

**TEACHERS AND LEADERS COUNCIL
POSITION STATEMENT
CLASS SIZE ADJUSTMENT
APPROVED ON FEBRUARY 22, 2023**

The Teachers and Leaders Council would like to respectfully convey their position on previous legislation as well as any new legislation regarding the additional weight adjustment added on the Nevada Educator Performance Framework summative evaluations for teachers due to class size (NRS 391.465 2(f)).

We believe that to promote educator effectiveness and ensure all students attain essential skills to graduate high school ready for college and career success:

1. All educators can improve through effective, targeted professional development, as identified through the evaluation process and connected to district improvement plans and goals designed to inform and transform practice;
2. An effective evaluation system must include clear expectations for both professional practice and student growth as well as fair, meaningful, and timely feedback;
3. A consistent and supportive teacher and administrator evaluation system includes opportunities for self-reflection and continuous, measurable feedback to improve performance of students, teachers, administrators, and the system; and
4. The evaluation system must be part of a larger professional growth system that consistently evolves and improves to support the teachers and administrators that it serves.

We further believe that the system based on these guiding beliefs, the foundation on which the NEPF was created, should ensure that educators:

1. Positively impact the achievement of students in Nevada;
2. Grow professionally through targeted, sustained professional development and other supports;
3. Monitor student growth, identify and develop quality instructional practices, and share effective educational methods with colleagues;
4. Reflect upon practice and take ownership of their professional growth; and
5. Participate in constructive dialogue and obtain specific, supportive feedback from evaluators.

The Council, therefore, would like to confirm its position against adding an additional weight for certain criteria equivalent to the percentage by which the ratio of pupils for which the teacher is responsible exceeds the recommended ratio of pupils per licensed teacher (other than band, choir, and orchestra) per NRS 391.465 2(f) for these reasons:

1. Adding an additional weight is not aligned to the intent of the Nevada Educator Performance Framework,
2. It does not support educator growth and development,
3. It creates additional work for supervising administrators,

4. It infers that certain subject areas are not as important as others (i.e., band, choir, orchestra), and
5. It implies that class size has a greater effect on teacher effectiveness than other challenges teachers may face (i.e., number of special education or English Learner students in class, socio-economic status of students, transiency rate of students, etc.)
6. It may place undue emphasis on certain standards and indicators over others which could result in negative impact on student learning.

We ask that the additional weight (class size adjustment) either be removed altogether from the summative evaluation for teachers OR be applicable for all post-probationary, effective or highly effective teachers who provide direct, regular instruction to students regardless of grade level and/or subject area taught (i.e., Pre-Kindergarten, Ungraded, band, choir, and orchestra).