

# **Teachers and Leaders Council (TLC) Recommendations – NEPF for Other Licensed Educational Personnel (OLEP)**

**January 17, 2019**

**State Board of Education**

**Agenda Item #10**

# Authority

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)..."**

**2018 – 2019  
NEPF Score Ranges  
for  
Other Licensed Educational Personnel**

# TLC's Process

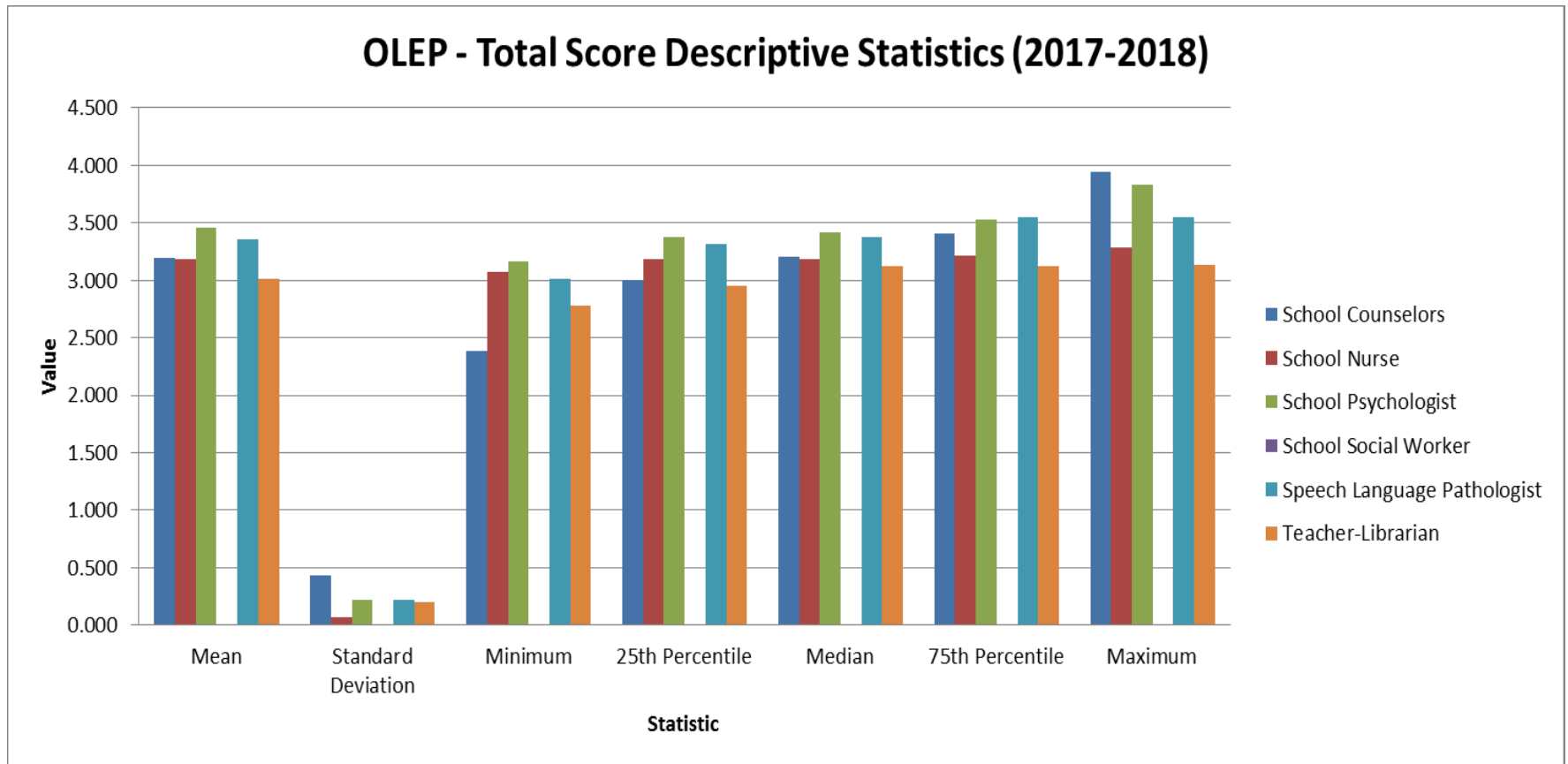
- Reviewed data from OLEP Field Test
- Recommended the use of current score ranges for teachers and building administrators only for the 2018-2019 school year
- Received feedback regarding concerns due to certain OLEP rubrics that contain indicators for which a score of 3 is the highest score possible
- Requested NDE personnel to analyze areas of concern and present data to TLC again
- Revised previous recommendation to address OLEP concerns

# Overview of OLEP Scores from 2017-2018 Field Test

**OLEP - Total Score Descriptive Statistics (2017-2018)**

	<i>School Counselors</i>	<i>School Nurse</i>	<i>School Psychologist</i>	<i>School Social Worker</i>	<i>Speech Language Pathologist</i>	<i>Teacher-Librarian</i>
<i>Mean</i>	3.196	3.186	3.458	na	3.359	3.010
<i>Standard Deviation</i>	0.431	0.075	0.222	na	0.220	0.202
<i>Minimum</i>	2.387	3.075	3.167	na	3.010	2.776
<i>25th Percentile</i>	2.998	3.180	3.373	na	3.317	2.950
<i>Median</i>	3.206	3.183	3.416	na	3.375	3.123
<i>75th Percentile</i>	3.410	3.208	3.521	na	3.542	3.127
<i>Maximum</i>	3.944	3.283	3.833	na	3.550	3.130
<i>Number of Records</i>	10	5	6	0	5	3
<i>Number of Districts</i>	4	1	1	0	3	2

# OLEP Total Score Descriptive Statistics from 2017-2018 Field Test



# Recommended Score Ranges 2018-2019

## School Speech Language Pathologists

Score Range	Final Rating
3.42 – 3.8*	Highly Effective
2.66 – 3.41	Effective
1.84 – 2.65	Developing
1 – 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

\* Highest attainable score is 3.8 due to multiple indicators for which a performance level of 4 is not available

# NEPF for Teacher - Librarians

Domain	Weight
Instructional Practice	30%
Professional Responsibilities	30%
Student Outcomes	40%



# Development of Library Program Goal Rubric

- TLC requested the Teacher-Librarian work group recommend a rubric to score library program goals (LPGs)
- Teacher-Librarian work group reviewed Teacher-Librarian rubrics from other states, Teacher-Librarian NEPF Protocols, and Goal Setting and Planning Tool
- Work Group developed language that aligned with the existing Student Learning Goal Rubric and presented to TLC for approval

**Teachers and Leaders Council Recommendations  
NEPF Library Program Goal (LPG) Rubric**

<b>SLG Scores</b>	<b>Score Descriptors</b>
High = 4	Multiple sources of growth or achievement data from at least two points in time show evidence of <b>high growth</b> and <b>high impact</b> for <b>all or nearly all</b> students.
Moderate = 3	Multiple sources of growth or achievement data from at least two points in time show <b>clear</b> evidence of growth and impact for <b>most</b> students.
Low = 2	Multiple sources of growth or achievement data from at least two points in time show <b>clear</b> evidence of growth and impact for <b>some</b> students.
Unsatisfactory = 1	The educator <b>has not met</b> the expectation described in the SLG and has demonstrated an <b>insufficient impact</b> on student learning.

<b>LPG Scores</b>	<b>Score Descriptors</b>
High = 4	Multiple sources of data from at least two points in time show evidence of <b>high positive impact</b> from library services on the school community.
Moderate = 3	Multiple sources of data from at least two points in time show evidence of <b>positive impact</b> from library services on the school community.
Low = 2	Multiple sources of data from at least two points in time show evidence of <b>minimal positive impact</b> from library services on the school community.
Unsatisfactory = 1	Teacher-Librarian has not met the expectations described in the LPG and provides <b>little or no evidence of positive impact</b> from library services on the school community.

## Teachers and Leaders Council Recommendations

### Possible Motions:

**Motion 1: Approve the Teachers and Leaders Council recommendation that for the 2018-2019 school year, the score ranges for Other Licensed Educational Personnel will be as shown in the tables below:**

### Recommended Score Ranges 2018-2019

School Speech Language Pathologists		School Counselors, Nurses, Psychologists, Social Workers, and Teacher-Librarians	
Score Range	Final Rating	Score Range	Final Rating
3.42 – 3.8*	Highly Effective	3.6 – 4.0	Highly Effective
2.66 – 3.41	Effective	2.8 – 3.59	Effective
1.84 – 2.65	Developing	1.91 – 2.79	Developing
1 – 1.82	Ineffective	1.0 – 1.9	Ineffective

\* Highest attainable score is 3.8 due to multiple indicators for which a performance level of 4 is not available



**Motion 2: Approve the Library Program Goal Rubric as recommended by the Teachers and Leaders Council**

LPG Scores	Score Descriptors
High = 4	Multiple sources of data from at least two points in time show evidence of <b>high positive impact</b> from library services on the school community.
Moderate = 3	Multiple sources of data from at least two points in time show evidence of <b>positive impact</b> from library services on the school community.
Low = 2	Multiple sources of data from at least two points in time show evidence of <b>minimal positive impact</b> from library services on the school community.
Unsatisfactory = 1	Teacher-Librarian has not met the expectations described in the LPG and provides <b>little or no evidence of positive impact</b> from library services on the school community.

**Motion 3: Approve the Teachers and Leaders Council recommendation to approve the alternate Summative Evaluation Rating Tools for OLEP, for use by any district.**