

NEVADA DEPARTMENT OF EDUCATION
TEACHERS AND LEADERS COUNCIL
(TLC) OCTOBER 17, 2018

Minutes

Roll Call:

Members Present:

Las Vegas:

Mary Owens
Veronica Frenkel
Jim Cooney
Kathleen Galland-Collins
Teri White
Pam Salazar
Theo Small
Anthony Nunez
Margaret Marshner-Coyne
Brian Rippet
Michele Sanchez-Boyce
Meredith Smith

Public:

Las Vegas:

Zhan Okuda-Lim
Yvonne Chaves
Andrea Katona
Merry Sillitoe
Holli Ratliff
Sarah Popek
Brenda Larsen-Mitchell
Lisa Rustand
Jordana McCudden
Gary Bugash
Kent Roberts
Debbie Brockett
Karen Stanley
Barry Bosacker
Bill Garis
Tam Larnerd

Carson City:

Jose Delfin
Kirsten Gleissner
Marissa McClish

Call to Order; Roll Call: Pledge of Allegiance Dr. Pamela Salazar, Chair

Public Comment #1

Carson City: None

Las Vegas: Kent Roberts, Green Valley High School, in favor of a document that CCSD will present later in the meeting. It is supported by a majority of administrators as it provides a form to be completed just for compliance but is about helping teachers, especially those that struggle. One frustration is spending a lot of time documenting teachers that are doing a great job but not enough time to address the teachers that are struggling.

Approval of Meeting Minutes for August 29, 2018

Approval of minutes from August 29, 2018 meeting will be done at the next meeting due to error of date on October 17, 2018 Agenda.

Nevada Department of Education- updates (*Information/Discussion*) Kathleen Galland-Collins, NDE Education Programs Supervisor, Office of Educator Development & Support

- Nevada Educator Performance Framework (NEPF) Implementation Updates
- Guidance Memo
- Still under development by Dena Durish and Dr. Canavero.
- NEPF Field Tests Update
- Educational Audiologist Field Test
- Meeting with Kat Collins and Educational Audiologist will be rescheduled.
- Principal Supervisor Field Test
- Email sent to superintendents to let know Pam Salazar will attend NASS meeting on Monday to answer any questions regarding principal supervisor field test.
- SB-497 Task Force on School Leader Management
- Meeting October 30th for their work session on developing their recommendations for legislature regarding school leaders.
- Discussing any recommendations regarding budget, policies, compensation, or job descriptions.
- Will share brainstorming session from October 9th at the October 30th meeting.
- Final report due to legislature in December.
- Future TLC Meeting Dates
- November 28, 2018
- February 27, 2019
- May 22, 2019 Staffing Note
- Eboni Caridine left NDE, her replacement will be starting on October 29th and will attend the next meeting.

NEPF Survey Results (*Information/Discussion/Possible Action*) Kathleen Galland-Collins, NDE Education Programs Supervisor, Office of Educator Development & Support. See PowerPoint handout #5

Member Collins shared the presentation on survey results based on recommendations from August 29th TLC meeting. Focused on comparison of certain answers by geographic regions and comparisons of how teachers and administrators answered specific questions. Description given on the school districts that were represented under which geographic regions

Survey showed most teachers agree that feedback received positively impacted Instructional Practice, helped them to identify their areas of strength and growth, positively impacted student learning, felt that the results were fair, and that each administrator implemented the NEPF evaluation with the same procedures across educators.

Administrators demonstrated a varied number of Interrater reliability training sessions attended and completed assorted activities intended to calibrate their evaluations. They felt that the implementation of the NEPF positively impacted student learning, that their evaluation was fair, that it had helped to identify areas of growth and strength, and that the feedback they had received impacted their instructional leadership practice.

Both teachers and administrators agree that implementation of NEPF Standards and Protocols have positively impacted student learning and their instructional / instructional leadership practice. Member Cooney felt that collection of data by district might be required per statute. Added that there needs to be a set date for survey collection, preferably early in 2019.

Member Small has concerns with how many people skipped questions, who gets the results, who sees the survey results. Member Collins stated Survey Monkey is used and only herself and the EPP supporting NEPF sees the results. The public information is shared in aggregate and small n-sizes are suppressed.

Chair Salazar asked if date of survey was impacted by the districts' date of evaluation cycle completion. Member Collins stated that the NEPF Liaisons did not feel it had an impact. Council asked that for the next meeting the focus be on time spent completing aspects of NEPF and data by IRR training received and perception of teachers.

NEPF Summative Evaluation Rating: Recommend Scoring Ranges used to Determine Teacher and Building Administrator Evaluation Ratings of Highly Effective, Effective, Developing, and Ineffective. (*Information/Discussion/Possible Action*) Dr. Pamela Salazar, Chair; Kathleen Galland-Collins, NDE Education Programs Supervisor, Office of Educator Development & Support See PowerPoint handout #7. Members reviewed and discussed the 2017-2018 Teacher NEPF data including, but not limited to distribution of ratings, average scores by standard and domain and three year trend data.

Discussion about cut score on a curve to determine cut score ranges, the use of a natural break, or ranges of the same size. Members felt that effectiveness data associated with the cut score ranges did not represent the quality of teachers in

schools, but discussed that changing the cut score may not affect the data skew, and instead, maintaining the cut score would, at least, allow the data to be comparable across years. Member Rippet expressed concerns regarding the score ranges and clarified his statement by stating that he would like to use an approach that would include score counts such as certain numbers of 4s, 3s and other scores impact rating instead of an average of scores and cut points. Member Cooney expressed his concern regarding the fact that the NEPF has had several changes in the past few years and that he was in favor of keeping the score ranges the same.

Member Small made a motion to keep the 2017-2018 scores ranges the same for the 2018-2019 SY.

Member White seconded the motion

2 nays (Member Rippet and Member Sanchez-Boyce; majority voted yes

Motion passes at 10:57 AM.

NEPF Summative Evaluation Rating: Recommend Scoring Ranges used to Determine Other Licensed Educational Personnel (OLEP) Ratings of Highly Effective, Effective, Developing, and Ineffective. (*Information/Discussion/Possible Action*) Dr. Pamela Salazar, Chair; Kathleen Galland-Collins, NDE Education Programs Supervisor, Office of Educator Development & Support See PowerPoint handout #8

Member Collins gave an overview of OLEP Scores from 2017-2018 Field Test. The data included very small n-sizes for all OLEP groups, including 0 for school social workers. Members expressed concern regarding the lack of robust data on which to base a score range recommendation. Members discussed the option of voting for each OLEP score range individually or as a collective. The Council decided to make a group OLEP score range recommendation. Members discussed the data and asked clarifying questions.

Chair Salazar allowed for public comment in the North and South. Marissa McClish from Washoe County expressed concern regarding the Speech Language Pathologist rubric that contains three indicators at which a level 4 is not an option and how that may impact the overall score. She also stated that the School Nurse rubric contains one indicator that also does not have an option for a score of 4. Yvonne Chaves from Clark County expressed concern regarding the School Nurse Rubric, stating that the cut score of 3.6 will not be achieved due to unrealistic expectations identified in the level 4. Not all nurses will have the opportunity to get a level 4 based on their assignment and responsibilities. The school nurse work group will need to redesign the NEPF evaluation to make the highly effective level 4 more realistic and obtainable.

Chair Salazar reminded the Council that the recommendation is only for the 2018-2019 school year and that the decision would be revisited after the first year of implementation and more data would be available to inform the score range recommendation at that time.

Member Small made a motion to keep the 2018-2019 SY scores ranges for OLEPs be the same as the ones for Teachers and Building Administrators as shown in presentation. Member Cooney seconded the motion

All in favor, Motion passes at 11:14 AM.

Clark County School District (CCSD) Application for Use of Alternate Evaluation Summative Rating Tool. *(Information/Discussion/Possible Action)* Dr. Pamela Salazar, Chair. Brenda Larsen-Mitchell, Chief Instructional Services Officer, Kim Mangino, Executive Director, and Lisa Rustand, Director, CCSD. See CCSD handout.

The presenters from CCSD shared the proposed alternate tool and explained that the biggest difference between the alternate tool and the State tool is that the evidence notes for each indicator will be included in the Observation and Evidence Review Tool with each standard and indicator clearly identified. The change would be that evaluators would no longer need to copy and paste the evidence from the Observation and Evidence Review Tool into section two of the Summative Evaluation Tool. Additional clarity regarding the narrative sections of the tool were also discussed.

Members asked clarifying questions regarding the availability of the evidence to the individuals being evaluated. CCSD personnel confirmed that the individuals being evaluated would have access to the Observation & Evidence Review Tool and a verification of that access is included in the Summative Evaluation Tool.

Member White would like addendum to use for other districts and not just Clark County.

Member Boyce is opposed to the form.

Member Nunez made a motion for the approval of CCSD Application for Alternate Evaluation Summative Rating Tool.

Member Marshner seconded the motion

Member Boyce opposed

Majority voted yes, Motion passes at 12:15 PM.

2019 Legislative Session Considerations *(Information/Discussion/Possible Action)*
Dr. Pamela Salazar, Chair; Kathleen Galland-Collins, NDE Education Programs Supervisor, Office of Educator Development & Support

Member Collins shared the handout which includes NRS391.680 language. She explained that NRS gives authority for teachers and administrators evaluation systems, but does not provide statute for the components of evaluations for OLEP or principal supervisors.

Members also discussed NRS391.725 regarding the evaluations of probationary employees as developing or ineffective. Section 2 outlines option for request for additional evaluation by alternate evaluator. Possible discussion for TLC to recommend elimination of statute as there is concern that the fulfillment of such a request places an undue burden on rural districts. The NEPF already include a requirement for assistance of ineffective or developing teachers.

Member Collins presented NRS391.730 language and shared that the Council had previously discussed recommending changes to legislators regarding the bifurcated system and language around probationary status designations. Special consideration

focused on the term 'developing' versus previous 'minimally effective' as it relates to teachers new to the field versus those who have reentered probationary status due to previous evaluations. The language as it currently stands requires novice teachers who are continuing to develop be treated the same as veteran educators that have gone back onto probationary status due to poor performance ratings thus undermining the separate designation of the four effectiveness ratings. Chair Salazar stated that the bulk of agenda for next meeting should be around legislative action and asked members to review NRS language in preparation for next meeting, and that it is okay to discuss with other members and constituents as long as it is not a majority of members involved in the discussion.

Member Frenkel mentioned that she would like to participate in helping with wording of NRS391.730

National Issues and Legal Landscape (*Information/Discussion*) Dr. Pamela Salazar, Chair.

Chair Salazar shared two reports: Rand Report on Teacher Effectiveness in conjunction with AIR and National Center for Teacher Quality re: Making a Difference. Topics discussed included:

- Continued review of evaluation systems
- Impact on student achievement
- Teacher effectiveness
- Growth and quality professional learning opportunities

Future Agenda Items (*Information/Discussion*) Dr. Pamela Salazar, Chair.

- Administrator effectiveness data
- Legislative platform
- Library program goal rubric
- CCSD Summative Evaluation form – Can it be used as a statewide form?
- Licensure director to come and discuss Opal system
- SLG measurement changes and updated process

Public Comment #2

Las Vegas: None

Carson City: None

Adjournment

Meeting adjourned at 12:56 PM