

**Teachers and Leaders Council**  
**November 28, 2018**  
**Agenda Item #9**  
**2019 Legislative Session Considerations**

**1. Principal Supervisors and Other Licensed Educational Personnel:**

**NRS 391.675 – “Evaluations of counselors, librarians, and certain other licensed educational personnel.** The State Board may provide for evaluations of counselors, librarians and other licensed educational personnel, except for teachers and administrators, and determine the manner in which to measure the performance of such personnel, including, without limitation, whether to use pupil achievement data as part of the evaluation.”

**Example of Required Components of the Evaluation for Teachers:**

[NRS 391.680](#), Policy for evaluations of teachers; conference required before and after each scheduled observation.

391.685 Evaluations of probationary teachers; evaluations to be based upon certain number of scheduled observation cycles.

391.690 Evaluations of post-probationary teachers; evaluations based upon certain number of scheduled observation cycles; request by post-probationary teacher for another evaluator.

391.695 Requirements for evaluations of teachers; performance of pupils not included in evaluation of certain teachers; evaluation to be provided to teacher; effort must be made to provide assistance to teacher to improve performance upon request.

**2. [NRS 391.725](#): “Evaluation designating performance of probationary employee as developing or ineffective: Contents of written statement included in evaluation; request for another evaluator; request for assistance in improving performance.**

1. If a written evaluation of a probationary teacher, or a probationary administrator who provides primarily administrative services at the school level and who does not provide primarily direct instructional services to pupils, regardless of whether the probationary administrator is licensed as a teacher or administrator, including, without limitation, a principal and vice principal, designates the overall performance of the teacher or administrator as “developing” or “ineffective”:

(a) The written evaluation must include the following statement: “Please be advised that, pursuant to Nevada law, your contract may not be renewed for the next school year. If you receive a ‘developing’ or ‘ineffective’ evaluation and are reemployed for a second or third year of your probationary period, you may request that your next evaluation be conducted by another administrator. You may also request, to the administrator who conducted the evaluation, reasonable assistance in improving your performance based upon the recommendations reported in the evaluation for which you request assistance, and upon such request, a reasonable effort will be made to assist you in improving your performance.”

(b) The probationary teacher or probationary administrator, as applicable, must acknowledge in writing that he or she has received and understands the statement

described in paragraph (a).

2. If a probationary teacher or probationary administrator to which subsection 1 applies requests that his or her next evaluation be conducted by another administrator in accordance with the notice required by subsection 1, the administrator conducting the evaluation must be:
  - (a) Employed by the school district or, if the school district has five or fewer administrators, employed by another school district in this State; and
  - (b) Selected by the probationary teacher or probationary administrator, as applicable, from a list of three candidates submitted by the superintendent.
3. If a probationary teacher or probationary administrator to which subsection 1 applies requests assistance in improving performance reported in his or her evaluation, the administrator who conducted the evaluation shall ensure that a reasonable effort is made to assist the probationary teacher or probationary administrator in improving his or her performance.”

3. **NRS 391.730 NRS Post-probationary employee whose performance is designated as developing or ineffective deemed probationary and required to serve additional probationary period in certain circumstances.** Except as otherwise provided in NRS 391.825, a post-probationary employee who receives an evaluation designating his or her overall performance as:
  1. Developing;
  2. Ineffective; or
  3. Developing during 1 year of the 2-year consecutive period and ineffective during the other year of the period, for 2 consecutive school years shall be deemed to be a probationary employee for the purposes of NRS 391.650 to 391.830, inclusive, and must serve an additional probationary period in accordance with the provisions of NRS 391.820.