

**NEVADA DEPARTMENT OF EDUCATION
TEACHERS AND LEADERS COUNCIL (TLC)
AUGUST 17, 2016/9:00 A.M.**

Meeting Locations:

All meetings will be video conferenced from both locations.

Office	Address	City	Meeting Room
Department of Education	9890 S. Maryland Pkwy	Las Vegas	Board Room (2 nd Floor)
Department of Education	700 E. Fifth St	Carson City	Board Room

PUBLIC NOTICE

The public is hereby noticed that the Nevada Department of Education (NDE) Teachers and Leaders Council (TLC) reserve the right to take agenda items out of posted order. Items may be pulled or removed from the agenda at any time and items may be combined for consideration. A time for public comment is provided at the beginning and at the conclusion of the meeting. A time limit of three minutes will be imposed by the Council Chair for public comments, in order to afford all members of the public who wish to comment with 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 or to allow for testimony at any time. Reasonable efforts will be made for members of the public who have disabilities and require special accommodations or assistance at the meeting. Please call the Council assistant, Tricia Cook at (702) 668-4318, at least five business days in advance so that arrangements can be made.

This public notice has been posted at the offices of the NDE in Carson City and Las Vegas, at the main office of the Carson City, Clark, Elko, and Washoe County School District Offices. Notice of this meeting was posted on the Internet through the [Nevada Department of Education](#) website. The support materials to this agenda are available next to the meeting date referenced above, at no charge on the NDE [Teachers and Leaders Council](#) website. You may also contact the NDE Office at 9890 South Maryland Parkway, Las Vegas, NV 89183; Tricia Cook, tmcook@doe.nv.gov.

DRAFT MINUTES

1. Call to Order; Roll Call: Pledge of Allegiance

The meeting was called to order at 9:10 AM.

The Council did the pledge of allegiance.

Council Members

- Anthony Nunez
- Dale Norton
- Theo Small
- Pam Salazar, Chair
- Kim Metcalf
- Kathleen Galland-Collins
- Terri Janison
- Barbara Barker
- Suzanne Lacey
- Gabriel Gonzalez
- Jason Sanderson

Staff Members present:

- Russell Keglovits
- Chantel Wakefield

Chair, Pam Salazar congratulated Kat Collins on her new position as supervisor of the Office of Educator Development and Support and her appointment to the Council as the Nevada Department of Education (NDE) representative.

2. Public Comment #1

There was no public comment in Carson.

Dolly Ruin from CCSD stated that she teaches autism ages three through five. She explained how the current language keeps teachers from being evaluated equally and fairly. She asked them to look at the paperwork that she had passed out to show how learning disabilities need to be taken into account and that teachers should not be evaluated based on testing scores. She explained how she has a very diverse classroom and because of that, and the testing, she does not get a four on her evaluations. She said that it is not fair because she and her students work very hard and the students are improving greatly. Please see Appendix A for the written submission.

3. Flexible Agenda Approval

Motion

- Dale Norton moved for a flexible agenda
- Barbara Barker seconded the motion
- All were in favor
- Motion carried at 9:20 Am

4. Approval of May 16, 2016 Meeting Minutes

Chair, Pam Salazar stated that the minutes had been completed but had not been posted on the NDE website. She stated that if they are posted before the end of the meeting the Council will go over it then.

5. Nevada Department of Education Updates

Kathleen Galland-Collins, NDE Education Programs Supervisor

- Revised NRS Sections from 2015 Session
 - She explained how LCB did a lot of restructuring in the 300 section. Teacher evaluation is now three separate pieces (391.660, 391.685, 391.690-695). The Administration evaluation was now separated out as well (391.700-391.720).
 - The NRS governing the Teachers and Leadership Council has not been renumbered.
- NEPF Implementation Updates
 - Kathleen reported that there were a total of 25 focus groups including the number of teacher focus groups and administrator focus groups. Focus groups were held in several districts throughout the state. She gave a brief overview of the kinds of comments received. A full report will be given by the next meeting. Approximately 125 teachers and administrators participated in the focus groups. Preliminary review of the Focus Group feedback includes
 - Difficulties with implementation and the paperwork.
 - Teachers asked for more training.
 - Teachers and administrators were very grateful that their voices were being heard..
 - Suggested streamlining the summative form. Members asked about feedback regarding the alignment of the goal setting with the final summative.
 - Kathleen Galland-Collins (Kat) stated that in the NEPF focus groups she did not have a specific question about linking the goals with the final summative. Some of the teachers did state that their goal was not linked with the final summative and once they had the initial conversation they never spoke about it again. In the protocols it mentions the goals in every step. She stated that this will be kept in mind when revising the final summative form.
 - Additional improvements to protocols include adding common definitions in the protocols along with the support materials through RPDP.
 - Proposed NAC Changes/Additions – September 1, 2016 State Board of Education Public Hearing
 - A copy of the document is located on the State Board of Education website under meeting materials. The public hearing on it will be 09/01/16 at the State Board meeting at 1:10 PM.
 - Proposed regulation document includes, but is not limited to, peer evaluation recommendations, language to allow the collection of educator effectiveness data (in aggregate), clean up of standard and indicator language, and changes to the Student Performance Domain that reflect the requirements in AB447(2015)
- Every Student Succeeds Act (ESSA) Advisory and Work Groups
 - Kat explained how the focus is on equitable access to quality education. There is a steering committee and six specific focus work groups. More information is shared on the NDE website.
- Kat gave an update on new staff including the addition of Chantel Wakefield the new administrative assistant II that will be providing clerical assistance to the Council.

6. NEPF Student Performance

Chair, Pam Salazar explained that there would be no action on this agenda item. She recapped the previous decision made by the council. She stated that there has been a delay in receiving the data from the statewide assessment given last spring. It was suggested that Russ be brought back to help them with this.

The Council discussed how it could be until October or November before they can really discuss this. Russ Keglovitz explained how the state assessment data had not materialized in the time that it had in the past. He stated that as of this morning they do have the student outcome data. He explained that the school accountability system is currently under revision. Russ explained that there is a group that is meeting to determine the criteria for measuring school performance. He gave an update on the ESSA timeline. Theo Small asked if the data being used in the NSP was SBAC data and if so, is there other data like Read by Grade Three they are working on. He explained how the teachers want a fair system so they can receive back accurate data.

- Russ Keglovitz stated that it was the SBAC data he was talking about. He discussed the other assessment data they have or are currently waiting for.

7. Development of the School Librarian Statewide Performance Evaluation Systems

Kat explained the definition for teacher-librarians. She stated how the Teacher-Librarian Work Group was working to finalize the alignment of the American Association of School Librarians (AASL) standards with the draft standards and indicators as TLC had requested. She reviewed the draft Instructional Practice and Professional Responsibilities Standards, Indicators, and Performance Levels, and explained that text in all caps still needs to be reviewed by the work group. She led the council through a review of the draft Professional Responsibilities Standards including:

- Standard 1-Collection and Information Access

She then explained the indicators for the first standard. There was a question on indicator 3:

- Terri Janison asked if there was an accountability piece to make sure that teacher-librarians do remove outdated books.
- Kat explained that the principals would be looking at weeding logs which are what the librarians use to track the materials they remove from the collection. She explained how the group intentionally used the same descriptors that are in the NEPF performance levels.
- Chair Pam Salazar stated that making the terminology the same will make it easier for principal to use.

Kat explained the rest of the standards which were:

- Standard 2-Library Environment
- Standard 3-Program Planning and Management
- Standard 4- School Community and Family Engagement
- Standard 5-Professionalism and Growth

She also explained the different indicators for each of the standards.

Instructional Practice Standards- Kathleen Galland-Collins explained the changes in the Instructional Practice Standards. She explained that the work group hopes the pilot study will help further clarify how to best include the collaborative role of Teacher-Librarians. She explained the addition of the AASL standards.

Kat reviewed the TLC recommendations and parameters given to the Teacher-Librarian Work Group. She explained the struggles that some of the Teacher Librarians were having when it came to Student Learning Goals (SLG) and that the group recommends that instead of having a SLG they have Library Program Goals(LPG). She showed examples of what the Library Program Goals would look like and what other states are doing with their Teacher-Librarian evaluation systems. Kat explained the feedback from the group members with experience in having Teacher-Librarians required to implement SLGs, showed an alarming tendency to focus on just the SLG group which led to inequitable access issues. She explained other options for the goals.

Kat reviewed the work group's recommendations regarding the equal weightings of the Instructional Practice and Professional Responsibilities.

Chair, Pam Salazar asked the Council if there were any questions or recommendations for the standards portion.

- Barbara Barker for the record congratulated Kat and the Work Group for the hard work and thanked them for it.

Chair, Pam Salazar asked if there were any questions or recommendation around the Librarian Program Goals.

- Theo Small thinks that the idea of having schools decide what is best for them aligns with this. He likes the flexibility of the states that are doing that.

- Janison agreed with Theo.
- Chair Pam Salazar stated that the recommendation would then be an option for either a SLG or a LPG based on helping the teachers.
- Barbara Barker agreed with Theo
- Theo Small asked if the pilot study would be an opt in.
- Kat confirmed that participation would be voluntary. Ideally a broad selection across grade levels and districts would be preferred.
- Chair, Pam Salazar stated that the scope of the recommendation from TLC is not about how the pilot study is done but that it is allowed to be done.
- Barbara Barker asked Dale about whether the rural areas were involved.
- Dale Norton stated that his libraries have no licensed librarians and some of the other rural areas are the same.
- Kat stated for the record that they did have one from Humboldt and one from Lyon. Most of the representation in the Work Group is from Washoe and Clark, because that is where most of the teacher librarians are located.
- Gabe Gonzales asked if they can look at the proposed language after the pilot.
- Chair, Pamela Salazar stated that they could. It will be implemented in the school year 2017-2018.

Motion

- Anthony Nunez made a motion to recommend that the recommendations from the Teacher-Librarian work group, with the proposed TLC changes be moved forward to the State Board of Education.
- Barbra Barker seconded the motion.
- Pam restated that the motion was made by Nunez and seconded by Barker that TLC take the set of recommendations with regards to the Librarian evaluation system to be piloted in the 2016-17 school year
- All were in favor
- The Motion carried at 11:02 AM.

Kat explained what the next steps would be and thanked the volunteers from the group.

The Council took a break from 11:05-15

8. Curriculum and Instruction Recommended by TLC and Statewide Training for Teachers and Administrators Pursuant to NRS 391A.125.

Kirsten Gleissner from Carson (NW RPDP) stated they are supporting new teacher training. They are also supporting Administrator training. They are providing walkthroughs to administrators that use the NEPF rubrics.

Karen Stanley reported for the Southern RPDP because Chelli Smith could not be there. Four hundred administrators participated in the summer institute training where they received training on the SLG process. They have offered support to rural counties, and continued training and observation at schools, including Charter schools.

- Terri Janison asked if administrators were required to attend.
- Karen Stanley stated that they are not required to attend.
- Terri Janison recommended that they make it required, and asked if they are training new teachers.
- Karen Stanley explained how she and Theo presented to two hundred new teachers yesterday on the NEPF. She stated that they are working with CCEA and District leadership.
- Terri Janison asked what the feedback has been from the trainings. .
- Theo explained how they need more funding for this program. He stated that he is also happy that they are working with the charter schools.
- Kirsten Gleissner stated they work on a type of trainer's model that Principals can use to train staff. Principals are doing a lot of the professional development.
- Kat asked if district leaders are attending RPDP training.
- Karen Stanley explained that they do train the administration on the leadership and professional responsibilities standards. The trainings include the principal supervisors.
- Kirsten Gleissner explained how they did most of the information and training with administrators last year. She explained how the administrators wanted to focus on teacher rubrics.

Chair, Pam Salazar explained the next steps and how administrators really need to focus on their training and development. She explained what AASA had released about principal supervisors and administrators a few months ago.

9. 2017 Legislative Session Considerations

She explained what they would be discussing in regards to the next Legislative session and she asked Dale to speak as a Superintendent for his view and what they think is important. She also asked Theo to speak. She invited others to speak for the group that they represent as well. She stated that she would also be asking Kat to speak.

Professional Development

- Terri Janison asked that they recommend to the State Board that there be required professional development for principals and principal supervisors.
- Kim Metcalf stated that they have not addressed the responsibility of the entities that prepare teachers, to help teachers to use the instrument and be comfortable with their role in it.
- Chair, Pam Salazar's understanding of it is that an alignment and preparation program, whether for administration or teachers, be aligned to the NEPF Standards.
- Kim Metcalf stated that the preparation programs need to prepare people to use this instrument and evaluation.
- They discussed student performance and test results and how the studies need to be kept in mind.

Student Performance

- Anthony Nunez for the record stated that with regards to student performance it is more of a wondering. He discussed how there will always be some discussion over the validity and execution of the state's side of the data collection. He wonders if they will be in the position to make recommendations as far as student learning goals to the LCE. He recommends proactive systematic ventures to collect information as unobtrusively as possible.
- They discussed what other states are doing in this area, and whether there would be recommendations for changes and what those recommendations would be.

Principal and principal supervisors

- They discussed how they wanted to make it clear to the legislative body that they were not trying to supersede the contract and evaluation contract that exists between a schoolboard and a Superintendent.
- The Council also discussed cleanup language for AB 447 and district assessments.
- Kathleen Galland-Collins for the record stated that what was previously known as NRS 391.3128, dealing with probationary and post probationary employees regarding the number of evaluations. That language is now 391.725. It still has the language of three evaluations per year instead of observations. She stated that since it is now one evaluation per a school year it can potentially be a legal issue. There is a need to make sure that the language is changed to observation to make it align with the changes in AB 447.
- The Council discussed onboarding and how it was sitting with the first year teachers, retention of teachers, once a teacher is considered highly qualified, going from a full assessment to focusing on two more areas that they would like to work on more, and formalizing these as recommendations on a future date.

10. National Issues and Legal Landscape *(Information/Discussion)*

Chair, Pam Salazar discussed ESSA implementation and some of the push back being seen around the country. Another topic was the states that were getting their results back on which students are opting out of the testing. Another report was generated by the state law makers association and it looks at all of the states and what kind of school improvement is happening.

11. Minutes

- Theo stated that there were a few spelling errors but other than that he moves for approval
- Gabe Gonzales seconded the motion
- All were in favor
- The motion was carried at 12:12 PM

12. Future Agenda Items

- Next group will have principal supervisors.
- There will be Additional discussion around student performance and student outcomes.

13. Public Comment #2

Dolly Ruin state that teaching in 2001 there was a rubric for teaching that said all students defined as engaged. She stated that she had a principal challenge her because all of her students were not engaged. She stated that they need an asterisk to define the definition of all. She stated that “learning challenges must be considered” should be added with the definition of all.

14. Meeting was adjourned at 12:29 PM