

Principal Supervisor NEPF Framework

Teachers and Leaders Council Meeting

May 27, 2020

Agenda Item # 5

NRS 391.465

“Establishment of statewide performance evaluation system by State Board.”

Section 8: *(effective July 1, 2015)*

Adds requirement that the Teachers and Leaders Council make recommendations to the SBE concerning the adoption of regulations for establishing a statewide performance evaluation system regarding “... *administrators at the district level who provide direct supervision of the principal of a school...*”

Principal Supervisor NEPF Framework

- **Two Rubrics**
 - **Leadership Practice**
 - Four Standards
 - 16 Indicators
 - **Professional Responsibilities**
 - Four Standards
 - 15 Indicators

Field Study 2019-2020

Total Participants	Total Districts	Total Evaluators of Principal Supervisors	Total Principal Supervisors
33	11 Carson, Clark, Churchill, Eureka, Humboldt, Lincoln, Lyon, Mineral, Nye, Storey, Washoe	8	22 * * 5 District Superintendents

Field Study 2019-2020 Responses

Total Feedback Responses	Total District Feedback Responses	Total Evaluators of Principal Supervisors Feedback Responses	Total Principal Supervisors Feedback Responses
10	5 Carson, Clark, Lincoln, Lyon, Washoe	5	5 * * 1 District Superintendent

2019 - 20 Field Study Timeline

Actions	Timeline
Orientation/Introduction/ Overview	November 2019– January 2020
Progress Checks/Training - Standards	January 2020-April 2020
Training-Calibration	March-April 2020
Data Collection – Essential Questions	April-May 2020
Summary – Findings	May 2020

Data Collection

- **Standards, Indicators**
 - Clarifications, Revisions, Additions, Deletions
- **Performance Levels, Evidence/Description Notes**
 - Clarifications, Revisions, Additions, Deletions
- **Tools/Protocol**
 - Clarifications, Revisions, Additions, Deletions
- **Resources**
 - Needs, Suggestions

Feedback Responses

- **Standards, Indicators**
 - Not substantive – Punctuation, grammar
- **Performance Levels**
 - Substantive – Delete quantities
 - Not substantive – Clarity, punctuation, grammar
- **Evidence**
 - Not substantive – Clarity, punctuation, grammar
- **Description Notes**
 - Substantive – Delete quantities
 - Not substantive – Clarity, punctuation, grammar
- **Tools/Protocol**
 - Guidance documents to expand on implementation – including evidence sources
- **Resources**
 - Will need training for statewide implementation

Proposed Rubric Sample

STANDARD 1: PRINCIPAL SUPERVISORS DEDICATE THEIR TIME TO HELPING PRINCIPALS GROW AS INSTRUCTIONAL LEADERS

PERFORMANCE LEVELS

Indicator 1 The Principal Supervisor spends time in schools observing Principals and the effects of their leadership efforts	Indicator 2 The Principal Supervisor communicates effectively with Principals and explains reasoning and research behind decisions and actions	Indicator 3 The Principal Supervisor develops efficient approaches and connections with other central office functions to minimize their time spent on activities unrelated to Principal development	Indicator 4 The Principal Supervisor monitors their use of time to ensure they are spending most of it in school developing Principals as instructional leaders
Level 4 The Principal Supervisor uses a majority of their time and a systematic process to maximize time on Principals' growth as instructional leaders observing Principals and the effects of their leadership efforts	Level 4 The Principal Supervisor clearly communicates with the Principal three or more times each week about a substantive topic, and communications on include coaching, supervision and support of Principals as instructional leaders and change agents	Level 4 The Principal Supervisor protects his/her time for Principal coaching and supervision by efficiently scheduling meetings, avoiding additional tasks, and coming prepared to Principal engagements	Level 4 The Principal Supervisor systematically reflects upon and takes always takes action to improve on their use of the time they spend in the school supporting Principals' growth as instructional leaders
Level 3 The Principal Supervisor uses a majority of their time, though not in a systematic way, focused on Principals' growth as instructional leaders, observing Principals and the effects of their leadership efforts	Level 3 The Principal Supervisor clearly communicates with the Principal three or more times each week about a substantive topic, and communications vary by topic or focus	Level 3 The Principal Supervisor usually protects his/her time for Principal coaching and supervision by avoiding additional tasks and coming prepared to Principal engagements; however, the Supervisor does not efficiently schedule Principal and other meetings	Level 3 The Principal Supervisor systematically reflects upon and sometimes takes action to improve on their use of the time they spend in the school supporting Principals' growth as instructional leaders
Level 2 The Principal Supervisor spends some time and a systematic process to focus on Principals' growth as instructional leaders, observing Principals and the effects of their leadership efforts	Level 2 The Principal Supervisor communicates with the Principal three or more times each week about a substantive topic, and communications may not be clear with respect to what Principals can/should do or may vary with respect to topics and focus	Level 2 The Principal Supervisor sometimes protects his/her time for Principal coaching and supervision by avoiding additional tasks and coming prepared to Principal engagements; however, the Supervisor does not efficiently schedule Principal and other meetings	Level 2 The Principal Supervisor systematically reflects upon and rarely takes action to improve on their use of the time they spend in the school supporting Principals' growth as instructional leaders

Proposed Rubric

- See rubric handouts
- **Red font** indicates language that would be removed
- **Green font** indicates language that would be added

Possible Motion

- Approve the recommended revision of the Principal Supervisor NEPF Framework for adoption beginning with the 2020-2021 school year.