Recommendations Regarding Regulatory Adoption Process for Development and Creation of the *Nevada Educator Performance Framework*: A Statewide System of Performance Evaluation and Support for Teachers and Administrators in NV Public Schools

Date	Function	Recommended Action	Rationale
12/14/12	Public Workshop	Receive a presentation regarding the models created by the Teachers and Leaders Council (TLC) for the implementation of a statewide performance evaluation and support system for teachers and administrators in grades PreK-12 Receive public testimony regarding the models generated by the TLC and the concepts associated with the creation and implementation of a statewide performance evaluation and support system Take action for conduction of public hearings during winter/spring/summer 2013, as described in subsequent rows below.	Per NRS Chapter 391, as amended June 2011, the State Board of Education is required to receive models for teacher and administrator evaluation by the TLC and to subsequently adopt regulations specifying the statewide evaluation system for teachers and administrators. In order to meet the statutory requirements for the system relative to fairness, validity, reliability, and meaningful use of data for human capital decision-making including professional development, tenure, promotion, and dismissal considerations, the TLC strongly recommends that the system be phased-in. Such an approach is necessary to ensure robust validation in the first year of implementation and to allow for creation of requisite tools and professional development on associated use of said tools to support implementation of a legally defensible system that meets NRS stipulations. Further, the TLC's teacher and administrator evaluation models will require technical amendments to NRS Chapter 391 with regard to personnel definitions; the contents of the evaluation; types of student achievement data used to inform evaluations; and timing currently required for adoption of local board policies and subsequent implementation of said policies. Such amendments will come before the legislature in the 2013 session for consideration, and if passed, enable the adoption of regulations that meet the criteria specified by the TLC.

Date	Function	Recommended Action	Rationale
1/25/13	Public Hearing	Receive regulatory language and then do adopt regulations regarding T*he Nevada* ***Teacher*** *Evaluation Model* to include: ➢ The configuration of the model, with regard to the composition and weighting of the two categories (Educational Practice & Student Performance) and three Domains (Instructional Practice, Professional Responsibilities, and Student Outcomes) ➢ The degree to which the model sustains statewide uniformity and school district flexibility ➢ The measures and indicators within the Educational Practice Category Receive regulatory language and then do adopt regulations regarding *The Nevada* ***Administrator*** *Evaluation Model* to include: ➢ The configuration of the model, with regard to the composition and weighting of the two categories (Educational Practice & Student Performance) and three domains (Instructional Leadership Practice, Professional Responsibilities, and Student Outcomes) ➢ The degree to which the model sustains statewide uniformity and school district flexibility ➢ The measures and indicators within the Educational Practice domain Receive regulatory language and then do adopt regulations regarding the conduct of validation studies to support technical adequacy and legal defensibility.	Adopting regulations as recommended herein complies with current requirements of NRS and signals the Board's intent regarding the performance evaluation and support system. In order for system implementation to succeed, the Nevada Department of Education will need to work with local stakeholders, national partners, and perhaps contractors to develop requisite materials and provide professional development associated with measuring and reporting performance against the indicators within the Educational Practice categories of the models. The commitment of resources for development and implementation of such materials and professional development should only be made after formal action has been taken to affirm the contents of the model relative to the Educational Practice category of the teacher and administrator models.

Date	Function	Recommended Action	Rationale
1/25/13	Board Agenda Action Item	Discuss the technical amendments anticipated for legislative action in the 2013 session and take action to support amendments enabling the Board to adopt regulations that comply with the performance system recommended by the TLC.	Supports the opportunity for the Board to exert leadership in direction setting for implementation of the Nevada Educator Performance Framework.
6/13/13	Public Hearing	Receive regulatory language and then do adopt regulations regarding *The Nevada* ***Teacher*** *Evaluation Model* to include: ➢ The indicators and measures within the Student Performance category ➢ Requirements for classroom observations including both process and timing/scheduling ➢ Requirements associated with human capital decision-making including the provision of professional development and other supports aligned to evaluation data; promotion, tenure, and dismissal ➢ Implementation timelines Receive regulatory language and then do adopt regulations regarding *The Nevada* ***Administrator*** *Evaluation Model* to include: ➢ The indicators and measures within the Student Performance category ➢ Requirements associated with human capital decision-making including the provision of professional development and other supports aligned to evaluation data; promotion, tenure, and dismissal ➢ Implementation timelines Receive regulatory language and then do adopt regulations regarding requirements for the monitoring of system implementation by Nevada school districts	For the Board to adopt regulations that comply with the system parameters established by the TLC, NRS Chapter 391 must be amended through legislative action and gubernatorial affirmation. The timing suggested herein affords the Board the opportunity to exert leadership regarding the development and implementation of a system that is guided by emerging research and policy.