



Nevada Educator Performance Framework Summative Evaluation Data Review

Dr. Pam Salazar, Teacher's and Leader's Council (TLC) Chair

Tina Statucki, Education Programs Professional; Office of
Educator Development, Licensure, and Family Engagement

State Board of Education - November 2021

Presentation Outcomes

State Board of Education members will receive a summary of the Nevada Educator Performance Framework (NEPF) Summative Evaluation Data for the 2020-21 school year as well as the Teachers and Leaders Council's recommended cut score ranges for the 2021-22 school year.

Connection to STIP Values

Goal 2: All students have access to effective educators.

- Equity: Ensure effective educators in low-performing schools.
- Access to Quality: Provide quality professional learning.
- Transparency: Engage in effective communication.

Data Limitations

- District data may not reflect educator groups with small N-size (less than 10)
- Does not include data from educators who separated from district prior to summative rating
- Does not include data for educators whose final rating changed with the removal of the Student Learning Goal (SLG) (hold harmless provision of AB 57 for the 2020-21 school year)

Nevada Educator Performance Framework

2020-21 Educator Effectiveness Ratings

Ratings	School Administrators		Teacher-Librarians		Teachers	
Ineffective	0	0.00%	0	0.00%	17	0.08%
Developing	3	0.23%	0	0.00%	106	0.49%
Effective	867	67.16%	153	65.67%	16,048	74.69%
Highly Effective	338	26.18%	51	21.89%	3,786	17.62%
Exempt	83	6.43%	29	12.45%	1,529	7.12%
Total Count	1,291	100%	233	100%	21,486	100%

2020-21 Student Learning Goal Distribution of Scores

Scores	School Administrators		Teacher-Librarians*		Teachers	
1	0	0.00%	0	0.00%	16	0.09%
2	3	0.28%	1	0.54%	64	0.36%
3	760	70.57%	134	72.83%	14,222	79.79%
4	314	29.16%	49	26.63%	3,522	19.76%
Total	1,077	100%	184	100%	17,824	100%

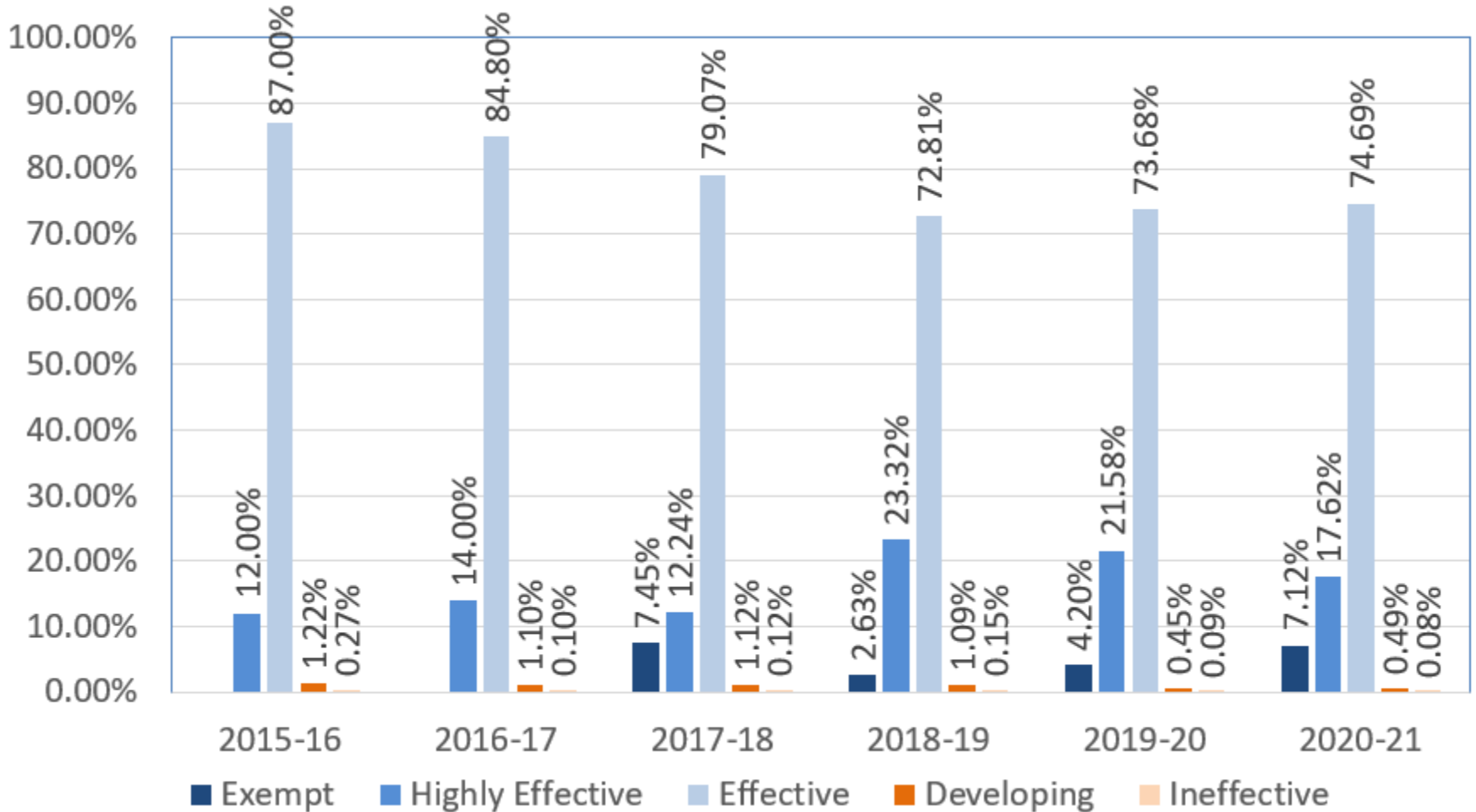
*Student Learning Goal or Library Program Goal

Nevada Educator Performance Framework Ratings Overview

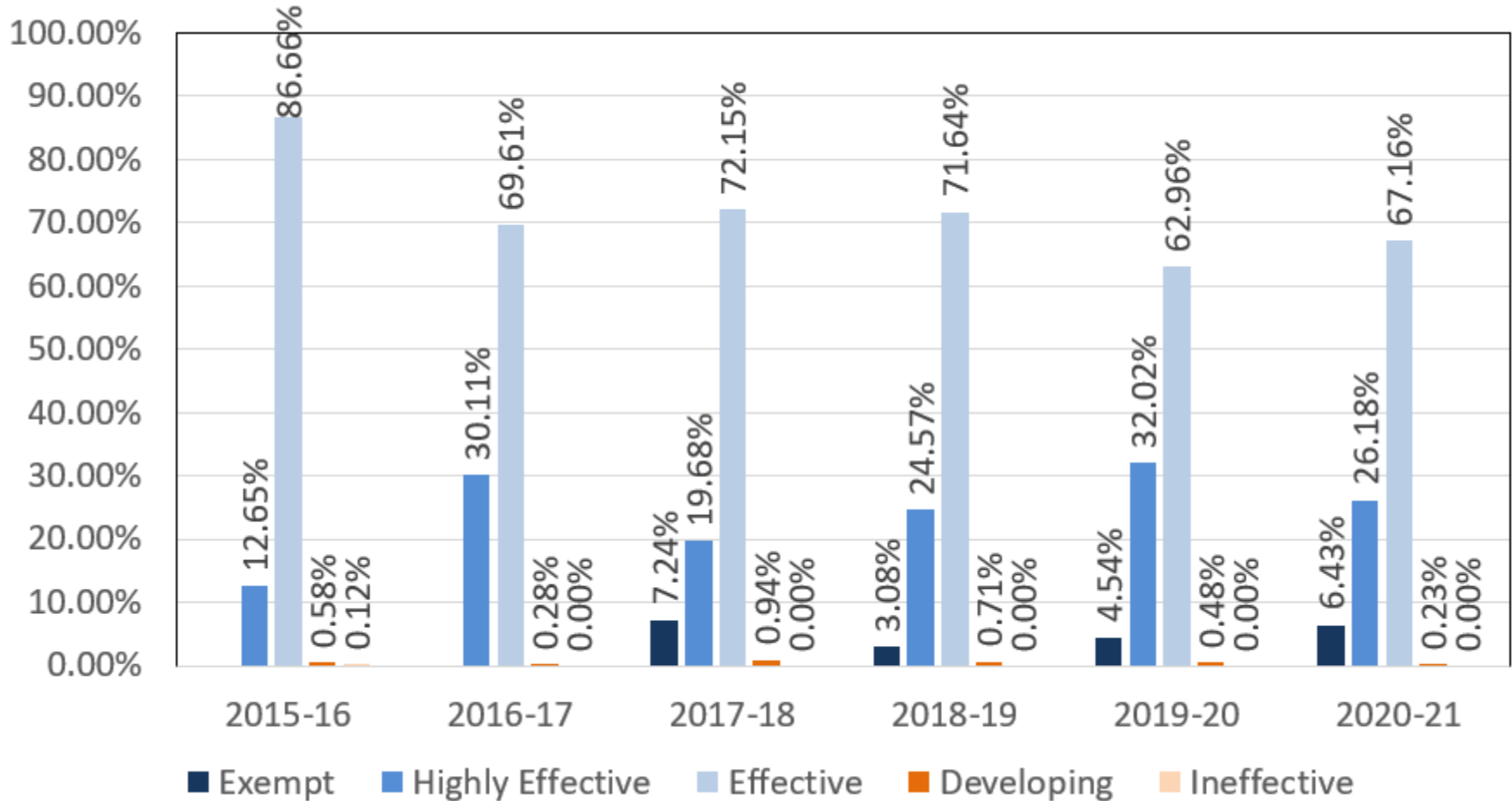
Educator Group	Total	Ineffective		Developing		Effective		Highly Effective		Exempt		Ave. Score	Change
		Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage		
Audiologists	7	0	0.00%	0	0.00%	4	57.14%	3	42.86%	0	0.00%	3.48	↑.05
School Administrators	1,291	0	0.00%	3	0.23%	867	67.16%	338	26.18%	83	6.43%	3.37	↓.04
School Counselors	967	1	0.10%	4	0.41%	541	55.95%	265	27.40%	155	16.03%	3.41	↓.06
School Nurse	271	0	0.00%	1	0.37%	153	56.46%	102	37.64%	15	5.54%	3.42	↓.01
School Psychologists	250	0	0.00%	1	0.40%	127	50.80%	88	35.20%	34	13.60%	3.44	↓.02
School Social Workers	120	0	0.00%	2	1.67%	56	46.67%	52	43.33%	10	8.33%	3.44	↑.02
Speech-Lang. Pathologists	479	0	0.00%	1	0.21%	241	50.31%	124	25.89%	113	23.59%	3.4	↓.02
Teacher-Librarians	233	0	0.00%	0	0.00%	153	65.67%	51	21.89%	29	12.45%	3.37	↓.18
Teachers	21,486	17	0.08%	106	0.49%	16,048	74.69%	3,786	17.62%	1,529	7.12%	3.29	↓.02

Nevada Educator Performance Framework

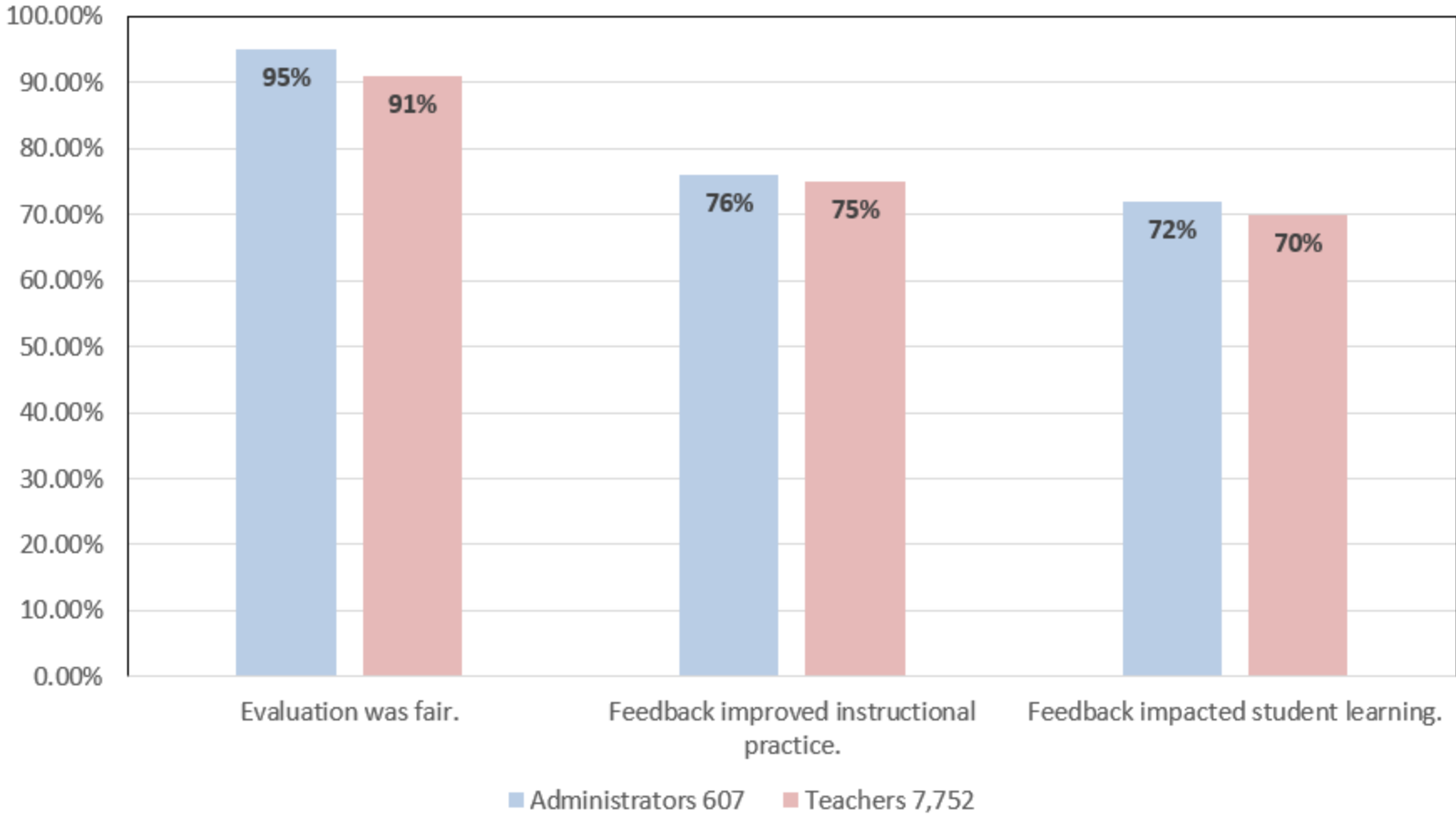
Teacher Ratings Trend Data



Nevada Educator Performance Framework Administrator Ratings Trend Data



Monitoring for Continuous Improvement



Nevada Educator Performance Framework Training

- In-Person Training: Nye CSD, Carson City SD, Mineral CSD, and Humboldt CSD, Elko CSD
- Legislative Impact Webinars: September 2021
- Nevada Digital Learning Summit: October 2, 2021
- New to CTE Training: October 11, 2021
- Canvas Courses (10): Protocols, Inter-Rater Reliability (2), Goal Setting and Planning, Frameworks (3), NEPF in a Digital World, NEPF and CTE Connection, and ELD 101

Authority – NRS 391.465

NRS 391.465 – “State Board to establish statewide performance evaluation system and prescribe tools to be used by schools to measure performance; school district authorized to apply to use different performance evaluation system and tools; prohibition against evaluating certain administrators using statewide performance evaluation system.

1. The State Board shall, based upon the recommendations of the Teachers and Leaders Council of Nevada submitted pursuant to NRS 391.460, adopt regulations establishing a statewide performance evaluation system which incorporates multiple measures of an employee’s performance. Except as otherwise provided in subsection 3, the State Board shall prescribe the tools to be used by a school district for obtaining such measures.
2. The statewide performance evaluation system must:
 - a) Require that an employee’s overall performance is determined to be:
 - 1) Highly effective;
 - 2) Effective;
 - 3) Developing; or
 - 4) Ineffective.
 - b) Include the criteria for making each designation identified in paragraph (a)...”

Nevada Educator Performance Framework Score Ranges

Overall Score Range	Final Rating
3.6 - 4.0	Highly Effective
2.8- 3.59	Effective
1.91 - 2.79	Developing
1.0 - 1.9	Ineffective

(2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2020-21)

Possible Board Action

Approval of TLC's Recommended Score Ranges

1. 2021-22 School Year
2. 2021-22 and 2022-23 School Year
3. 2021-22 School Year and Beyond



NDE Contact Information:

Tina Statucki: tstatucki@doe.nv.gov