



**TEACHERS AND LEADERS COUNCIL (TLC): MEETING MINUTES
JANUARY 29, 2020 9:00**

MEETING LOCATIONS:

Department of Education	2080 E. Flamingo Road	Las Vegas	Board Room (1 st Floor)
Department of Education	700 E. Fifth Street	Carson City	Board Room

MEMBERS PRESENT:

Las Vegas:

Zhan Okuda-Lim
Pam Salazar, Ed.D.
Kim Metcalf, Ph.D.

Carson City:

Brian Rippet
Mary Owens
Mike Walker
Dee Ann Roberts
Teri White

Teleconferenced:

Kathleen Galland-Collins
Anthony Nunez
James Cooney

DEPARTMENT STAFF PRESENT:

Kristin Withey, Ph.D. - Education Programs Professional
Felicia Gonzales - Deputy Superintendent
Arina Kazemi

LEGAL STAFF PRESENT:

David Gardner - Senior Deputy Attorney General

PUBLIC IN ATTENDANCE:

In Las Vegas:

Chad Gregorius, CCSD
Alexander Marks, NSEA
Karen Moron Fossil, CSSD

Heather Strasser, CSSD
Maggie Von Slomski -Aellen, CCSD
Kimberly Mangino, CCSD
Karen Stanley, SNRPDP

In Carson City:

Nancy Kuhles

In Elko:

Bobby Shanks, School Nurse
Sarah Negrete, RPDP

- 1) **Call to Order; Roll Call: Pledge of Allegiance.** Dr. Pamela Salazar, Chair
- 2) **Public Comment #1**

In Elko: None

In Carson City: None

In Las Vegas: None

- 3) **Approval of Meeting Minutes for October 30, 2019.** Chair Salazar asked for members to review the minutes. / Member Galland-Collins noted that any additional typos present in the document would be corrected by Department staff before posting.

Member Metcalf made the motion to approve the October 30th TLC Meeting Minutes, with typos corrected. Member Owens seconded. There was no additional discussion. The motion passed unanimously at 9:16 am.

- 4) **TLC Election of Council Chair and Vice Chair Pursuant to NRS 391.455.** Chair Salazar informed the Council that the annual election will be postponed until all outstanding members are appointed by the Governor's office.
- 5) **Nevada Department of Education—Updates.** Dr. Kristin Withey shared the Nevada Department of Education updates. She informed the Council that all recommending bodies have submitted names to the Governor's office and have ensured that their appointees have completed the required application / waiver. The Department is to follow up with the Boards office before the next TLC meeting to ensure an updated roster. If we have a full Council, there will be an election of Chair and Vice Chair, pursuant to NRS 391.455.

The Department took an update of all SB 475 projects to the Legislative Council on Education (LCE) in January. Updates included a revision to NAC in alignment with SB 475's student performance domain weight that had been taken to the TLC on June 13, 2019 and the State Board of Education on July 17, 2019. The Nevada Department of Education held a Public Workshop on January 3, 2020. On August 14, 2019, the Department posted a Request for Information (RFI) to determine probable cost of the study. The results were taken to the Interim Finance Committee on December 13, 2019. This body approved the allocation of \$175,000. The formal Request for Proposals has been posted on the state purchasing website as Bid #30DOE-S1026 with the deadline listed as February 17, 2020. The Department gathered information from vendors currently providing online versions of the NEPF for districts in Nevada throughout the months of August through December. On December 18, 2019, January 6, 2020, and January 14, 2020 a group of stakeholder met to discuss the class size consideration. At the January LCE meeting, Assemblywoman Miller provided feedback specifically

citing the July 19, 2018 SBE meeting's discussion item 14 regarding AB312. She requested that the additional criteria regarding the consideration of class size be implemented prior to evaluation due dates this year.

Dr. Withey continued with an update on the NEPF Implementation & Communications. She stated that all monitoring visits had been completed for the 2018-2019 school year and results were shared internally and with the TLC. The NEPF website has been updated to ensure additional transparency including a list of NEPF Liaisons for each district, the original Literature Review, and NEPF Newsletters. The next NEPF Liaison meeting for district representatives will be held Monday, February 3rd with a newsletter to follow. The NEPF data submission packet, including all spreadsheets and surveys will be ready to be shared with Districts in March.

Dr. Withey shared that the Speech-Language Pathologists (SLP), School Nurse, and School Counselors would be presenting their requested revisions today. She reminded the TLC that these were brought about by the NDE 'check-ins' last spring and requested in 2019. She proceeded to share some of the outstanding work completed by members of the OLEP teams around their NEPF frameworks. She identified that Nevada's SLP evaluation system, based on the ASHA PACE (Performance Assessment of Contributions and Effectiveness of Speech-Language Pathologists), was given as an example of the usage of a PACE-based evaluation system during the ASHA Schools Virtual Town Hall in December 2019, that the OLEP NEPF evaluation systems were shared during a webinar presentation for the members of the National Coalition to Address Personnel Shortages in December 2019, there was a presentation given by Eileen Crowe from ASHA during the Montana Speech Language Hearing Association's annual conference on the usage of the NEPF OLEP SLP evaluation system in October 2019, and that Holly Kuhlmann (Douglas County SD) and Ananda Campbell (Carson City SD) presented at NLA on their creation of a digital training module (Personalized Library Professional Development) for structured training and professional growth to meet varying levels of expertise in the library. The training modules are rolling out for Carson City School District library staff this semester.

Dr. Withey ended by reminded the Council that the upcoming TLC Meeting would be held on Wednesday, March 25th, 2020

- 6) **Principal Supervisor Implementation Update.** Dr. Pamela Salazar shared that she met with principal supervisors in Lyon mid-January and plans to host four webinars on Dr. Honig's recent work out of AIR during the month of February. She stated that she is still waiting on funding to be disbursed for their intended book study component. Chair Salazar states that the feedback from pilot study participants has included that they see the framework as a valuable tool for reflection, but there remains concern about the range of responsibilities superintendents play across the state. She requested that the Teachers and Leaders Council consider the development of work groups at the March meeting.
- 7) **Update to the School Counselor Statewide Performance Evaluation Framework.** Representatives of the School Counselor work group, Chad Gregorius (Counselor Specialist, Clark CSD) and Keeli Killian (President-elect, NSCA, and School Counseling Specialist, Washoe CSD) shared their revisions to the School Counselor Framework. See meeting materials for PowerPoint and updated framework language. In addition, the work group requested that the department consider posting the tools and resources related to this work on the Department's website so that all School Counselors across the state have the tools easily accessible and readily available. Chair Salazar asked for additional questions from the council. Hearing none, she called for a motion.

Member White motioned to approve the revisions to the School Counselor NEPF Framework. Member Okuda-Lim seconded the motion. Member Owens applauds the work group for considering the needs of the rural districts. The vote passes unanimously at 9:36 am.

- 8) **Update to the School Nurse Statewide Performance Evaluation Framework.** Representatives of the School Nurse work group, Heather Strasser (School Health Services Coordinators, Clark CSD), Karen Moron Fossil (School Health Service Coordinators, Clark CSD), and Bobbi Shanks (Nurse, Elko CSD) reviewed the revisions to the School Nurse Framework. See meeting materials for PowerPoint and updated framework language. After the presentation, Chair Salazar called for additional questions and comments from the Council. Member Metcalf asked whether the School Nurses had had the opportunity to pilot the revised Framework. Representatives responded that they had completed a side by side comparison of several evaluations using the previous and revised versions of the Framework. Chair Salazar reminded the TLC that the School Nurse Framework is currently in its second year of full implementation after the completion of an initial pilot year. There were no additional member comments.

Member Metcalf motioned to approve the revised standards, indicators, and performance level language of the School Nurse NEPF Framework for the 2020-2021 school year. Member Owens seconded. There were no additional comments. The vote passed unanimously at 9:45 am.

- 9) **Update to the Speech-Language Pathologist Statewide Performance Evaluation Framework.** The representative of the Speech-Language Pathologist work group, Nancy Kuhles (Co-Chair, NSHA / NV Coalition) reviewed the proposed revisions to the Speech-Language Pathologist Counselor NEPF Framework. See meeting materials for PowerPoint and updated framework language. Nancy Kuhles requested the TLC to approve the revised standards, indicators, and performance level language of the Speech Language Pathologist NEPF framework for the 2020- 2021 school year. She identified one typo on the last set of standards and indicators that would be updated in the final recommendation. After the presentation, Chair Salazar called for additional questions and comments from the Council. Member White noted concern about equity of opportunity for revision. Dr. Withey confirmed that all OLEP groups had completed a check-in with NDE staff in Spring 2019 and had been offered the opportunity to revise, although only three groups moved forward. Member White clarified that she had been referring to teachers. Member Okuda Lim clarified that the motion would include Nancy's language revision.

Member Okuda-Lim motioned to approve the revised standards, indicators, and performance level language of the Speech-Language Pathologist NEPF Framework for the 2020-2021 School Year. Member Metcalf seconded the motion. There were no additional comments. The vote passed unanimously at 10:07 am.

Break: Members were granted a ten minute recess.

- 10) **Review of Recommendations from Stakeholders for SB475's 'Consideration of Class Size' and Additional Student Learning Goals Business Rules.** Dr. Kristin Withey shared the background of the NEPF stakeholder work group and publicly thanked all participating members. The NEPF work group consisted of 18 total members who consistently showed up. They represented 8 Districts including one Superintendent, one Institute of Higher Education, Teachers, Administrators and District Representatives. Dr. Withey named each participant, for the record: Nicole Medeiros, Lance Lattin, Deana Porretta, Amanda Lobkowitz, Kent Roberts, Anthony Nunez, Teri White, Brian Rippet, Vanessa Chen, Erik Skramstad, Kim Mangino, Robin Reyes, Dr. Leslie Molina, Cynthia Darden, Michele Savitz, John Kocian, Marissa McClish, Bob Ives, Michaela Marich. These workgroup

members participated on December 18th, January 6th and January 14th for a total of about 20 hours. They met face-to-face, either in Carson or in Las Vegas while rural districts (White Pine and Humboldt) had the option to call in digitally. The work group began by building a common understanding of the NEPF by reviewing TLC minutes from the period during which the SLG process was developed and by looking at national recommendations and examples of other state evaluations systems. The work group then reviewed resources and guidance available from Nevada's districts and regional professional development centers. With the shared understanding and review of available options, the work group discussed possible recommendations and developed a rationale for each. The final product included three columns: the broad recommendations, specifics, and the rationale. See Meeting Materials for the Recommendation document. Dr. Withey proceeded through each recommendation and stopped for Member comment and question after each one.

Member Metcalf stated he was uncomfortable with the removal of the assessment priority level guidance. He indicated concern about how TLC ensures that non-validated measures will affect the ability to accurately measure progress from the SLG. Dr. Withey said that the work group had purposefully left the 3rd bullet point and would embed assessment considerations into the pre-evaluation conference between educator and evaluator. This discussion would include the conversation around effective and valid measures for the target learning goal. Member Metcalf continued by stating that the discussion around psychometric rigor has been a repeat topic of conversation since he joined the TLC and he wanted to ensure that it remained in the forefront. Member Rippet countered that the stakes for the SLG are no longer high with the revision of domain weights in the 80th Legislative Session. He highlighted that the intent is that educators create assessments to precisely analyze students' present levels and using that data to drive instruction rather than relying on an outside metric that does not perfectly align with the intended learning. Member Walker agreed that this process is about teacher improvement and professional development. He noted that the anxiety level is already escalated with the NEPF so instead of considering how to measure student success and move them from point A to point B, the focus has been on, "Am I going to get fired?" Member Walker indicated that he felt it was important to look at what the TLC is trying to do, whether it be to tie scores to a specific assessment that's very clear or whether it be to improve the quality of instruction. In the latter case, then the assessment should be open to discussion with teacher administrator and the teacher. Dr. Salazar commented that part of the rationale for the legislative reduction of the SLG weight was to ensure that it was about growth, development, and support of teachers. She continued by citing that the work group also looked at work from Massachusetts, a state that has a similar SLG process. Their work recommends the collaborative development of assessments in order to monitor learning on standards.

Dr. Withey continued to share the rationale and work group recommendation around the 'clarifying student definition in the SLG scoring rubric.' Chair Salazar asked the TLC to consider whether the work group's recommendation that 'content area relevancy must be a priority' made it seem as if the TLC was endorsing one type of focus over another when they had just finished explaining that there should not be a prioritization. She suggested the removal of that statement so that the TLC stays away from identifying a priority. She said that the only priority that should be there is one that focuses on the students' needs. Member White stated some of the concerns that were raised during the workgroup session were that some of specialists are being asked to support schoolwide math goals

rather than whatever that specialist might be teaching. The work group had wanted to preserve their needs to grow their students within their content. Chair Salazar agreed with member White and restated that the TLC should only prioritize student need, rather than taking a stance on content area relevancy, etc.

Dr. Withey continued to the work group recommendation regarding the clarification around tiered targets through course-embedded assessments with no additional comments from the members.

When Dr. Withey shared the recommendation around topics to be clarified as part of the pre-evaluation conference, Dr. Salazar recommended deleting the first bullet in relation to her prioritization question previously identified.

Chair Salazar asked the council to make a motion related to the work group SLG recommendations separately from the class size consideration discussion. **Member Nunez made a motion to approve the recommendations with 2 deletions: content area relevancy prioritization and the deletion of bullet point 1 from the pre-evaluation conference. Member Okuda Lim seconded the motion.**

Member Metcalf asked whether the TLC would be voting on all changes at once. Chair Salazar confirmed that the TLC would be voting for all work group recommendations with two minor changes. Member Okuda Lim requested to confirm that if the motion gets approved, then the Department will have the authority to make almost all of the changes in the protocol document, except the revision of the assessment priority levels because that revision requires State Board action related to NRS changes. Chair Salazar confirmed. Member White offered an amendment to recommendation number 4 that reads, “The student within the content area must be a part of required conversation between...” She suggested: “student need within the content area must be a part of the required conversation between...” Chair Salazar asked member Nunez, the author of the motion, if it was favorable to him. **Member Nunez approved the amendment.**

Member Metcalf asked to state for the record that the work was very impressive and well-presented, so complemented Dr. Withey and the work group members.

Member Okuda-Lim reiterated this sentiment and stated that these recommendations align with the letter and intent of the law as it now stands after the 2019 session.

Ten members approve, one dissents. The vote passes to approve the recommendations with identified revisions at 11:09 am.

Dr. Withey continued to share the rationale and work group recommendation around the consideration of class size, as identified in SB 475. She reminds the Council that Assemblywoman Miller had asked for the inclusion of the July 19, 2018 SBE meeting’s item 14 regarding AB312 and the non-binding class size recommendations. Deputy Gonzales confirmed that Dr. Withey’s accurately captured the assemblywoman’s request.

Member White motioned to approve the work group recommendations around class size consideration with the requested revision identified at the Legislative Committee on Education. Member Rippet seconds the motion. There was no further discussion. The motion passes unanimously at 11:16 am.

11) **Presentation of Developed Questions for Stakeholder Feedback.** Dr. Kristin Withey reviewed the list of developed questions to be posed to NEPF Liaisons for feedback around NEPF implementation. She reminded the Council that these questions had been originally intended to be posed to a group of stakeholders during a public TLC meeting, but given the focus on the educator effectiveness system, it was more appropriate to direct these questions as a survey to district representatives called NEPF Liaisons. Additionally, she reminded the Council that teachers and administrators are provided an opportunity to provide feedback during the surveys implemented by districts as part of the NEPF Monitoring for Continuous Improvement. Dr. Withey stated that this survey was adapted from the Educator Effectiveness Systems Assessment developed by the Center on Great Teachers and Leaders at the American Institutes for Research in collaboration with the West Comprehensive Center and WestEd. Adaptations included deletions of questions not relevant to the Nevada application of the NEPF as well as separation of questions to allow for ease of Likert ratings.

Member White asked what is meant by “clearly communicates” on questions 8 and 9. Dr. Withey responded that since these came from the Center on Great Teachers and Leaders, she cannot speak to the intent, but would assume that the phrase can be interpreted to ask completers to assess whether directions were clear around what items are nonnegotiable. Member White suggested that these items should not be on the Likert scale because she believes that “clearly communicating” is asking whether respondents read the protocol and believes that think some respondents might wonder about what’s negotiable. Dr. Withey suggested that a follow up question be included after items 8 and 9 to allow for Liaisons to clarify how the communication is completed and identify any potential issues with current communication.

Chair Salazar suggested that there be a way to for participants to respond or follow up, especially if the Likert score is very low. She said this option would allow TLC and NDE to identify what could be done to ameliorate the issues.

Member White approved of the free response after each item and suggested that we will just have to see how the responses come in from the first round and adjust as necessary for the following year.

Member Metcalf motioned to approve the list of survey questions for the NEPF Liaisons, including Member White’s additions or correction on questions 8&9. Member Okuda Lim seconded the motion. There was no additional discussion. The vote passed unanimously at 11:26 am.

12) **Future Agenda Items.** Chair Salazar asked the Council for future agenda items. Member Rippet requested the exploration of opportunities for teacher revision and streamlining similar to that undertaken by the OLEP. Member Metcalf requested an update on the process of the impact and validity study of the NEPF.

13) **Public Comment #2**

In Elko: None

In Carson City: None

In Las Vegas: None

14) **Adjournment at 11:29 am.**