



NEPF School Site Visit Summary

Teachers and Leaders Council Meeting

Agenda Item # 9

January 10, 2018

Criteria for Selection

- In accordance with AB320, passed during the 2017 Legislative Session, the Department may review the manner in which the statewide performance evaluation system is implemented by each school district. NDE representatives visited selected schools to interview administrators and survey staff to inform statewide professional development efforts regarding the implementation and improvement of the Nevada Educator Performance Framework (NEPF).
- 15 Elementary Schools, 8 Middle Schools, and 5 High Schools visited in Northern and Southern Nevada
- Schools chosen based on a number of factors:
 - Distribution of NEPF Scores across the 2015-2016 and 2016-2017 data
 - Schools with a distribution of teachers across 3 or more ratings
 - Schools with a 100% Effective teachers across both years
 - Star ratings

Elementary Schools

(Recommendations based on interviews from 15 schools)

- Clearer communication and guidelines regarding the SLG process
- Additional training on the Mid-Cycle Goal Review process
- Additional support with family engagement initiatives
- Growth Areas for Administrators:
 - Family Engagement; Data Collection; Self-Reflection; Keeping rigor up over time

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Middle Schools

(Recommendations based on interviews from 8 schools)

- Examples of exemplar SLGs across levels and content areas
- Additional training on Standard 4 (Metacognition) for teachers
- Calibration training regarding observations and system processes
- Simplified, shorter Summative evaluation form (in reference to the CCSD app)
- Guidelines for discussing final summative ratings with teachers
- Growth Areas of Administrators (based on their rubric)
 - Instructional Leadership: Standard 1 – 3
 - Professional Responsibility: Standard 2 & 4

High Schools

(Recommendations based on interviews from 5 schools)

- Assistance and guidelines for non-content/specialty areas and Special Education courses in developing and measuring SLGs
- More assistance in understanding what Discourse and Metacognition looks like in the classroom
- On-going continual training of how the standards are intertwined
- Growth Areas for administrators:
 - Family Engagement; Human Capital; Creating and Sustaining Structures; Systems and using data

Common Themes

(across all school levels)

- Additional support on developing and measuring SLGs
- Additional support/training on family engagement initiatives
- Additional support in analyzing/collecting/using data
- Additional support and training on what metacognition and discourse look like in the classroom