

Nevada Educator Performance Framework (NEPF) 2019-2020 Data Review

**Teachers and Leaders Council
December 9, 2020
Agenda Item # 6**

Monitoring of NEPF

NRS 391.485 Annual review of statewide performance evaluation system; annual review of manner in which schools carry out evaluations pursuant to system.

1. The State Board shall annually review the statewide performance evaluation system to ensure accuracy and reliability. Such a review must include, without limitation, an analysis of the:
 - (a) Number and percentage of teachers and administrators who receive each designation identified in paragraph (a) of subsection 2 of NRS 391.465 in each school, school district, and the State as a whole;
 - (b) Data used to evaluate pupil growth in each school, school district and the State as a whole, including, without limitation, any observations; and
 - (c) Effect of the evaluations conducted pursuant to the statewide system of accountability for public schools on the academic performance of pupils enrolled in the school district in each school and school district, and the State as a whole.
2. The board of trustees of each school district shall annually review the manner in which schools in the school district carry out the evaluation of teachers and administrators pursuant to the statewide performance evaluation system.
3. The Department may review the manner in which the statewide performance evaluation system is carried out by each school district, including, without limitation, the manner in which the learning goals for pupils are established and evaluated pursuant to NRS 391.480.

NEPF Summative Evaluation Data Review

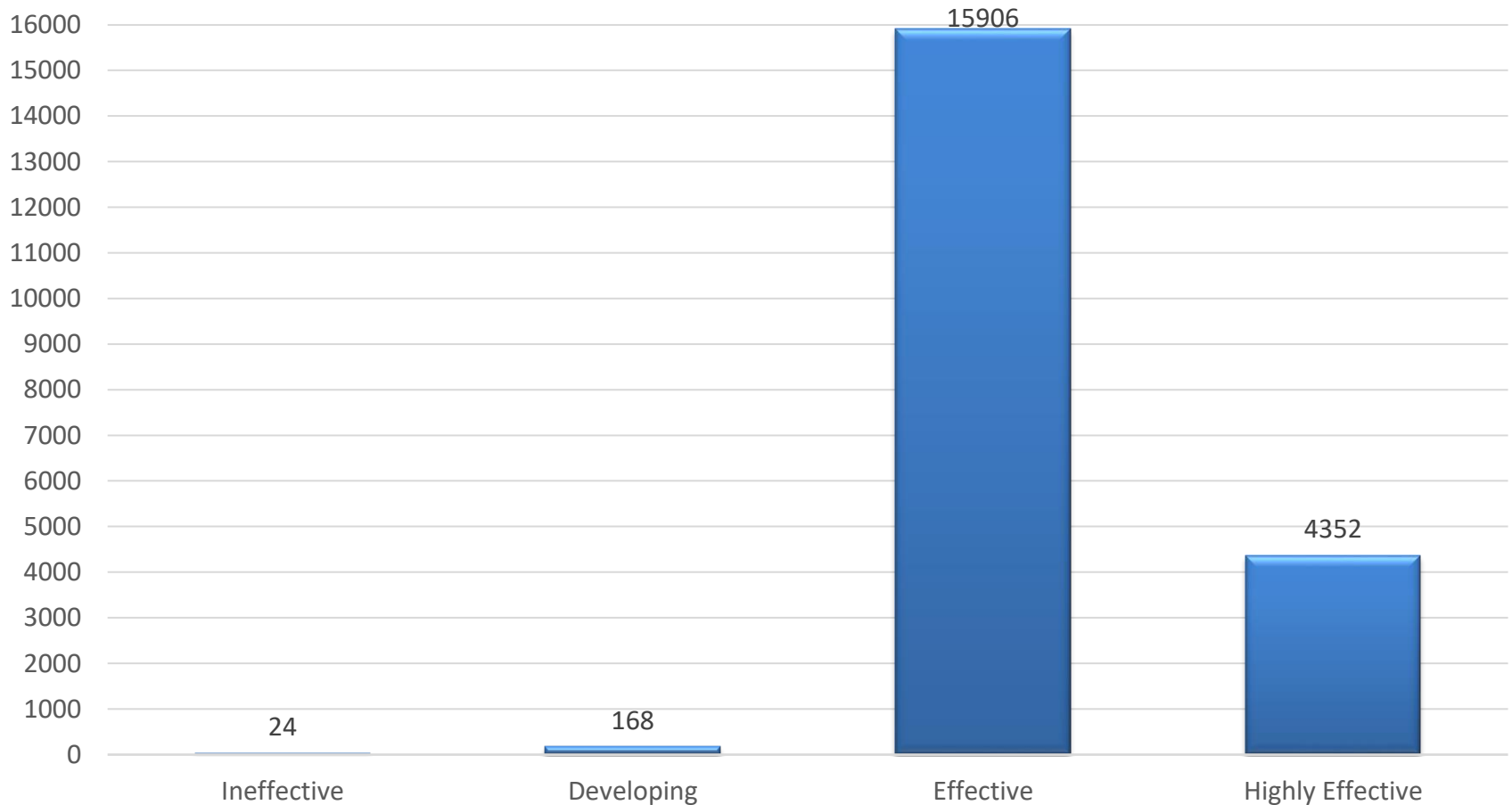
Data Limitations

- Incomplete data from district
 - Possible causes include small N-size or data not reported
- Educators exempt per NRS 391.690
- Data does not include educators who separated from district prior to summative rating

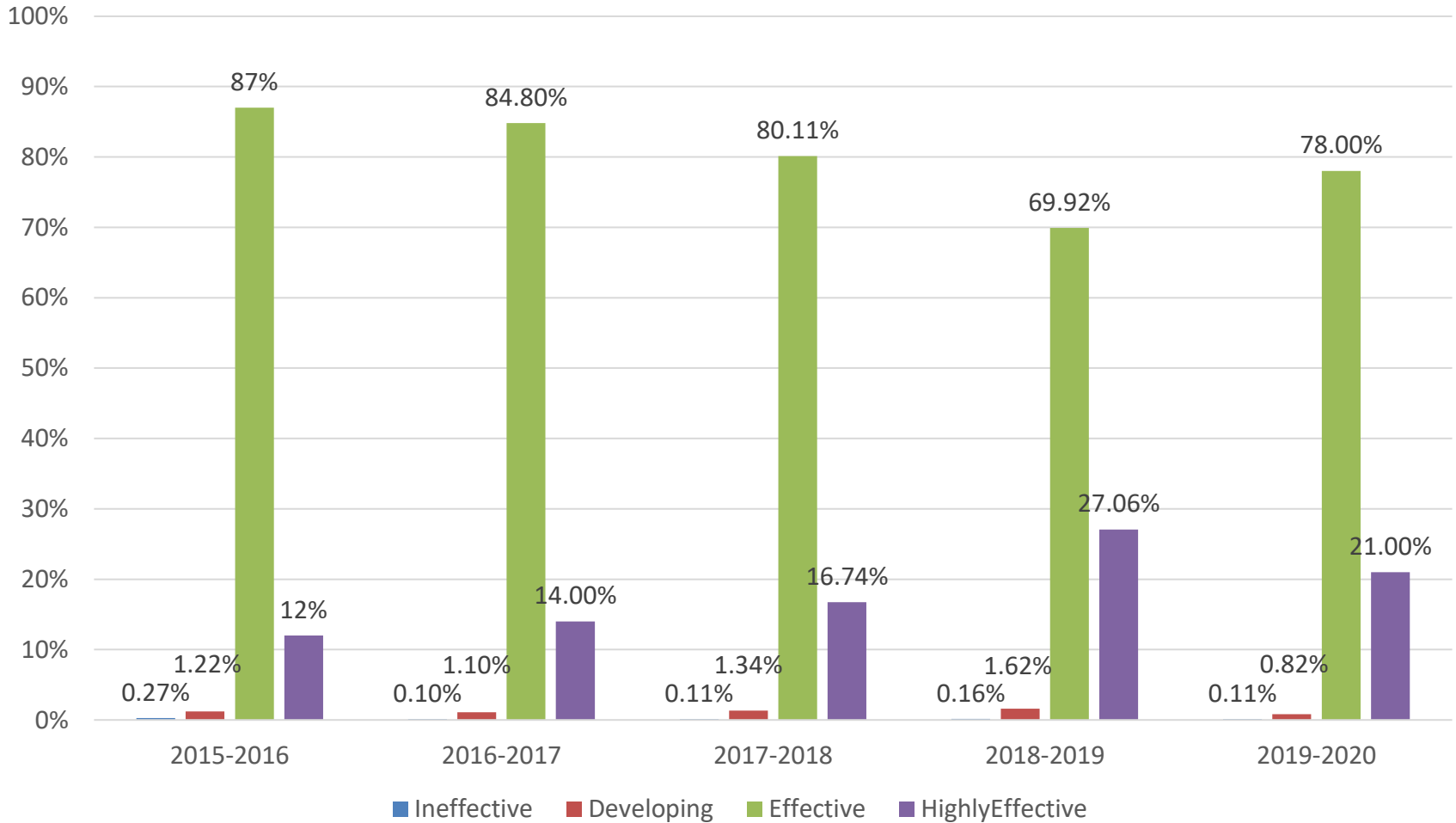
2019-2020 NEPF Data Overview: Teachers

- Teachers with summative rating (n = 20,450)
- **Average Teacher NEPF Overall Score = 3.31 of 4 points**
- **Average Instructional Practice Score (65%) = 3.30**
 - Highest average = Stand. 2 (*cognitive demand/diverse learners*)
 - Lowest average = Stand. 4 (*metacognition*)
- **Average Professional Responsibilities Score (20%) = 3.33**
 - Highest average = Stand. 1 (*commitment to school comm.*)
 - Lowest average = Stand. 2 (*reflection on prof. growth/practice*)
- **Average Student Learning Goal Score (SLG) (15%) = 3.32**

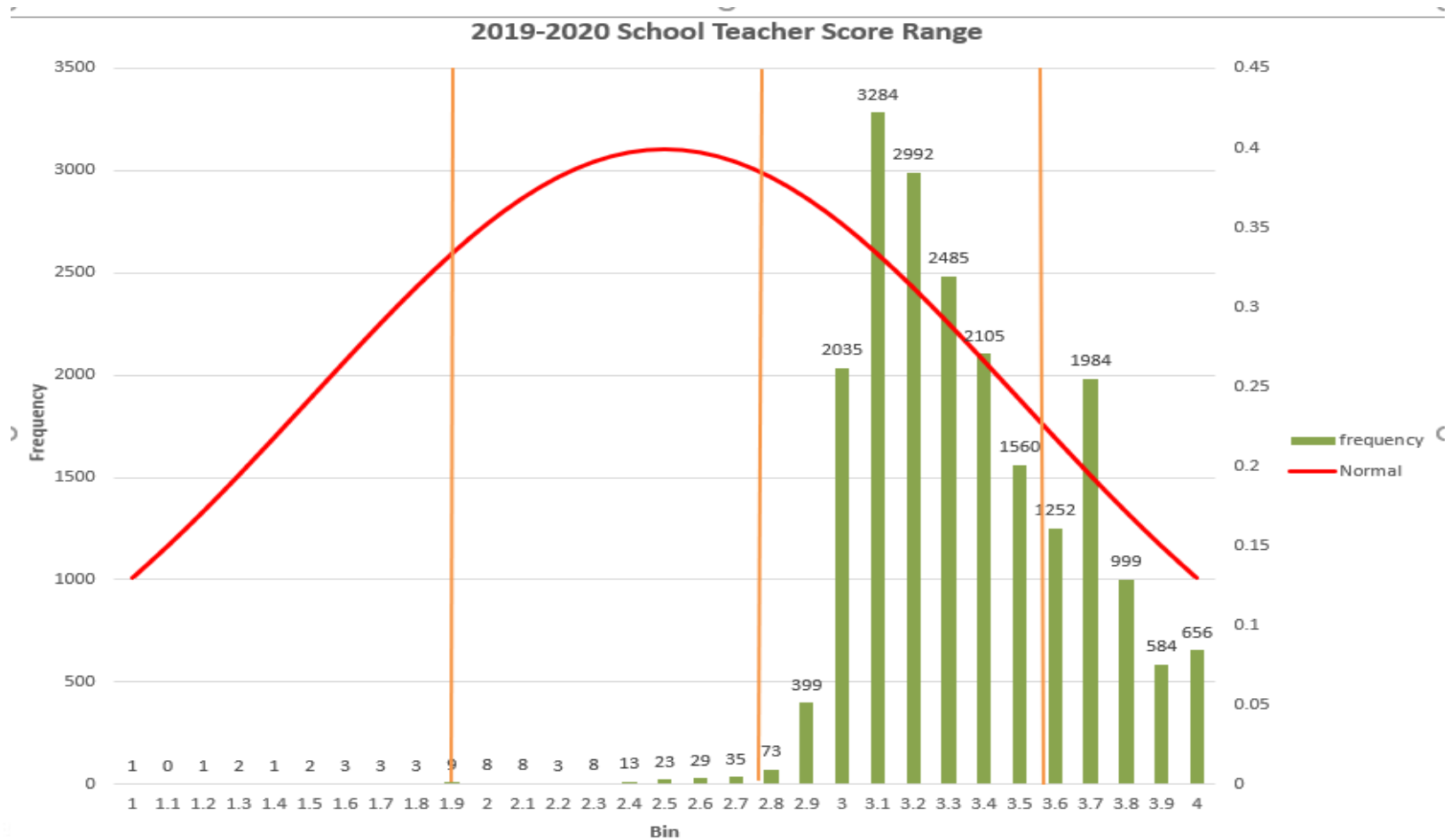
2019-2020 NEPF Teacher Effectiveness Ratings



NEPF Teacher Ratings Trend Data

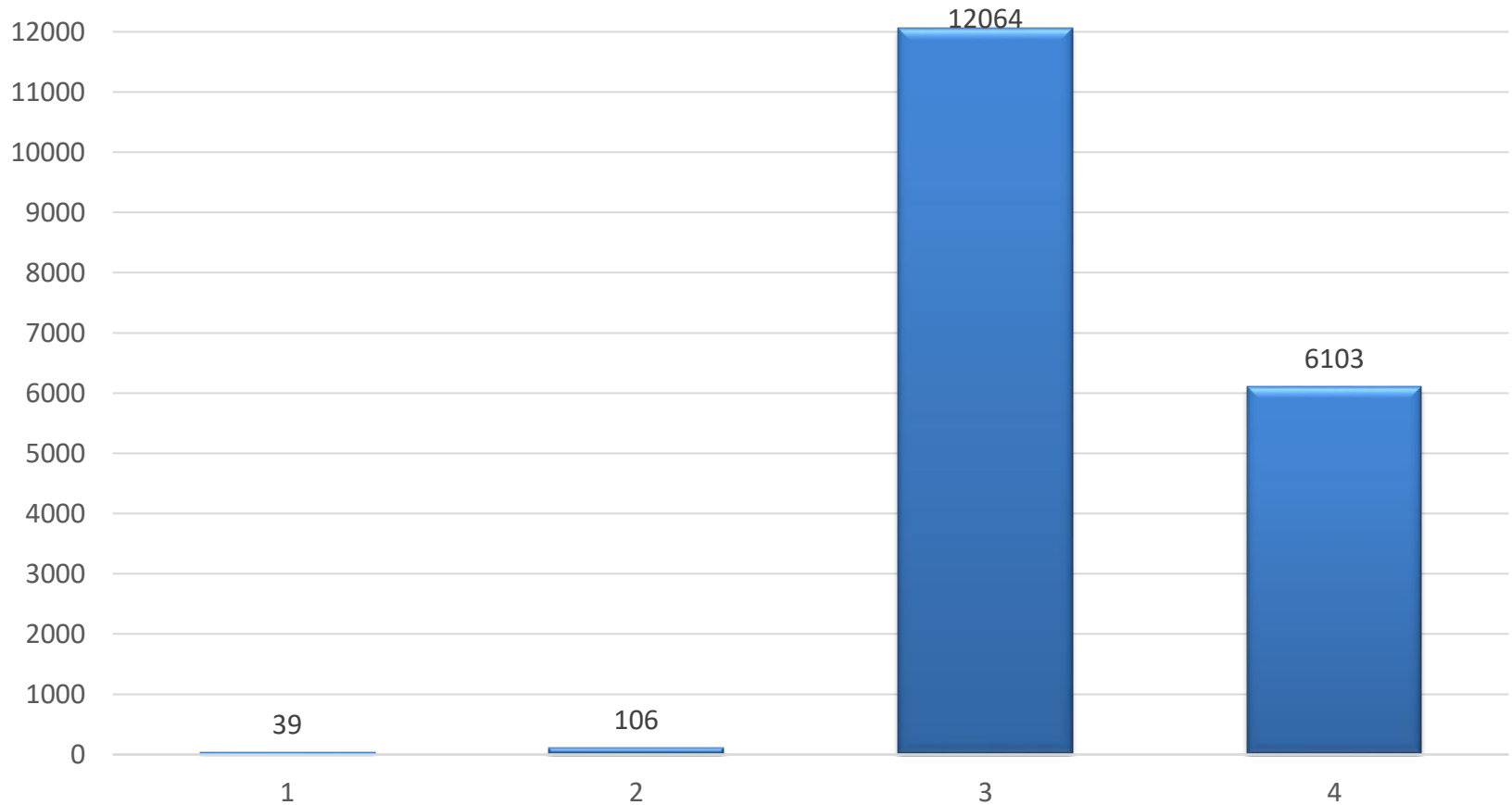


2019-2020 Distribution of NEPF Teacher Summative Scores



Orange lines represent the current score range divisions

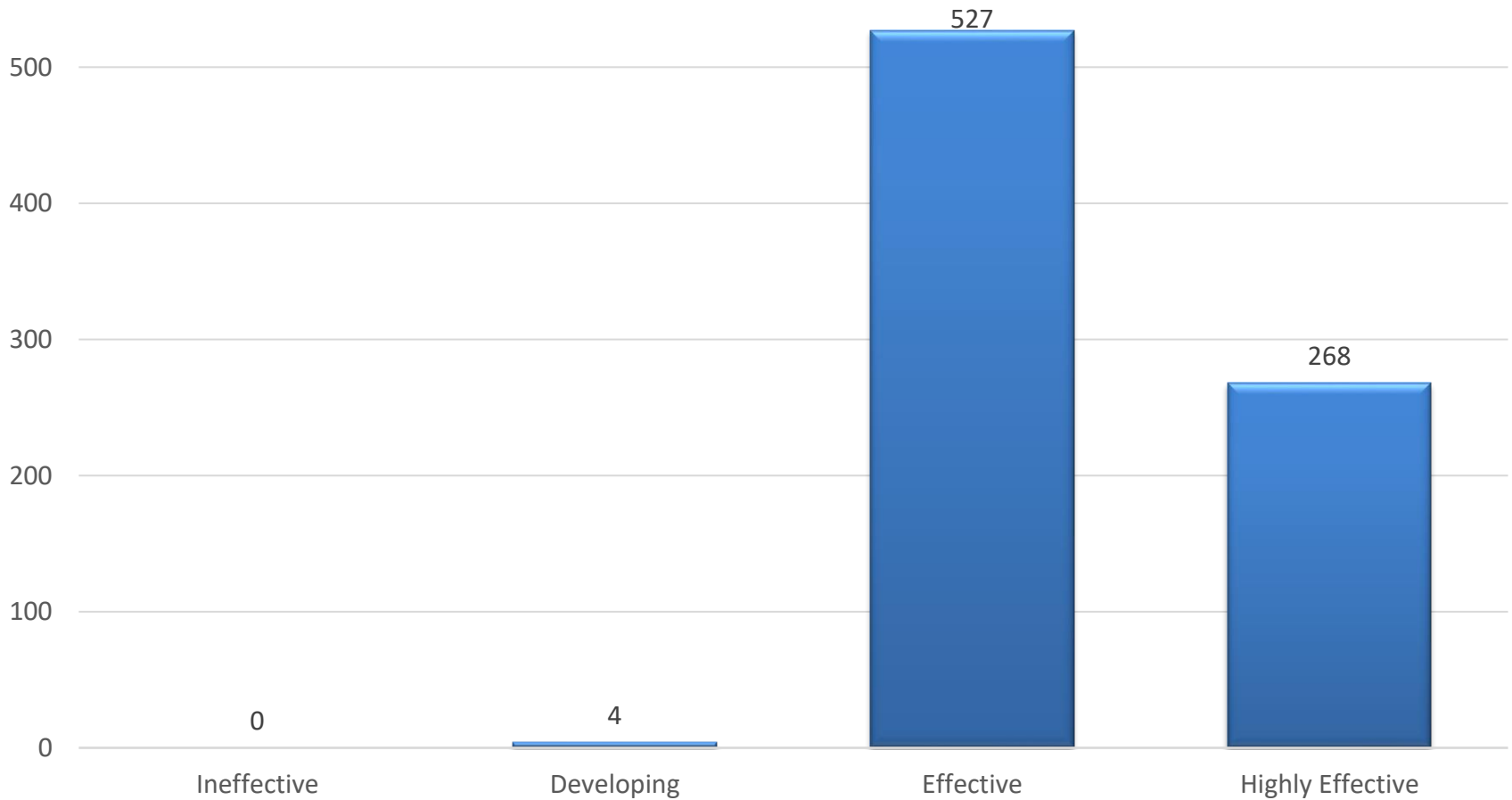
2019-2020 Distribution of Teacher SLG Scores



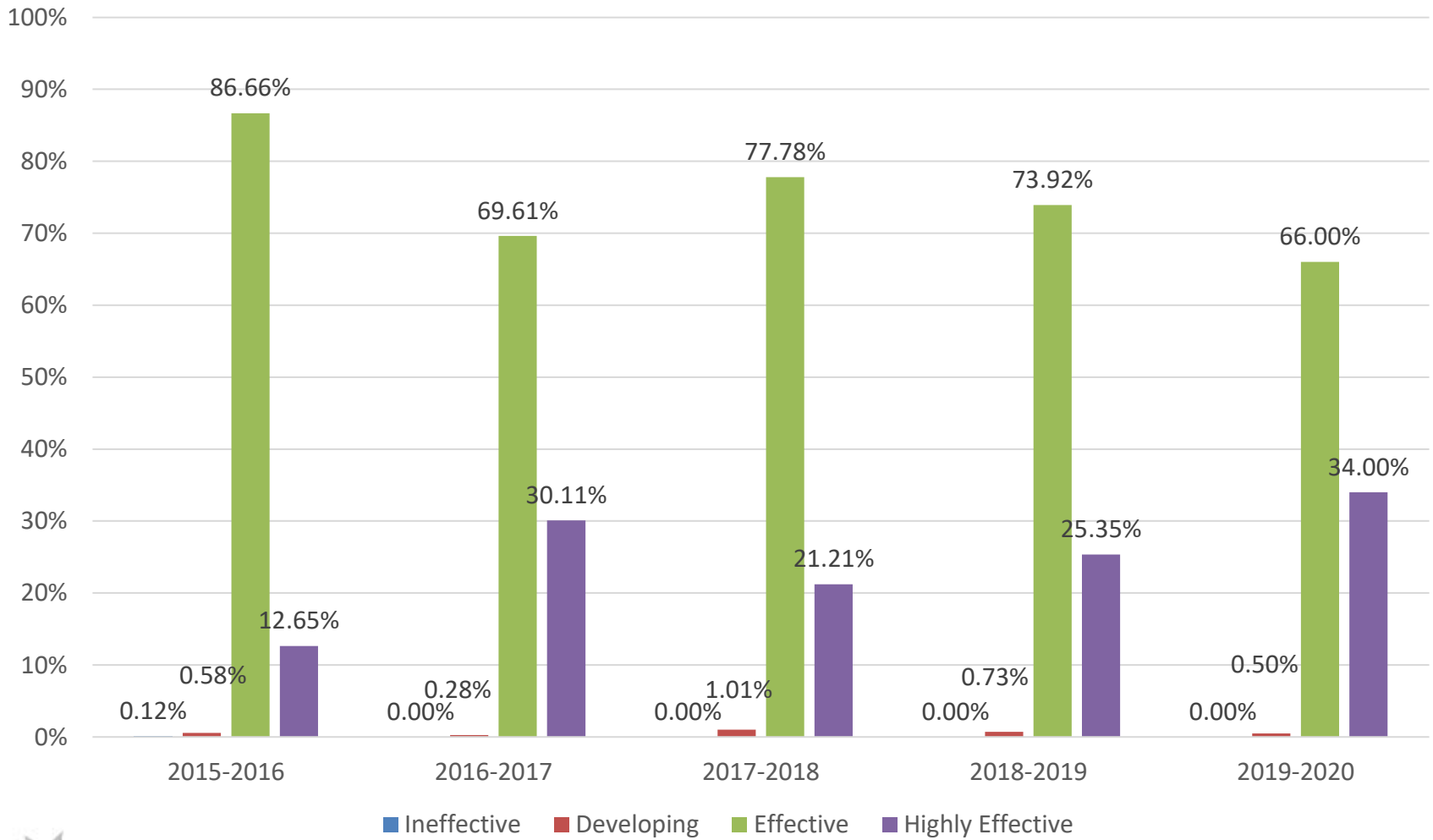
2019-2020 NEPF Data Overview: Administrators

- Administrators evaluated (n= 799)
- **Average Administrator NEPF Overall Score = 3.41 of 4**
- **Average Instructional Leadership Practice Score (65%) = 3.43**
 - Highest average = Stand. 2 (*continuous improvement*)
 - Lowest average = Stand. 4 (*structures*)
- **Average Professional Responsibilities Score (20%) = 3.41**
 - Highest average = Stand. 3 (*prof. obligations*)
 - Lowest average = Stand. 4 (*family engagement*)
- **Average Student Learning Goal Score (15%)= 3.31**

2019-2020 Distribution of NEPF Administrator Ratings

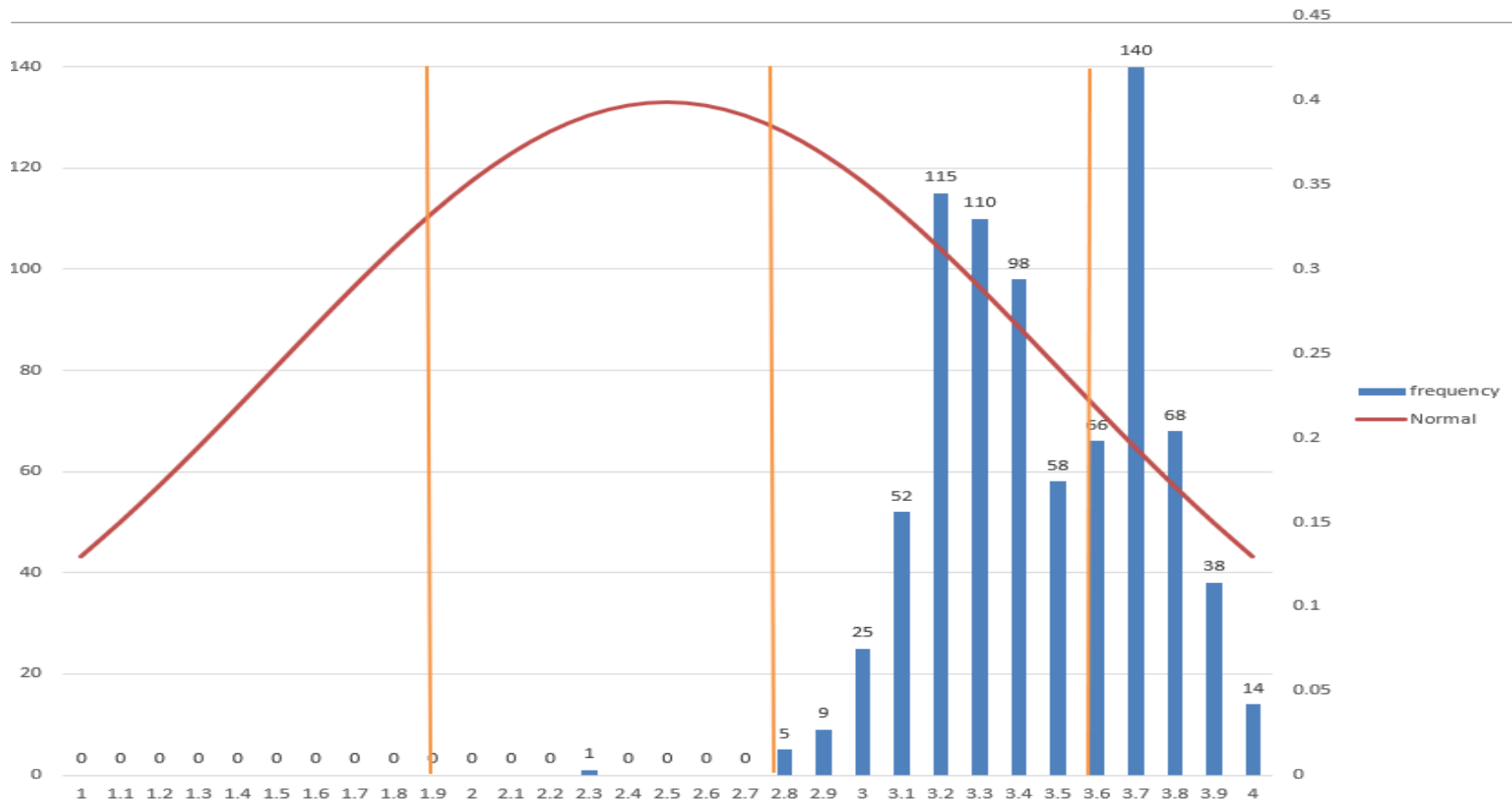


NEPF Administrator Ratings Trend Data



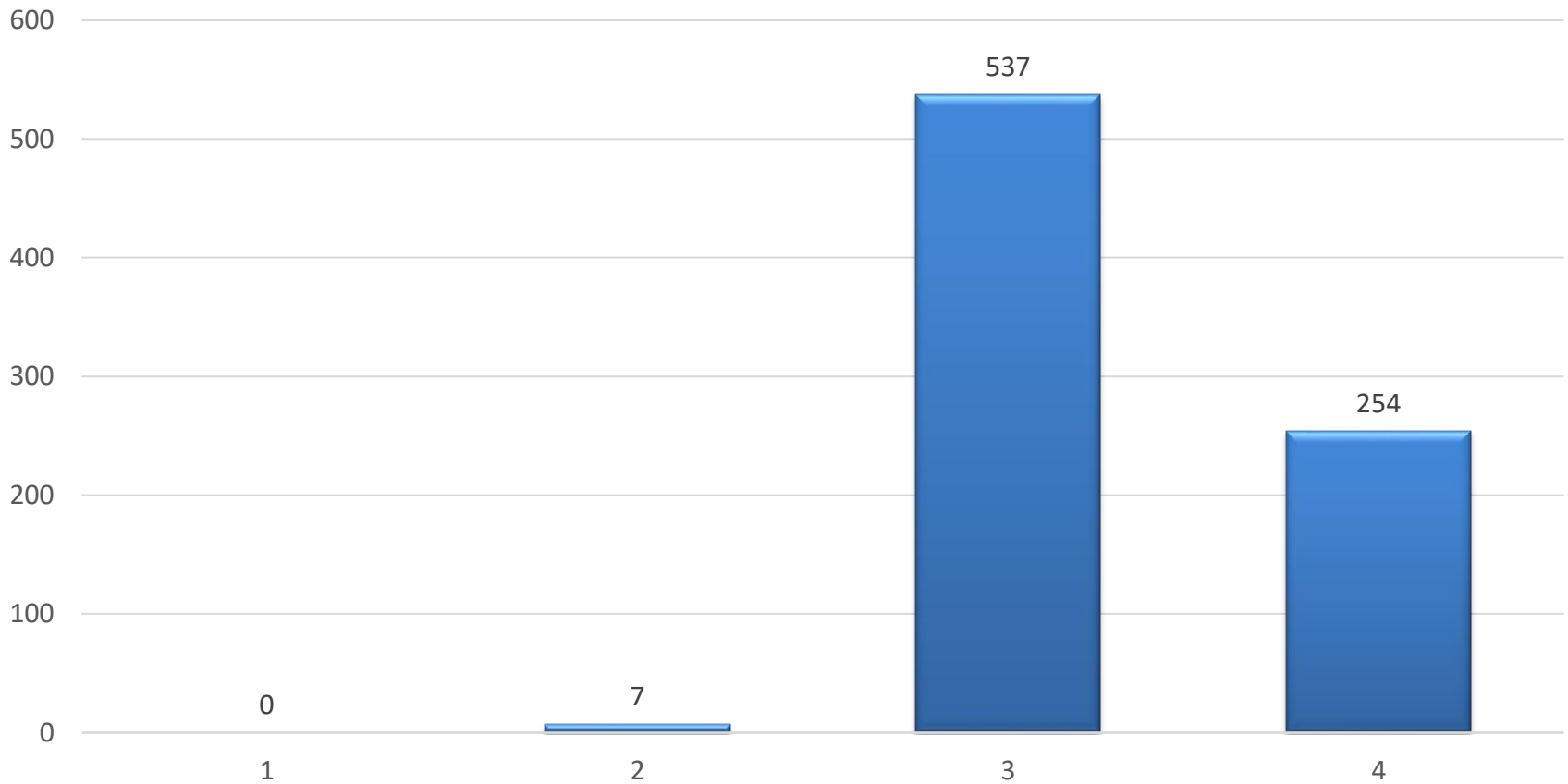
2019-2020 Distribution of NEPF Administrator Summative Scores

2019-2020 School Administrator Score Range



Orange lines represent the current score range divisions

2019-2020 Distribution of Administrator SLG Scores

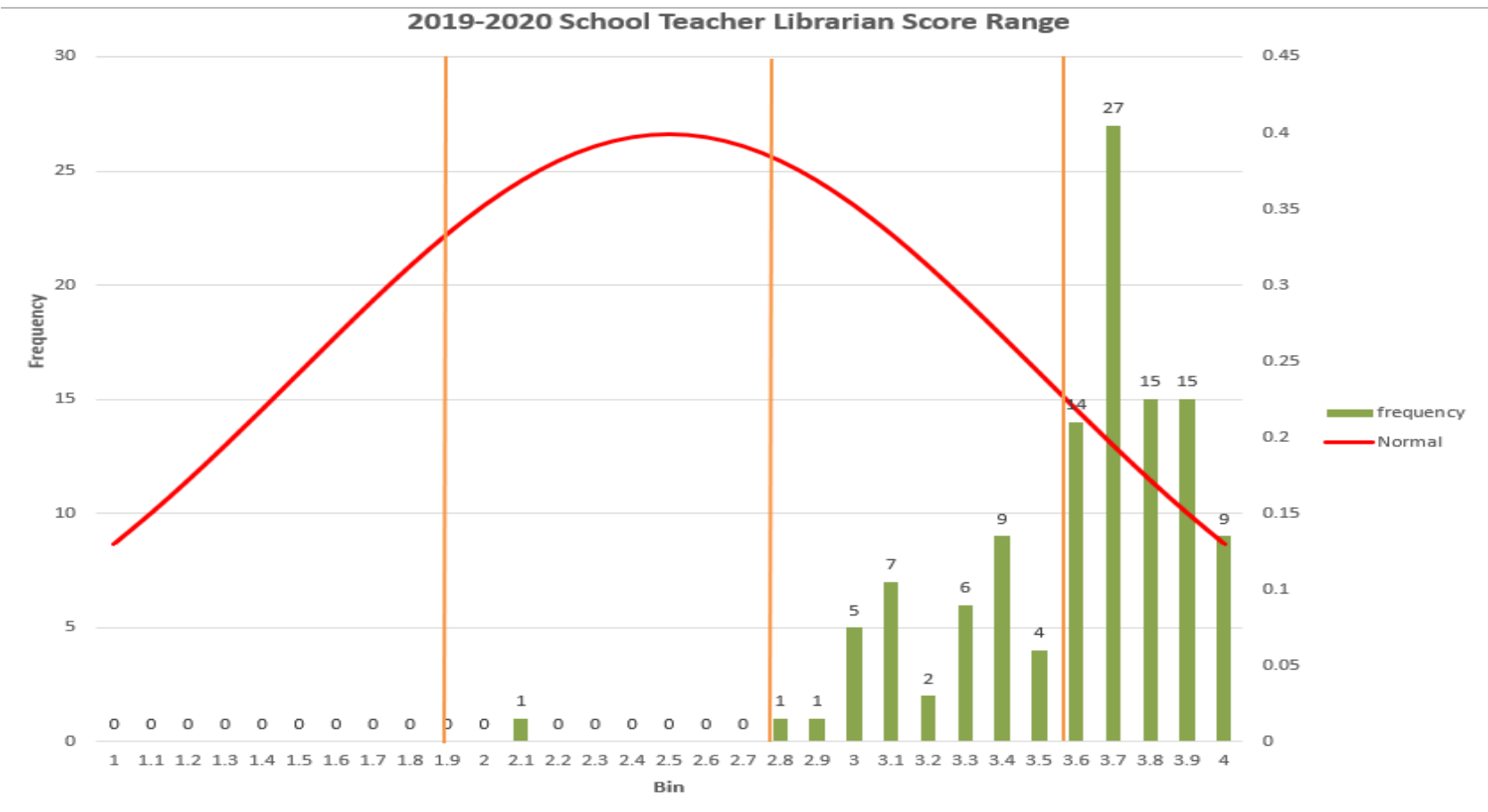


2019-2020 NEPF Data Overview:

Teacher-Librarians

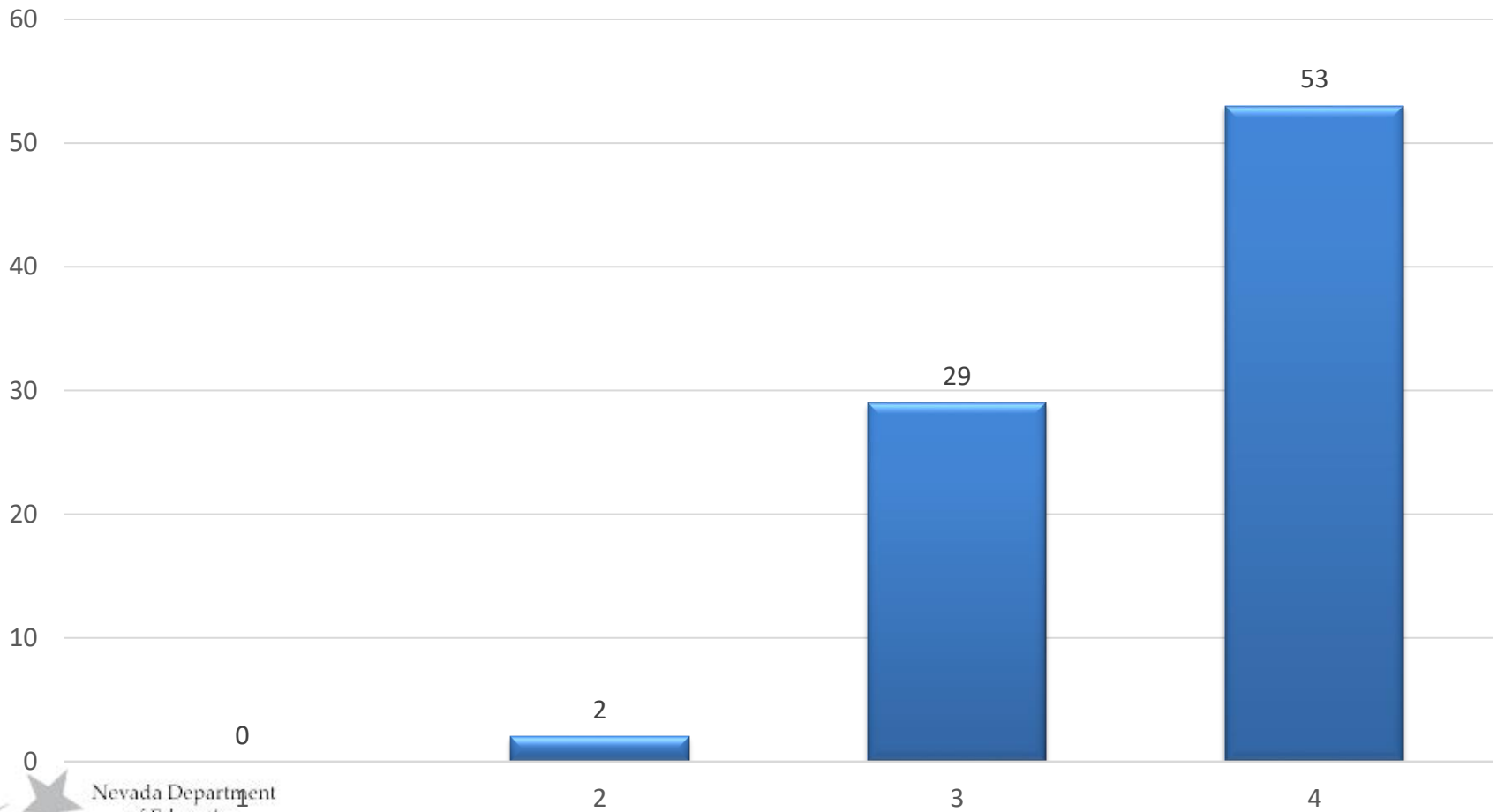
- Teacher-Librarians evaluated (n= 115)
- **Avg. Teacher-Librarians NEPF Overall Score = 3.6 of 4**
- **Average Instructional Practice Score (42.5%) = 3.5**
 - Highest average = Stand. 3 (meaning making/discourse)
 - Lowest average = Stand. 4 (metacognition)
- **Average Professional Responsibilities Score (42.5%) = 3.62**
 - Highest average = Stand. 1 (collection/information access)
 - Lowest average = Stand. 5 (professionalism/growth)
- **Average Student Learning/Library Program Goal Score (15%)= 3.61**

2019-2020 Distribution of NEPF Teacher-Librarian Summative Scores



Orange lines represent the current score range divisions

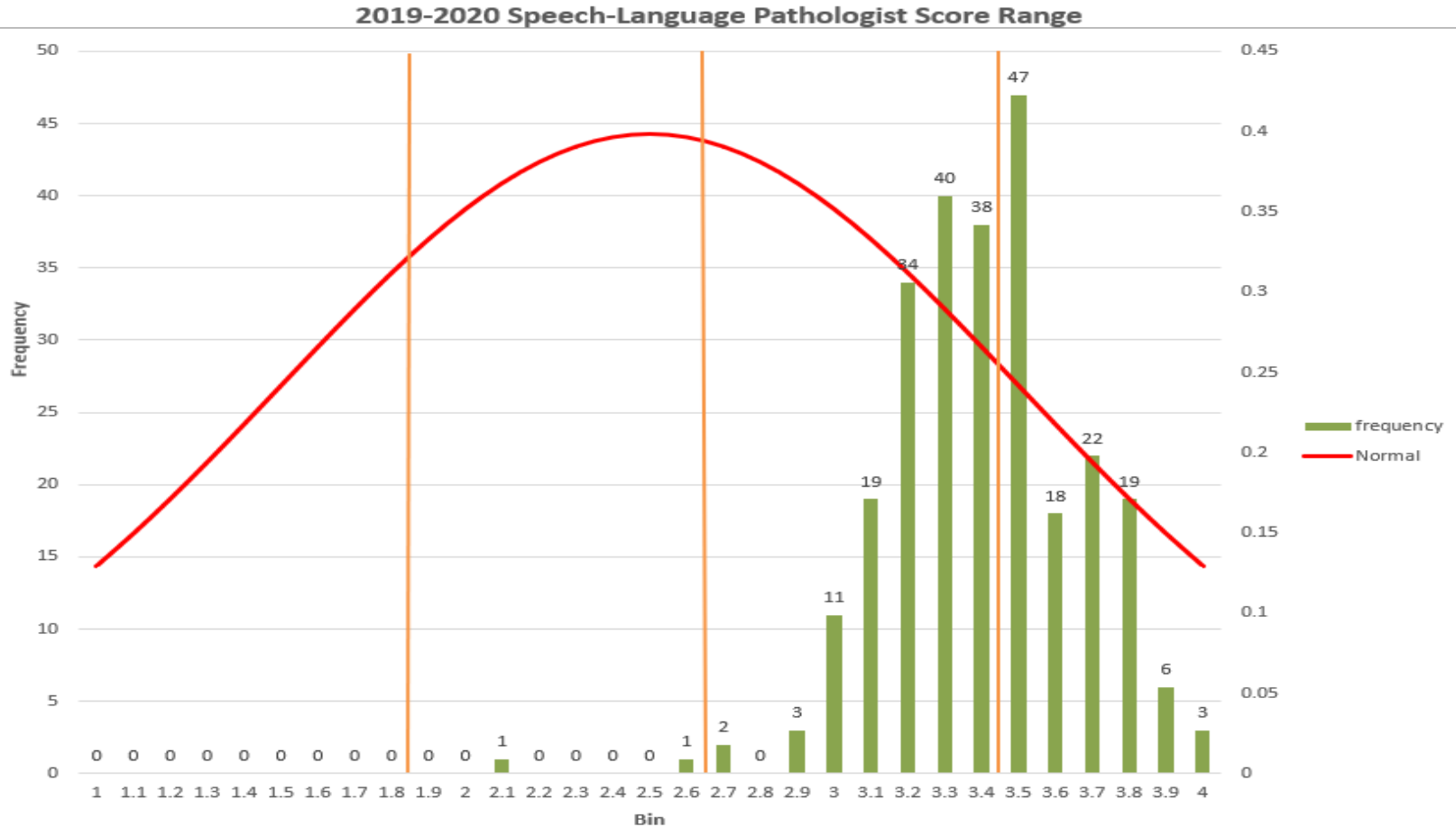
2019-2020 Distribution of Student Learning/Library Program Goal Scores



2019-2020 NEPF Data Overview: Speech Language Pathologists (SLP)

- SLPs with summative rating (n= 320)
- **Average SLP NEPF Summative Score = 3.42 of 4**
- **Average Professional Practice Score (50%) = 3.49**
 - Highest average = Stand. 1 (demonstrates knowledge/skills)
 - Lowest average = Stand. 4 (conducting evaluations of students)
- **Average Professional Responsibilities Score (50%) = 3.34**
 - Highest average = Stand. 1 (collaborates with others to serve students)
 - Lowest average = Stand. 4 SLP complies with various federal, state, district and/or departmental initiatives

2019-2020 Distribution of Speech-Language Pathologist Summative Scores

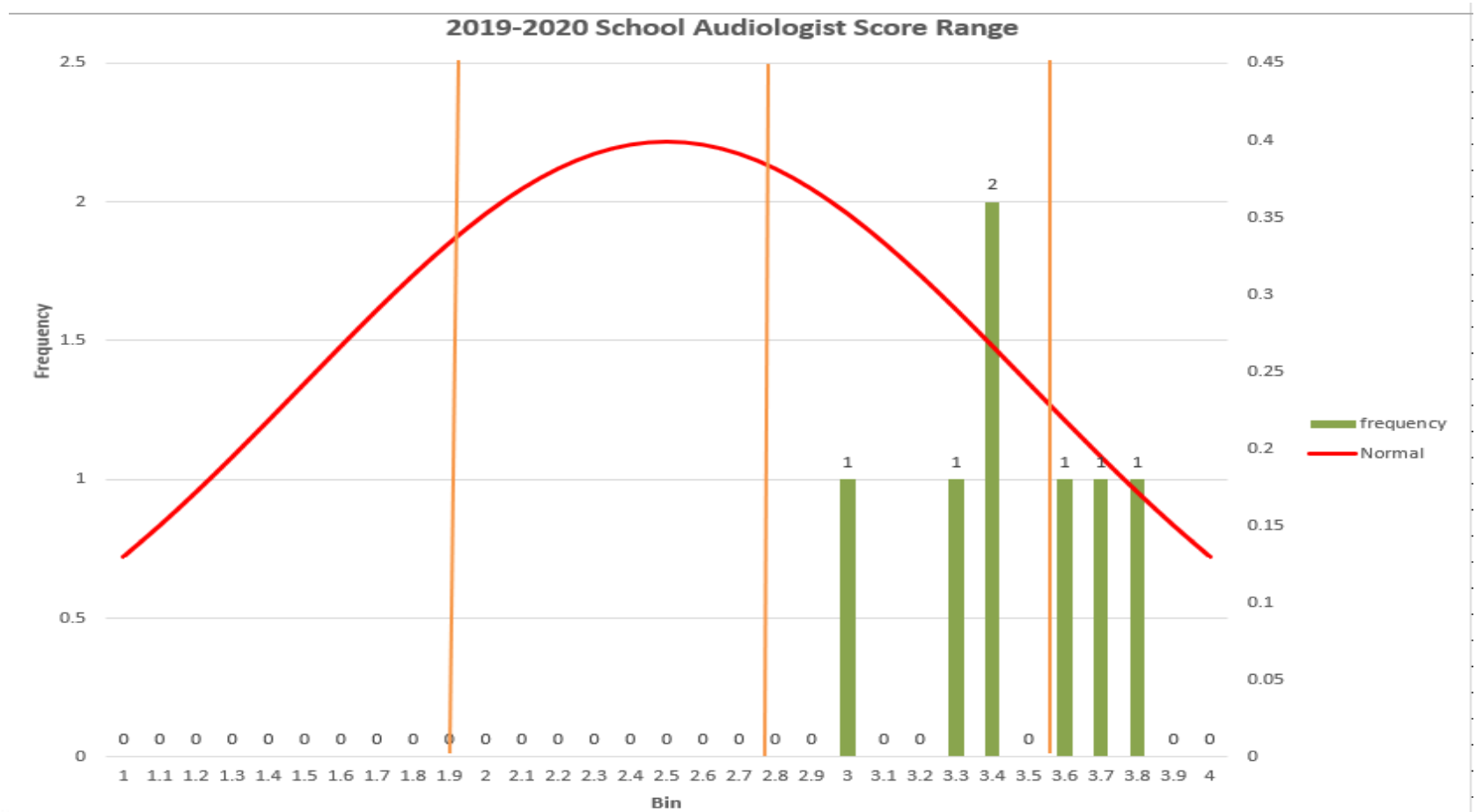


Orange lines represent the current score range divisions

2019-2020 NEPF Data Overview: Other Licensed Educational Personnel with Single Domain Score Data

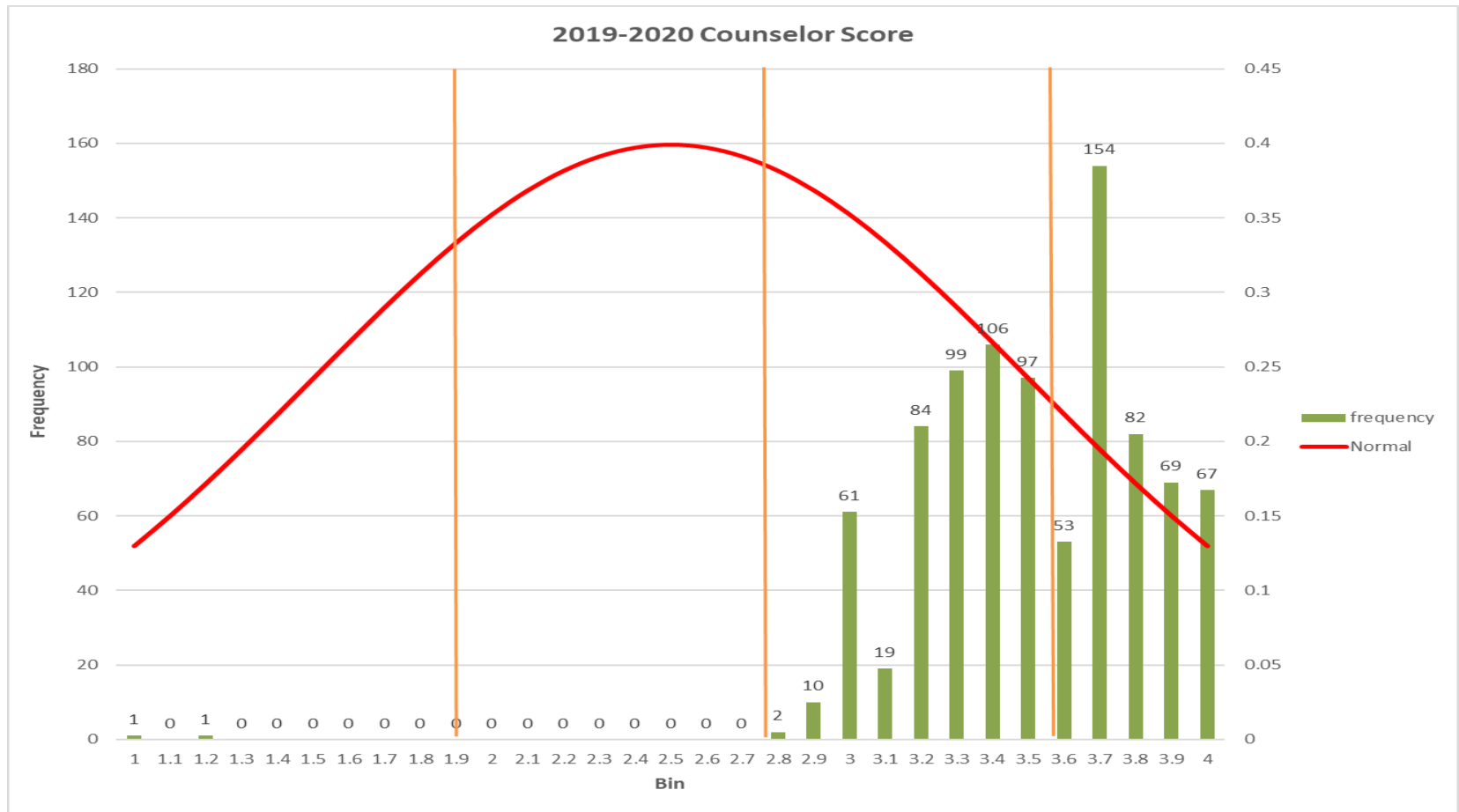
OLEP	Number Rated	Avg. Professional Practice Scores	Highest Standard	Lowest Standard
Audiologists	8	3.43	3.69/Standard 1	3.38/Standard 2
School Counselors	904	3.47	3.55/Standard 3	3.34/Standard 4
School Nurses	265	3.43	3.53/Standard 1	3.28/Standard 7
School Psychologists	216	3.46	3.54/Standard 1	3.42/Standard 3
School Social Workers	98	3.42	3.47/Standard 1	3.39/Standard 3

2019-2020 Distribution of Educational Audiologist Summative Scores



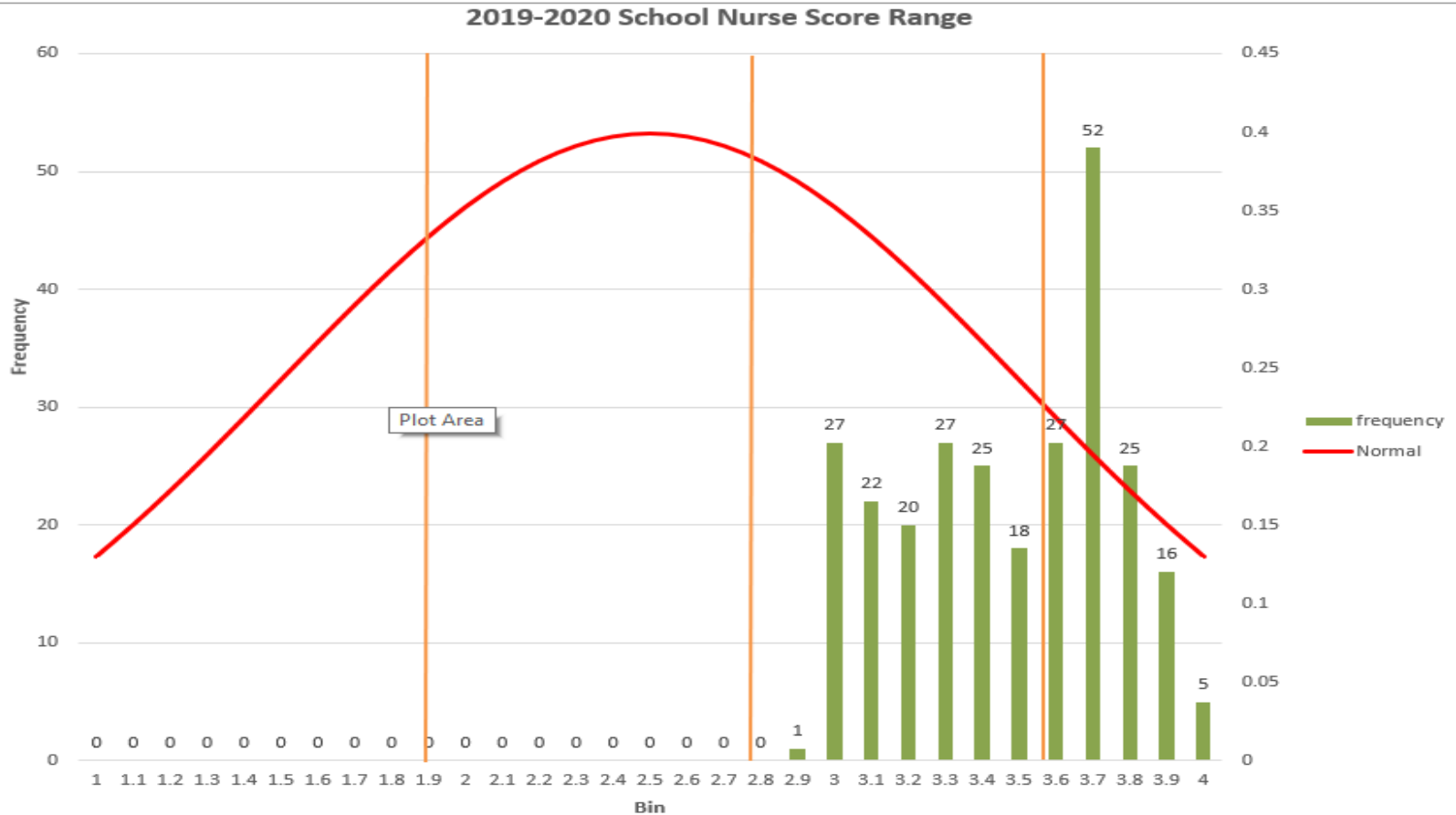
Orange lines represent the current score range divisions

2019-2020 Distribution of School Counselor Summative Scores



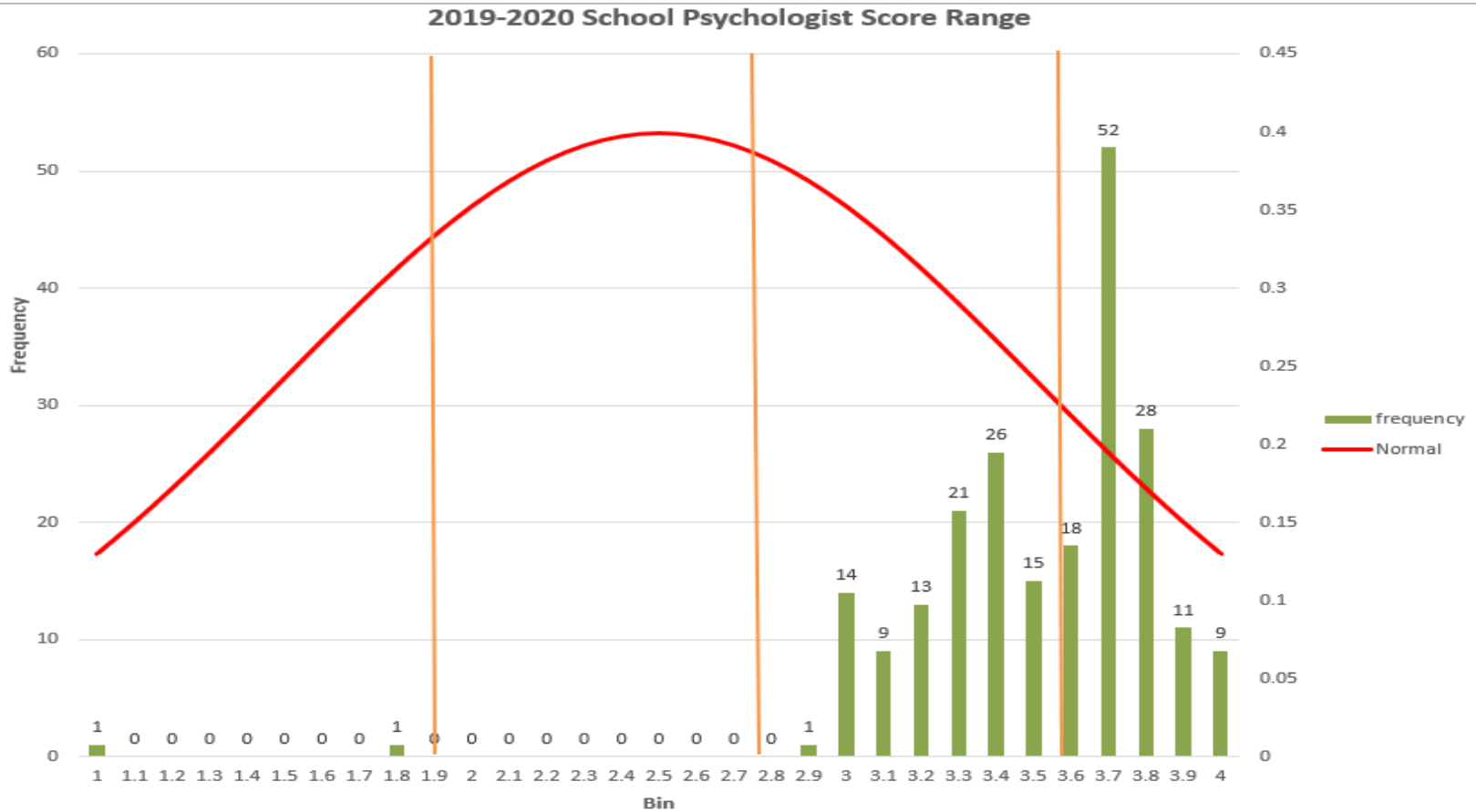
Orange lines represent the current score range divisions

2019-2020 Distribution of School Nurse Summative Scores



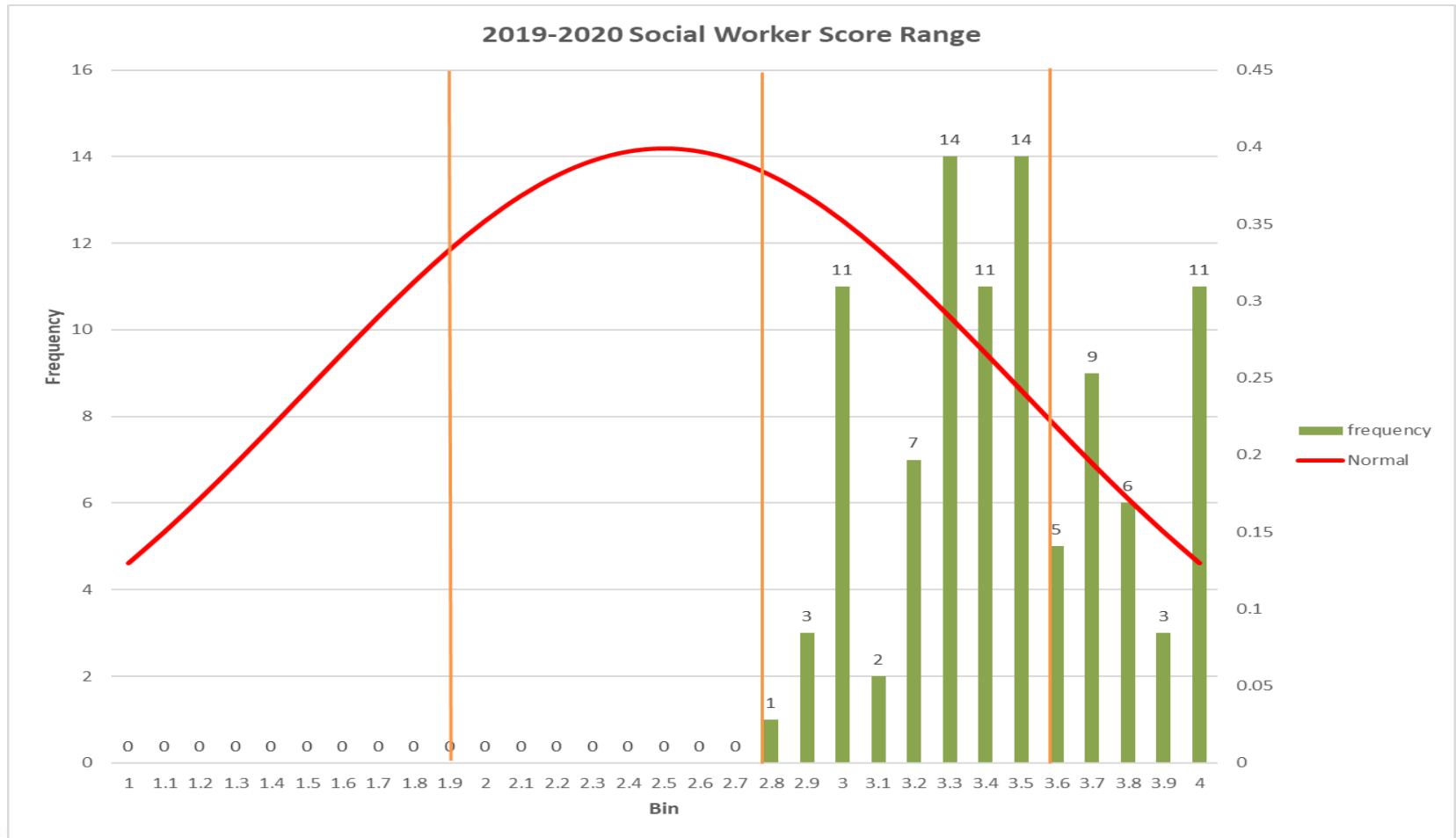
Orange lines represent the current score range divisions

2019-2020 Distribution of School Psychologist Summative Scores



Orange lines represent the current score range divisions

2019-2020 Distribution of School Social Worker Summative Scores



Orange lines represent the current score range divisions

Overview of NEPF Scores

Educator Group	Total	Ineffective	Developing	Effective	Highly Effective	Average Summative Score
Educational Audiologists	8	0	0	6	2	3.43
School Administrators	799	0	4	527	268	3.41
School Counselors	904	1	2	529	372	3.47
School Nurse	265	0	0	149	116	3.43
School Psychologists	216	1	0	117	100	3.46
School Social Workers	98	0	0	69	29	3.42
Speech-Language Pathologists	320	0	3	163	154	3.42
Teachers	20450	24	168	15906	4352	3.31
Teacher-Librarians	115	0	2	37	76	3.56

Teachers and Leaders Council Recommendation

Authority – NRS 391.465

NRS 391.465 "State Board to establish statewide performance evaluation system and prescribe tools to be used by schools to measure performance; school district authorized to apply to use different performance evaluation system and tools; prohibition against evaluating certain administrators using statewide performance evaluation system.

1. The State Board shall, based upon the recommendations of the Teachers and Leaders Council of Nevada submitted pursuant to NRS 391.460, adopt regulations establishing a statewide performance evaluation system which incorporates multiple measures of an employee's performance. Except as otherwise provided in subsection 3, the State Board shall prescribe the tools to be used by a school district for obtaining such measures.

2. The statewide performance evaluation system must:

(a) Require that an employee's overall performance is determined to be:

- (1) Highly effective;
- (2) Effective;
- (3) Developing; or
- (4) Ineffective.

(b) Include the criteria for making each designation identified in paragraph (a)..."

NEPF Score Ranges for Educators*

Score Ranges Recommended for 15-16, 16-17, 17-18, 18-19, 19-20

Overall Score Range	Final Rating
3.6 – 4.0	Highly Effective
2.8 – 3.59	Effective
1.91 – 2.79	Minimally Effective
1.0 – 1.9	Ineffective

* These score ranges have been used for all educator groups except Speech-Language Pathologists

2019-2020 NEPF Score Ranges for Speech-Language Pathologists

Score Range	Final Rating
3.42 – 3.8	Highly Effective
2.66 – 3.41	Effective
1.83 – 2.65	Minimally Effective
1.0 – 1.82	Ineffective

Note:

- SLP rubric has been revised. The top possible score is now a 4.

Possible Motion to Be Considered

The Teachers and Leaders Council recommends that the historical score ranges for Teachers and Building Administrators (as shown on slide 29) be used for all NEPF Educator groups for the 2020-2021 school year.