

November 2024

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*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 Teachers and Leaders Council (TLC), the statutorily required public body, per [NRS 391.455](#), responsible for advising the State Board of Education on the statewide evaluation system, the Nevada Educator Performance Framework (NEPF), convened on November 20, 2024. Meeting materials are available on the [TLC Meeting Materials](#) webpage.

Council Chair Dr. Pam Salazar acknowledged the passing of Kathleen (Kat) Galland-Collins, an esteemed former member of the Council. Ms. Galland-Collins, who served as the Assistant Director of the Educator Development, Licensure, and Family Engagement Office, dedicated over 10 years to the Nevada Department of Education. She was a founding member of the TLC and played a pivotal role in developing the NEPF. Her contributions to Nevada education will be deeply missed.

Council Member Linda Gilkerson, who represents Douglas County as a school board trustee, will step down in January 2025, rendering her ineligible to continue serving on the TLC. The Council expressed gratitude for her years of service to Nevada's students and families. The Nevada Association of School Boards (NASB) is currently recommending nominees to the Governor's Boards and Commissions office to appoint a new school district board trustee to the Council.

The Council received updates on the NEPF Redesign Field Study, focusing on the Teacher and Administrator Rubrics. The second round of Field Study workgroups was conducted during the week of November 12, 2024. Participants reviewed the rubrics and tools, provided valuable feedback, and contributed to the design of a survey for Field Study participants, scheduled for December 2024.

NDE Chief Strategy Officer Lisa Ford presented the **Statewide Plan for the Improvement of Pupils (STIP), 2025**, developed per [NRS 385.111-113](#). The STIP outlines adaptive goals and annual updates to enhance the achievement of Nevada public school students. Ms. Ford highlighted the STIP: 2030 Targets and Initiatives, including efforts to expand educator recruitment and retention. TLC members provided feedback and suggestions on the draft language for the 2030 targets. The full presentation is accessible on the [TLC 2024 Meeting Materials](#) webpage.

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

On November 6, 2024, in accordance with [NRS Chapter 391.485](#), Dr. Pam Salazar, TLC Council Chair; Kathy Hoyt, Education Programs Professional (NDE); and Tina Statucki, Contractor (NDE) met with the State Board of Education (SBE) to provide a summary of NEPF educator effectiveness ratings and shared the results of the annual NEPF Monitoring for Continuous Improvement surveys for the 2023-24 school year. This information was previously shared with TLC in September and with District NEPF Liaisons during their annual interviews.

On November 25, 2024, NEPF Liaisons from participating districts met with NDE to prepare for the upcoming NEPF Field Study Participant Winter Survey. The survey will collect feedback from teachers and school administrators on the implementation of the field study, focusing on provided training, goal setting, and pre- and post-conference tools. Participants are encouraged to upload a piece of NEPF evidence (with personally identifiable information redacted) to provide NDE with insights into how conference feedback and professional growth suggestions are being implemented. The survey will run from December 2 to December 20, 2024, with results to be shared with the TLC at its February meeting.

An interest survey will be distributed to Teacher-Librarians and Other Licensed Educational Personnel (OLEPs) in early 2025 to gauge interest in redesigning their NEPF rubrics and materials. Based on the results, NDE may form workgroups to gather stakeholder feedback and develop updated materials, pending approval from the SBE. A timeline for this potential redesign has not yet been established.

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

The [Nevada Portrait of a Learner](#) represents a comprehensive vision for student success developed by the Nevada Department of Education. It identifies the essential mindsets and skills students need to thrive in the future. As schools integrate the Portrait into their curricula, efforts are underway to enhance [Personalized Competency Based Learning](#) initiatives to support Nevada students. This instructional approach empowers learners to progress at their own pace toward individual goals, enabling educators to meet students where they are in their learning journeys. Through flexible pathways, students receive tailored instruction to master defined educational competencies. For more information, visit the website of NDE’s external partner, [KnowledgeWorks](#).

### **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
February 26, 2025	March 3, 2025
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](mailto:kathryn.hoyt@doe.nv.gov)