

March 2025

*Effective educators serving all students is a Nevada priority. Effectiveness starts with being informed.
The NEPF Liaison Update will be published periodically and is designed to provide comprehensive and timely information.*

Teachers and Leaders Council (TLC) Updates

The TLC, the public body tasked with making recommendations to the State Board of Education on the statewide evaluation system, the Nevada Educator Performance Framework (NEPF), met on February 26, 2025. All materials from the meeting can be found on the [TLC Meeting Materials](#) webpage.

Senior Deputy Attorney General David Gardner provided training on Nevada Open Meeting Law to ensure members understood the legal expectations and meeting requirements of the Council. He then assisted the Council with electing a Chair and Vice-Chair to serve for the 2025-26 term (per NRS 391.455). Dr. Pam Salazar was elected to continue serving as Chair and school administrator Sue Moulden was elected to serve as Vice-Chair.

The Council received an update on the NEPF Redesign Field Study. Field Study Workgroups met for their third session in February to review Winter Field Study Participant Survey data, discuss NEPF implementation, and provide feedback on the summative evaluation process. A final session is scheduled for May to gather closing insights on the field study. The survey, conducted in December across approximately 85 schools, received 256 responses from teachers, administrators, and one principal supervisor, though the latter's responses were excluded for confidentiality. The survey gathered feedback on site-based implementation and is available for review, beginning with teacher data followed by administrator insights. As the NEPF summative evaluation process begins, discussions have focused on concerns regarding interrater reliability, subjectivity in scoring, and time constraints for educators and administrators.

In response, NDE is seeking feedback on a Differentiated Evaluation Cycle. This proposed model would maintain full evaluation requirements for probationary and lower-rated educators while streamlining the process for Highly Effective and Effective post-probationary educators, allowing them to focus on targeted areas for growth rather than all standards. The Council discussed the cycle, with members expressing concerns that placing focus on a limited number of standards, rather than all of them, is contrary to the original intent of the system. NDE will continue to solicit feedback and input.

The Council received an update on proposed legislation from the 83rd Legislative Session, which began on February 3, 2025, and its potential impact on the work of the TLC. While no current legislation directly affects the NEPF, similar bills have been introduced in past sessions, making future proposals likely. Senate Bill 78, if passed, would restructure the Teachers and Leaders Council (TLC) by reducing membership from 16 to 9, decreasing representation for teachers, administrators, and trustees, and transferring appointment authority from the Governor's office to the Superintendent of Public Instruction. The bill also removes the requirement for geographical diversity in appointments. Assembly Bill 236 proposes modifications to the nomination process for teacher and OLEP members, expanding the Governor's selection pool to ensure broader statewide representation. NDE will continue to monitor these bills and update the Council if they advance to a floor vote and affect TLC operations.

[Nevada Educator Performance Framework \(NEPF\) Updates](#)

The Department met with district NEPF Liaisons on March 3, 2025. Liaisons were provided with a recap of the TLC meeting as well as updates from the Department. Liaisons were also given the opportunity to provide feedback on the Differentiated Evaluation Cycle. The feedback was generally favorable, though some additional concerns were raised that would have to be considered should this proposal move forward. Liaisons were told that there would likely be a work session scheduled by the end of March to solicit additional feedback and to address some of the issues already raised, encouraging them to participate.

The annual NEPF Implementation Survey (Monitoring for Continuous Improvement) link will be sent to NEPF Liaisons no later than May 1, 2025, to share with educators in their districts. The NEPF data collection spreadsheet template to submit district educator ratings will also be sent to Liaisons on May 1, 2025. Both must be completed by July 15, 2024.

[Nevada Department of Education \(NDE\) Updates](#)

NDE has introduced a series of microcredential offerings through the [Nevada Professional Learning Catalog on Canvas](#). These microcredentials are designed to validate educators' mastery of specific skill sets and include courses on Social Emotional Learning (SEL), Nevada's Portrait of a Learner, and the Nevada Educator Performance Framework (NEPF). Delivered asynchronously, the courses allow educators to progress at their own pace. Credits earned may count toward license renewal and salary advancement, subject to each district's collective bargaining agreement or professional growth plan. NDE is currently offering these microcredentials free of charge.

NDE is gathering statewide information on teacher turnover and staff working conditions via the [Nevada School Staff Working Conditions Survey](#). This information will support efforts for the recruitment and retention of school employees. NDE will use collected data from this survey to influence policy and funding to support districts/charters and their educators. Survey participation is voluntary and confidential.

Future TLC and Liaison Meeting Dates

TLC meetings will be held the last Wednesday of the month at 2 PM.
Corresponding NEPF Liaison meetings are held the following Monday at 10 AM.

Teachers and Leaders Council	NEPF Liaisons
April 30, 2025	May 5, 2025

For additional information, contact:
Kathryn Hoyt, Education Programs Professional
Office of Educator Development, Licensure, and Family Engagement
Nevada Department of Education
kathryn.hoyt@doe.nv.gov