



TEACHERS AND LEADERS COUNCIL (TLC)

FEBRUARY 24, 2021

9:00 A.M.

Meeting Location

Due to the circumstances created by the COVID-19 pandemic, the Teachers and Leaders Council (TLC) met via videoconference. In accordance with Governor Sisolak's [State of Emergency Directive 006](#), Section 1, there was no physical location designated for this meeting. The meeting was livestreamed on the [Nevada Department of Education Website](#).

DRAFT SUMMARY MINUTES OF THE REGULAR MEETING

MEMBERS PRESENT via videoconference

Pam Salazar, Chair
Mary Owens
Andrew Tiscareno
Louis Markousiz
Jim Cooney
Dee Ann Roberts
Nicole Rourke
Sarah Negrete
James Cooney
Darcy McInnis
Pamela Teel
Elizabeth Campbell
Patricia Michitarian

DEPARTMENT STAFF PRESENT via videoconference

Kathleen Galland-Collins, Assistant Director, Office of Educator Development, Licensure, and Family Engagement
KellyLynn Charles, Education Programs Professional, Office of Educator Development, Licensure, and Family Engagement
Arina Kazemi, Administrative Assistant, Office of Educator Development, Licensure, and Family Engagement

SENIOR DEPUTY ATTORNEY GENERAL via videoconference

David Gardner

AUDIENCE IN ATTENDANCE via videoconference

Sara Cunningham, Director Northwestern Nevada Regional Professional Development Program (NWRPDP)

Karen Stanley, Administrative Trainer, Southern Nevada Regional Professional Development Program (SNRPDP)

AUDIENCE IN ATTENDANCE

The Livestream feed allowed public viewing throughout the meeting.

1: CALL TO ORDER; ROLL CALL; PLEDGE OF ALLEGIANCE

The meeting of the Council was called to order at 9:02 A.M. by Chair Salazar. Quorum was established. Chair Salazar led the Pledge of Allegiance. Chair Salazar reminded members of virtual meeting norms and requested that members use the hand-raising feature if wishing to speak. Chair Salazar welcomed new members and called for member introductions.

Chair Salazar moved to Agenda Item #2.

2: PUBLIC COMMENT #1

Ms. Galland-Collins shared her contact information on the screen for public comments. Additional time was provided for the public to submit comments via email due to delay on livestream for public. Member Galland-Collins checked her emails to see if there was any public comment submitted, but none was submitted.

Chair Salazar moved to Agenda Item #3.

3: APPROVAL OF MEETING MINUTES FOR DECEMBER 9, 2020

Chair Salazar gave members time to review the minutes.

Member Teel made a motion to approve the minutes for the December 9, 2020 meeting. Member Rourke seconded. Motion passed with no discussion.

Chair Salazar moved to Agenda Item #4.

4: TLC MEMBERSHIP UPDATES AND ELECTION OF COUNCIL CHAIR AND VICE CHAIR PURSUANT TO NRS 391.455 (*Information, Discussion/Possible Action*)

Chair Salazar turned the council over to Senior Deputy Attorney General David Gardner to explain the process for electing a Council Chair and Vice Chair. Senior Deputy Attorney General David Gardner gave a brief explanation and then went through the processes for electing a Chair and Vice-Chair. The rule is the Chair has to be a member of council, so anybody is eligible, and anybody can nominate himself/herself or someone else. There is no need for a second. Typically, the Chair or Vice-Chair is involved in setting up the meetings and communicates with the Nevada Department of Education (NDE) staff to make sure things are on the agenda and organized correctly.

Member Negrete nominated Dr. Salazar to remain as a Chair. All members voted in favor and none were opposed. Chair Salazar was reelected.

Member Salazar nominated Pam Teel as Vice-Chair. Pam Teel accepted serving in that roll. All members voted in favor and none were opposed. Member Teel was elected as the Council Vice-Chair.

Chair Salazar moved to Agenda Item #5.

5: NEPF IMPLEMENTATION UPDATES

Kathleen Galland-Collins, Nevada Department of Education (NDE), gave updates on the Nevada Educator Performance Framework (NEPF) Implementation.

The Teachers and Leaders Council (TLC) recommended score ranges for school year at the last TLC meeting were presented and approved at the January 28, 2021, State Board of Education (SBE) meeting. NEPF Liaisons were notified of the changes to the score ranges for Speech Language Pathologist (SLP)s. Protocols are in the process of being updated as well. The next NEPF Liaison meeting will be held on Monday, March 1, 2021, to reiterate that and answer any questions if they have any.

At the State Board meeting, there was a public hearing for the draft regulation around the weight changes. During the 2019 legislative session, Senate Bill (SB) 475 changed the weight of the student learning goal from 40% to 15%, which caused a domain weight change for the other domains. The recommendation was that it would change to 65% for instructional practices and 20% for professional responsibilities. The public hearing for that regulation, R118-20, was also held at that SBE meeting. This document includes the revisions to the domain weights to match what is in current practice. SBE approved the language, and it will now go before the legislative commission.

NDE did training on NEPF in-person, hybrid, and distance learning guidance documents.

NDE is in the process of bringing on board a new Education Program Professional (EPP) to fill Dr. Withey's spot. The EPP will be in place by the next meeting.

Chair Salazar moved to Agenda Item #6.

6: REVIEW OF DRAFT STATUTORY LANGUAGE REGARDING THE NEPF FOR PRINCIPAL SUPERVISORS *(Information/Discussion/Possible Action)*

This item was pulled from the Agenda.

Ms. Galland-Collins stated Principal Supervisor definition: Agenda Item #6 has been pulled from today's agenda. NDE accepts the TLC's recommendation to place a hold on the full implementation of the NEPF for Principal Supervisors. The Department will engage additional stakeholders and work collaboratively with the TLC to draft revisions to statute to address the status and definition of principal supervisors in preparation for the next legislative session. In the interim, professional development efforts will continue. Districts are encouraged to continue to utilize the NEPF for Principal Supervisors to guide their practice in supporting and developing school leaders.

Chair Salazar moved to Agenda Item #7.

7: REVIEW OF THE NEPF IMPACT AND VALIDITY STUDY RECOMMENDATIONS.

Chair Salazar asked for a brief review for new members of recent reports on UNLV's NEPF Impact and Validity study (See Meeting Materials Agenda Item #7 on the [TLC Meeting Webpage](#)). Ms. Galland-Collins gave a brief statement about the recommendations to the members.

Ms. Galland-Collins stated the testimony given during the session by a few entities continue to quote the preliminary version of the report given in May which did not include all data points, rather than the final version that was presented to the legislative interim Committee on Education in August. She asked members to look at page 23 of the report at the data limitations. The report only had individual data for a single year 2018-19. In the past, NDE was not allowed to gather the identified individual data up until that 2018-19 school year. The report used all aggregated data, which makes it difficult to determine impact on individual performance. Second, the study only had data on NEPF standards on domain scores. The report was unable to identify any patterns in the actual NEPF indicators because NDE does not collect that data and was thus the report was unable to determine which indicators were performing better or worse. Finally, the analysis was performed on a quick 5-week timeline for the first presentation. The study narrowed the scope of report to focus on the most pressing research questions. Ms. Galland-Collins explained to the new members of the council why there was such a short timeline. SB 475 required the report to be done, but it did not provide specific funding. Funding had to be requested from the Interim Finance Committee (IFC). That required finding out what the average cost of a study is through a request for information which takes a couple of months. The request for information determined that the average study cost \$175,000. That information was then submitted to the IFC, funds were allocated, and the request for proposals are begun. The process for collecting proposals can take up to a few months and is then submitted for approval before a contract can be issued. The contract was awarded in April and the report was due in June.

Ms. Galland-Collins then reviewed some of the recommendations from the report and referred members to see pages 19-24. One recommendation was that NDE should improve differentiation in scores between NEPF domains through inter-rater reliability (IRR) training and an IRR certification program. RPDPs regularly provide IRR training but it is optional for administrators to participate in. Member Owens asked for clarification whether IRR training was optional or mandatory. Chair Salazar confirmed that it is optional. When asked how long the training is, Chair Salazar explained that current training includes four 1.5-hour training sessions developed by Center for Research on Evaluation Standards and Student Testing (CRESST) and WestEd. Ms. Galland-Collins shared additional recommendations which included increasing the number of performance levels, investigating consistency in the types of evidence collected or required, investigating the quality of feedback, using expert raters, and improving the data collection process. NDE currently collects district NEPF data using Excel spreadsheets. SB 475, during the last legislative session, tasked NDE with developing an online tool for collecting data; however, no funds were provided to develop the online system so NDE is unable to complete that at this time. Member Tiscareno asked about the considerations regarding using expert raters other than building administrators and expressed concerns. Ms. Galland-Collins stated that statute allows for peer observers, and districts can develop policies to do so. Observers are not evaluators but instead provide coaching aligned to NEPF standards. Funds from Assembly Bill (AB) 309, during the 2019 session, could be used for that, but NDE does not know whether districts are using those funds for that purpose any longer.

Chair Salazar asked for other questions or clarifications regarding this report. She then mentioned the presentation link for the Legislative Council Bureau (LCB) that was shared by Ms. Galland-Collins. The follow up question from legislative Committee on Education would be included in that resource as well.

Chair Salazar moved to Agenda Item #8.

8: 2021 LEGISLATIVE SESSION RECOMMENDATIONS (*Information/Discussion/Possible Action*)

Ms. Galland-Collins was asked to inform the Council of any 2021 Legislative Session actions that pertain to the TLC. AB 57 (introduced at the Assembly Committee on Education meeting on February 18, 2021): Washoe County School District (WCSD) presented a bill that proposes changes to Nevada Revised Statutes (NRS) 391.465, changing the student performance domain weight to 0% starting with the current school year through the 2022-23 school year. The weight would return to 15% starting with the 2023-24 school year. SB 76: Sec. 30 revises NRS 391.450 to add the word “Advisory” to the TLC name, thus now being referred to as the Teachers and Leaders Advisory Council of Nevada. Sec. 31 amends NRS 391.455 to also refer to the group as the Teachers and Leaders Advisory Council of Nevada. Further, it clarifies that the purpose of the Council is to provide nonbinding advice and assistance to the Superintendent of Public Instruction and the SBE in the exercise of their duties. Sec. 32 amends NRS 391.465 to change “based upon” to “after consideration of” the recommendations of the Teachers and Leaders Advisory Council of Nevada and clarifies that the Council serves as an advisory council.

Member Campbell questioned whether TLC was not already an advisory council. Ms. Galland–Collins, with confirmation from Deputy Attorney General David Gardner, confirmed that this does not really change the role of the TLC, but rather clarifies the process to make recommendations to the SBE. Member Teel asked for clarification if they would still have to be chosen by the governor to sit on the council, and Ms. Galland-Collins confirmed that it does not change how the members are appointed.

Member Owens asked whether she could make a motion that the TLC would support AB57 and moving the Student Learning Goal (SLG) to 0% for the next 2 years. Chair Salazar asked Ms. Galland-Collins to see if that is under the purview of TLC. Ms. Galland-Collins referred the question to the Senior Deputy Attorney General David Gardner to answer, but she added that because TLC is a recommending council to the SBE, anything it may recommend it would have to recommend to the SBE, and the SBE would take that cause and put it forward. NDE’s position on AB 57 is in opposition. It clarifies that this came from WCSD. WCSD’s requirements for the Student Learning Objective (SLO) process is much more strenuous than what is dictated in NEPF protocols for SLGs, and they were advised to streamline their process. Deputy Attorney General David Gardner stated that as a public body TLC has the right to make recommendations but should not engage in advocacy as it could be considered lobbying. An individual member can say they are on the TLC but cannot speak on behalf of TLC unless TLC votes to allow him/her to speak on their behalf. Chair Salazar suggested that if someone wants to speak on it, they are free to do so as individual. Member Teel agreed. Member Michitarian asked for clarification about NDE’s opposition to this bill. Ms. Galland-Collins stated that included in the exhibits for this bill is a letter sent to WCSD from NDE that outlines the opposition and recommendations for WCSD to revise their process for the approval and implementation of SLOs to align with NEPF Protocols. If AB 57 passes, it will require TLC to make changes to the other domain weights and require regulation changes. The student performance domain has changed every single legislative session, which goes against recommendations in the Impact and Validity Report discussed earlier. Member Owens asked for clarification regarding who the information had been sent to in WCSD. Ms. Galland-Collins confirmed that the letter was sent to Superintendent Kristin McNeil and is also an exhibit for this bill (part of public record). As there was no second to the original motion posed by Member Owens, TLC moved forward.

Chair Salazar moved to Agenda Item #9.

9: CURRICULUM AND INSTRUCTION RECOMMENDED BY TLC AND STATEWIDE TRAINING FOR TEACHERS AND ADMINISTRATORS (*Information/Discussion*)

Chair Salazar stated that the Regional Professional Development Program (RPDP) Leaders would report next and began with Dr. Negrete.

Dr. Sarah Negrete, Northeastern Nevada Regional Professional Development Program (NNRPDP), reported that they did not get any requests around administrator NEPF this year; however, they were mostly interested in the changes and the information provided by Ms. Galland-Collins's webinars. In terms of teacher NEPF training, they incorporated and integrated NEPF in almost everything that they provided. For example, this fall when providing teachers training and information about some of the technology tools that would be available to them as they were teaching in hybrid and online format, they named their workshop "Making Meaning with Google Meet," focusing on the learning strategies and instructional practices and not emphasizing the tool. One of the things they learned is shorter was better, so RPDP offered shorter professional development opportunities.

Chair Salazar asked Sara Cunningham of NWRPDP to give her report. Ms. Cunningham shared the updates on behalf of the Northwest region. As with all aspects in education, the department has gone through some changes and modifications in terms of delivery models. They continued supporting first and second-year administrators, coaching and mentoring in five of six school districts and one charter school on the NEPF protocols, standards, observations, analysis, and research review. Currently 42 administrators are supported by RPDP. RPDP also is supporting a second-year principal cohort in Washoe County. They also offered workshops for administrators in culture response practices, leadership, mentoring for leaders and learners, and some work the NEPF administrator Inner-Rater Reliability (IRR). They also followed up with Ms. Galland-Collins webinars on the new drafts of the protocols, summaries of the changes, and where they can get support. They always made explicit connections for teachers to best practices no matter what delivery model that they are using: in person, hybrid model, and distance learning.

Chair Salazar turned it over to Karen Stanley of SNRPDP to speak on behalf of Dr. Chelli Smith. Karen Stanley shared updates, stating that administrator workshops are always connected to the NEPF Leadership Standards as well as aligned to Nevada Professional Development Standards. She reported that sessions are not mandatory, but they are offered on the Zoom platform and are aligned to John Hattie's research and the NEPF teacher instructional standards. Some topics have included the SLG process, a joint session with Clark County School District administrators, and successful teacher and leader practice standards when learning in virtual, blended, or face to face environments. They outlined several frameworks for professional learning communities in a distance learning environment. Chair Salazar shared all of workshops with State superintendents and administrators can learn about the workshops by going to the [RPDP Website](#). They include weekly leadership briefs about workshops as well as resources and materials for site-based administrators. They also have created materials for IRR training. Content teams continue to embed NEPF instructional standards in their trainings as well as College and Career Ready Anchor Standards. The SNRPDP Math Conference is on Friday and Saturday of this week and there are 135 math educators participating. The Nevada Computer Science Summit is taking place on Saturday as well. The English Language Arts (ELA) Institute on April 16-17, 2021. Community Family Science Nights have been offered throughout the pandemic and the next one is on March 4, 2021.

Chair Salazar stated that the RPDPs are working hard to work through the challenges in terms of delivery systems and making it work for educators in the classrooms. Member Teel, from a district perspective, thanked RPDP for their work.

Ms. Galland-Collins and Deputy Superintendent Felicia Gonzales led a workshop with Nevada Association of School Administrators (NASA) for the Center for Educational Excellence Institute (CEEI) on how administrators can leverage the NEPF process, protocols, and standards to support the Nevada School Performance Framework (NSPF). The Nevada Digital Learning Collaborative (NvDLC) will have another spring conference on April 17, 2021. They will have a whole room dedicated to administrators and are looking for presentations on how administrators can continue to embed digital learning practices in the future, even when it is not pandemic.

Chair Salazar move to Agenda Item #10

10: FUTURE AGENDA ITEMS

Chair Salazar suggested items for future agendas. She requested any pertinent NEPF updates. Chair Salazar also requested information on any legislative session updates and what has been approved, and she reiterated that if AB 57 passes, action may be required of the Council to address domain weights. The next meeting was confirmed for April 28, 2021.

Chair Salazar moved to Agenda Item #11.

11: PUBLIC COMMENT #2

Additional time was provided for the public to submit comments via email due to a delay on Livestream. Member Galland-Collins checked to see if there was any public comment, but none were submitted.

Chair Salazar moved to Agenda Item #12.

12: ADJOURNMENT

Chair Salazar adjourned the meeting at 10:18 A.M.