

September 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 Teachers and Leaders Council (TLC) met on September 24, 2025, with a full agenda focused on membership transitions, Nevada Educator Performance Framework (NEPF) updates, data review, and implementation of new legislation from the 83rd Nevada Legislative Session. Several membership changes were acknowledged, including the departures of Felicia Gonzalez, Juanita Ortiz, Elizabeth Cadigan, Louis Markouzis, Pam Teel, and Jeana Blackman-Taylor. The Council welcomed new members Principal Amy Miller, Superintendent Stephanie Keuhey, and Dr. Tammy Malich (unable to attend), who were introduced and shared brief remarks. Members also expressed appreciation to Andrew Tiscareno and Drew Schaar, whose terms will conclude on October 31, with Member Schaar noting his intent to seek reappointment.

TLC discussions centered on the continuation of the NEPF Redesign Field Study, which now includes Year 2 districts such as Clark, Elko, Lincoln, Lyon, and the Nevada State Public Charter School Authority (SPCSA), represented by Beacon Academy, along with Year 1 districts including Churchill, Douglas, Esmeralda, Storey, and Washoe. Introductory meetings and biweekly office hours are supporting participating school leaders, and initial feedback indicates that rubric refinements are reducing burdens while maintaining quality. TLC affirmed that feedback from Cohorts 1 and 2 will help guide potential State Board adoption of the redesigned framework in 2026–27.

TLC also reviewed the 2024–25 NEPF summative evaluation ratings and Monitoring for Continuous Improvement (MCI) survey data. Approximately 19,250 teachers were evaluated, with 68 percent rated Effective and 25 percent rated Highly Effective, while 74 percent of administrators were rated Effective and 20 percent rated Highly Effective. Ratings by standard highlighted areas of strength, such as teacher performance on high cognitive demand and learning tasks, and areas needing continued attention, such as metacognitive strategies for students and systems implementation by administrators. The MCI survey, completed by 31 percent of teachers and 48 percent of administrators, showed strong agreement that evaluations were fair and supportive of professional growth, though time demands were noted as a challenge.

Finally, TLC examined legislative changes from the 83rd Session that directly impact NEPF implementation. Assembly Bill 236 revises the appointment process for TLC teacher and OLEP membership, requiring nominees from CCEA and NSEA beginning this fall. Senate Bill 460 introduces substantial reforms, including mandatory performance improvement plans, possible reinstatement of probationary status for underperforming educators and administrators, the replacement of Student Learning Goals with Educational Growth Goals, evaluator certification requirements, and revised observation cycles for probationary teachers. Implementation will be phased from 2025 to 2027. Under SB460, TLC is charged with developing regulations and frameworks to implement these changes. This includes establishing requirements for Performance Improvement Plans (PIPs), defining protocols for the review of educator performance evaluations, and setting expectations for Educational Growth Goals (EGGs) that will replace Student Learning Goals (SLGs) beginning in 2027. TLC will also collaborate with NDE to shape the certification process for administrators responsible for conducting evaluations. To support this work, a dedicated NEPF SB460 Workgroup will convene in November

to provide input and recommendations to inform TLC’s regulatory responsibilities and ensure successful statewide implementation.

Nevada Educator Performance Framework (NEPF) Updates

The August 1, 2025, NEPF Liaison Meeting focused on preparations for the 2025–26 NEPF Redesign Field Study. Cohort 2 expanded participation to additional districts, building on Cohort 1’s pilot of holistic scoring, simplified evidence collection, and rubric refinements. Training and onboarding took place over the summer, and participating schools will complete three implementation cycles this year, with statewide feedback gathered in spring 2026 to inform potential State Board adoption in late 2026. Liaisons also received an early preview of the statutory changes introduced through Senate Bill 460. To support this work, the Department reviewed the Guidance Memorandum 25-06, issued on July 17, 2025, by Interim Superintendent of Public Instruction Dr. Steve Canavero. The memo formally outlined SB460’s revisions to the NEPF and provided a phased implementation timeline extending through July 2027. Key areas include the shift from Student Learning Goals to Educational Growth Goals, the introduction of required performance improvement plans (PIPs), probationary adjustments for post-probationary educators, the establishment of an administrator evaluator certification process, and revised probationary observation cycles. The memo also set out the Department’s responsibilities for supporting districts and detailed regulatory workshops and hearings scheduled from November 2025 through August 2026.

At the September 29, 2025, meeting, liaisons briefly reviewed 2024–25 evaluation ratings and survey data, noting statewide trends in effectiveness ratings and growing participation in the Monitoring for Continuous Improvement (MCI) survey. The primary focus of the session, however, was preparing for the phased implementation of SB460. Liaisons engaged in breakout discussions to identify potential challenges—such as workload, training demands, and data system capacity—and to propose practical solutions. Their input will directly inform the design of regulations, tools, and supports developed through the SB460 Workgroup, which begins meeting in November 2025.

Nevada Department of Education (NDE) Updates

In July 2025, Interim Superintendent of Public Instruction Dr. Steve Canavero issued Guidance Memorandum 25-06, outlining changes to the Nevada Educator Performance Framework (NEPF) required under Senate Bill 460. The memo provides districts with implementation timelines, regulatory expectations, and Department supports for the transition to Educational Growth Goals, performance improvement plans, evaluator certification, and revised observation cycles. Building on this guidance, NDE will convene an SB460 Workgroup from November 2025 through June 2026. The workgroup will provide structured feedback and help refine regulation language, protocols, frameworks, and tools for phased implementation beginning in the 2025–26 school year.

SB460 Implementation Timeline

- July 1, 2025 – Performance Improvement Plans (PIPs) required; post-probationary educators may be returned to probationary status.
- July 1, 2026 – Consequences for continued underperformance; probation extensions or dismissal options take effect.
- July 1, 2027 – Transition from Student Learning Goals to Educational Growth Goals (15% of evaluations), revised probationary observation cycles, annual evaluation reviews, and required administrator evaluator certification

In addition to policy development and upcoming implementation work, NDE continues to support educator

professional growth through the [Nevada Professional Learning Catalog on Canvas](#). Two primary pathways are available:

- NEPF Canvas Courses – Self-paced courses covering NEPF protocols, goal setting, instructional planning, and educator frameworks. Completion qualifies participants for professional learning hours that may be applied toward license renewal.
- Microcredentials – Competency-based opportunities recognizing educators demonstrated proficiency in specific areas. Topics include Social Emotional Learning (SEL), Nevada’s Portrait of a Learner, and the NEPF. Microcredentials are currently offered at no cost and, depending on district policies, may also be applied toward salary advancement.

Future TLC and Liaison Meeting Dates

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

Teachers and Leaders Council	NEPF Liaisons
November 19, 2025	October 27, 2025
February 18, 2026	November 24, 2025
April 22, 2026	December 29, 2025
	January 26, 2026
	February 23, 2026
	March 30, 2026
	April 27, 2026
	May 25, 2026

For additional information, contact:
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