

**NEVADA DEPARTMENT OF EDUCATION  
TEACHERS AND LEADERS COUNCIL (TLC)  
SEPTEMBER 21, 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 <sup>nd</sup> Floor)
Department of Education	700 E. Fifth St	Carson City	Board Room

**PUBLIC NOTICE**

*The public is hereby notified that the Nevada Department of Education Teachers and Leaders Council (TLC) reserves the right to take agenda items out of posted order (except, public hearings will not begin earlier than posted times). 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. Individuals providing testimony must fill out a visitor card. 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, Chantel Wakefield at (702) 668-4308, at least five business days in advance so that arrangements can be made.*

*This public notice has been posted at the offices of the Nevada Department of Education (NDE) in Carson City and Las Vegas, at the main office of the Carson, 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 website at: [Teachers and Leaders Council](#). You may also contact the Department of Education Office at 9890 South Maryland Parkway, Las Vegas, NV 89183; Chantel Wakefield [cwakefield@doe.nv.gov](mailto:cwakefield@doe.nv.gov).*

**MINUTES DRAFT**

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

**The Meeting was called to order at 9:20 am**

**Council Members Present:**

**In Las Vegas:**

- Kathleen Galland Collins
- Gabe Gonzalez
- Terri Janison
- Dale Norton
- Pam Salazar
- Theodore Small
- Anthony Nunez
- Maggie Marshner-Coyne

**In Carson City:**

- Susan Lacey

**Department Staff present:**

- Chantel Wakefield

**Audience in Attendance:**

**In Carson City:**

- Kirsten Gleissner
- Dawn Huckaby

- Jose Delfin
- Alberto Quintero

#### **In Las Vegas:**

- Craig Stevens
- Karen Stanley
- Bob Weirs
- Zane Gray

Chair Salazar welcomed Maggie Marshner-Coyne as the new teacher representative on the council. Member Marshner is the Project Facilitator at Valley High School.

#### **2. Public Comment #1**

No public comment in Carson

No public comment in Las Vegas

#### **3. Flexible Agenda Approval**

##### **Motion**

- Member Norton motioned for a flexible agenda.
- Member Small seconded the motion.
- All were in favor.
- **Motion carried at 9:26 am.**

#### **4. Nevada Department of Education—updates**

- Nevada Educator Performance Framework (NEPF) Implementation Updates
  - Member Collins stated that the protocols are out and the tools are being updated. The goal setting and planning tool is out as a fillable template. It is a prescribed tool.
  - Chair Salazar encouraged members from the TLC to download and review the tool.
  - Member Janison had a question about does prescribed mean the same as required.
  - Member Collins explained that it is required but the language in regulation is “prescribed”. She explained that the other tools will be out as soon as possible and she is working on the NEPF newsletter.
  - R021-16 was passed through the State Board of Education on September 1; it now needs to go through the Legislative Committee.
- NDE Every Student Succeeds Act (ESSA) Work Groups
  - Member Collins stated that the Advisory Workgroup meets this afternoon. The Teaching and Leading group meets tomorrow. The ESSA Consolidating Conference in Atlanta had great information on Title II and Title IIB. Recently hired Education Programs Professional, Matt Borek, is now handling course approval for the Department. The NDE is drafting a National Governor’s Association grant application to review educator preparation policy. The Department applied for the TIF grant that would help with NEPF implementation, and will know the results next week.
  - Member Marshner asked a question about Student Learning Goals, specifically if they are using two lines of baseline data (current assessment and baseline data).
    - Chair Salazar stated yes and they are using measures instead of assessments. They are looking at the base line learning of the students this year. She explained the language from the NEPF rubric. The needs assessment can include previous year data to help identify trends in student needs, The baseline data used to develop targets needs to be current year data.
  - Member Small stated that it seems similar to what the professional growth plan (PGP) is doing. He asked if there is a way to make it not a redundancy. He would like a way to streamline the two plans (goal setting and planning tool and the PGP).

- Member Collins said because the PGP is a district requirement, it is not the role of the TLC to streamline the two plans.
  - Member Nunez felt that the PGP plan is focused on professional growth. The tool that the TLC recommended is more of a thought map. He thinks that they are complementary to each other. Principals are going to be able to be creative and assertive in how they use the two tools together.

#### 5. Update on Development of the School Psychologist Statewide Performance Evaluation System

Member Collins stated that there was a delay on this agenda item because the School Psychologist Work Group wants to develop a more polished version of the rubric before they present it.

#### 6. NEPF Educational Practice Category Weightings for Personnel for whom Student Performance Data must not be used pursuant to NRS 391.695 and NRS 391.715.

Member Collins stated that NRS 391.695 and 391.715 requires that the evaluation of a probationary teacher in their initial year of employment must not include student performance data. It also stated that the evaluation of a teacher of a school designated as a turnaround school pursuant to NRS388G.400 must not include the evaluation of the performance of pupils in the first and second years of that designation. Member Collins stated that the question is what does the Council do for those individuals that are evaluated without student performance data. She reviewed the current weightings on student performance. She stated that in school year 15-16 the Instructional and Instructional Leadership Practice Standards were weighted at 80% and the Professional Responsibilities Standards were weighted at 20%. She asked what educational practice weights TLC recommends using for the evaluation of personnel for which student data cannot be used.

- The Council discussed how they would like to weigh the domains and decided to use the 80/20 split as used in the 2015-2016 school year

#### Motion

- Member Janison made a motion to accept, that for personnel for which data cannot be used, recommending that the weight for Instructional/Instructional Leadership Standards be 80% and 20% for Professional Responsibilities Standards.
- Member Gonzalez seconded the motion.
- Member Small stated that this law was focused on state turnaround and is now being implemented in all schools. He asked if it is because it was placed in statute. He also asked about the language of 'must not' when used in assessment, if it had to do with only state data.
  - Member Collins stated that NRS 391.695 and NRS 319.715 is the statute on evaluations, so it is anyone in a public school, and 'must not' does not clarify if it is local or state. It states no performance data at all. The teachers are still required to do the SLG process because it is part of the prescribed NEPF Protocols. She stated that she can do some research as to when this bill was changed.
- Member Marshner asked for clarification on the SLG for probationary teachers.
  - Member Collins explained that on the Goal Setting and Planning Tool the directions include the information just discussed and states that everyone writes an SLG and a Professional Practice Goal.
- All were in favor.
- **The motion carried at 10:06 am.**

#### 7. 2015-2016 NEPF Implementation Monitoring Report

Member Collins shared her findings on the NEPF monitoring process. The focus groups were held last June. There were 25 focus groups/sessions and within those 25 groups were 125 educators. She stated the locations where the focus sessions met across the state. She stated the four main categories which were: implementation, resources, training, and miscellaneous. Member Collins explained the questions that were asked in each of the areas and a summary of educators' responses.

- Member Janison asked what the focus groups meant when they said that many administrators were not assessed on the tool.

- Member Collins stated that a lot of the administrators are reporting that on their evaluation that they received, their supervisors did not use the tools.
- Member Collins continued explaining the questions and the feedback from teachers and building administrators. She explained some of the changes that have been made to the Protocols and are being made to the Tools in response to feedback from the Focus Groups.
- Chair Salazar said that the NEPF will take some time to grow and the systems need to be streamlined. She stated that the conversations between the focus groups was very honest and was not contrived.

## 8. Curriculum and Instruction Recommended by TLC and Statewide Training for Teachers and Administrators Pursuant to NRS 391.544

Karen Stanley from the SNRPDP was acting on behalf of the Director, Dr. Chelli Smith. She thanked Member Collins for her report and stated that it was reflective of feedback they have received on RPDP as well. They are designing their trainings to align with teacher and leadership standards. The trainings center on leading for impact and diving into the standards in the areas of observation, coaching, and feedback. They are also working with the student learning goals. She thinks they should reference this in working with the probationary teachers. Another class is assessment literacy 102. She stated the different counties that they have been to. They work with Brenda Larson Mitchell from Clark County, who is providing further input and guidance in their zone meetings.

- Chair Salazar stated that they have had 19 trainings since the first of August.
- Karen Stanley said that they spent yesterday morning with learning strategists on what the SLG process really is and what the impact is on the teachers.
- Member Small thanked Ms. Stanley and talked about the amount of money needed to hit saturation. He encouraged the Council to make sure that leaders have multiple amounts of training on NEPF.

Kirsten Gleissner, Director of the Northwest RPDP stated that they are doing many of the same things as the southern office. The Student Learning Objective process is already in place in Washoe County. Ongoing training had been provided in a variety of districts; in terms of the SLG tools that were available specifically in August. New teacher training is being provided in the districts to the field representatives for the NEPF rubric for new teachers. They are collaborating with districts on ongoing walkthroughs with the rubrics and having PLC conversations around the rubric. They also have coaches out in the field to have conversations with and support teachers. They are referencing the NEPF during content trainings. Sarah Negrete from the NNRPDP was not present. Kirsten Gleissner on behalf of Sarah stated that they are servicing the North East region by request and they are offering a regional workshop for interested administrators this month.

## 9. 2017 Legislative Session Considerations (*Information/Discussion/Possible Action*)

The Council identified the four areas that had been discussed at the previous TLC meeting.

- Chair Salazar suggested that they delay further discussion on Student Performance until October. There will be a member from Center on Great Teaching and Leading (GTL) who will give a report on student assessment across the country. The other reason to hold the discussion is that Member Smith will be at the next meeting and is interested in talking to the Council about Value Added Models (VAM). She suggested holding off on Professional Development until the RPDP's can come back and talk to the Council about what professional needs are in the state and what kind of budget it would take to saturate the NEPF. They do want to clarify the language of the evaluation. She asked Member Collins if at the next meeting she can come back with a set of slides on the NRS "clean up" language that is being proposed. She requested that people check with the groups they represent about what needs to be fixed and addressed with the NEPF. She asked if there was anything else they would like further information on.
- Member Small stated that he is wrestling with all of the assessments and measurements that are out there. He has some concerns about SBAC. He would like an audit on the practices that are going on in the school districts.
  - Member Norton said that it was the role of the state and the superintendents to keep the assessments and measurements aligned.

- Chair Salazar stated that it is not under the purview of the TLC, but it is information that the TLC needs. The ESSA team that has a segment on accountability, they are looking at assessments, and what assessments will be used in the accountability system. She suggested a more in depth update/report around progress on the ESSA Work Groups and the accountability section. She asked Member Collins and her team to give that report.
- Member Nunez asked what is being done to collect information about the implementation of the student learning goals. He stated what things they need to look at like student achievement, SLG's, and etc. They cannot recommend changes but the information would be welcome.

Chair Salazar stated that Mariann from GTL and AIR are working on information from student learning goal studies. They need three to four years of data for a complete picture. She asked Mariann to talk about cause and effect and if there is any correlation at the next meeting.

Chair Salazar said they would continue the discussion next month on:

- Student Performance
- Professional Development
- Principal Supervisors/Superintendents
- Other "clean-up"

#### **10. National Issues and Legal Landscape**

Chair Salazar stated that the Education Commission of the States (ECS) generated a report called the 'State of the State in Terms of Education Evaluation Systems'. She explained what the report was about. Chair Salazar talked about the ESSA editorial blog statement that is on Ed Week. Another report from Great Teacher and Leaders discusses SLO's and SLG's. Chair Salazar stated that there were a few lawsuits that the Council would be interested in. The California court tossed out the Teacher Evaluation law suit.

#### **11. Future Meeting Dates**

The Council reviewed the dates for the 2017 meetings. Chair Salazar stated that they need to finalize their recommendations to the legislature by January 25 since the next legislative session begins in February.

#### **12. Future Agenda Items**

Principal Supervisors and the final rubric of performance levels will be discussed at the next meeting. Dr. Honig from the University Of Washington (UW) was expected to have a rubric ready by September but it is not completed yet. Charlotte-Mecklenburg school district is piloting a sampling of the rubric and the Council will receive more information from them. GTL was asked to inform the Council if other states are piloting a rubric. The School Psychologist Group will be invited to the October or November meeting. The Council asked when Russ Keglövits would be available to talk about assessments and the accountability component with ESSA. They will continue to have discussions about the recommendations for the legislative session. The main discussion at the October meeting will be around student outcomes.

- Member Collins asked if there are any specific requests for updates from the Nevada Department of Education.
  - Chair Salazar asked Member Collins to include whether some of the Librarians are piloting yet.

#### **13. Approval of Meeting Minutes for August 17, 2016** Dr. Pamela Salazar, Chair

Chair Salazar moved the minutes to the end of the meeting.

##### **Motion**

- Member Small stated that it should be Rowan not Ruin for the public speakers name.
- Member Small moved to approve the minutes.
- Member Nunez seconded the motion.
- All were in favor.
- **Motion carried at 11:36 am.**

#### **14. Public Comment #2**

Dr. Jose Delfin from the Carson City school district thanked Member Collins for synthesizing all of the information on protocols that were just released. In regards to item, 8 they had a hard time with the NEPF. He stated that he believes that it is natural to have a hard time the first year something is put in place. He believes that instead of compliance it needs to be more in depth with standards and indicators. Based on conversations with teachers and principals in his school district, they recommended a 60 day observation period, to help with them being overwhelmed. They would prefer to dive deeper into certain indicators.

## **15. Adjournment**

**The meeting adjourned at 11:41 am**