



Nevada  
Educator  
Performance  
Framework

# **NEPF Redesign Field Study Review**

## **June 25, 2025**

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Office of Educator Development, Licensure, and  
Family Engagement**



# Presentation Purpose

Review the Nevada Educator Performance Framework (NEPF)  
Redesign Field Study implementation for 2024-25 school year.

# Presentation Outcomes

Provide an opportunity for the State Board of Education to  
review NEPF Redesign Field Study feedback and discuss  
implementation for the 2025-26 school year.

# STIP Alignment – Target 2

The purpose of the Field Study aligns with **The Statewide Plan for the Improvement of Pupils (STIP)**

**Target 2:** Strengthen Educator Development, Retention, and Recruitment Efforts

**Initiative 2B:** Leverage Professional Development and Technical Assistance for All Educators



# NEPF Redesign Field Study Initiation



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

Invitations sent to Clark (limited number of schools), Elko, Lincoln, and Washoe County School Districts, and the State Public Charter School Authority

Washoe County declined to participate and was replaced with Lyon County

Approximately 85 schools field tested the NEPF Redesign Rubrics and Tools for Teachers and School Administrators during the 2024-2025 school year

Introductory meetings took place to support school site leaders, who provided feedback throughout the school year

Workgroups were established in September 2024 to encourage discussion, feedback, and refinement of the NEPF Redesign for the 2025-2026 school year

# NEPF Redesign Summative Evaluation Tool Change

## What Stayed the Same

- Domain scoring percentages are not altered, so a change to NAC 391.571, 574 is not required
  - **Instructional Practice Score = 65%**
  - **Professional Responsibilities Score = 20%**
  - **Student Performance Domain = 15%**
- Strengths/Areas of Growth and Educator Plan/Progress Notes
- Final Ratings: Highly Effective, Effective, Developing, Ineffective



## What Changed

- Scoring formula changed to a 1-4 scale for each Standard instead of each indicator per Standard
- Concise view, eliminating extra verbiage, and consolidating pages (pages reduced from 24 to 11)
- Requirements for collected evidence shifted to two pieces per standard instead of two pieces per indicator

# **NEPF Redesign Implementation Field Study 2024-25**

# NEPF Redesign Field Study Participant Support



Tools, Rubrics, and Related Documents to Support  
NEPF Field Study Participants

# NEPF Field Study Update 1



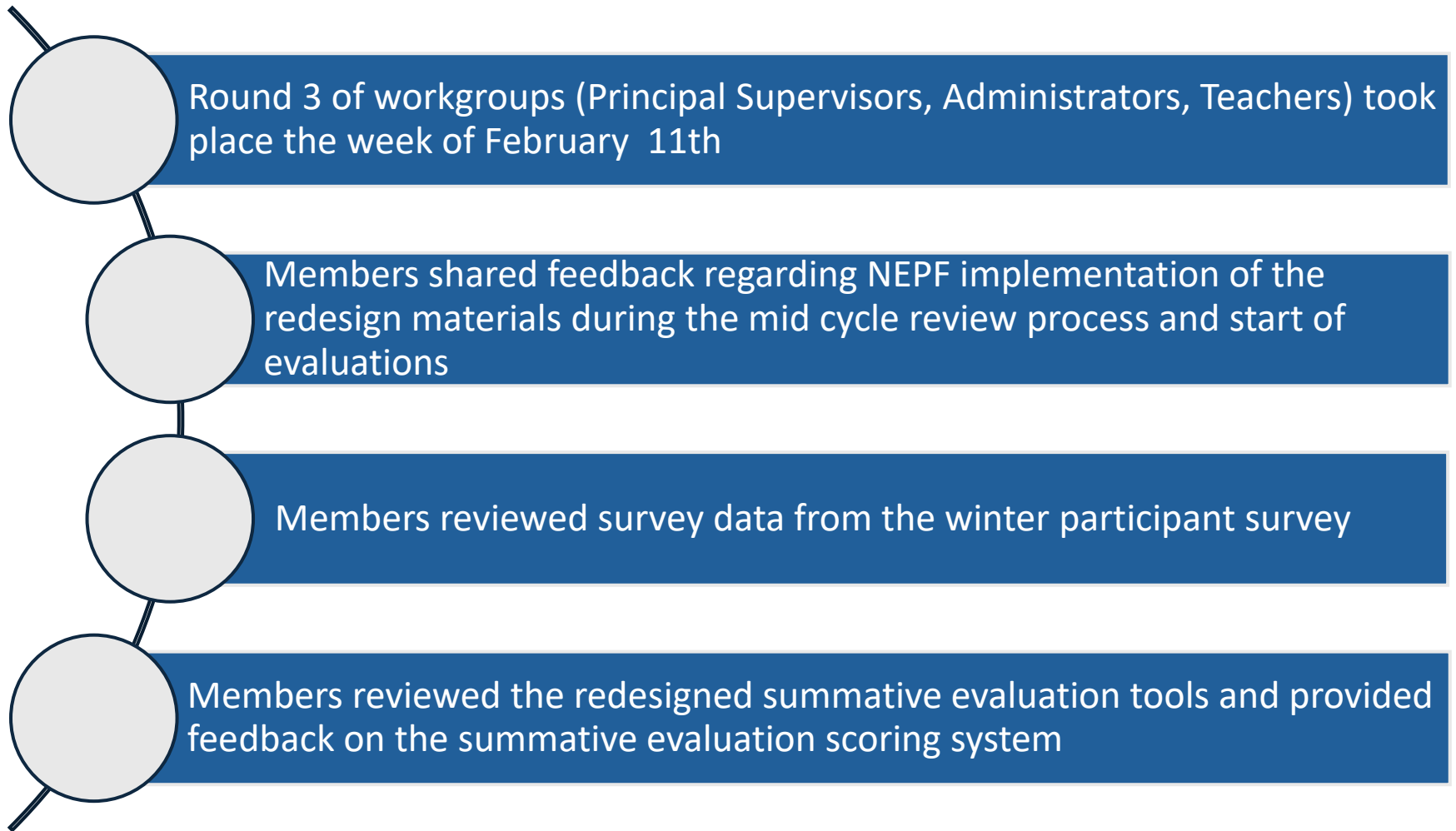
Round 2 of workgroups (Principal Supervisors, Administrators, Teachers) took place the week of November 12th

Workgroup members shared feedback regarding recent implementation of the redesign materials

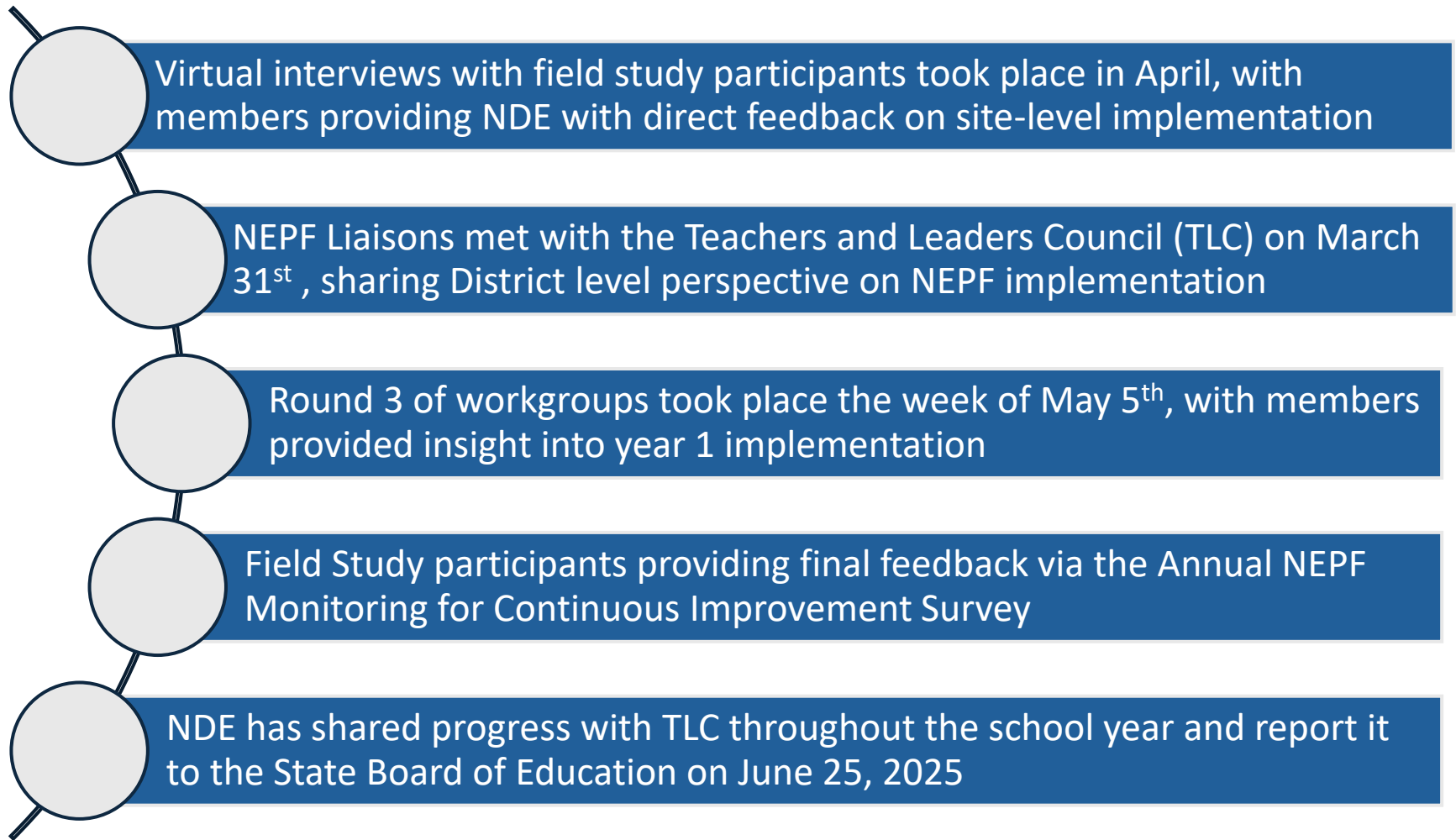
Members reviewed the redesigned rubrics and tools and gave suggestions for evidentiary requirements and performance level language

Members also consulted on a proposed survey for NEPF Field Study Participants to be shared with included schools in December

# NEPF Field Study Update 2



# NEPF Field Study Update 3



# Winter Participant Survey: Data Review

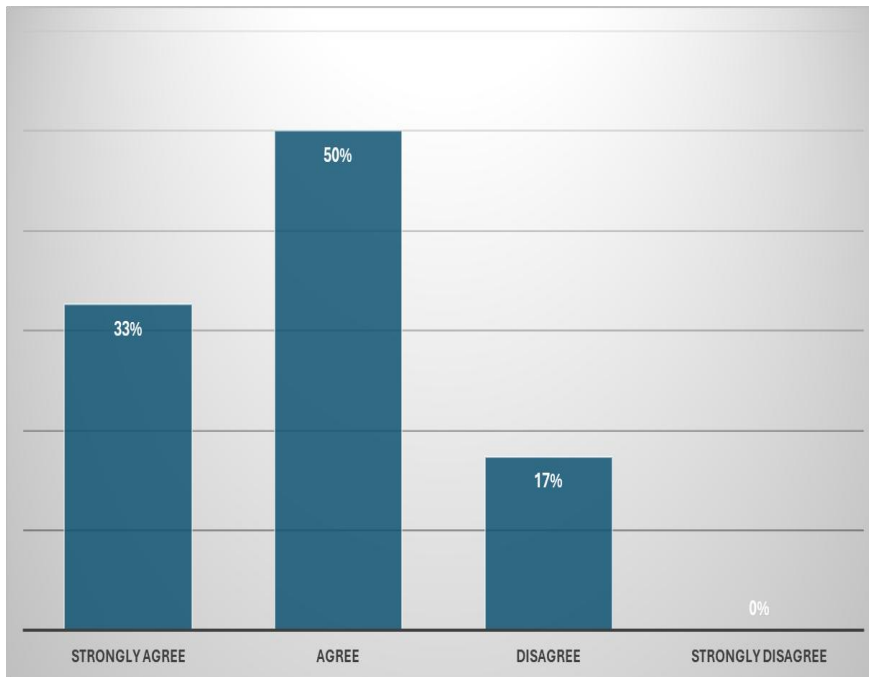
- The Field Study Participant Survey was shared with participating Local Education Agencies (LEA's) from December 2, 2024, to December 20, 2024.
- Responses Total: 256
  - Teachers: 209
  - Administrators: 46
  - Principal Supervisors: 1



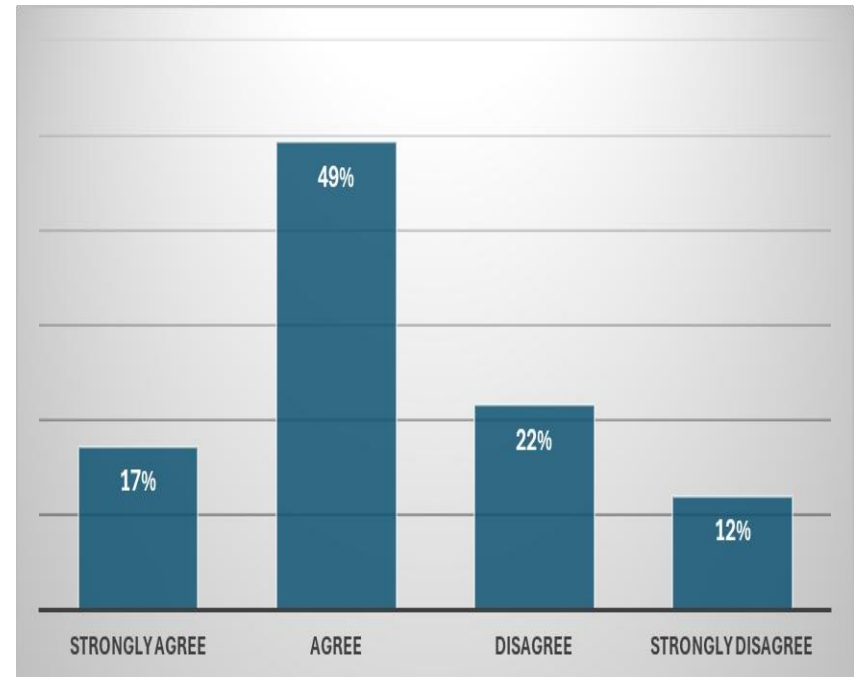
# Survey Review: Improved Clarity

Consolidation of the rubric pages improved clarity.

**Administrators**



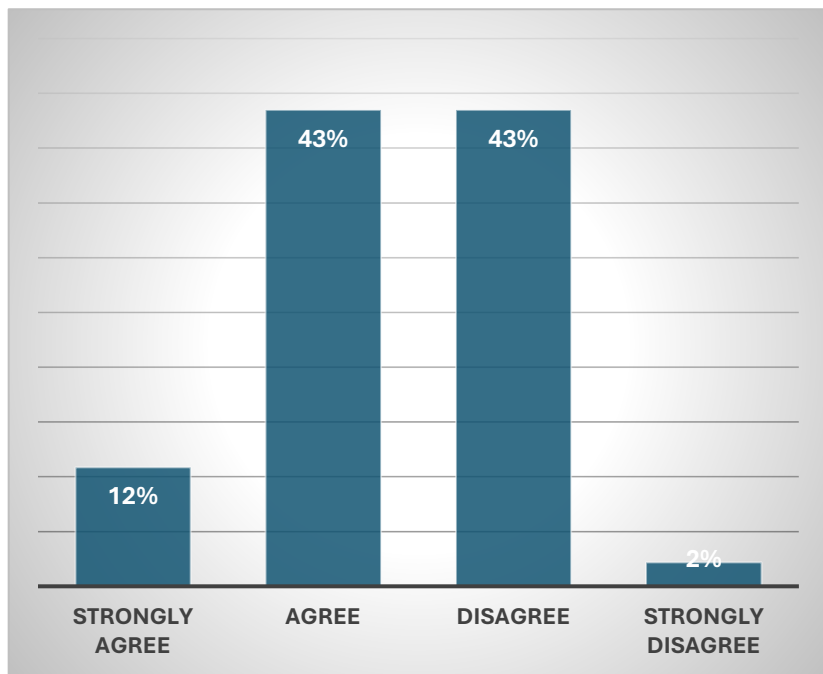
**Teachers**



# Survey Review: Growth and Understanding

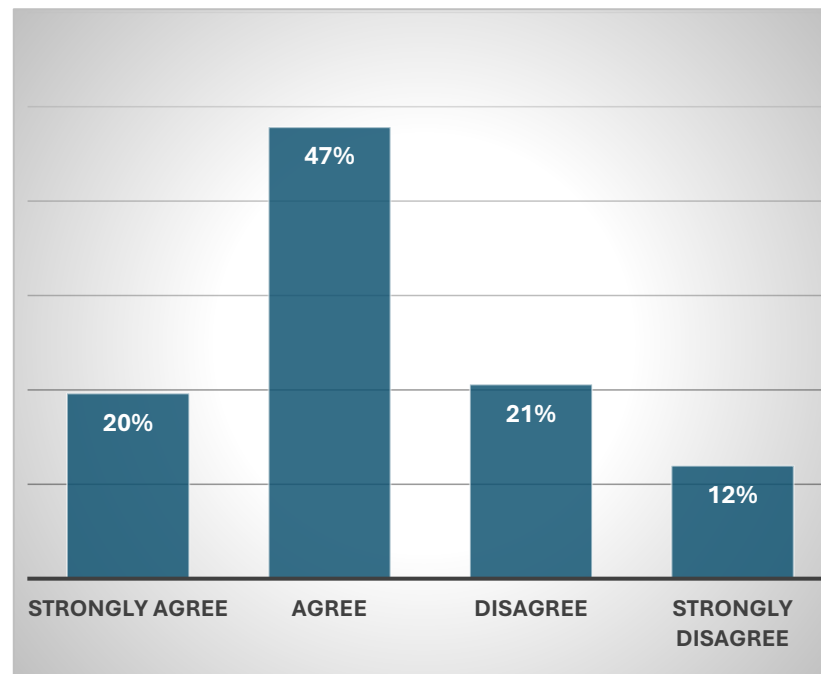
## Administrators:

Teacher understanding of standards improved.



## Teachers:

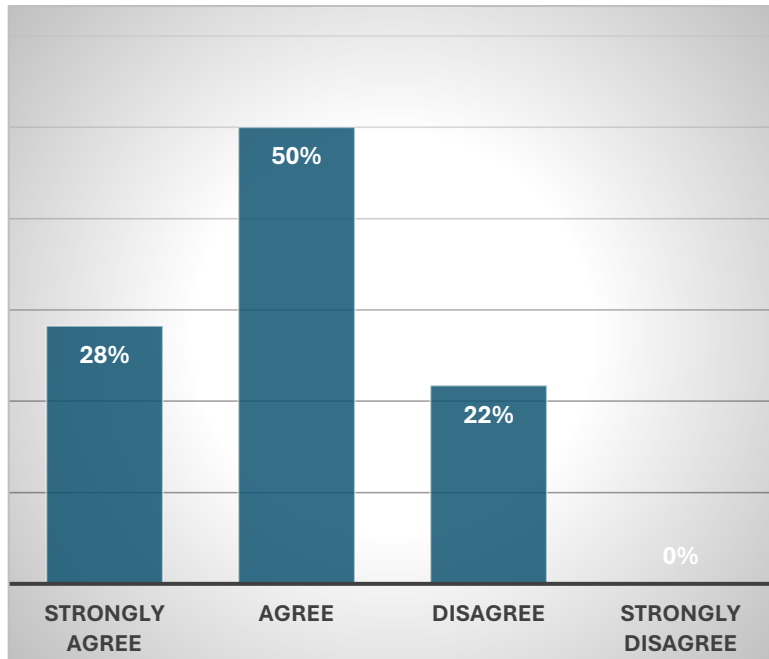
Descriptors were helpful in guiding professional growth.



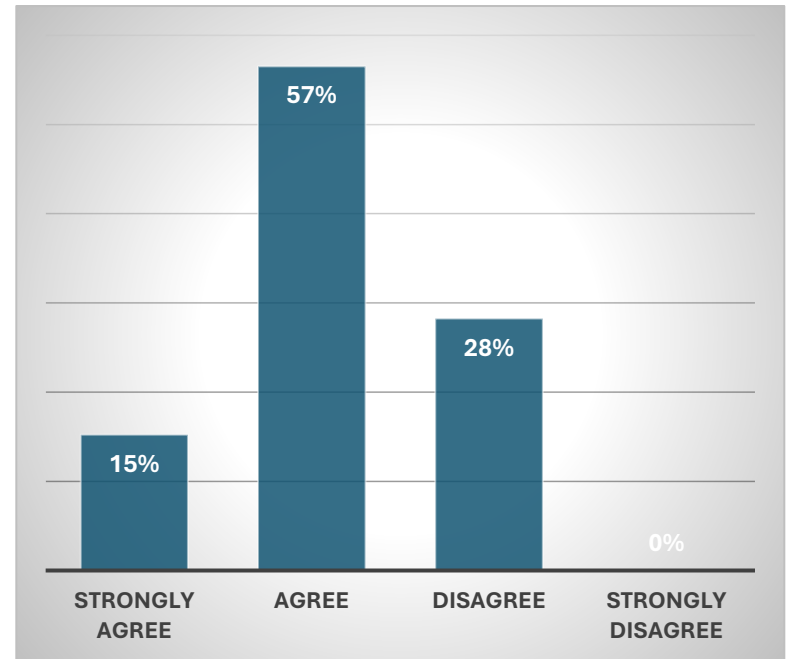
# Survey Review: Administrator Time Management

## School Site Administrators Only

The redesign was an efficient use of time – when evaluating teachers.



The redesign was an efficient use of time – when being evaluated.



# Winter Survey Comments re: NEPF Implementation

## Administrators

Less clear on the difference between ratings for 3's and 4's.

Admin would benefit from in-person NEPF training.

## Teachers

NEPF updates were briefly discussed, but not in detail, so any actual support would be beneficial.

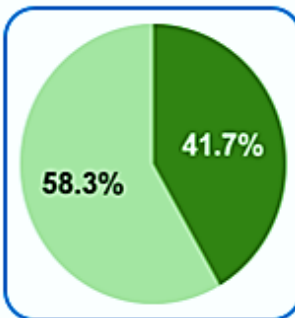
We need more time to do reflection and planning.

# NEPF Field Study Participant Interviews

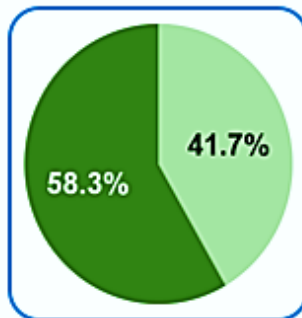
- In addition to the survey, NDE conducted Field Study Participant Interviews throughout March 2025
- Responses Total: 12
  - Teachers: 1
  - Administrators: 10
  - Principal Supervisors: 1



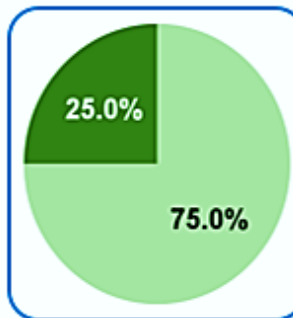
# NEPF Field Study Interviews – Multiple Choice



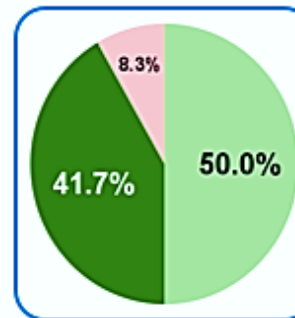
The redesigned NEPF rubrics effectively align with the goals of improving educator performance and student outcomes.



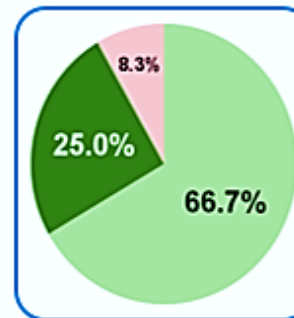
The time required to complete the NEPF evaluation cycle using the redesigned rubrics was manageable.



The redesigned rubrics, protocols, and tools supported meaningful conversations between evaluators and educators.



The tools provided in the NEPF Redesign Toolkit were helpful in the implementation of the evaluation process.



The NEPF Redesign can be successfully implemented statewide to positively impact the professional growth of educators.

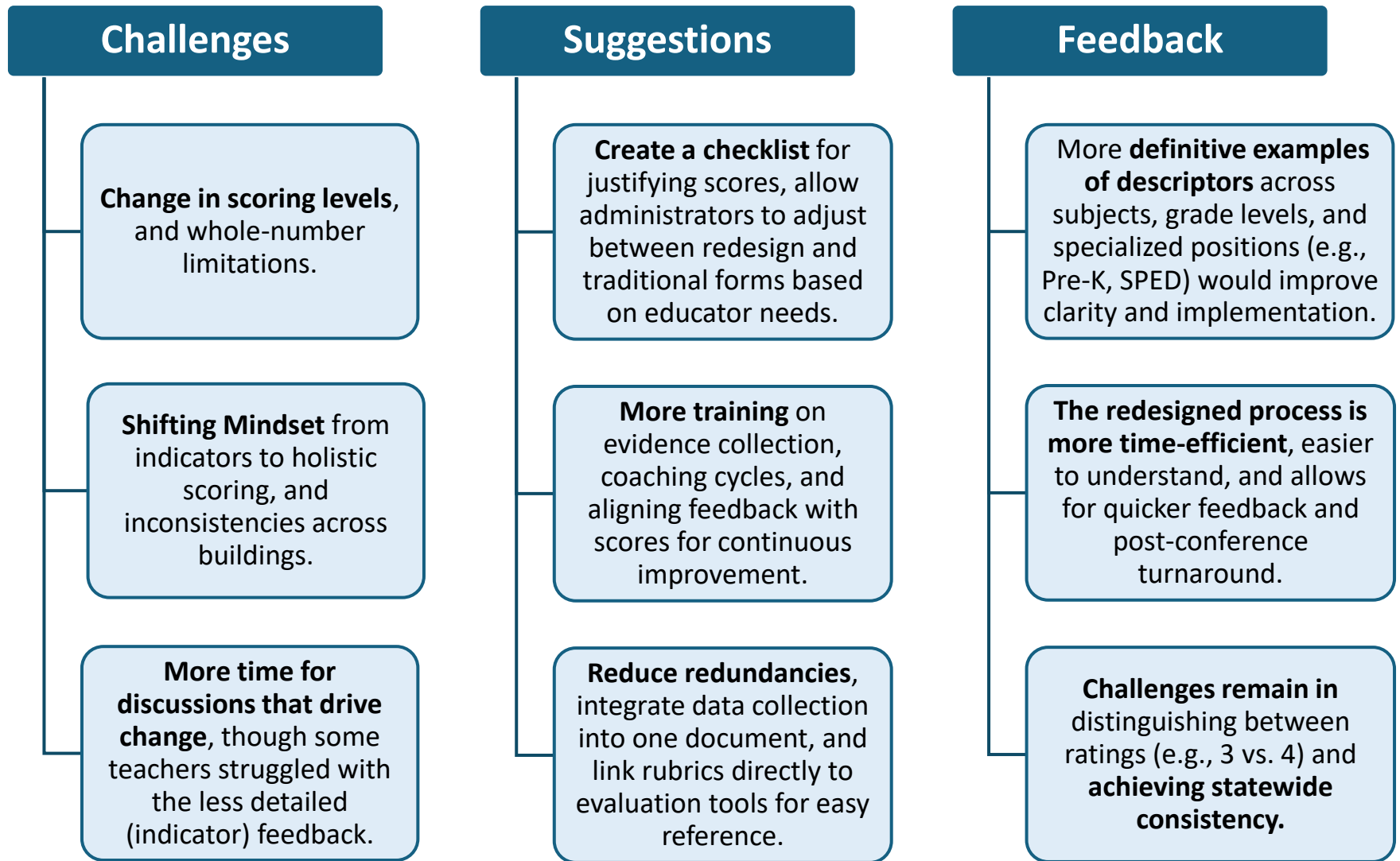
Strongly Agree

Agree

Disagree

Strongly Disagree

# NEPF Field Study Interviews: Open-ended Responses



# NEPF MCI Survey For Field Study Participants

- The annual NEPF Monitoring for Continuous Improvement (MCI) survey has been released to all school districts (through the NEPF Liaisons).
- To avoid survey fatigue, Field Study Participants are taking the standard survey, but are asked to answer a few additional questions regarding the Field Study.
- The MCI survey is open until July 15, 2025.



# **NEPF Redesign Field Study 2025-26 Implementation**

# NEPF Field Study Tools

- In response to some of the challenges raised during the field study interviews and workgroup sessions, the Department has created an additional tool participants can use during pre- and post-observation conferences.
- The tool is intended to help guide discussion, ensure all descriptors are being addressed, and identify areas of growth.

## NEVADA EDUCATOR PERFORMANCE FRAMEWORK CONFERENCE TOOL: STANDARDS CHECKLIST

*To ensure accessibility in accordance with the Americans with Disabilities Act (ADA),  
please use the down arrow key to navigate this tool.*

Teacher Name: [Click here to enter text.](#)

School Name: [Click here to enter text.](#)

Evaluator: [Click here to enter text.](#)

Date: [Click here to enter text.](#)

This tool is for the teacher and evaluator to discuss an upcoming scheduled observation or to discuss recent scheduled and/or unscheduled observations. It is intended to guide thinking and conversation focusing on the collective practices that demonstrate the standards and descriptors. The tool serves as a guide to identify areas of strength, areas for growth, and/or descriptors that still need to be addressed.

Instructional Practice Standards	Performance Level
<b>Standard 1: New Learning is Connected to Prior Learning and Experience</b>	
Descriptor 1: The teacher activates all students' initial understandings of new concepts and skills.	<a href="#">Choose One ▾</a>
Descriptor 2: The teacher makes connections explicit between previous learning and new concepts and skills for all students.	<a href="#">Choose One ▾</a>
Descriptor 3: The teacher makes clear the purpose and relevance of new learning for all students.	<a href="#">Choose One ▾</a>
Descriptor 4: The teacher provides all students opportunities to build on or challenge initial understandings.	<a href="#">Choose One ▾</a>

## NEPF Conference Tool - Standards Checklist

# 2025-26 NEPF Field Study Recommendations

## Teachers and Leaders Council



Recommends that the NEPF Redesign Field Study be expanded via an open invitation to all districts.

## Nevada Department of Education



Recommends expanding the NEPF Redesign Field Study.

Continuation with the original participants as a year two cohort.

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# Conclusion

**Additional Questions,  
Comments, Suggestions?**

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