

Nevada's Teaching and Learning Council (TLC)
Developing a Statewide Performance Evaluation System
Background and Guiding Principles

Background

In 2011, AB 222, approved by the Nevada Legislature, directed a newly formed Teacher and Leader Council (TLC) to submit recommendations to the State Board of Education concerning the adoption of regulations for establishing statewide performance evaluation system for teachers and leaders. These recommendations are to be presented to the board by June 1, 2012.

AB 222 specifically states that teacher and administrators are to be:

- Evaluated using multiple, fair, timely, rigorous and valid methods which includes pupil achievement data as required by NRS 386.650 to account for at least 50% of the evaluation.
- Afforded a meaningful opportunity to improve their effectiveness through professional development that is linked to their evaluations, and
- Provided with the means to share effective educational methods with other teachers and administrators throughout the State.

Based upon the recommendations, and after obtaining stakeholder input, the State Board of Education shall adopt regulations establishing a statewide evaluation system by June 1, 2013.

Why is this change happening?

What opportunities does the work of the TLC present?

Enhancing teacher and leader evaluation presents Nevada with an unprecedented opportunity for systemic reform that will initiate the process of repositioning Nevada at the top in education. Taking a comprehensive approach, Nevada has the opportunity to align preparation, licensure, curriculum and instruction, and professional learning with teacher and leader performance evaluations. Through a comprehensive evaluation process, it is hoped that teachers and leaders are provided:

- An opportunity for self-reflection regarding current practice;
- An opportunity for dialogue with the evaluators;
- An opportunity to grow professionally when provided targeted, sustained professional development and support;

- An opportunity to monitor student growth, to identify quality instructional practices, and to share effective educational methods with colleagues.
- An opportunity for effective practice to be acknowledged and rewarded.

What are the underlying assumptions in which the TLC will work to design Nevada's Teaching and Leader Evaluation Framework?

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What are the draft goals of the Teaching and Leader Evaluation Framework?

**These goals are considered draft as they have the potential to be modified as the TLC work continues.

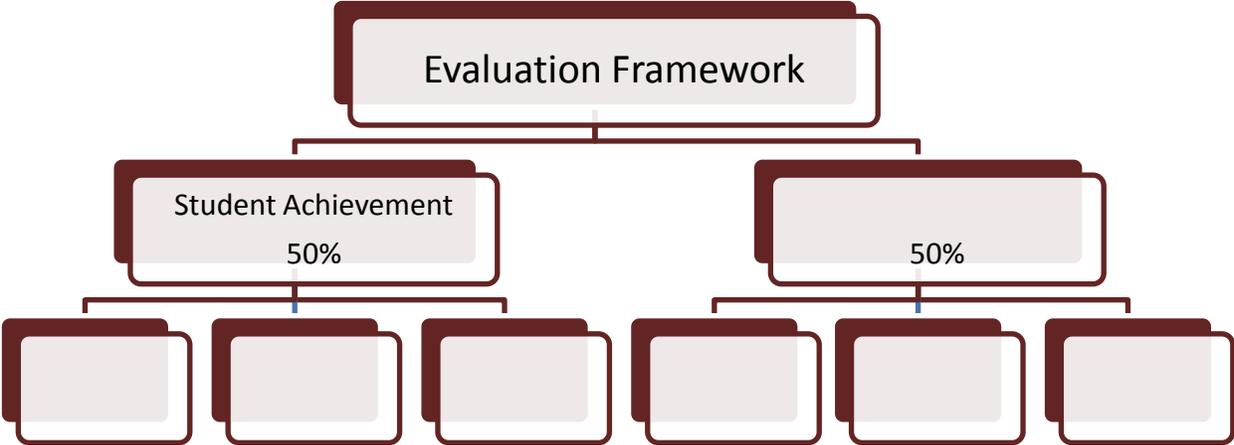
- Ensure student learning and growth
- Improve teacher and leader capacity and instructional practice
- Develop a performance accountability framework
- *Improve teacher and administrator practice to involve parents and families??*

What has the TLC identified as the main purposes of the Teaching and Leader Evaluation Framework?

**The identified purposes are also in draft form as they have the potential to be modified as the TLC work continues and as the evaluation framework is implemented, researched, and validated.

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What are the categories of performance/evidence in which teachers and leaders will be evaluated?



What is the TLC’s philosophy around finding the right balance between state and local control in the evaluation process?

What are the TLC’s thoughts around gradual implementation?