

**NEVADA DEPARTMENT OF EDUCATION
TEACHERS AND LEADERS COUNCIL (TLC)
MARCH 14, 2018
9:00 A.M.**

Minutes Draft

1. Call to Order; Roll Call: Pledge of Allegiance

Meeting called to order at 9:15 AM

Pledge of allegiance

Roll Call:

Members Present:

Las Vegas:

- Kathleen Galland-Collins
- Kim Metcalf
- Mary Owens
- Pam Salazar
- Theo Small
- Anthony Nunez
- Meredith Smith

Carson City:

- Brian Rippet
- Michelle Sanchez- Boyce
- Peter Keo

Elko:

- Jim Cooney

Staff:

- Eboni Caridine – Education Programs Professional
- Justina Caviglia – Legal Council

Public:

Las Vegas:

Kathleen Vokits

Chris Daly

Yvonne Chavez

Zane Gray

Heather Strasser

Blarsen-Mitchell

Carson City:

Cristal Cisneros

Kirsten Gleissner

Mike Paul

Jose Delfin

Elko

Bobbie Shanks

2. Public Comment #1

No public comment in Elko, Carson City and Las Vegas

3. Flexible Agenda Approval

Member Cooney moved for approval of a flexible agenda

Member Nunez seconded the motion
All in favor
Motion carried at 9:22 pm

- 4. Approval of January 10, 2018 meeting minutes: Member Small moved to approve, seconded by member Nunez.**

All in favor
Motion carried at 9:26 am

5. Nevada Department of Education—updates

- a. Nevada Educator Performance Framework (NEPF) Implementation Updates
 - i. Updated 16-17 NEPF Data table – included in meeting materials. Update did not change statewide percentages.

NDE staff has reached out to districts regarding when evaluations are due to inform to release of the NEPF survey. The plan is to release the survey in early April and keep it open until end of June. Analysis of the data to be done in July, with preliminary results presented to the Council in the fall.

- b. OLEP Pilot Study Update: NDE staff is working closely with Nancy Kuhles to develop a training video. It will be set up as recorded Power Point and may be used to help facilitate trainings in the districts. Plan to have it finalized and out by the end of May. Summative evaluation data collection is going on now, sent spreadsheet to the administrators to get the raw data, due in June. OLEP survey is going out at the end of March, Please contact Eboni if you know people participating that we may not know about.

- c. TLC Member Update

Mary is serving out Barbara's term, we now have a full council.

Additional Updates: SB497 Task Force on School leader Management is now in session. The Task Force shall study the following: statewide performance evaluation system, school leader preparation, qualifications for licensure, recruitment of administrators, professional development for administrators, and compensation of administrators. Anthony Nunez is the Teachers and Leaders Council (TLC) representative on that taskforce. Member Nunez indicated that May is a short time frame for what needs to be done and specifics have not yet been discussed. Member Collins informed the Council that the next SB497 Task Force meeting is March 20th at which time they will be receiving an overview of the NEPF and licensure requirements. Member Collins continued the update with comments for Deputy Superintendent Dena Durish. The Legislative Committee on Education meeting in February was all about Career and Technical Education, the next meeting was all about Early Childhood Education and the upcoming meeting on April 20 is expected to be about exploring the teaching profession. Department personnel are expected to present information at that meeting.

SBE agenda items: the Council has their recommendations regarding Student Learning Goal business rules presentation and a Public Hearing on the Criteria for Assessments (R138-17) at the next State Board of Education (SBE) meeting. Updating the STIP and goals, the NEPF monitoring is in alignment with the Standards office. We have updated strategies to align with that work and will be working with Dave Brancamp and his team.

Member Smith – clarification, is the training video 1 training video for all groups? Yes, it is intended to do a deep dive into their Standards, Tools and Protocols. Member Salazar asked about the OLEP. Does the TLC review recommendations after the pilot is done and what is the timing of that? Member Collins replied that the Council will hear recommendations of any changes to Standards and Indicators from OLEP groups at the May 23 Council meeting. If approved, the recommendations will be moved forward in the regulatory process and to SBE.

Member Small are you able to review again the NEPF Teacher data for newer members, why certain schools are not on there and Charter Authority and Esmeralda? Member Collins replied that Esmeralda and some smaller counties are not included due to their N size. If districts have fewer than 10 teacher or administrators they are not required to report that data. Charters were not required to report for the 2016-2017 school year. Changes made during the 2017 legislative session now require Charter School to report the number and percentage of educators at each of the 4 ratings. The Department will be sending out guidance to Charter Schools on this issue. Member Smith, for the advisory taskforce the language of the bill said administrator everywhere except in regards to preparation. Is there any discussion of teacher leadership on this taskforce? Member Nunez replied that the short answer no, but longer answer is that the teacher leadership discussion is more about the opportunities in the system to support the facilitation of the transition from classroom to school administrator. Member Owens, wanted to know if or when the charter schools will be required to use the NEPF in the future? Member Collins replied that would depend on the next legislative session. Member Small stated that there are charter schools that use the NEPF. Gabe's school uses it, it is optional for charters. He asked Member Collins if NDE knows how many charter schools are using the NEPF. The answer was not at this time. Chair Salazar clarified that the Department does not have the authority to ask for

that information. Member Sanchez-Boyce asked about the inclusion of Teachers on Special Assignment (TOSAs) and others like them in the NEPF. Member Collins reviewed the history of the OLEP Advisory Task Force and reminded the group that the recommendation from the Council to SBE was that districts would be responsible for developing evaluations for their TOSAs, instructional coaches and others that were not included in the OLEP NEPFs. That recommendation was approved by SBE and districts are expected to implement the evaluations in the 2018-2019 school year. Chair Salazar asked about the next NEPF Liaison meeting. Eboni Caridine replied that it is scheduled for March 21.

6. Development of the Principal Supervisor Statewide Performance Evaluation System

Chair Salazar introduced the standards and provided the history of the development of the National Standards for Principal Supervisor on which the NEPF for Principal Supervisors is based. The Council agreed to work with Dr. Matt Clifford with the American Institutes for Research (AIR). He worked with CCSSO and AIR to develop the National Principal Supervisor Standards and conducted an expert review of the NEPF Principal Supervisor Standards. The document presented is based on his recommendations. Chair Salazar recommended the Council maintain alignment with the rest of the NEPF by maintaining two rubrics, Instructional Leadership and Professional Responsibilities. The review resulted in some suggested changes in the Standards, Indicators, and Performance Levels. Chair Salazar and Eboni Caridine accepted most of the changes, but kept language that was similar to the Principal Standards. Chair Salazar stated that Dr. Clifford's review found a very strong alignment with the CCSSO document and reinforced the belief that the tool serves two purposes, evaluation and reflection for growth. The AIR group did recommend keeping it a single document, but when provided with an explanation regarding the two rubrics agreed that it would best align with the current NEPF and accepted the separation. He suggested that communication efforts include information on how the standards were developed and the research on which they are based. Chair Salazar took questions from the Council.

Member Smith asked about the link between the scope of work required of a Principal Supervisor, licensure requirements, and preparation. Member Collins replied that part of the work the NDE is involved in at the moment includes reviewing and revising the requirements for approval of educator preparation programs to include alignment with the NEPF. Member Smith asked specifically about the alignment of NEPF and licensure renewal. Member Collins stated that there have been discussions regarding aligning licensure renewal with the professional practice goal within the NEPF, but initial stakeholder feedback was negative regarding this issue and continued communication and feedback efforts are ongoing in an attempt to make professional development used for licensure renewal as relevant to the individual educator as possible.

Member Keo- happy to see that the Council is moving toward evidence based practices and provided an overview of the four levels of ESSA evidence. Member Small asked a question about not seeing language requiring the principal supervisor to ensure NEPF compliance. Chair Salazar reminded the Council that the current rubric is based on the previously adopted national principal supervisor standards that are based on research. The evidence and descriptor notes describe the actions and evidence of actions for principal supervisors that includes providing supports to school leaders to ensure they are effective instructional leaders. Chair Salazar reminded the Council that the only indicator that is not in the National Principal Supervisor Standards is 2.4 which is the one from SBE. Member Nunez recommended that the rollout of the Principal Supervisor Framework clearly focus on the vision of the pipeline the entire NEPF system creates from teacher to administrator to principal supervisor. He recommends keeping the focus on the vertically aligned vision. The Council continued with a robust discussion of the Standards, implementation and measurement. Member Keo left meeting at approximately 11:30 am. **Member Metcalf moved to recommend the Principal Supervisor Standards forward for a pilot or field study in the 2018-2019 school year. Member Cooney seconded. All in favor, motion carried.**

Member Metcalf moved that TLC strongly recommend to the State Board of Education that they secure resources or identify a process by which one or more entities can be engaged in conducting an in depth evaluation of the validity and discriminatory capacity of the instruments and processes of the NEPF system. Chair Salazar offered a friendly amendment to include institutes of higher education in the motion... Member Metcalf accepted the friendly amendment. Member Smith seconded the motion with amendment. Motion carried with 1 vote of no, 9 votes of yes.

Member Nunez moved to recommend to NDE that the direction of the pilot/field study answers the question Does this set of standards help support the principal in meeting their SLG and PPG? Member Sanchez-Boyce seconded the motion. All in favor – motion carried.

7. Updates to the School Nurse Statewide Performance Evaluation System Kathleen Vokits, president of Nevada State Association of School Nurses presented a brief history of the school nurse framework, scope of work, and

licensure requirements. The school nurse work group has revised the draft school nurse standards and indicators based on the new publication from the national association in August. The revisions reflect the changes made due to the updates in the new publication of the School Nurse Standards of Care. The changes were mostly slight changes in language. The feedback from the school nurses participating in the field test suggest putting all of the standards together into one document instead of keeping them separate. This is most efficient due to the fact that there are no all items are weighted equally. The work group determined that the changes made should not negatively impact full implementation because sources of evidence are the same, and therefore no additional year of study is necessary. Members were able to provide comments or ask questions. The Council thanked Kathleen Vokits, Irma Pomfrey and the school nurse work group for their dedication to the project.

Member Small moved to accept the changes to the school nurse rubric and recommend them to the SBE.

Member Cooney seconded. All in favor – motion carried.

8. NEPF Implementation: Requirement of Local School Boards. Member Collins asked on behalf of the Department for guidance from the Council regarding the requirements for local school board to monitor NEPF implementation. She went through a series of questions that the Council could consider when making recommendations. Chair Salazar, recommended taking a look at any research available through the Center on Great Teaching and Leading (GTL), Georgia, Tennessee, and Kentucky on what they are doing for monitoring. The Council members had a robust discussion on this topic including, but not limited to the role of a local school board, educating local school boards regarding the NEPF, and communicating the “why” of the NEPF and NEPF monitoring. Member Cooney expressed concern regarding requiring board members to monitor NEPF because, in general, board members do not know enough about the NEPF to know how to support implementation. Chair Salazar encouraged the Council to think about what would be the high level must have regarding guidance to local school board to help them meet this requirement. Member Nunez suggested posing broad based questions for local school boards to answer and have answered in order to monitor implementation. Chair Salazar suggested it can be a reflection tool on how the district is leveraging the NEPF system to support student learning.

9. National Issues and Legal Landscape Chair Salazar provided information Brown university paper that researched when states put in evaluation systems in which accountability systems driven by student outcomes. Did that change the number of prospective teachers? The answer is yes, it did. They found that new labor supply fell more than 20% in states that beefed up their evaluation systems using student data. Negative overall effect on potential of people moving into the field of education. Article was in Ed Week March 6. “Working Paper Suggests Prospective Teachers Dissuaded by Evaluation Reforms”.

New York education commissioner put their evaluation system on hold because it had student assessment data. New commissioner is slowing it down and basing it on research.

National Collaborative for Principal Leadership of Inclusive Schools is a group that CCSSO has gathered together. Membership consists of various leadership groups from preparation to development. The intent is to understand what principal leaders need to be doing to increase student outcomes. The group is focused on equity. New Leaders, New Schools reviewed all state ESSA Plans for focus on school leadership for equity. They have developed PSEL standards for inclusionary leadership. The collaborative wants to identify three or four states that have prioritized school leaders. Nevada was mentioned as one of the key thinkers. Over the next four months will identify states to pilot the work. Members discussed several other issues, including but not limited to, AB320, increase of Student Performance Domain to 40%, use of College and Career Readiness Standards to set Student Learning Goals.

10. Future Agenda Items

11. Public Comment #2 no public comment

12. Adjournment 12:55pm