

Nevada Educator Performance Framework (NEPF) 2019-2020 Data Review

**State Board of Education Meeting
January 28, 2020**

Presenters

- Dr. Pam Salazar - Chair, Teachers and Leaders Council
- Kathleen Galland-Collins - Assistant Director, Office of Educator Development, Licensure, and Family Engagement

Alignment to Statewide Improvement Plan (STIP)

- **Goal 2: All students have access to effective educators**
 - **Equity Strategy: Ensure effective educators in low-performing schools** – NDE will lead and collaborate with public schools and districts to ensure the percentage of effective and experienced educators is proportional across low- and high- performing schools by 2025
 - **Transparency: Engage in effective communication** – NDE will effectively communicate regarding programs, initiatives, and the work of its boards, commission, and councils through additions to the NDE website, public-facing data dashboards, and visualization tools

Monitoring of NEPF

NRS 391.485 Annual review of statewide performance evaluation system; annual review of manner in which schools carry out evaluations pursuant to system.

1. The State Board shall annually review the statewide performance evaluation system to ensure accuracy and reliability. Such a review must include, without limitation, an analysis of the:
 - (a) Number and percentage of teachers and administrators who receive each designation identified in paragraph (a) of subsection 2 of NRS 391.465 in each school, school district, and the State as a whole;
 - (b) Data used to evaluate pupil growth in each school, school district and the State as a whole, including, without limitation, any observations; and
 - (c) Effect of the evaluations conducted pursuant to the statewide system of accountability for public schools on the academic performance of pupils enrolled in the school district in each school and school district, and the State as a whole.
2. The board of trustees of each school district shall annually review the manner in which schools in the school district carry out the evaluation of teachers and administrators pursuant to the statewide performance evaluation system.
3. The Department may review the manner in which the statewide performance evaluation system is carried out by each school district, including, without limitation, the manner in which the learning goals for pupils are established and evaluated pursuant to NRS 391.480.

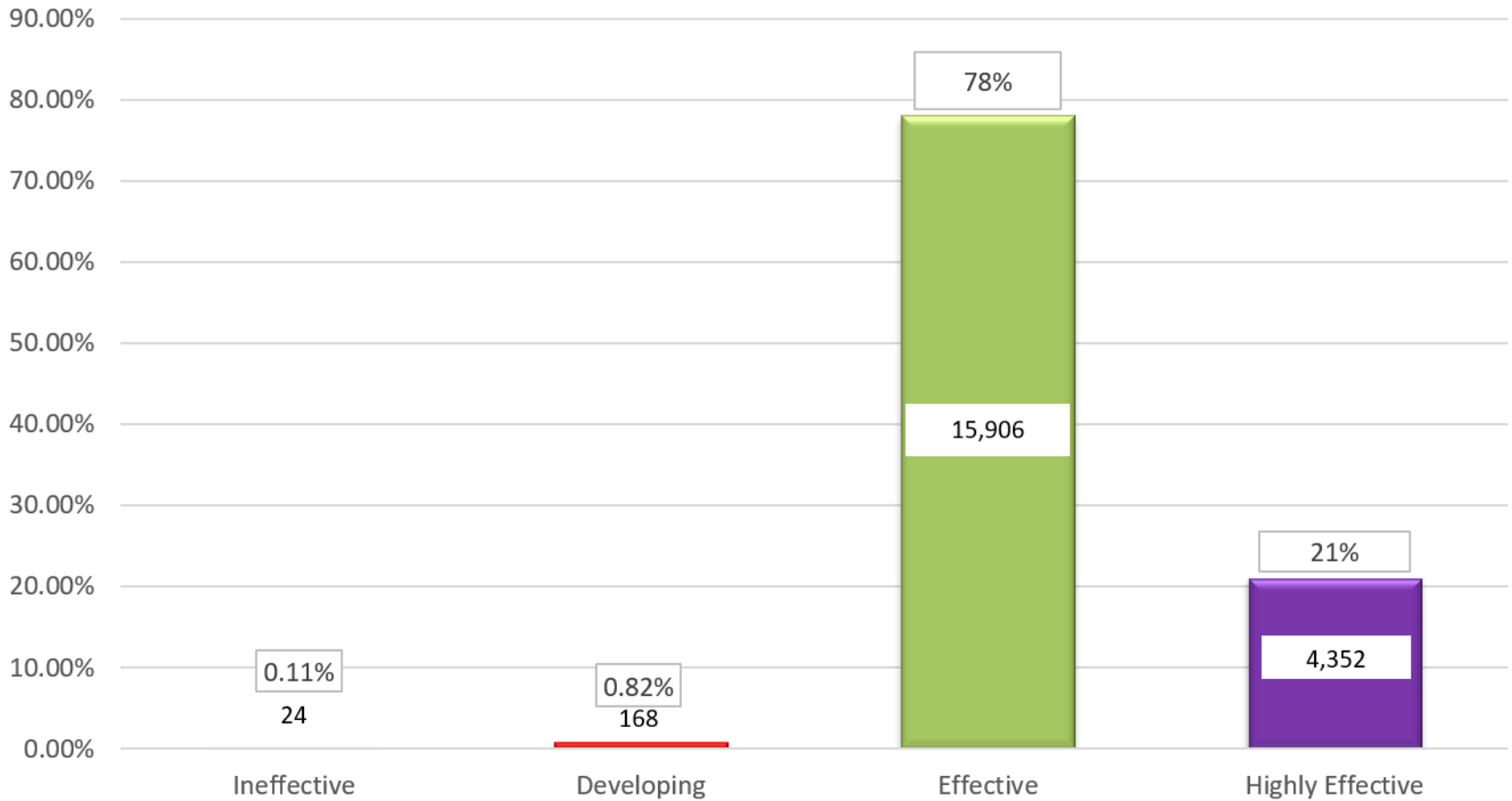
Data Limitations

- Incomplete data from districts
 - Possible causes include small N-size or data not reported
- Educators exempt per NRS 391.690
- Data does not include educators who separated from district prior to summative rating

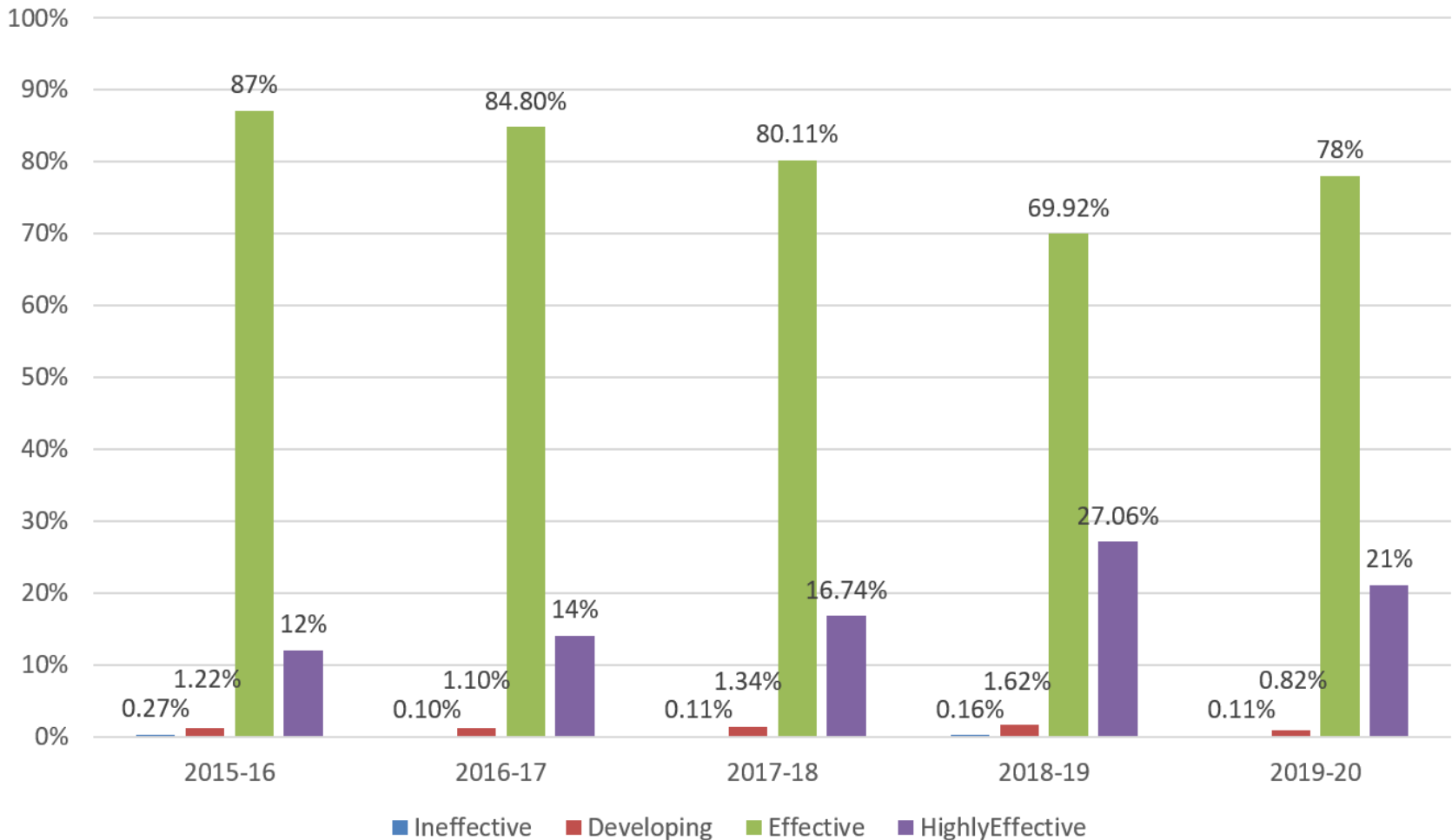
2019-20 NEPF Data Overview: Educational Personnel with Student Performance Domain Scores

	Building Administrators	Teachers	Teacher-Librarians
Number Rated	799	20,450	115
Highest Average Instructional/Instructional Leadership Standard	2=Culture of Continuous Improvement	2=High Cognitive Demand	3=Meaning Making through Discourse
Lowest Average Instructional/Instructional Leadership Standard	4=Creating and Sustaining Structures	4=Metacognition	4=Metacognition
Highest Average Professional Responsibilities Standard	3=Professional Obligations	1=Commitment to School Community	1=Collection and Information Access
Lowest Average Professional Responsibilities Standard	4=Family Engagement	2=Reflection on Prof. Practice	5=Professionalism & Growth
Average Student Learning Goal/Library Program Goal Score	3.31	3.32	3.61
Average Summative Score	3.41	3.31	3.6

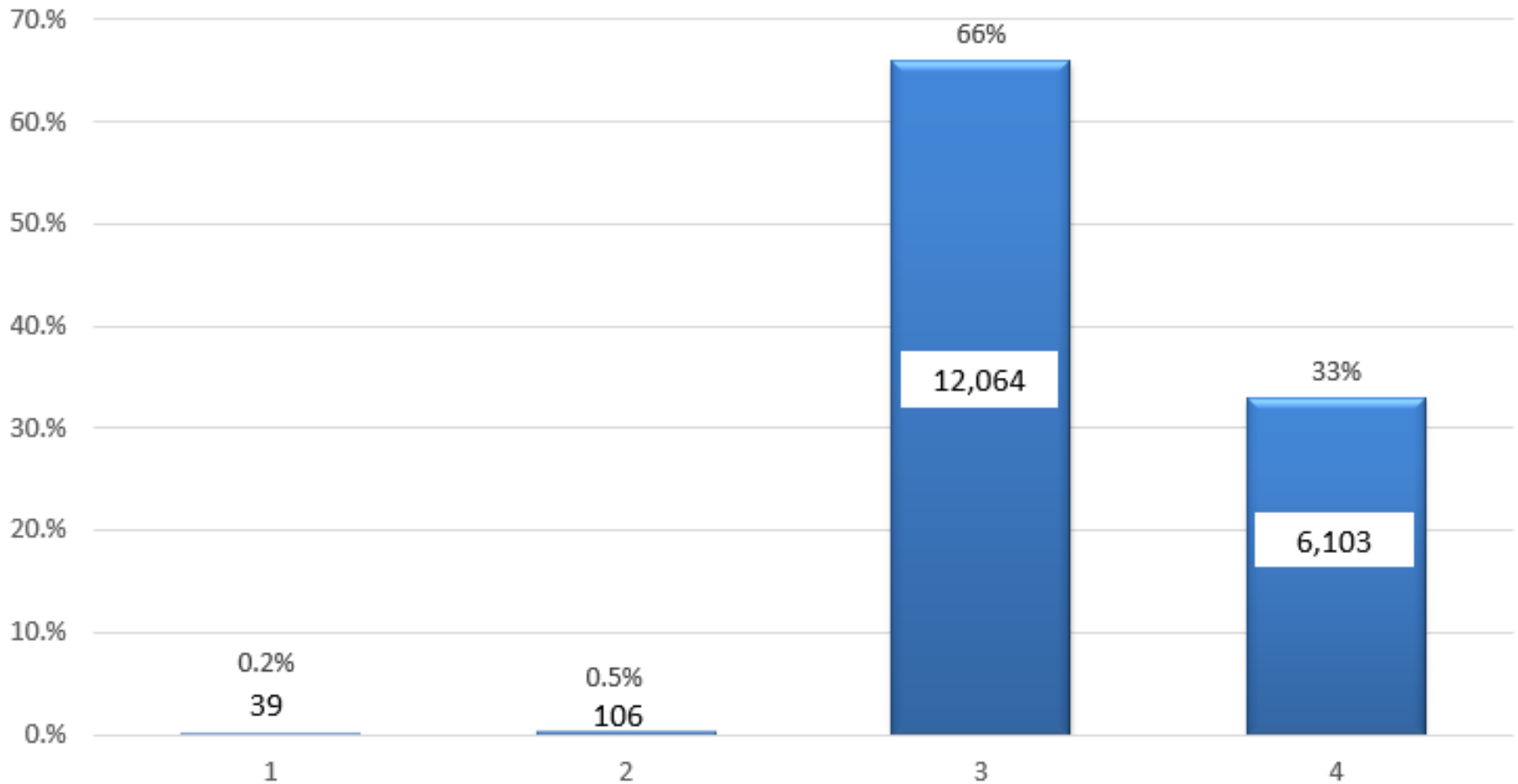
2019-20 NEPF Teacher Effectiveness Ratings



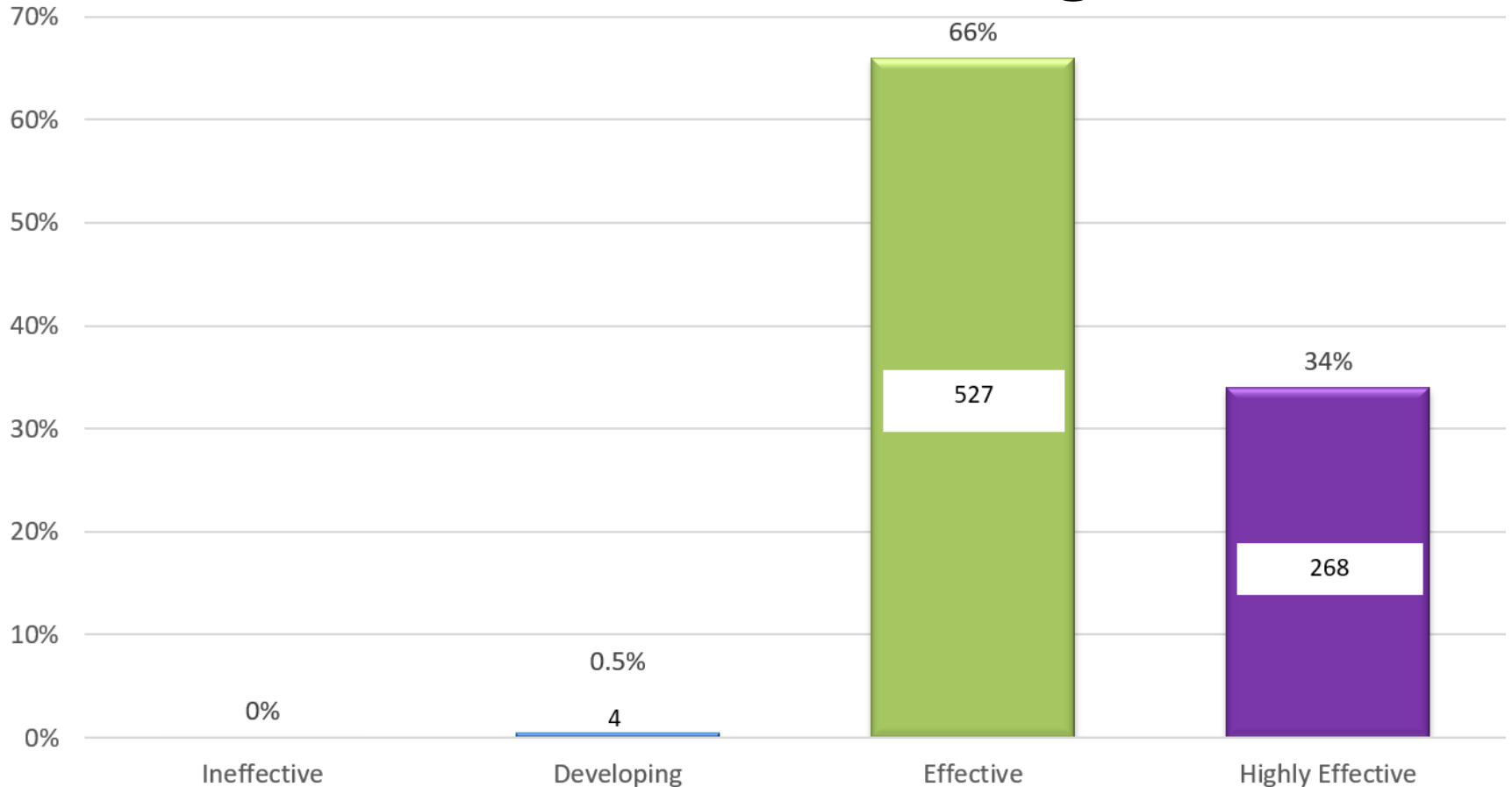
NEPF Teacher Ratings Trend Data



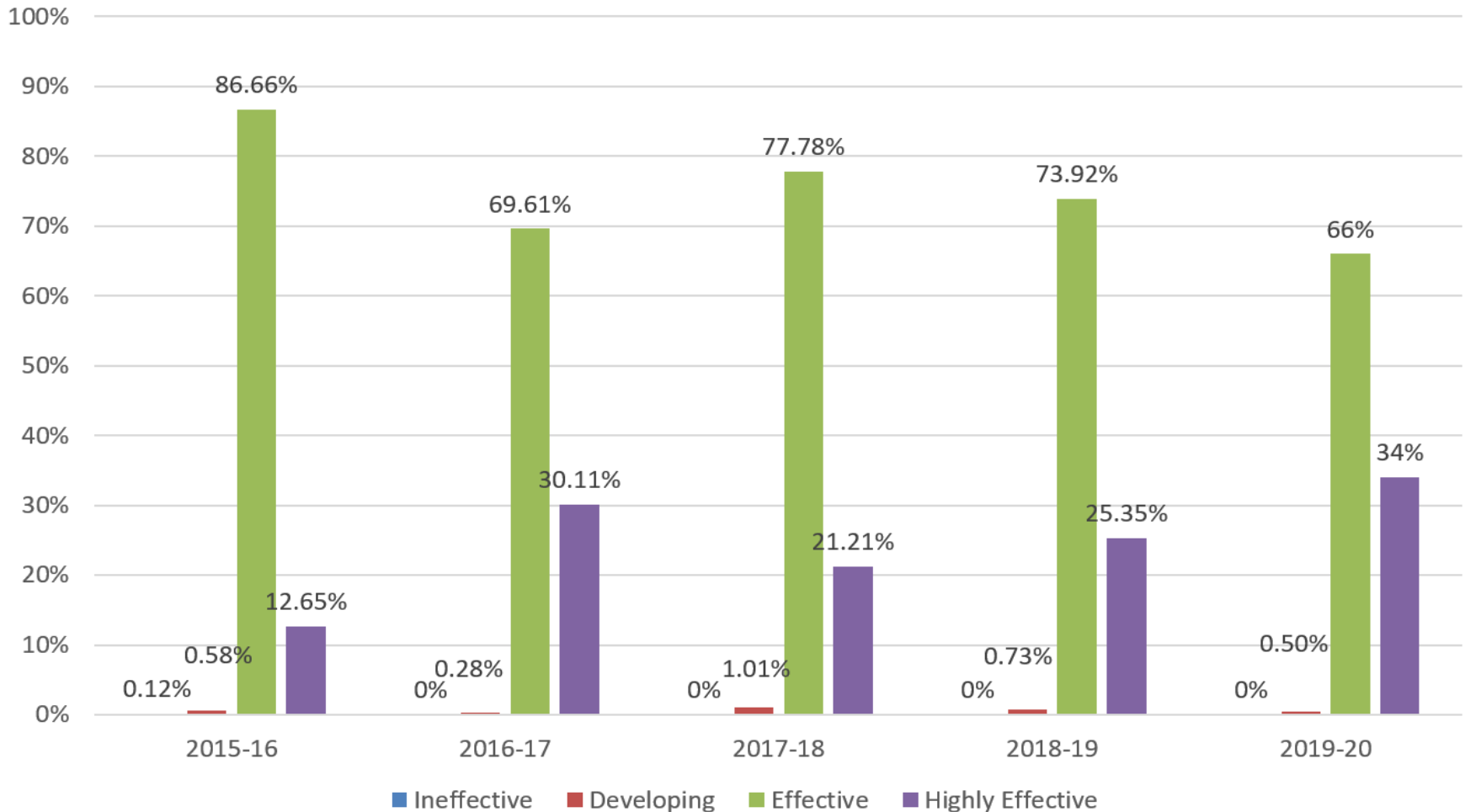
2019-20 Distribution of Teacher SLG Scores



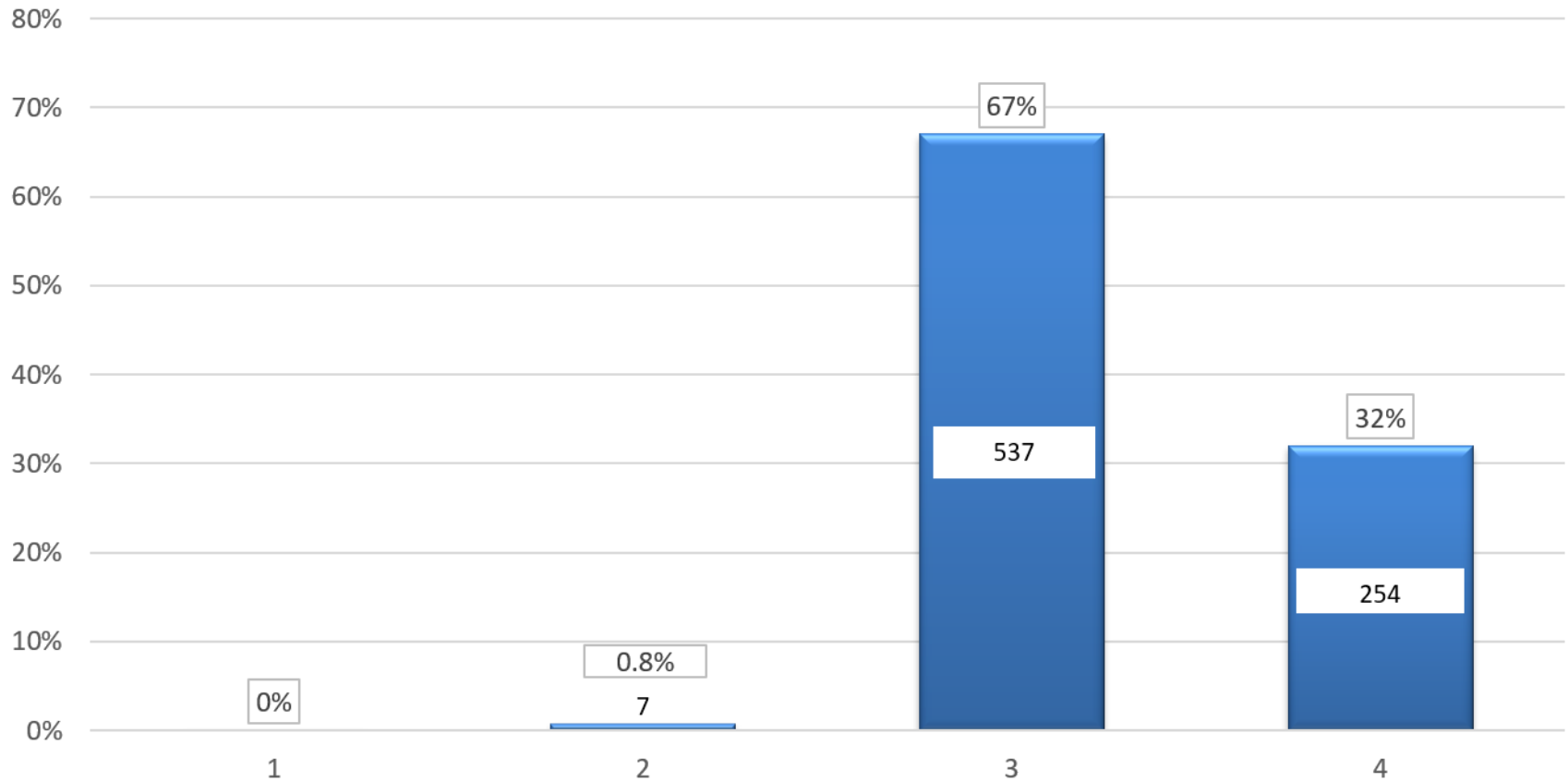
2019-20 Distribution of NEPF Administrator Ratings



NEPF Administrator Ratings Trend Data



2019-20 Distribution of Administrator SLG Scores



2019-20 NEPF Data Overview: Other Licensed Educational Personnel (OLEP) with Single Domain Score Data

OLEP	Number Rated	Avg. Professional Practice Scores	Highest Standard	Lowest Standard
Audiologists	8	3.43	3.69/Standard 1	3.38/Standard 2
School Counselors	904	3.47	3.55/Standard 3	3.34/Standard 4
School Nurses	265	3.43	3.53/Standard 1	3.28/Standard 7
School Psychologists	216	3.46	3.54/Standard 1	3.42/Standard 3
School Social Workers	98	3.42	3.47/Standard 1	3.39/Standard 3

Overview of NEPF Ratings

Educator Group	Total	Ineffective	Developing	Effective	Highly Effective	Average Summative Score
Educational Audiologists	8	0	0	6	2	3.43
School Administrators	799	0	4	527	268	3.41
School Counselors	904	1	2	529	372	3.47
School Nurse	265	0	0	149	116	3.43
School Psychologists	216	1	0	117	100	3.46
School Social Workers	98	0	0	69	29	3.42
Speech-Language Pathologists	320	0	3	163	154	3.42
Teachers	20450	24	168	15906	4352	3.31
Teacher-Librarians	115	0	2	37	76	3.56

Teachers and Leaders Council Recommendation

Authority – NRS 391.465

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)..."

NEPF Score Ranges for Educators*

Score Ranges Recommended for
2015-16, 2016-17, 2017-18, 2018-19, 2019-20

Overall Score Range	Final Rating
3.6 – 4.0	Highly Effective
2.8 – 3.59	Effective
1.91 – 2.79	Minimally Effective
1.0 – 1.9	Ineffective

* These score ranges have been used for all educator groups except Speech-Language Pathologists

Possible Motion

Approve the recommendation of the Teachers and Leaders Council that the historical score ranges for Teachers and Building Administrators (as shown on slide 17) be used for all NEPF Educator groups for the 2020-21 school year.

Contact Information

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