engaging with districts in anticipation of the planned release of course modules in August 2027. Separate guidance for this requirement will be issued before the start of SY26-27.

As per requirements outlined by [SB460](#), the summative evaluation scores for teachers and administrators from the 2025-2026 and 2026-2027 school years will count as the two consecutive evaluation scores used to determine placement on a Performance Improvement Plan (PIP) for the 2027-2028 school year. Official guidance and regulatory language for PIP's are forthcoming.

CONCLUSION

In support of NEPF implementation for SY26-27, the Nevada Department of Education will offer training, technical assistance, and support materials to districts and school sites. Please reach out to NDE to coordinate these efforts. Attached to this memo are the 2026-2027 NEPF Protocols for School Administrators and Teachers, 2026-2027 NEPF Rubrics for School Administrators and Teachers, and a template for summative evaluation scoring. These materials and additional tools will be available on the [NDE NEPF Webpage](#) by July 1st 2027. We look forward to working alongside our district partners to ensure successful implementation of the NEPF.

If you have any questions regarding this guidance, please reach out to Kathryn Hoyt at kathryn.hoyt@doe.nv.gov or Elysa Arroyo at elysa.arroyo@doe.nv.gov

Attachment: [2026-2027 NEPF Protocols for School Administrators and Teachers](#),
[2026-2027 NEPF Rubrics for School Administrators and Teachers](#),
[Draft Template for Summative Evaluation Scoring](#)

cc: Christy McGill, Deputy Superintendent, Educator Effectiveness and Family Engagement Division
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