PUBLIC NOTICE

Note: This public notice has been posted at the offices of the Department of Education in Carson City and Las Vegas, at the 17 Nevada County School District Superintendents' Offices, at the 17 county public libraries, and at the Nevada State Library and Archives. Notice of this meeting was posted on the Internet through the Nevada Department of Education website at www.nde.doe.nv.gov

AGENDA
TEACHERS AND LEADERS COUNCIL
MEETING
November 28, 2012
8:30 a.m.

South Point Hotel & Casino
9777 Las Vegas Blvd. South
Las Vegas, NV 89183
Meeting Room: Napa AB

The public is hereby noticed that the Teachers and Leaders Council reserves the right to take agenda items out of posted order, with the exception of public hearings and items may be pulled or removed from the agenda at any time. A time for public comment is provided at the beginning and at the conclusion of the meeting. A time limit (three minutes) will be imposed on public comment by the Chair in order to afford all members of the public who wish to comment an opportunity to do so within the timeframe available to the Council. The Council Chair reserves the right to call on individuals from the audience for testimony at any time. Individuals providing testimony please sign in with your name and organization and you will be called in the order received by the Council Assistant.

1. Call to order; Roll Call; Pledge of Allegiance. (Pamela Salazar, Chair) *(Action*)
2. Public comments.
3. Approval of flexible agenda. (Pamela Salazar, Chair) (*Information/Discussion/ Action)*
4. Approval of Minutes for the October 15, 2012; November 2, 2012; and November 14, 2012 Teachers and Leaders Council Meetings. (Pamela Salazar, Chair) (*Information/Discussion/Action)*
5. Review and discuss public comments from Elko, including recommendations resulting from the public comments; discuss implications for the TLC's considerations of any such recommendations; consider and possibly adopt changes based on conversation. (Leslie James, NDE Administrative Staff to TLC) (*Information/Discussion/Action)*
6. Discuss the associated costs for developing and implementing the Nevada Teacher Evaluation Framework and Nevada Administrator Evaluation Framework and take action regarding approval of a presentation of such information to the State Board of Education at a public workshop and/or public hearing (Rorie Fitzpatrick, NDE Deputy Superintendent and Administrative Staff to TLC). (*Information/Discussion/Action)*
7. Review and discuss the motions made by the TLC at the November 14, 2012 meeting regarding the "Group 3 – Specialist Personnel", including sharing the feedback by the Group 3 technical assistance team in response to those motions, and determine if there are any additional recommendations or action around those motions. (Leslie James, NDE Administrative Staff to TLC, Lynn Holdheide, Consultant, AIR)(*Information/Discussion/Action*)
8. Review and discuss the potential final weightings for indicators and methodologies for determining final scores for all teachers, as recommended by the ad hoc group assembled to review the application of the *Nevada Teacher Evaluation Framework* for Group 1 (teachers in state tested grades and subjects) and Group 2 (teachers in non-tested grades and subjects); discuss finalization of the adoption of those recommendations and then take action. (Sujie Shin, Senior Assessment Manager, WestEd; Russ Keglovits, NDE Administrative Staff to TLC) (*Information/Discussion/Action)*
   a. Review recommendations, including rationale for recommendations, relative to the inclusion and exclusion of school level staff to be included in Groups 1 and 2 as determined by the *Nevada Teacher Evaluation Framework*; discuss implications for the TLC's adoption of any such recommendations; consider and adopt recommendations regarding inclusion and exclusion rules for Group 1 and Group 2 Teachers.
   b. Review recommendations, including rationale for recommendations, relative to the differential weightings within the *Nevada Teacher Evaluation Framework* for Group 1 and Group 2 Teachers; discuss implications for the TLC's adoption of any such recommendations; consider and adopt recommendations regarding weightings for Group 1 and Group 2 Teachers.

9. Propose, review, and discuss the appropriate inclusion of the Student Engagement measure in the *Nevada Teacher Evaluation Framework* as influenced by recent research and best practices and take action as a result of discussion. (Lynn Holdheide, Consultant, AIR) (*Information/Discussion/Possible Action)*

    a. Discuss the inclusion and measurement of indicators within the *Nevada Teacher Evaluation Framework* relative to Professional Responsibilities; discuss implications for the TLC's adoption of any such recommendations; consider and adopt recommendations regarding the Professional Responsibilities component of the *Nevada Teacher Evaluation Framework*.

10. Propose, review, discuss, and adopt recommendations for the methodologies to be used to determine final scores for all teachers through the *Nevada Teacher Evaluation Framework* and administrators through the *Nevada Administrator Evaluation Framework.* (Stanley Rabinowitz, WestEd and Sujie Shin, WestEd). (*Information/Discussion/Action)*

    a. Review recommendations, including rationale for recommendations, relative to the methodologies for determining final scores for the *Nevada Teacher and Administrator Evaluation Frameworks*; discuss implications for the TLC's adoption of any such recommendations; consider and adopt recommendations regarding methodologies for determining final scores through the *Frameworks*.

    b. Review recommendations, including rationale for recommendations, relative to the potential exceptions and adjustments needed to accommodate special circumstances, including but not limited to Group 3 teachers, new teachers, or Group 2 teachers with Instructional Practice/Professional Responsibilities scores that are at odds with their school-level Student Outcomes scores; discuss implications for the TLC's adoption of any such recommendations; consider and possibly adopt recommendations regarding exceptions and adjustments needed to accommodate exception cases in the *Nevada Teacher Evaluation Framework*.

11. Propose, review, and discuss considerations regarding development and implementation of a work plan to validate and pilot individual components of as well as the full operational system of the *NV Teacher Evaluation Framework* and the *Nevada Administrator Evaluation Framework.* (Stanley Rabinowitz, WestEd and Sujie Shin, WestEd). (*Information/Discussion/Action)*

    a. Discuss those components of validation and pilot studies necessary to evaluate and implement the *NV Teacher Evaluation Framework* and *Administrator Evaluation Framework*; discuss implications for the TLC's adoption of any such recommendations, including, but not limited to budget allocation needs and timeline constraints, staffing need, and Infrastructural support needs; consider and adopt recommendations regarding a work plan to validate and pilot the *Frameworks*.

12. Review, and discuss the *Nevada Administrator Evaluation Framework*, and take action to approve the Educational Practice and Student Performance domains, including the content and weighting for the High Leverage Instructional Leadership Principles, the Professional Responsibilities standards and indicators, and the Student Outcome measures. (Lynn Holdheide, Consultant, AIR and Sujie Shin, Senior Assessment Manager, WestEd) (*Information/Discussion/Action)*

13. Take action to recommend the State Board adopt a process for local school districts to apply to the Nevada Department of Education and seek approval to use locally developed or nationally recognized tools as part of the evaluation process for teachers and/or administrators, requiring districts to demonstrate how the tools are aligned with the adopted Frameworks and how they ensure that the instructional and/or instructional leadership principles are measures in ways comparable to those undertaken through the state-developed rubrics. (Pamela Salazar, Chair) (*Discussion/ Action)*

14. Take action to recommend the State Board require the Nevada Department of Education to establish a Technical Advisory Council, including national experts in assessment, measurement, educator practice, and with knowledge of assessment design, of the technical properties needed to increase validity and reliability, of typical growth patterns for students, including students with special needs and ELLs, of standards and curriculum and accessibility needs, to guide the State's determinations on state and district assessments and their use as a factor in teacher and leader evaluation. (Pamela Salazar, Chair) (*Discussion/ Action)*

15. Take action to recommend the State Board require the Nevada Department of Education create a plan to monitor district implementation fidelity, a strategic plan to evaluate system effectiveness (e.g. stakeholder satisfaction and perception, impact on teacher practice and student learning, teacher retention), and a study to determine process validity. (Pamela Salazar, Chair) (*Discussion/ Action)*
16. Review, rethink, discuss, refine, make changes to and possibly approve a November 28, 2012 version of the *Systems Guidelines White Paper*. (Pamela Salazar, Chair; Rorie Fitzpatrick, Deputy Superintendent, Nevada Department of Education (NDE), and Administrative Staff to TLC) (*Information/Discussion/Possible Action)*
17. Meeting summary. (Pamela Salazar, Chair) (Information/Discussion)
18. Additional Council member comments.
19. Summary of final TLC recommendations to the Board. (Pamela Salazar, Chair and Rorie Fitzpatrick, Deputy Superintendent, NDE and Administrative Staff to TLC)
20. Public comments.

Meeting adjournment.

Reasonable efforts will be made to assist and accommodate individuals with disabilities attending the meeting. Please call the office at 775-687-9224 in advance, so that arrangements may be made.