

Spring 2024

*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 April 24, 2024. All materials from the meeting can be found on the [TLC Meeting Materials](#) webpage.

Council Member Lola Brooks will be stepping down from her appointment to the TLC. We'd like to Thank Ms. Brooks for her years of dedicated service to the Council and wish her all the best in her new journey. Ms. Brooks was appointed via the Governor as a representative of the National Association of School Boards (NASB). NASB has provided the Nevada Department of Education (NDE) with candidates to replace Ms. Brooks. The names have been forwarded onto the Boards and Commissions Office for the Governor to choose an appointee. The Governor is scheduled to review Boards and Commissions on April 24, 2024 and will notify the NDE when an appointment decision has been made.

The Council received an annual report from the Regional Professional Development Programs (RPDP) regarding work they have been doing to support the implementation of the NEPF: Southern Nevada (<https://www.rpd.net/>), Northwest Nevada (<https://www.nwrpd.com/>), and Northeastern Nevada (<https://www.nnrpd.com/>). RPDP updates were presented verbally and can be viewed at the [April 24, 2024 TLC Meeting](#) livestream via the NDE youtube channel. Educators are encouraged to visit the RPDP webpages for available training and resources to support student learning and educator growth and development.

The Council received a presentation on a potential redesign of the NEPF Teacher and Administrator Instructional Practice and Professional Responsibilities Rubrics. Re-designed drafts of the NEPF standards for teachers and school administrators were shared with TLC for feedback and possible approval to recommend the changes to the State Board of Education.

NEPF Monitoring for Continuous Improvement (MCI) Survey data tells NDE that the primary feedback from teachers and administrators regarding the NEPF is not the process or the standards themselves - it's the amount of time it takes to implement the system. The redesign does not alter the original intentions of the NEPF as a developmental tool, and does not compromise the original vision, intent, and rigor of the system. It streamlines the NEPF, consolidating the document for accessibility, and should result in a reduction of time spent on implementation. The concise view eliminates extra verbiage, converting the indicators to descriptors, and showing a deeper connection to the standards overall. Pages were consolidated from 24 to 11, with a key words glossary provided for each performance level. It allows for a single source of evidence to be applied to multiple descriptors within the Standard. While this has always been allowed (for multiple indicators) it was not always followed by LEA's. The redesign highlights this practice in its layout. The same approach was utilized for the Administrator Standards rubrics.

TLC also reviewed a redesigned Summative Evaluation Tool which consolidates scoring to each standard as opposed to assigning individual indicators per standard. Scoring domain percentages remain the same at 65% for Instructional Practice, 20% Professional Responsibilities, and 15% for Student Performance. Final ratings will not alter from Highly Effective, Effective, Developing, and Ineffective. What may change is the scoring formula, with a 1-4 score being given for each standard instead of each indicator per standard (requiring less collected evidence throughout evaluation cycles). The total number of pages for the tool would be reduced from 5 to 2. [NRS 391.465](#) would need to be revised as the current class size adjustment is specific to certain indicator scores. Potentially, the class size adjustment could remain for the Professional Responsibilities Standards as family engagement and student perception are already eligible for a class size adjustment for each indicator within those 2 standards.

TLC moved to recommend the NEPF Redesigned Rubric drafts as presented. They recommended that the class size adjustment formula, pursuant to [NRS 391.465](#), be made specific to applied standards instead of individual indicators, as the indicators are now listed as descriptors in connection with the entire standard. Standards that would apply include Instructional Practice Standard 2 and 3, and Professional Responsibilities Standards 4 and 5.

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

The Department met with district NEPF Liaisons on April 29, 2024. Liaisons were provided with updates regarding the work of the TLC and the Department. NEPF Liaisons were informed that a letter of recommendation from TLC in support of NDE submitting a budget draft request for an electronic tool to support NEPF implementation per NRS.391.475, had been shared with State Superintendent Ebert. The tool would be used to improve transparency, to accurately collect data related to NEPF implementation, and to assist in tracking educator growth over time.

NEPF Liaisons were provided with the same information shared with TLC regarding the proposed NEPF Redesign Drafts for the Teacher and Administrative Instructional Practice and Professional Responsibilities rubrics and summative evaluation tool. Liaisons were given the opportunity to provide feedback regarding the changes which will be presented at the [June 12, 2024: State Board of Education meeting](#).

The annual NEPF Implementation Survey (Monitoring for Continuous Improvement) link was sent to NEPF Liaisons on April 1, 2024, to share with educators in their districts. The NEPF data collection spreadsheet template to submit district educator ratings will be sent to Liaisons on May 1, 2024. Both must be completed by July 15, 2024. NEPF resource documents and evaluation tools are posted on the Nevada Department of Education's NEPF webpage (see [link](#)).

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

A public hearing will be held during the Nevada State Board of Education meeting on June 12, 2024, regarding Legislative Council Bureau (LCB) File No. 138-23, amending [NAC 391.571](#): Performance evaluation of school-level and probationary administrators: Required domains. The Proposed revision states that NAC 391.571 should be amended to read: Instructional leadership practices of school administrators must account for 65 percent of the performance evaluation, Professional Responsibilities of school administrators must account for 20 percent of the performance evaluation, Learning goals of pupils enrolled in school for school administrators must account for 15 percent of the performance evaluation. These domain percentages have already been applied in practice since 2020.

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.

<u>Teachers and Leaders Council</u>	NEPF Liaisons
September 25, 2024	September 30, 2024

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