

Overview of Senate Bill 407 — Teacher and Administrator Evaluation and Support Models

Existing law (NRS Chapter 391) requires a statewide uniform performance system for the evaluation and support of teachers and administrators. These requirements were established in 2011 and have been moved forward through the Teachers and Leaders Council, members of which presented to the legislature in a joint meeting of the Senate and Assembly Education Committees. SB407 refines the statutory requirements in response to recommendations of the TLC and establishes the next sets of marching orders for the TLC.

Senate Bill 407 includes the following components:

Section	Content
1,4,5	<ul style="list-style-type: none"> Requirement for 50% of evaluation to come from student achievement data remains intact State Board establishes assessment sources rather than statutorily bound to existing sources
1.5	<ul style="list-style-type: none"> Establishes reporting requirement regarding implementation and effectiveness of peer evaluator component
2	<ul style="list-style-type: none"> Delays performance pay till the system is fully vetted
3	<ul style="list-style-type: none"> Clarifies the meaning of “administrator” to denote an individual at the school building level who functions in this capacity; and clarifies that individuals who are licensed as teachers and who function as administrators are evaluated as such.
4&5	<ul style="list-style-type: none"> Outlines the requirements for conducting evaluations including the domains required in the evaluation and the timing associated with each process component (conferencing, observations, artifact review) Describes the support structure for evaluation data use Addresses logistical issues associated with access to student achievement data for probationary educators to clarify that for 1st year probationary educators, the evaluation will be singly calculated based on the Educational Practice category (and not include student achievement data)
5	<ul style="list-style-type: none"> Requires local boards of trustees to adopt policies that adhere to statewide system
6	<ul style="list-style-type: none"> Consequences for administrators who are deemed ineffective or minimally effective
[7]	[Deleted by amendment]
8	<ul style="list-style-type: none"> Technical- repeat of defining administrator
8.5	<ul style="list-style-type: none"> Technical- “council” in 1.5 means TLC
9	<ul style="list-style-type: none"> Charges the TLC with creating a system for the implementation of peer evaluators Charges TLC to construct an aligned model of evaluation for counselors, librarians, related services providers (referred to by TLC members as “Group 3 personnel”)
10	<ul style="list-style-type: none"> Requires State Board to adopt regulations for peer evaluators as recommended by TLC
11,12, 13, 17, 18, 18.5, 18.7, 19, 20, 20.5, 21	<ul style="list-style-type: none"> Revises requirements for timelines associated with adoption of regulations, validation and implementation of the new system <ul style="list-style-type: none"> Current law requires full implementation this coming school year. This bill shifts the timing to allow for adequate validation of the system before consequences are attached — including promotion, tenure, and dismissal— based on the system. This bill specifies the timing and sets forth the specifications for participation in the validation efforts that need to transpire through field testing in the 2013-4 and 2014-15 school years.
[14]	[Deleted by amendment]
15	<ul style="list-style-type: none"> Repeals conflicting statute
16	<ul style="list-style-type: none"> Appropriates \$100,000 for TLC costs (50,000 each year of biennium).
16.3	<ul style="list-style-type: none"> Requires NDE to submit a report to Interim Finance Committee (IFC) in August 2014 regarding validation study Authorizes IFC to make a decision regarding required timing for full implementation - with promotion, tenure, and dismissal consequences- to require implementation of such in either 14-15 or delay to 15-16
16.5&16.7	<ul style="list-style-type: none"> Allows a district to apply to start the evaluation system with consequences in the 13-14 school year (a year ahead of rest of the state) and/or to engage in a portion of the validation study.