

Nevada Educator Performance Framework (NEPF) 2018-2019 Data Review

**Teachers and Leaders Council
October 30, 2019
Agenda Item # 7**

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

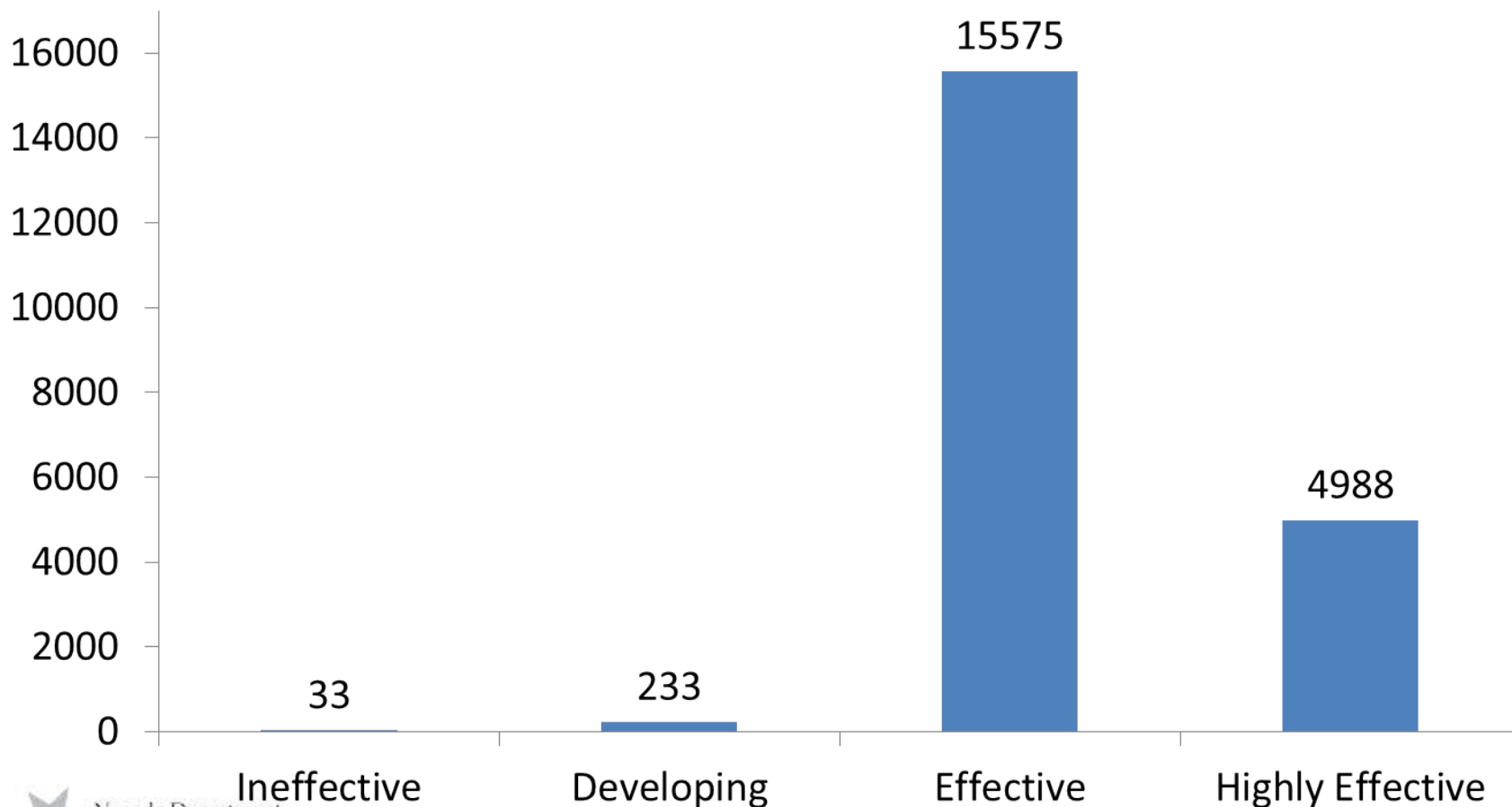
- Incomplete data from district
 - Possible causes include small N-size or data not reported
- Educators exempt per NRS 391.690
- Data does not include educators who separated from district prior to summative rating

TEACHER

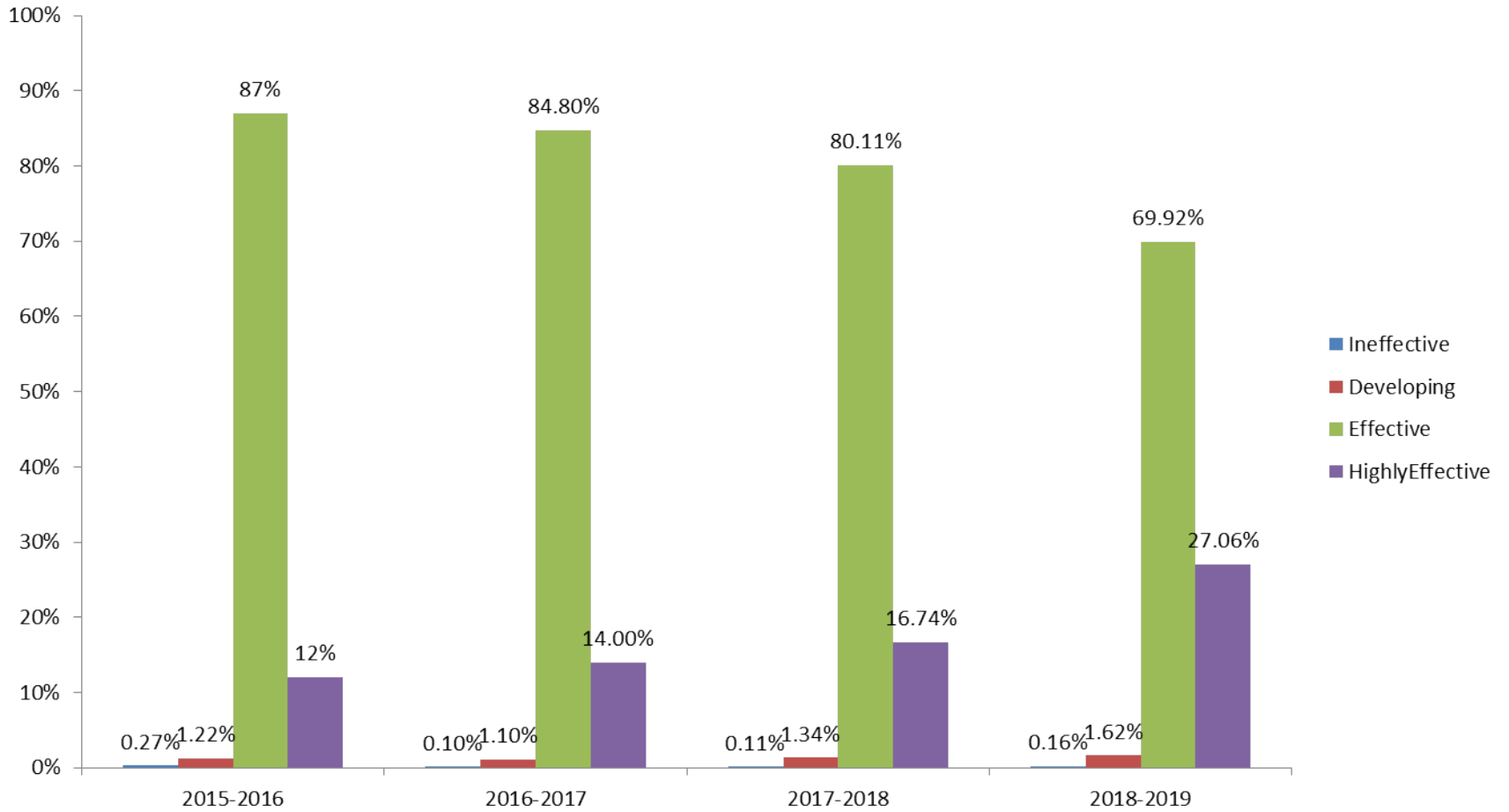
2018-2019 NEPF Data Overview: Teachers

- Teachers with summative rating (n = 20,814)
- **Average Teacher NEPF Overall Score = 3.30 of 4 points**
- **Average Instructional Practice Score (45%) = 3.27**
 - Highest average = Stand. 2 (*cognitive demand/diverse learners*)
 - Lowest average = Stand. 4 (*metacognition*)
- **Average Professional Responsibilities Score (15%) = 3.29**
 - Highest average = Stand. 1 (*commit/school community*)
 - Lowest average = Stand. 4 (*family engagement*)
- **Average Student Learning Goal Score (SLG) (40%) = 3.38**

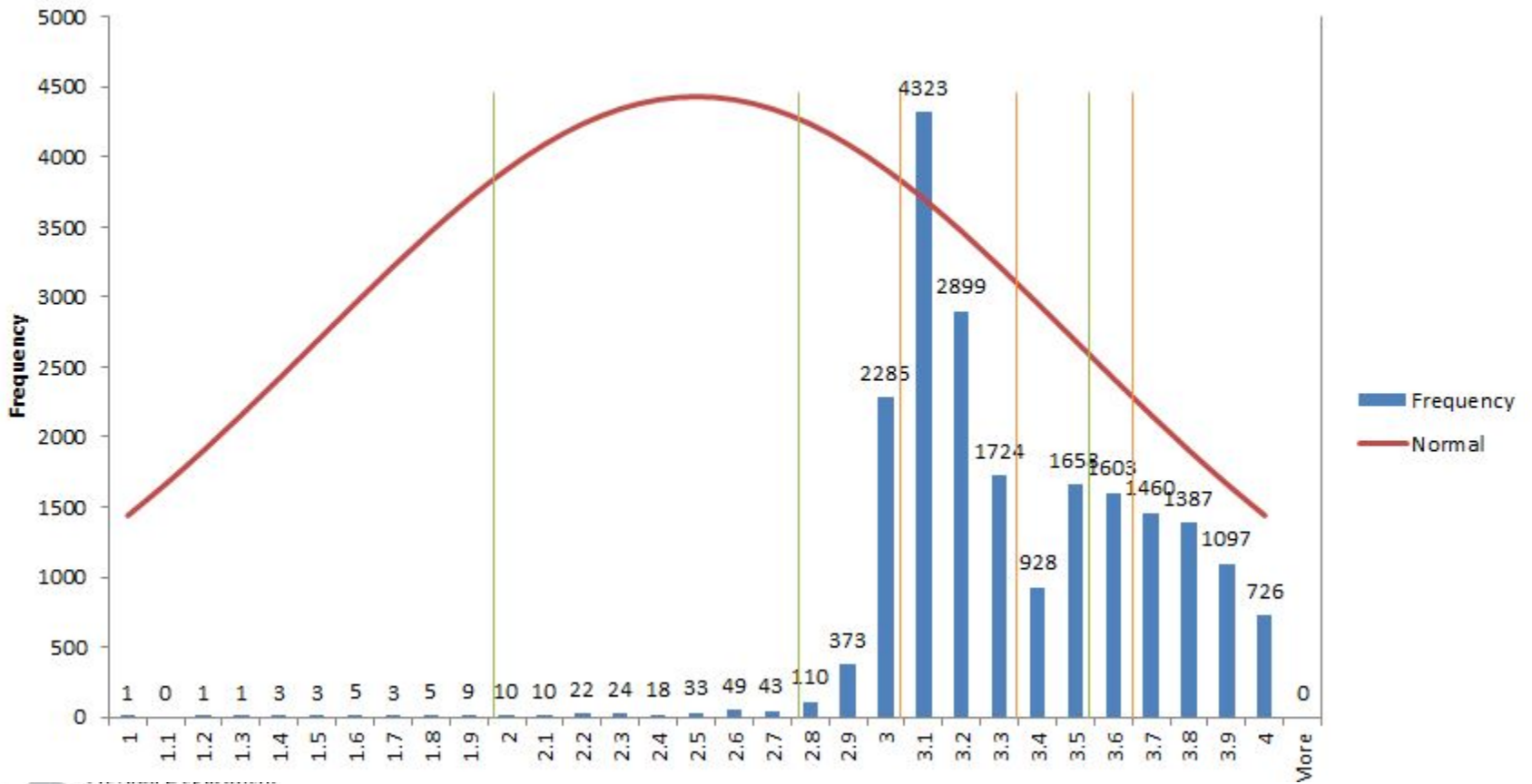
2018-2019 Distribution of NEPF Teacher Effectiveness Ratings



NEPF Teacher Ratings Trend Data

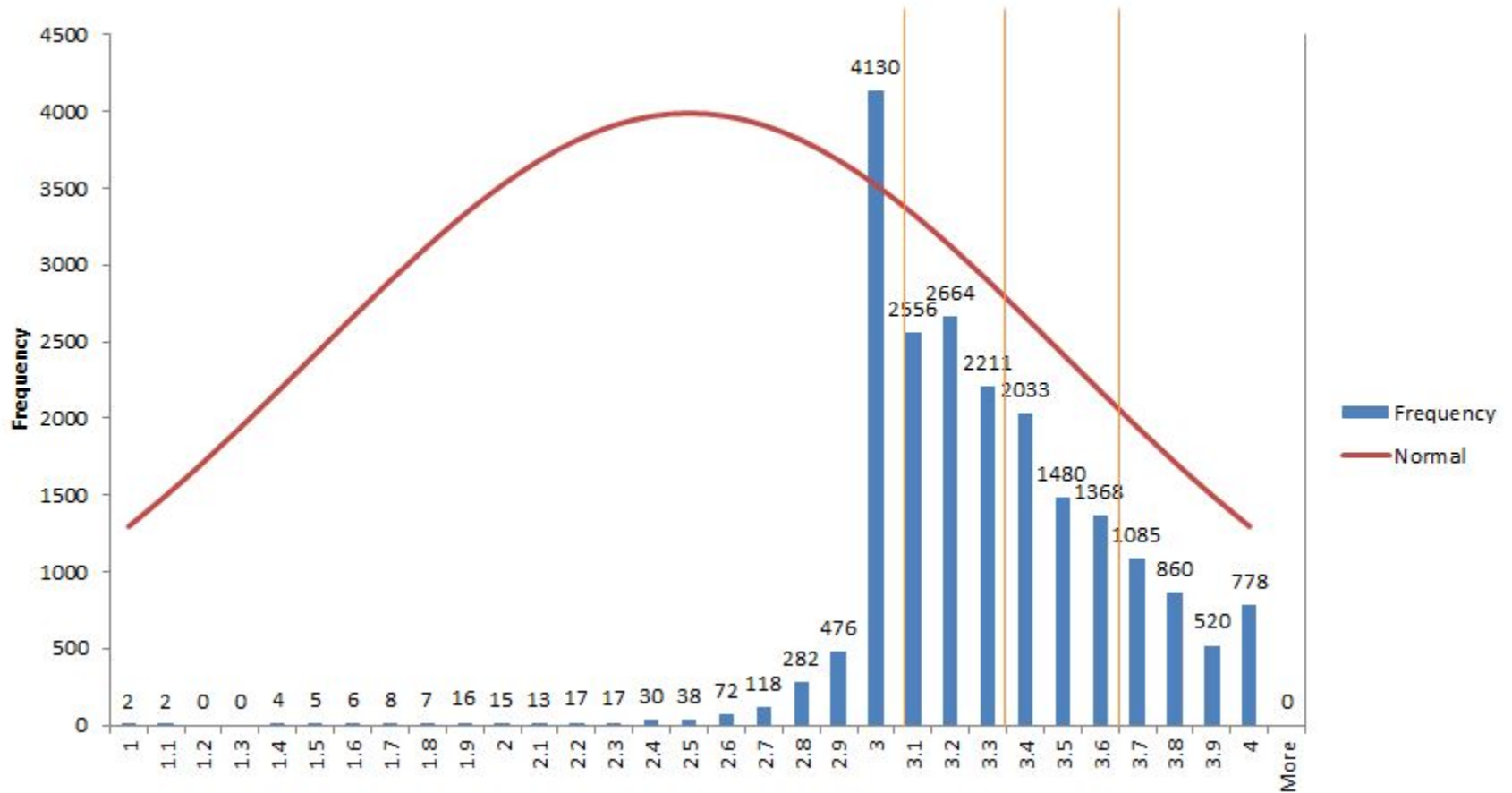


2018-2019 Distribution of NEPF Teacher Summative Scores



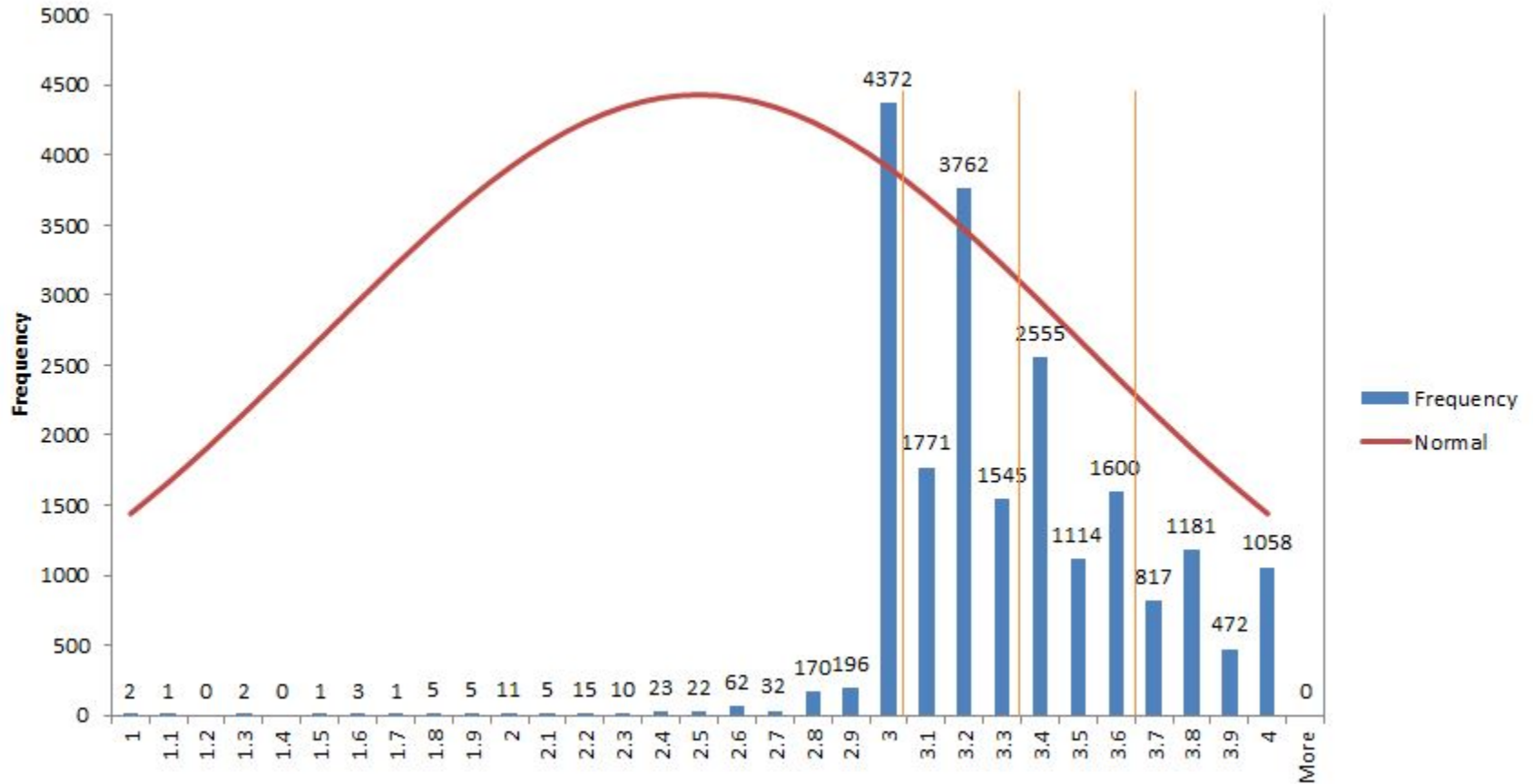
Vertical green lines indicate current score ranges
 Vertical orange lines are drawn at standard deviations from mean

2018-2019 Distribution of Instructional Practice Scores



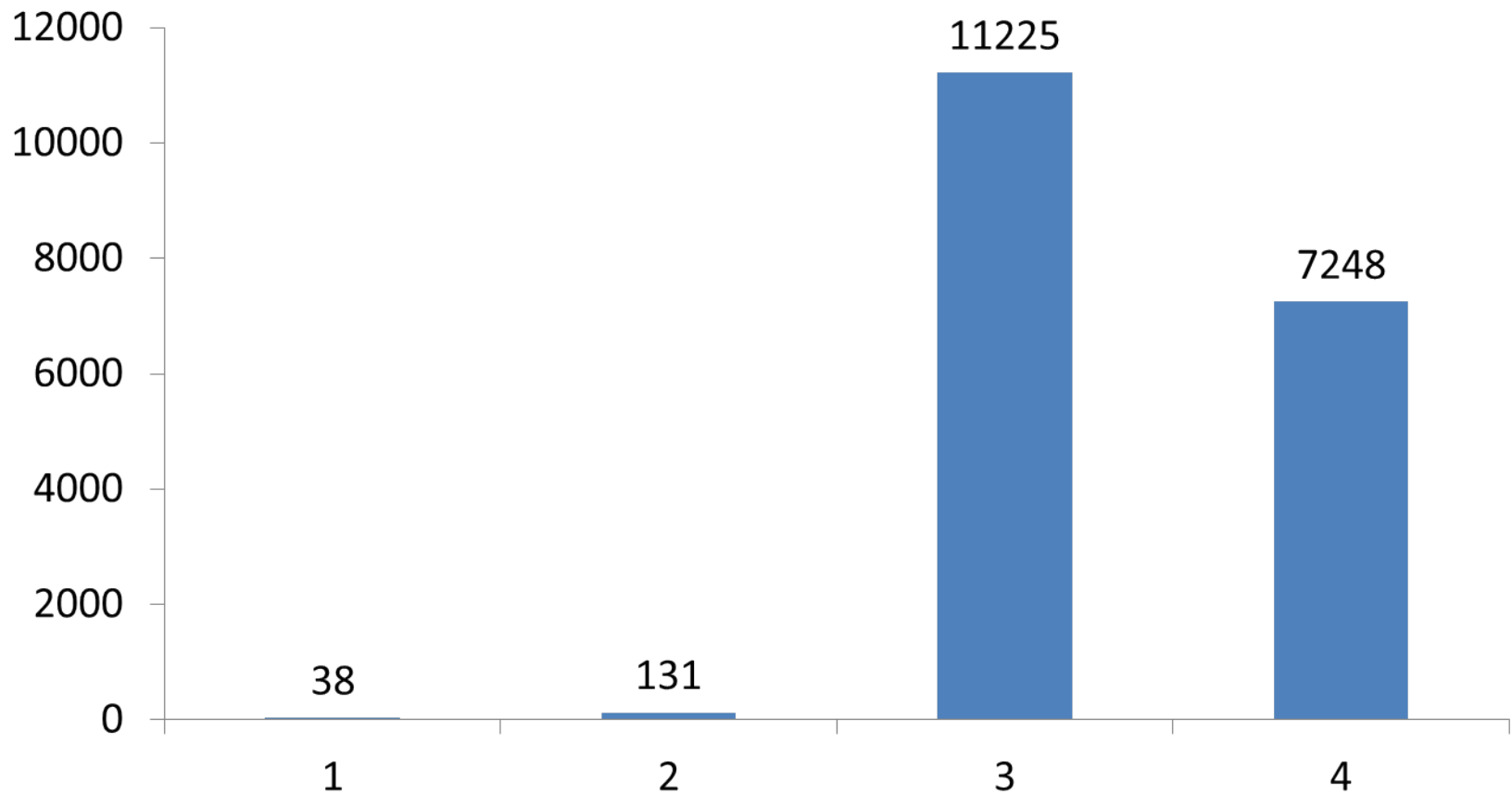
Vertical orange lines are drawn at standard deviations from mean 10

2018-2019 Distribution of Professional Responsibility Scores



Vertical orange lines are drawn at standard deviations from mean 11

2018-2019 Distribution of Student Learning Goal (SLG) Scores

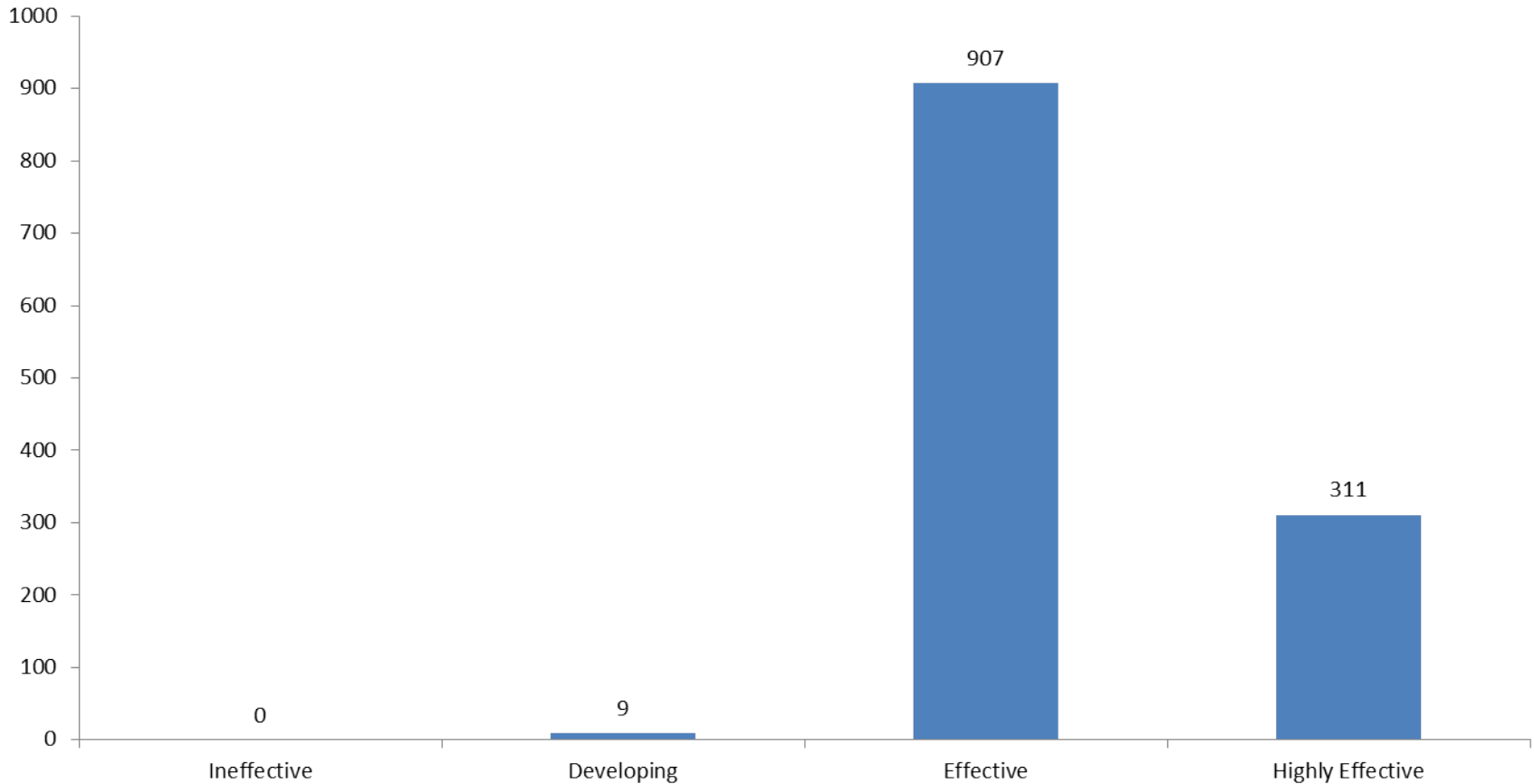


SCHOOL ADMINISTRATOR

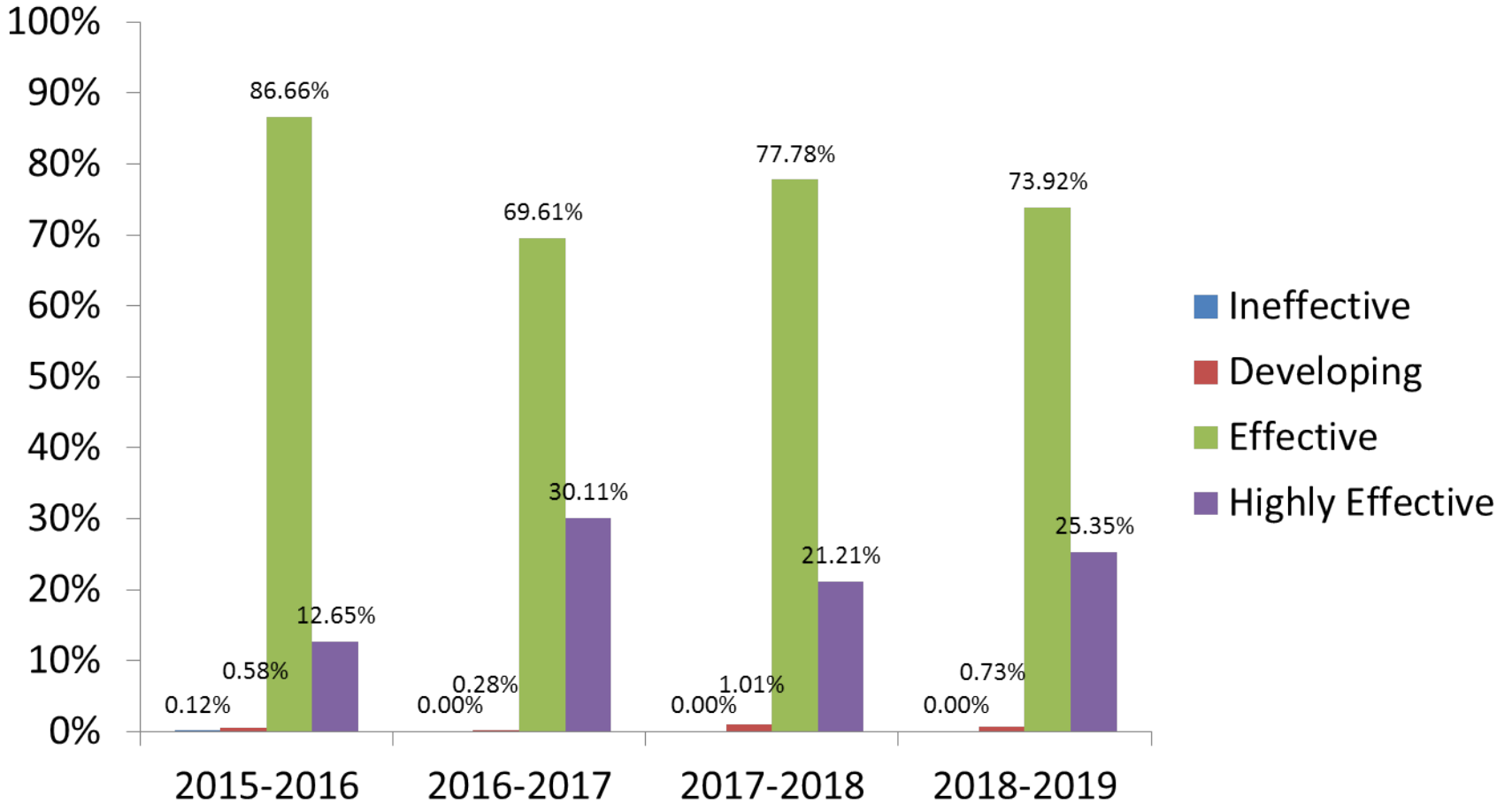
2018-2019 NEPF Data Overview: Administrators

- Administrators evaluated (n= 1219)
- **Average Administrator NEPF Overall Score = 3.34 of 4**
- **Average Instructional Leadership Practice Score (45%) = 3.35**
 - Highest average = Stand. 2 (*continuous improvement*)
 - Lowest average = Stand. 4 (*structures*)
- **Average Professional Responsibilities Score (15%) = 3.34**
 - Highest average = Stand. 3 (*prof. obligations*)
 - Lowest average = Stand. 4 (*family engagement*)
- **Average Student Learning Goal Score (40%)= 3.32**

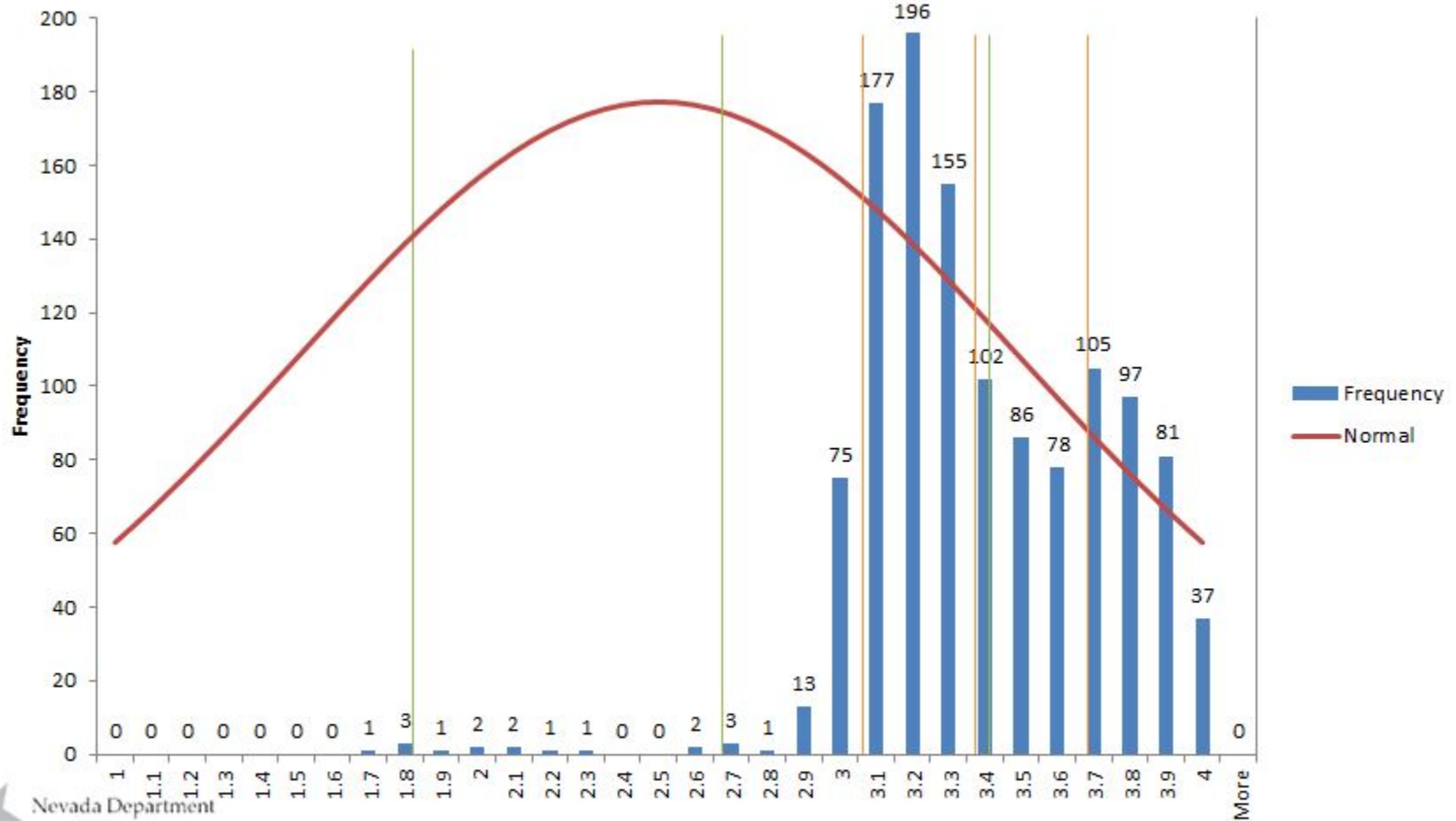
2018-2019 Distribution of NEPF Administrator Ratings



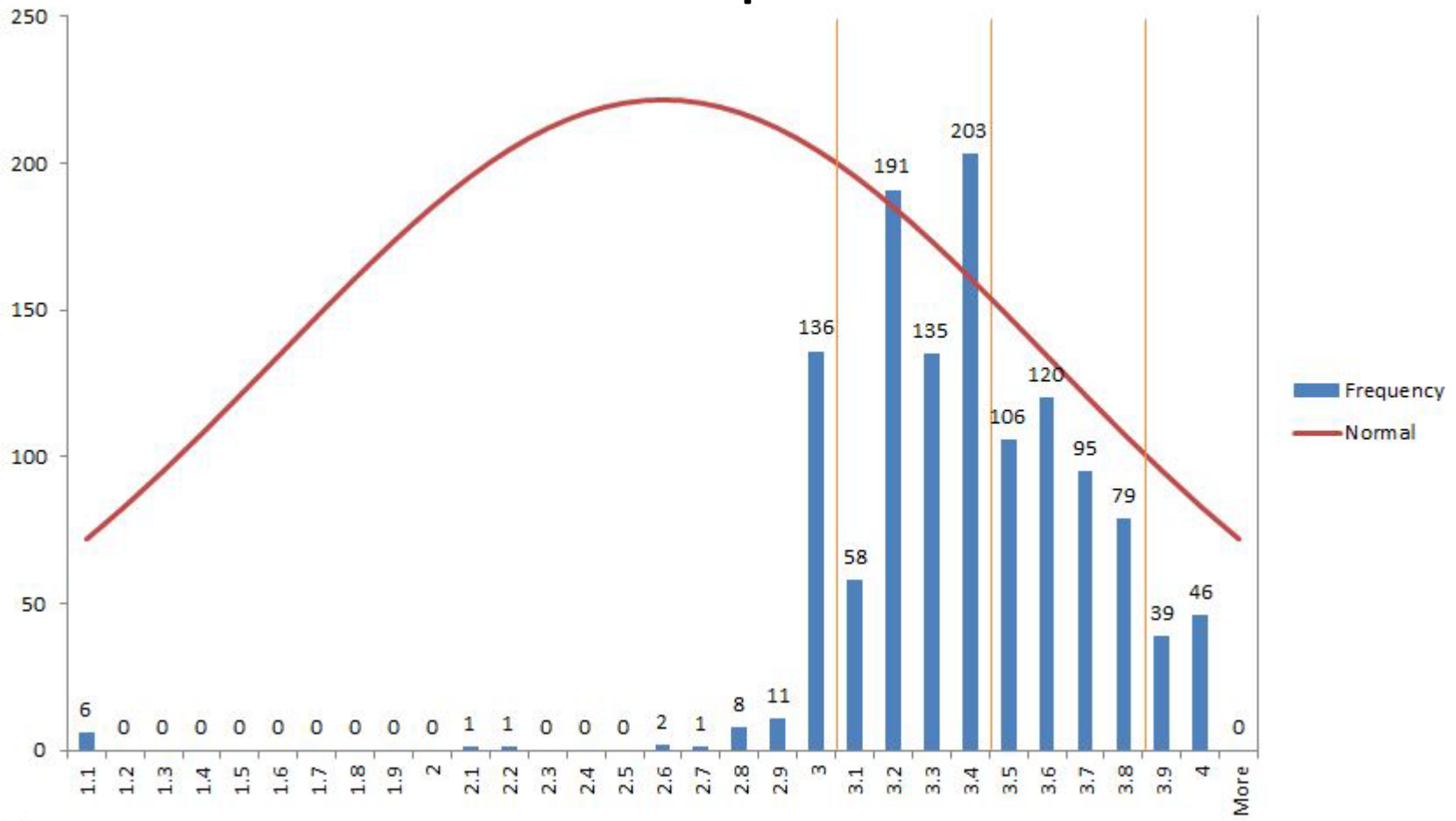
NEPF Administrator Ratings Trend Data



2018-2019 Distribution of NEPF Administrator Summative Scores

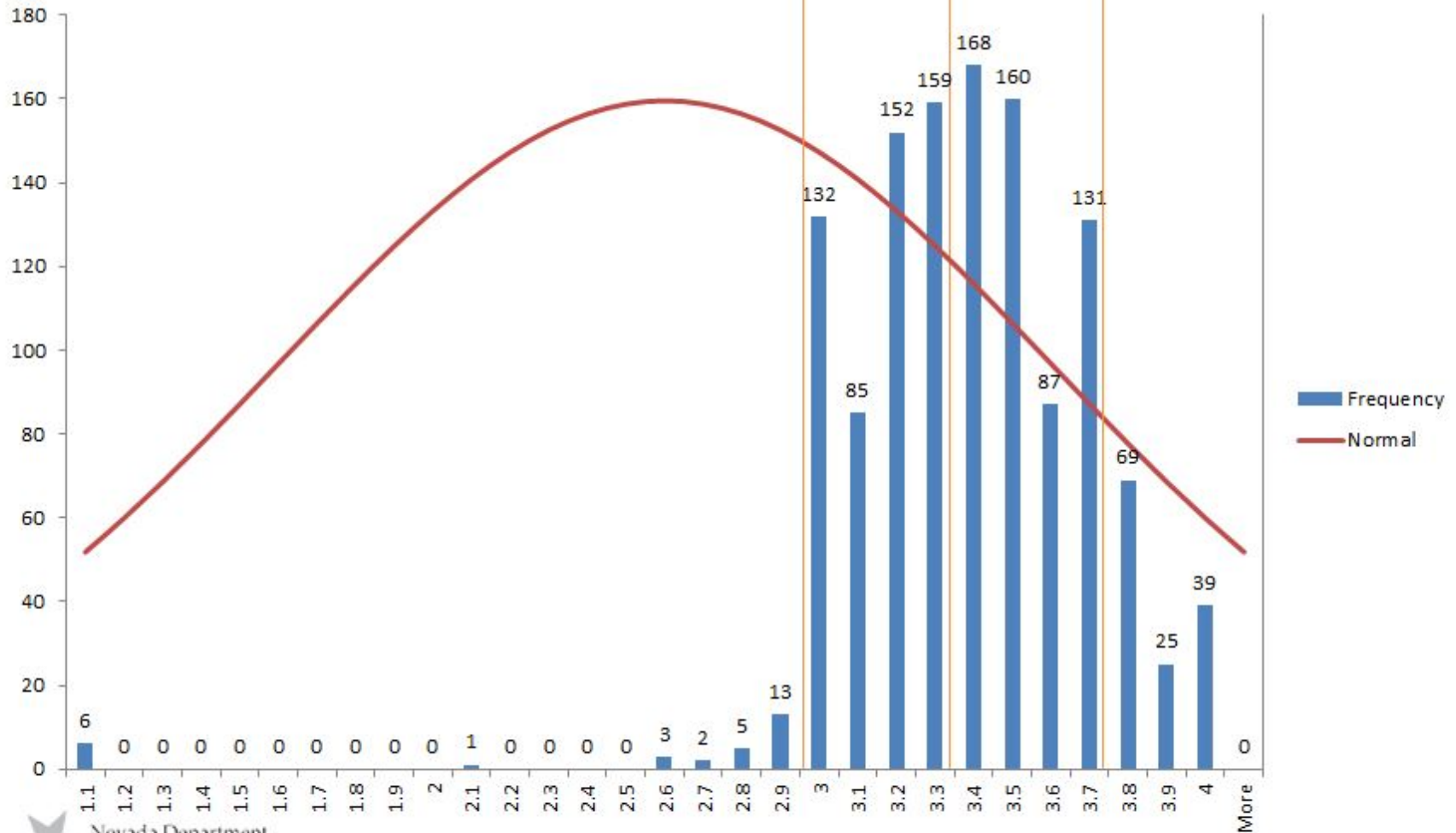


2018-2019 Distribution of Instructional Leadership Scores

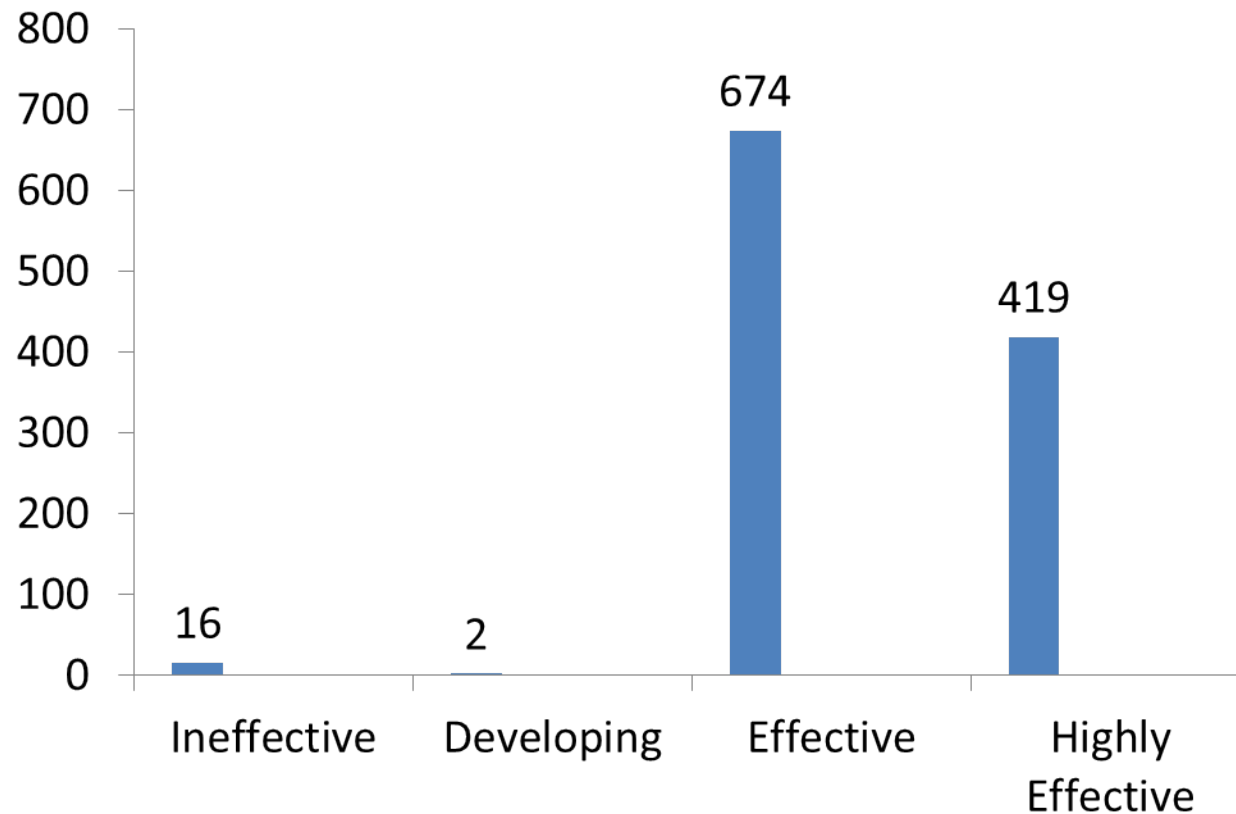


Vertical orange lines are drawn at standard deviations from mean 18

2018-2019 Distribution of Professional Responsibilities Scores



2018-2019 Distribution of Student Learning Goal Scores

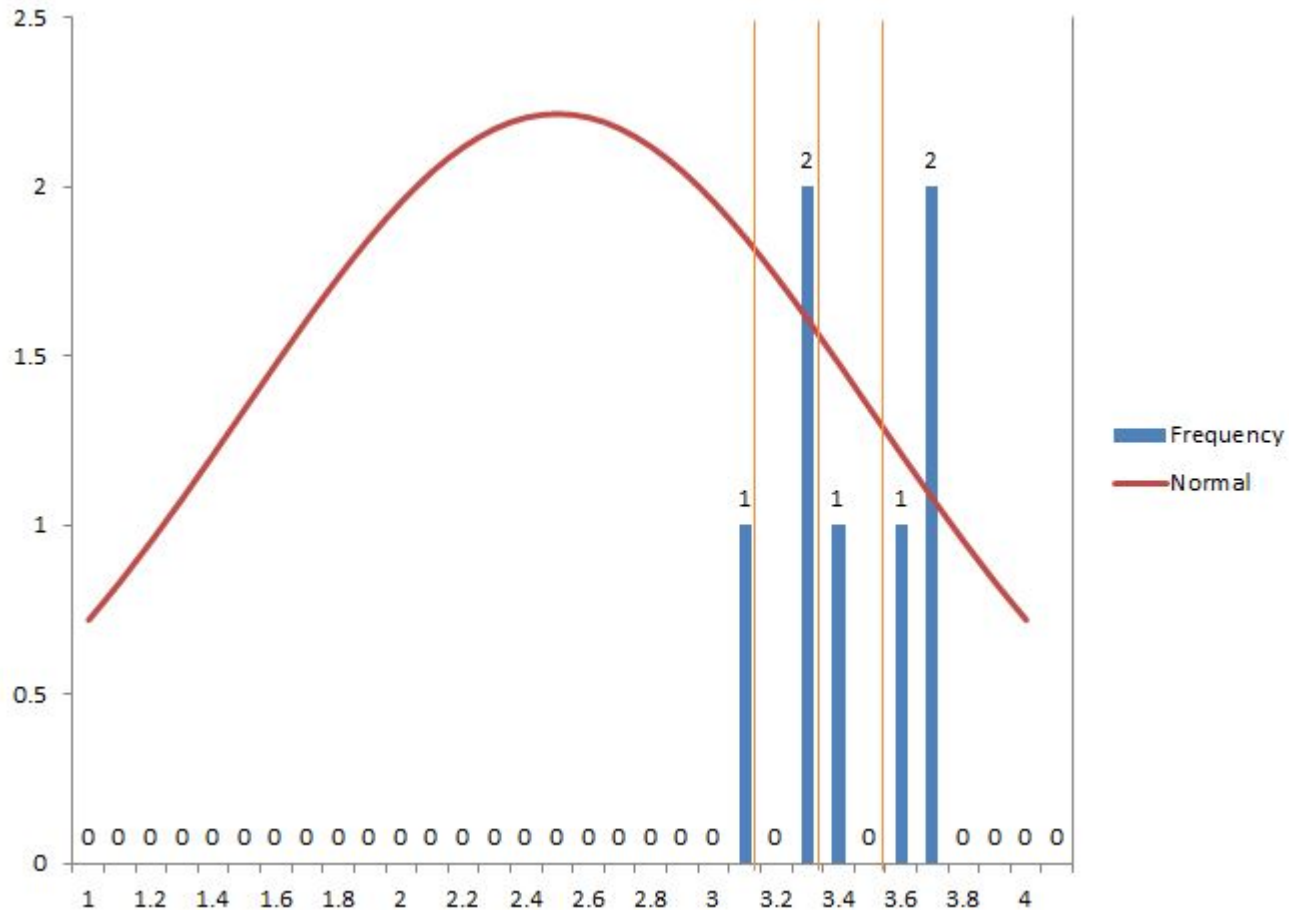


EDUCATIONAL AUDIOLOGISTS

2018-2019 NEPF Data Overview: Educational Audiologist Field Test

- Educational Audiologists with summative rating (n = 7)
- **Average Audiologist Overall Score = 3.39 of 4 points**

2018-2019 Distribution of NEPF Educational Audiologist Summative Scores



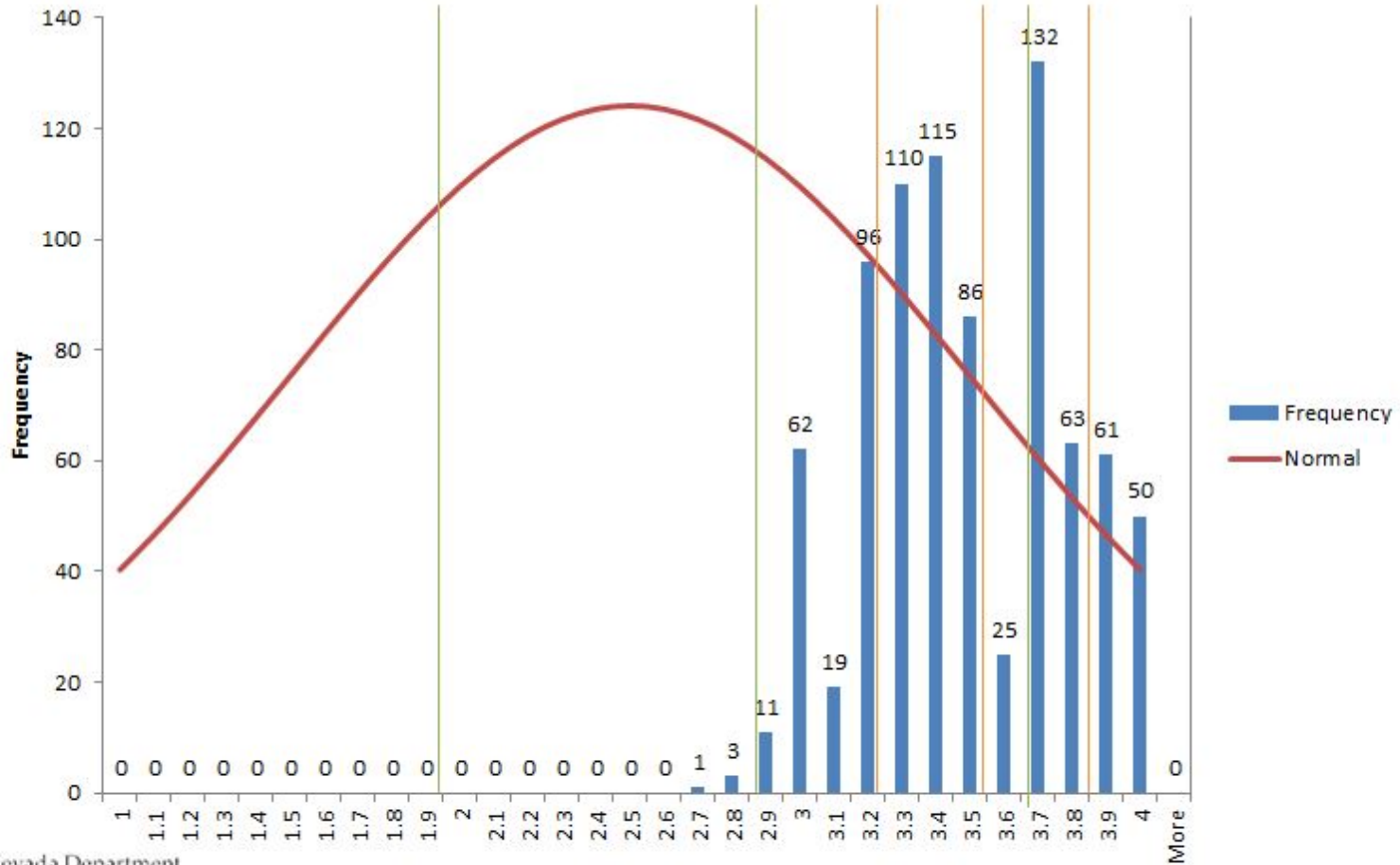
SCHOOL COUNSELOR

2018-2019 NEPF Data Overview:

School Counselors

- School Counselors with summative rating (n = 834)
- **Average School Counselor NEPF Overall Score = 3.44 of 4 points**
 - Highest = Standard 3: School counselors collaborate and consult with stakeholders and provide referrals on behalf of students to support the academic college/career and social/emotional development of students
 - Lowest average = Standard 4: School counselors collaboratively engage in ongoing improvement of the comprehensive school counseling program utilizing data to identify needs, develop and implement action plans, evaluate the impact, and adjust accordingly

2018-2019 Distribution of NEPF School Counselor Summative Scores

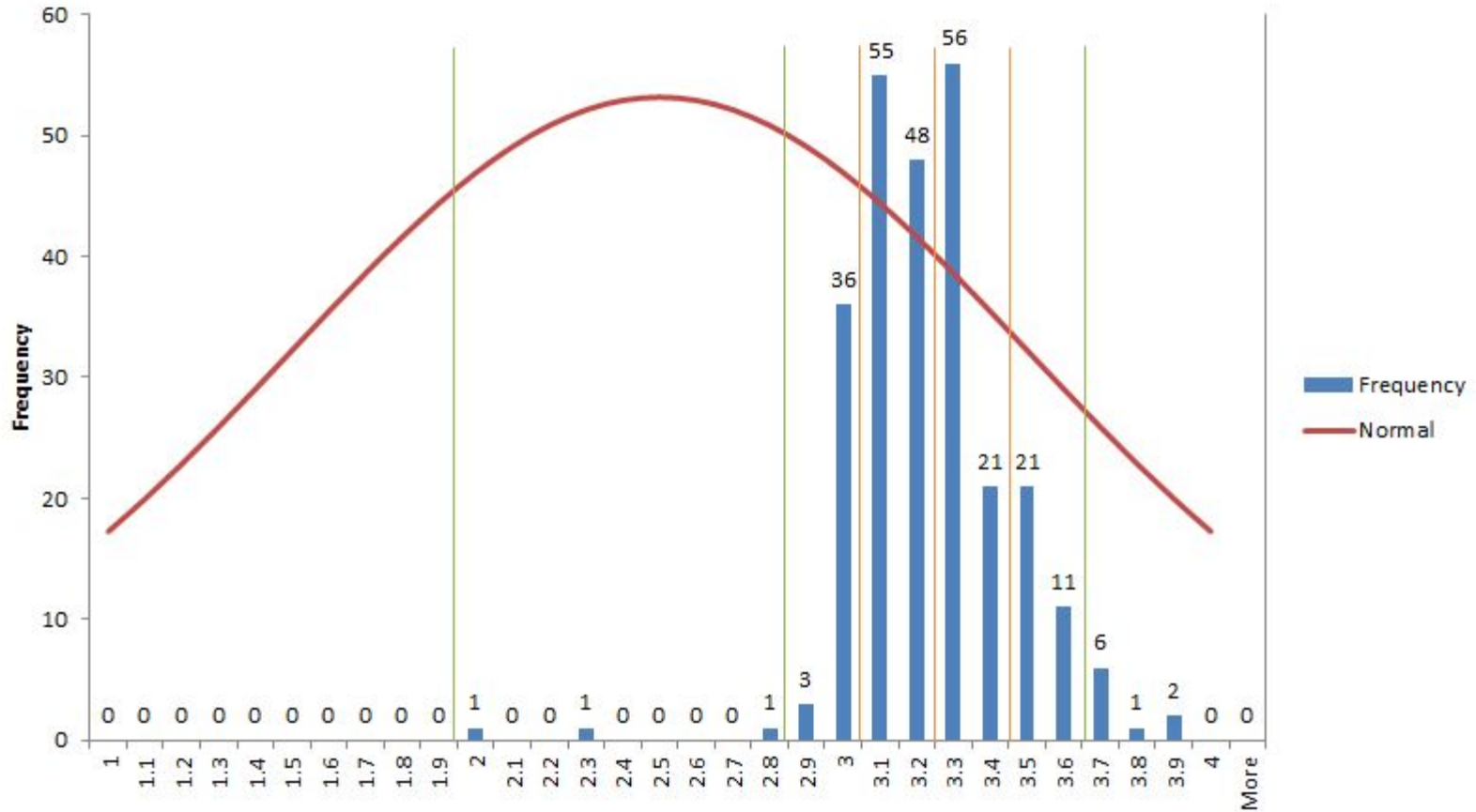


SCHOOL NURSE

2018-2019 NEPF Data Overview: School Nurse

- School Nurses with summative rating (n = 263)
- **Average Summative NEPF Score = 3.20 of 4 points**
 - Highest = Standard 6: The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice
 - Lowest = Standard 8: The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner

2018-2019 Distribution of NEPF School Nurse Summative Scores

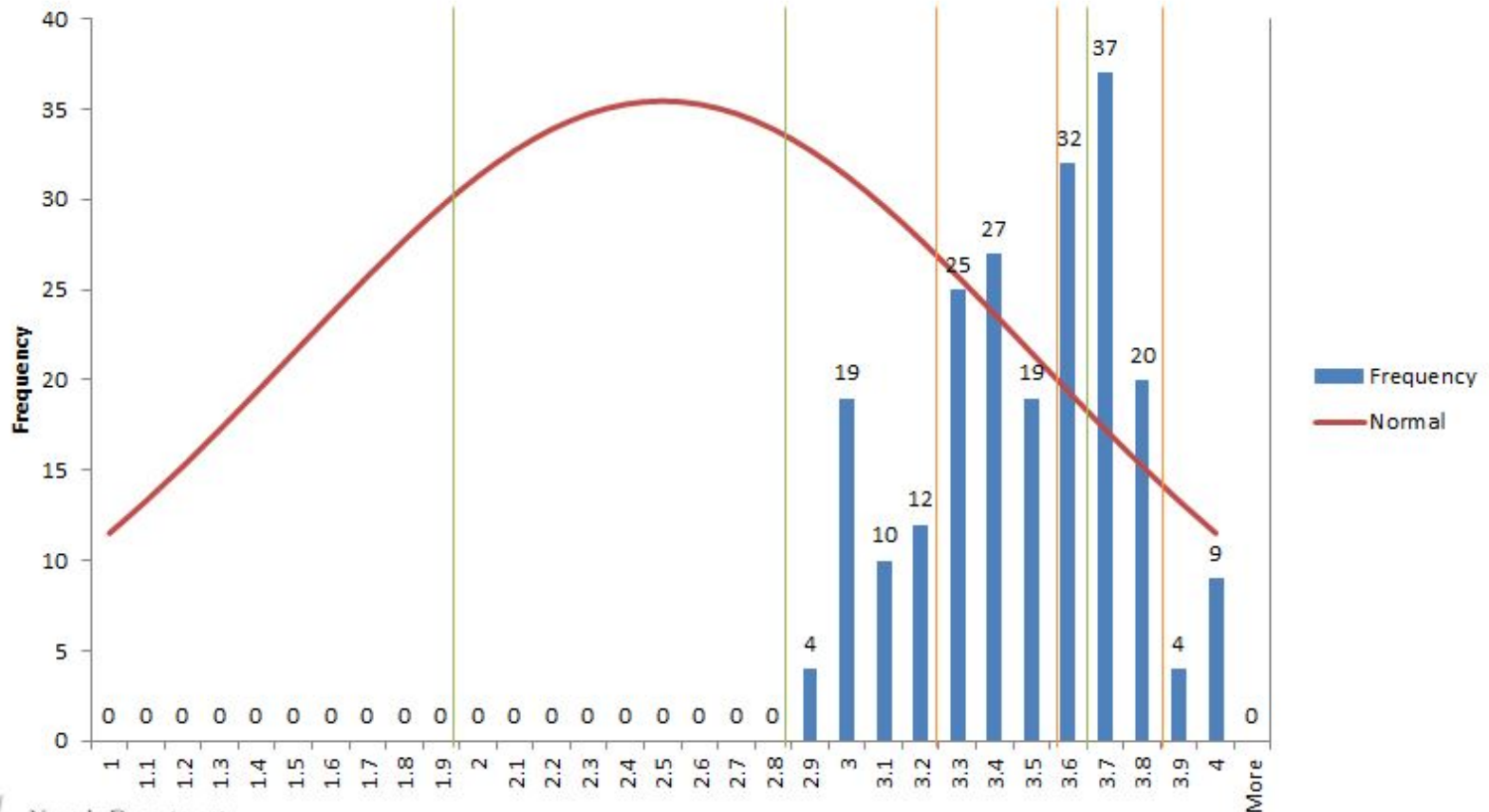


SCHOOL PSYCHOLOGISTS

2018-2019 NEPF Data Overview: School Psychologists

- School Psychologists with summative rating (n = 218)
- **Average Summative Score = 3.44 of 4 points**
 - Highest average = Standard 2 Accountability
 - Lowest average = Standard 3 Consultation and Collaboration

2018-2019 Distribution of NEPF School Psychologist Summative Scores

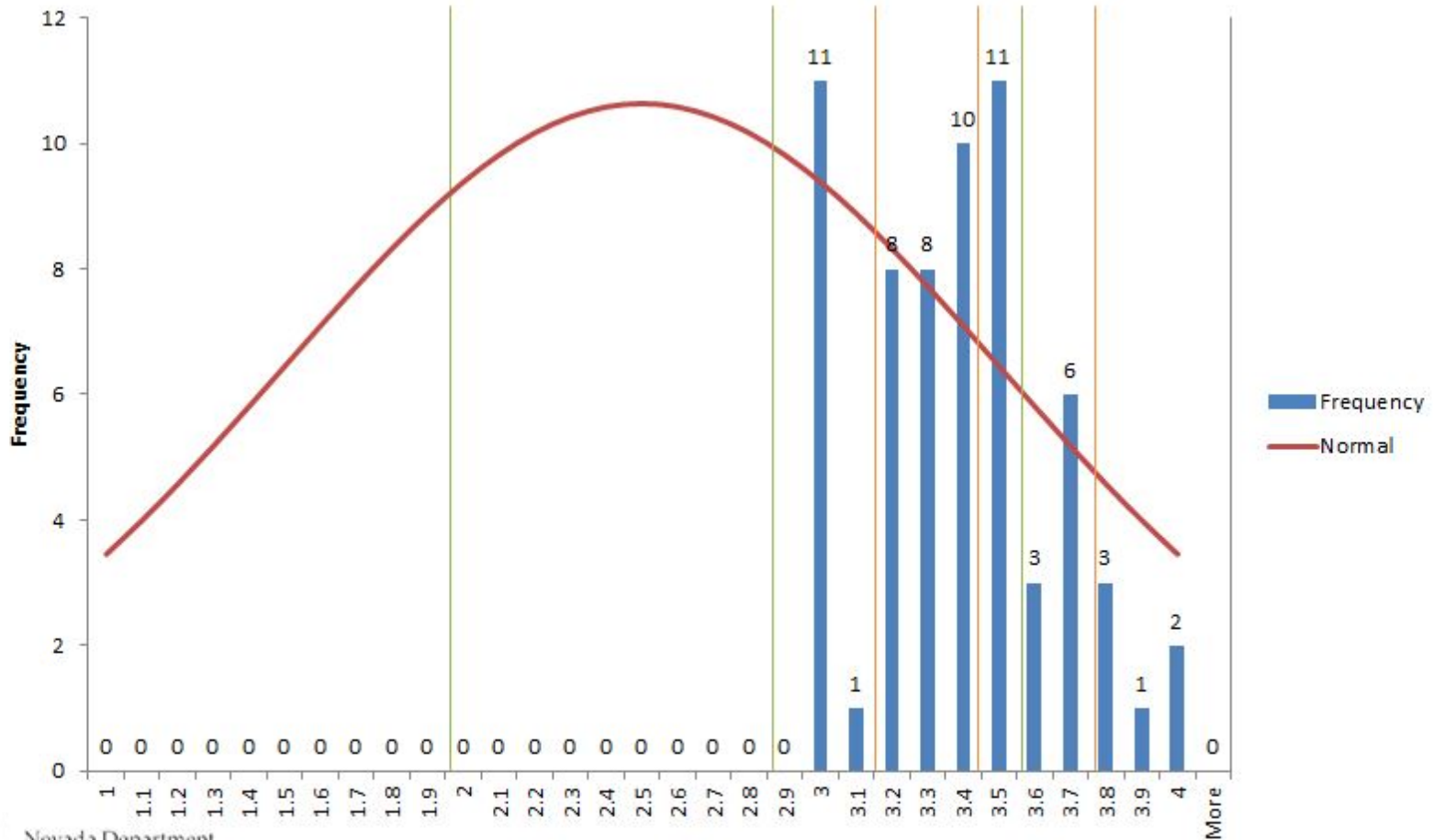


SCHOOL SOCIAL WORKER

2018-2019 NEPF Data Overview: School Social Worker

- School Social Worker with summative rating (n = 64)
- **Average NEPF Summative Score = 3.35 of 4 points**
 - Highest average = Standard 3: The School Social Worker uses knowledge of social work theory, practice, and research to implement programs and services
 - Lowest average = Standard 2: The School Social Worker contributes to a positive school environment that is conducive to achievement, demonstrating respect for differences in culture and background

2018-2019 Distribution of NEPF School Social Worker Summative Scores

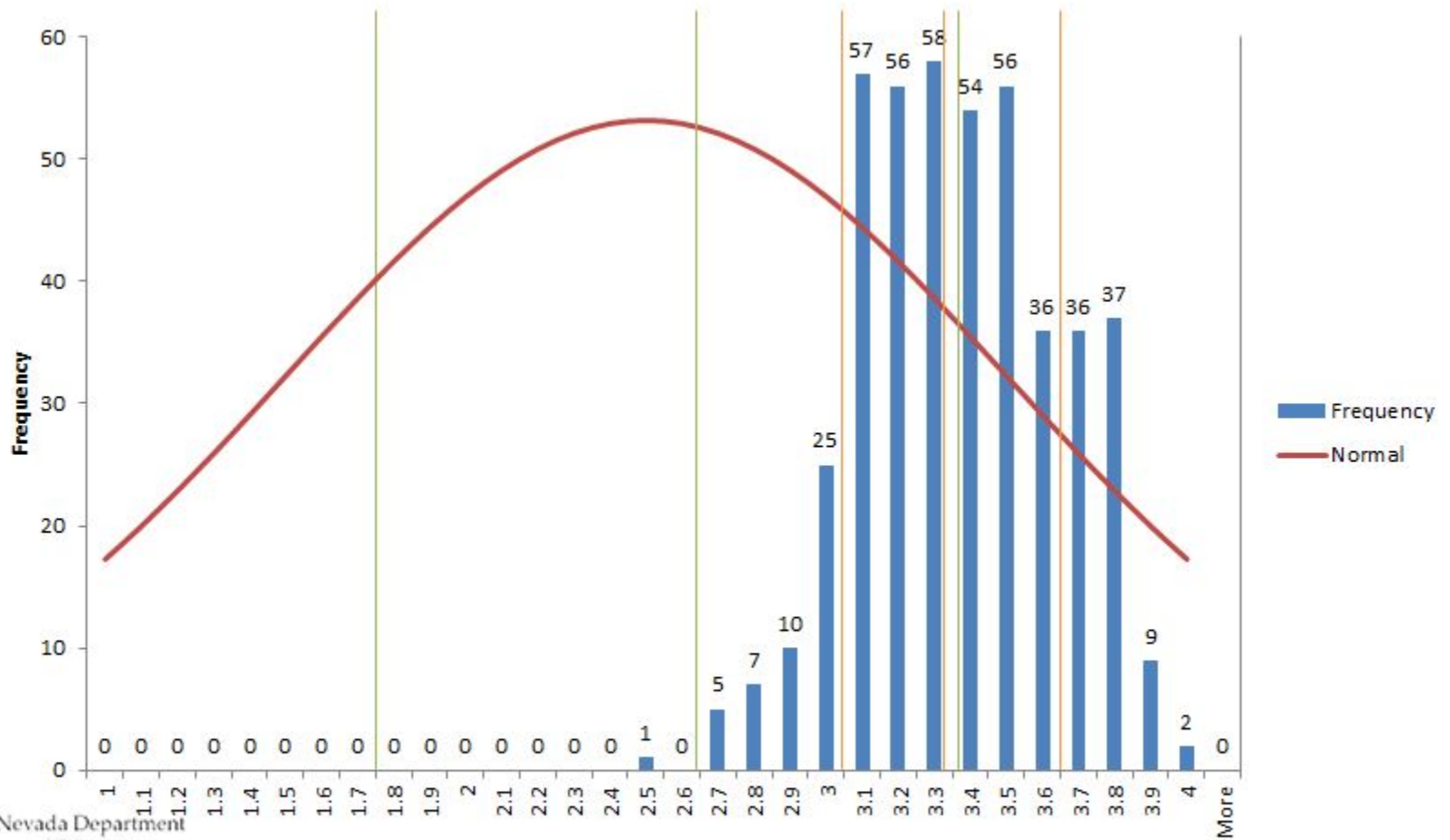


SPEECH-LANGUAGE PATHOLOGISTS

2018-2019 NEPF Data Overview: Speech-Language Pathologists

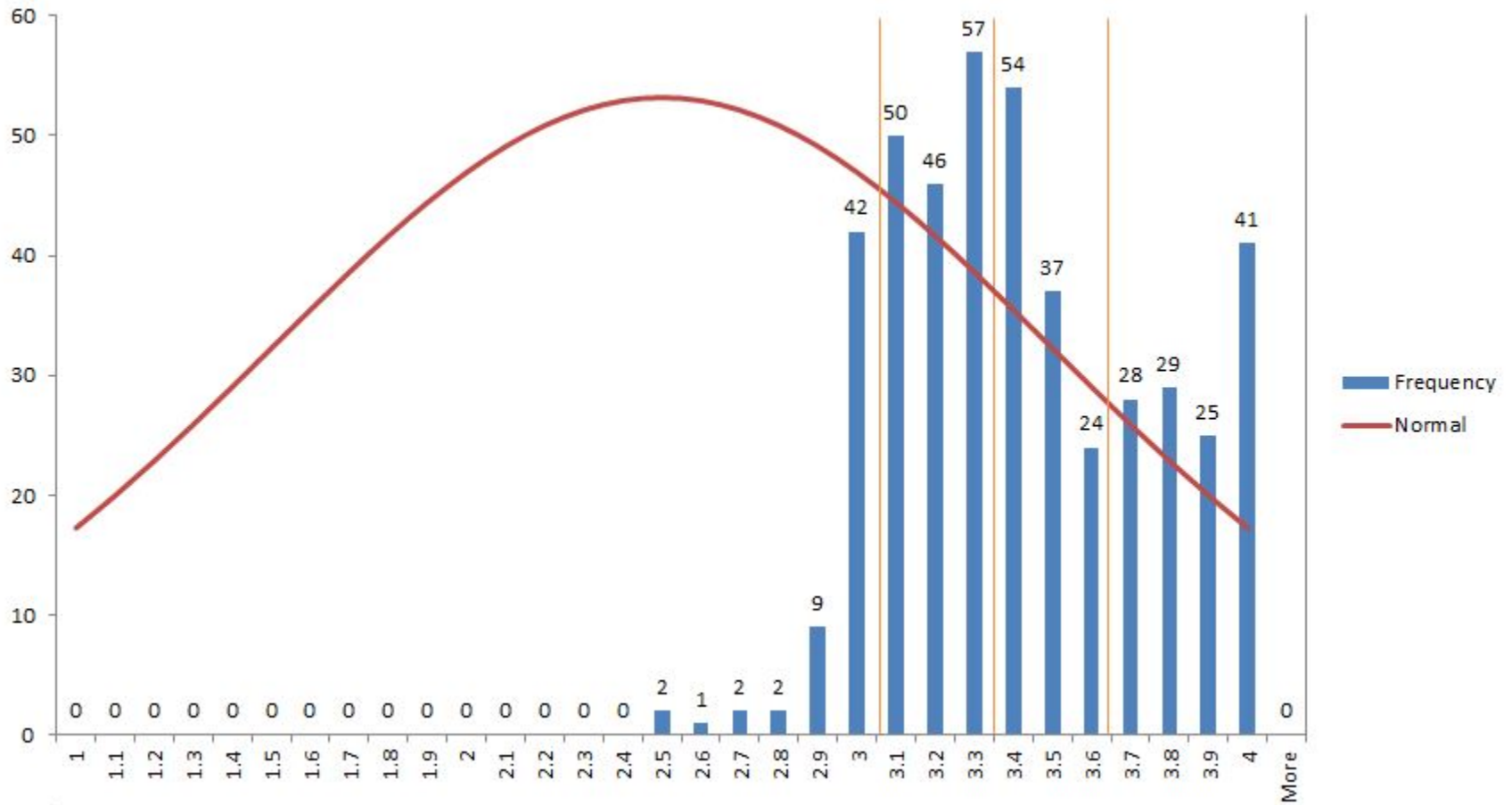
- SLPs with summative rating (n = 449)
- **Average SLP NEPF Summative Score = 3.32 of 4 points**
- **Average Professional Practice Score = 3.38**
 - Highest average = Standard 1: SLP collaborates with classroom teachers and other professionals to serve the needs of students in both general and special education
 - Lowest average = Standard 4: SLP demonstrates ability to conduct evaluations for students who may be experiencing a variety of communication disorders
- **Average Professional Responsibilities Score = 3.26**
 - Highest average = Standard 2: SLP collaborates with families and provides opportunities for them to be involved in their student's speech-language pathology services
 - Lowest average = Standard 4: SLP complies with various federal, state, district and/or departmental initiatives

2018-2019 Distribution of NEPF Speech-Language Pathologist Summative Scores

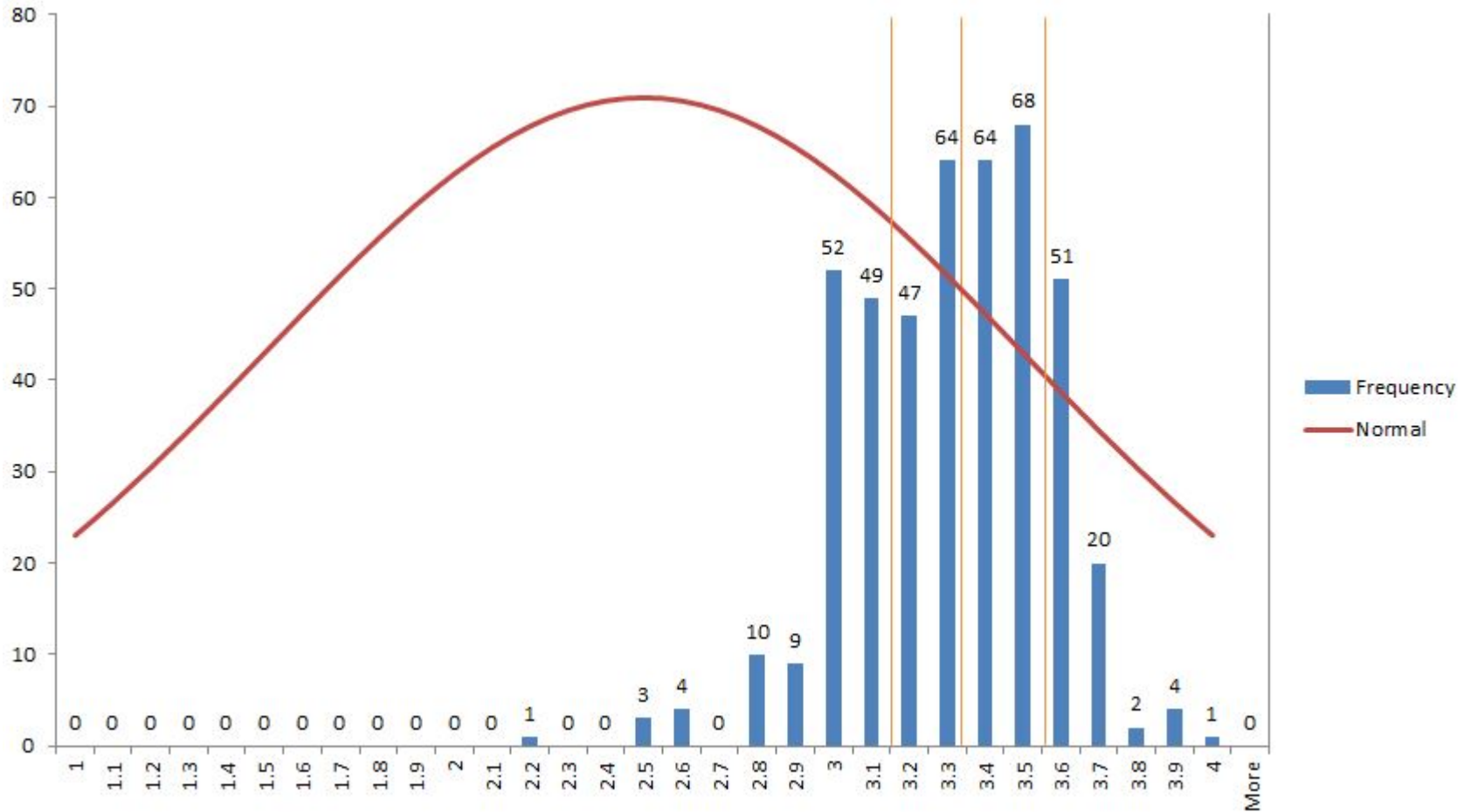


Vertical green lines indicate current score ranges
Vertical orange lines are drawn at standard deviations from mean

2018-2019 Distribution of Professional Practice Scores



2018-2019 Distribution of Professional Responsibilities Scores



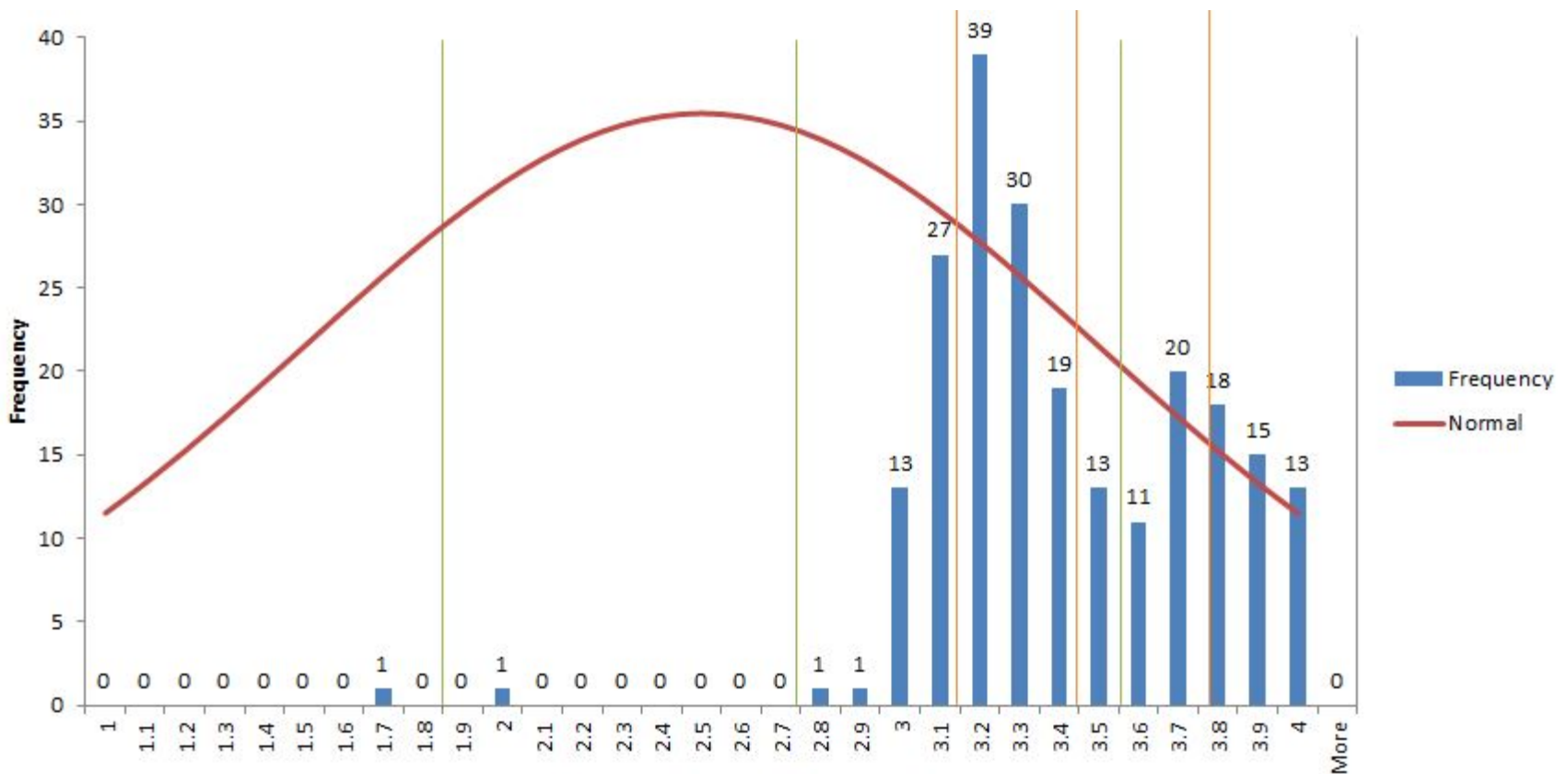
Vertical orange lines are drawn at standard deviations from mean 40

TEACHER-LIBRARIANS

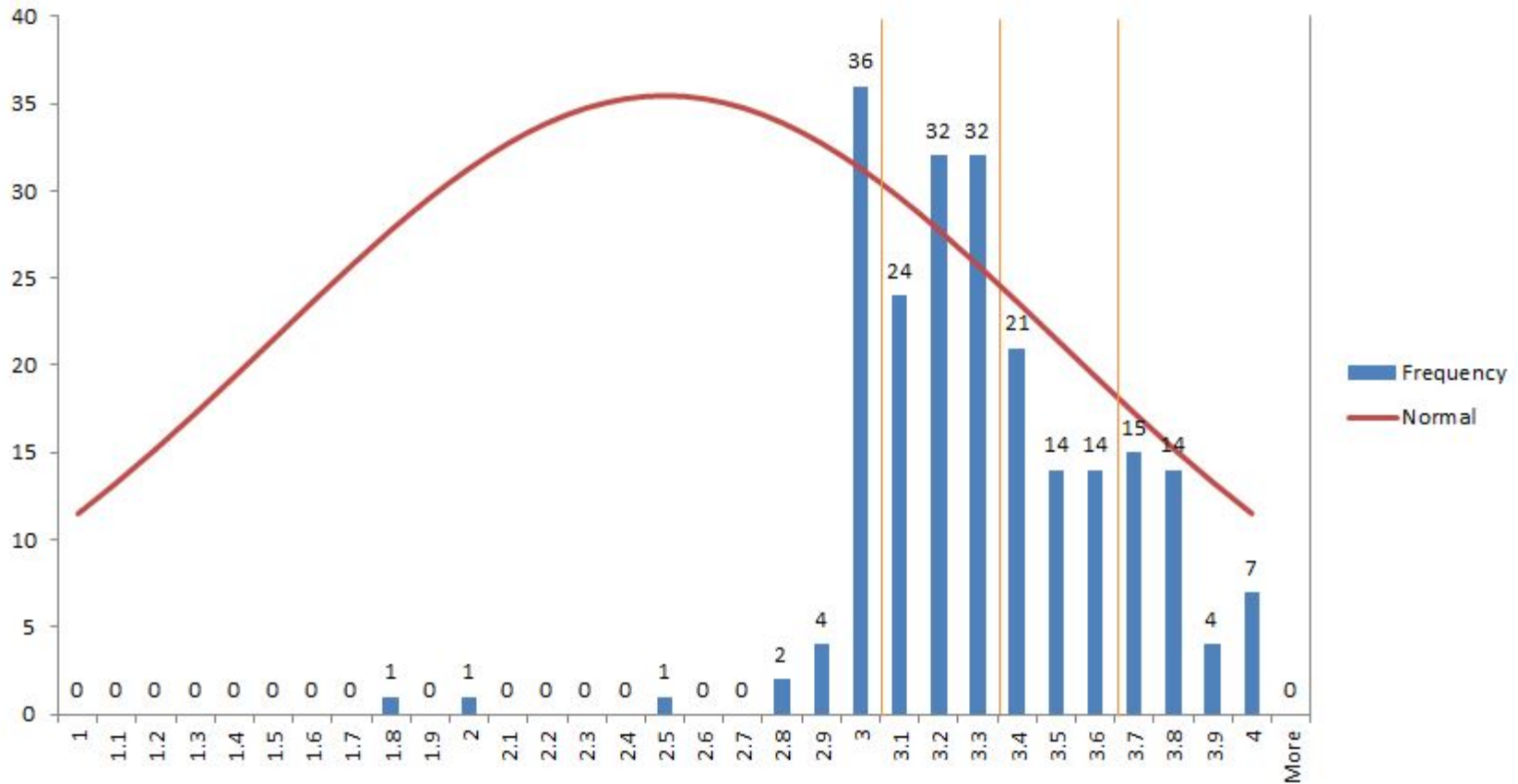
2018-2019 NEPF Data Overview: Teacher-Librarians

- Teacher-Librarians with summative rating (n = 222)
- **Average NEPF Summative Score = 3.37 of 4 points**
- **Average Instructional Practice Score (30%) = 3.29**
 - Highest average = Standard 3: Students Engage in Meaning-Making through Discourse and Other Strategies
 - Lowest average = Standard 4: Students Engage in Metacognitive Activity to Increase Understanding of and Responsibility for Their Own Learning
- **Average Professional Responsibilities Score (30%) = 3.44**
 - Highest average = Standard 2: Library Environment
 - Lowest average = Standard 3: Program Planning and Management
- **Ave. Student Learning/Library Program Goal Score (SLG/LPG; 40%) = 3.39**

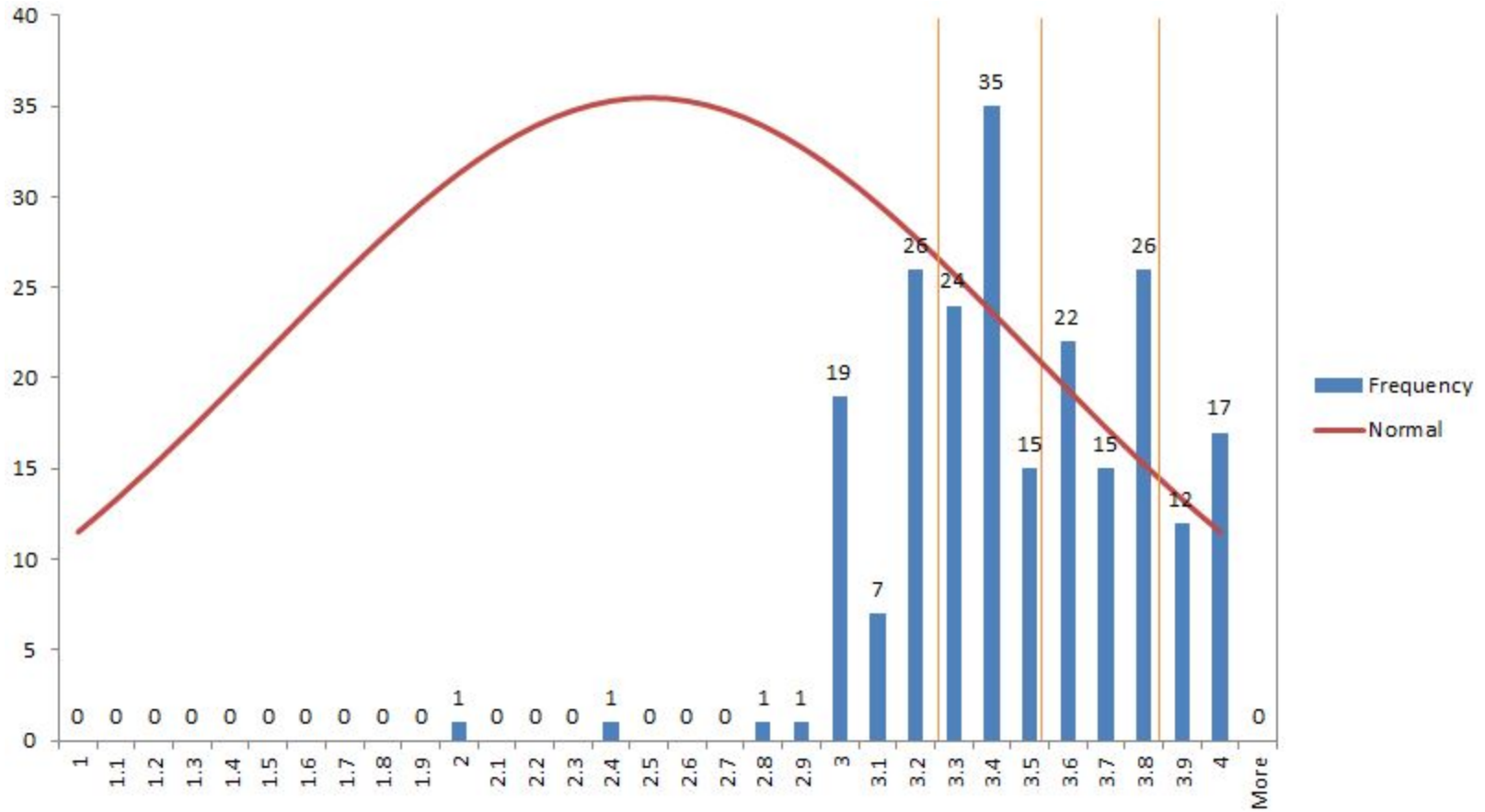
2018-2019 Distribution of NEPF Teacher-Librarian Summative Scores



2018-2019 Distribution of Instructional Practice Scores

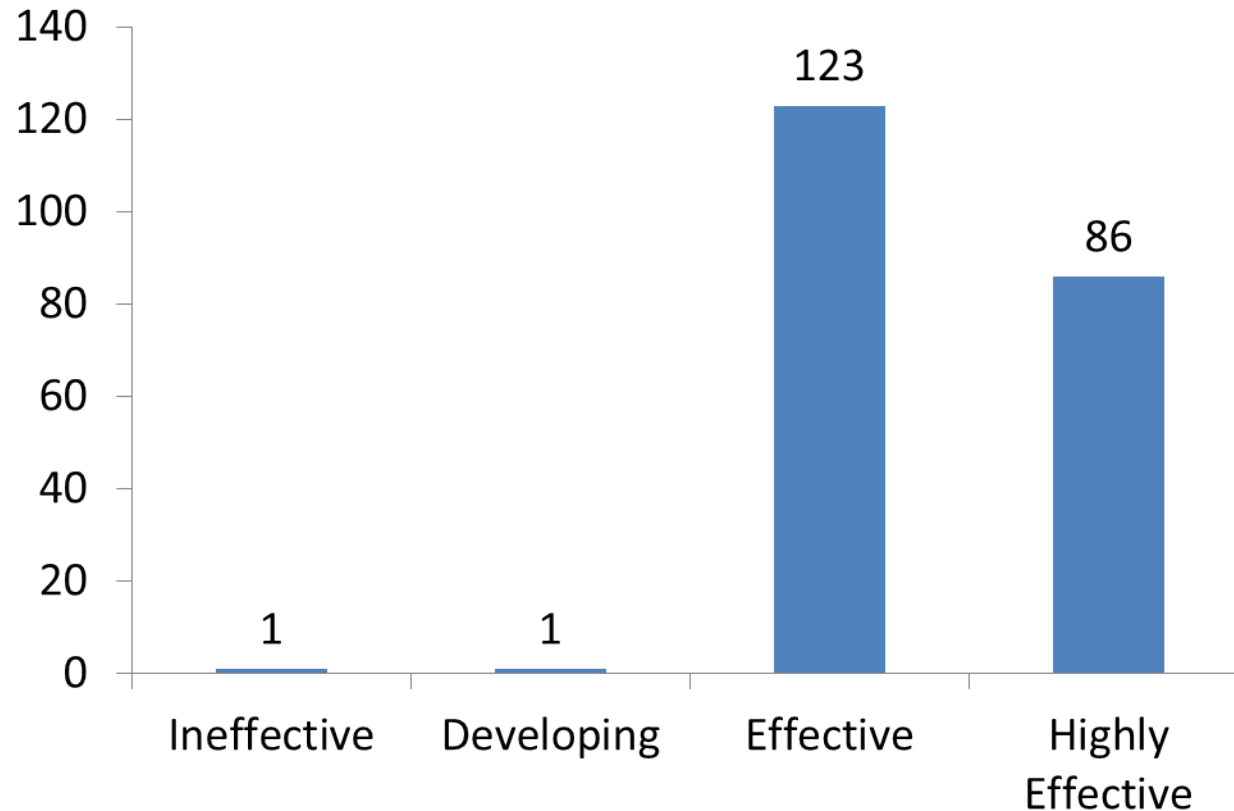


2018-2019 Distribution of Professional Responsibilities Scores



Vertical orange lines are drawn at standard deviations from mean 45

2018-2019 Distribution of Student Learning / Library Program Goal Scores



OVERVIEW

Overview of NEPF Ratings

Professional Group	Total	Ineffective	Developing	Effective	Highly Effective	Average Summative Score
School Administrators	1227	0	9	907	311	3.33
School Counselors	841	0	3	531	307	3.44
School Nurse	262	0	2	250	10	3.20
School Psychologists	218	0	0	138	80	3.44
School Social Workers	64	0	0	52	12	3.35
Speech-Language Pathologists	449	0	1	279	169	3.32
Teachers	20815	33	233	15575	4988	3.30
Teacher-Librarians	222	1	2	149	70	3.37

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 Teachers and School Administrators

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

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

NEPF Score Ranges for Teachers and School Administrators

Speech-Language Pathologists

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

School Counselors, Nurses, Psychologists, Social Workers, and Teacher-Librarians

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

Notes:

- School Nurses added level 4 language, approved June 13th, 2019.
- Top Possible SLP Score Range remains at 3.8 for 2019-2020 school year.
- Need to consider recommendation for Educational Audiologists.

Possible Decisions

1. Score ranges for all educational professionals
 - a. Educational Audiologists (no previous ranges)
 - b. Speech Language Pathologists (alternative score ranges)
 - c. Teachers
 - d. School Administrators
 - e. School Counselors
 - f. School Nurses
 - g. School Psychologists
 - h. School Social Workers
 - i. Teacher Librarians