Proposed Recommendations for Changes to Nevada Revised Statutes (NRS) in 2013 Legislative Session

Teachers and Leaders Council
November 2, 2012

Definitions

Current NRS	Recommended Changes
Teacher • Inconsistent expectations for personnel w <50% direct instruction (e.g., counselors, librarians)	Teacher • To be determined based on recommendations regarding "group 3 teachers"
Administrator • Employed in such capacity in the district (e.g., principals, district administrators in instructional and non-instructional roles)	Administrators • Confine to site level (principals, assistant/vice principals/deans of students)
Paraprofessionals • Required as part of system	Paraprofessional • Remove from uniform performance evaluation system requirement

Student Achievement Data

Current NRS

- Statewide Longitudinal Data System (NRS 386.650)
  - Longitudinal comparisons of academic achievement
    - Status and growth on Criterion-Referenced Tests (CRTs) at grades 3-8, 11
  - Attendance rates
  - Graduation rates

Recommended Changes

- Require districts to adopt policies that comply with the regulations established by the State Board of Education
  - Anticipates possible use of:
    - State and/or local data including CRTs, common assessments, student learning objectives

Observation Process

Current NRS

- Conference and written evaluation for probationary teacher not later than:
  - December 1, February 1, April 1

Recommended Changes

- Pre-observation conference and post-observation conference timelines
  - White Paper includes preliminary agreements; needs to be finalized in light of stakeholder input

Contents of Teacher Evaluation

Current NRS

- Evaluation of a teacher must include *NRS 391.3125(6a-d)*
  - Classroom management skills
  - Lesson plans, work log, grade book
  - Alignment of standards to curriculum
  - Meeting needs of diverse students

Recommended Changes

- Evaluation of a teacher must include the following requirements, as established in the regulations adopted by the State Board of Education:
  - Performance on five high leverage instructional principals
  - Performance on professional responsibilities

Contents of Teacher Evaluation

Current NRS

- Evaluation of a teacher must include *NRS 391.3125 (f)*
  - A description of the action that will be taken to assist the teacher in correcting any deficiencies reported in the evaluation

Recommended Changes

- Evaluation of a teacher must include:
  - A description of the supports that will be provided to assist the teacher in improving instructional practice and/or professional responsibilities based on the teacher's evaluation data

Contents of Administrator Evaluation

Current NRS

- Each administrator must be evaluated in writing at least once a year *NRS 391.3127*

Recommended Changes

- Evaluation of an administrator must include the following requirements, as established in the regulations adopted by the State Board of Education:
  - Performance on four high leverage instructional leadership principals
  - Performance on professional responsibilities

Timelines for Implementation

Current NRS

- On or before June 1, 2013, the State Board of Education shall…adopt regulations establishing a statewide performance evaluation system
- Each school district shall, not later than the 2013-2014 school year, implement a performance evaluation policy…that complies with… system established by State Board…

Recommended Changes

- On or before July 31, 2013, the State Board of Education shall…adopt regulations establishing a statewide performance evaluation system
- Each school district shall, not later than the 2013-2014 school year, participate in pilot efforts in compliance with regulations adopted by the State Board of Education
- Each school district shall, not later than the 2014-2015 school year, implement a performance evaluation policy…that complies with… system established by State Board…

Other Recommendations?