



Nevada Educator Performance Framework (NEPF)

(Statewide Educator Performance Evaluation System – per NRS 391.465)

Overview of [NEPF](#):

Goals	Structure	Protocols
<ul style="list-style-type: none"> • Foster student learning and growth • Improve educators' effective instructional practices • Inform human capital decisions based on a professional growth system • Engage stakeholders in the continuous improvement and monitoring of a professional growth system 	<ul style="list-style-type: none"> • Includes 10 Educator role specific evaluation frameworks • Building administrator, teacher and principal supervisor frameworks consist of two categories: <ul style="list-style-type: none"> • Educational Practice • Student Performance • Educational Practice category contains two domains with individual weights: <ul style="list-style-type: none"> • Instructional and/or Instructional leadership practice • Professional Responsibilities 	<ul style="list-style-type: none"> • Required evaluation cycle components include: <ul style="list-style-type: none"> • Educator self-assessment • Pre-evaluation conference • Goal setting • Pre and post observation conferences • Observations and evidence review • Mid-cycle goal review • Post evaluation conference with summative evaluation

Historic Overview of NEPF Legislation:

2011 – AB222	2013 – SB407	2015 – AB447	2017 – AB320
<ul style="list-style-type: none"> • required State Board of Education (SBE) to establish statewide performance evaluation system for teachers and building-level administrators • mandated four performance levels: Highly Effective, Effective, Minimally Effective and Ineffective • mandated inclusion of student achievement data (from statewide assessments) at no less than 50% • created Teachers and Leaders council (TLC) to guide development 	<ul style="list-style-type: none"> • provided for validation study of Nevada Educator Performance Framework (NEPF) • required SBE to include process and criteria for peer evaluations • revised probationary employee observation timeline • allowed differentiated observation cycles based on previous year performance rating • required TLC to make recommendations regarding NEPF for counselors, librarians and other licensed education personnel (OLEP) 	<ul style="list-style-type: none"> • allowed LEAs to apply for use of alternate eval. systems or tools • removed required use of statewide assessment data in NEPF for '15-'16 school year due to testing irregularities • revised Student Performance Domain for '16-'17 school year to include 10% statewide assessment data and 10% local assessments to measure Student Learning Goal (SLG) • reduced overall percentage of Student Performance Domain from 50% to 40% and prescribed gradual increase to 40% over course of biennium. • revised number of required evaluations per year from 3 to 1 with differentiated number of observation cycles determined by previous performance 	<ul style="list-style-type: none"> • revised Student Performance Domain by removing statewide assessment data and making the 40% include local assessment data only in the form of Student Learning Goals • required SBE, local school boards, and the Department to monitor the implementation of the NEPF for accuracy and reliability • revised language to exclude post probationary teachers and administrators who have received a rating of effective or highly effective for two consecutive years from a required summative evaluation for one year

Impact of Legislative Changes to NEPF Domain Weights:

School Year	Instructional Practice	Professional Responsibilities	Student Performance
2015-2016	80%	20%	0%: not measured for 2015-2016 school year
2016-2017	60%	20%	20%: <ul style="list-style-type: none"> • 10% school-wide aggregate from statewide assessment • 10% based on SLG score
2017-2018	60%	20%	20%: based on SLG score
2018-2019	45%	15%	40%: based on SLG score

Status of NEPF Regulations from 2017 Legislative Session:

Authority	R-Doc #	Purpose	Status
AB320 (2017)	R138-17	Amends provisions to Statewide Performance Evaluation System for school-level administrators and teachers: Defines criteria for assessments utilized to measure achievement of student learning goals; Removes requirement for use of statewide assessment for educator evaluation	Approved by Legislative Commission (not yet codified)
NRS 391.675	R092-18	Establishes provisions governing statewide performance evaluation frameworks for other licensed educational personnel (OLEP) (teacher-librarians, school counselors, school nurses, school psychologists, school social workers, and speech-language pathologists)	Initial draft – needs revision to align with OLEP rubrics
AB320 (2017)	R088-18	Revises language in relation to student learning goal requirements and mandates that teachers and administrators be provided with evaluation tools prior to the evaluation cycle	Approved by Legislative Commission (not yet codified)
AB320 (2017)	R037-18	Revises terminology to conform to existing law regarding ‘minimally effective.’ Revises provisions related to pupil growth as part of statewide evaluation system (revises sections of R021-16)	Approved by Legislative Commission (not yet codified)

2018-2019 – Status of NEPF Frameworks:



NEPF Monitoring and Improvement:

NDE personnel are working with stakeholders to develop a NEPF Monitoring Tool Kit and Rubric that will be used to drive continuous improvement and align with requirements of NRS 391.485.

The State Board of Education (SBE) has asked the Teachers and Leaders Council (TLC) to make recommendations regarding ways to improve the accuracy and reliability of the NEPF pursuant to NRS 391.485.