

**NEVADA DEPARTMENT OF EDUCATION
TEACHERS AND LEADERS COUNCIL
(TLC) FEBRUARY 22, 2017
9:00 A.M.**

Meeting Locations:

All meetings will be video conferenced from all locations.

Office	Address	City	Meeting Room
UNLV Cooperative	8050 Paradise Rd	Las Vegas	Room E
Western Nevada College Elko County	2201 W. College Pkwy. 1092 Burn Rd.	Carson City	REY 102 Admin Conf. Rm

Minutes

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

Meeting was called to order at 9:30 AM.

Roll Call

Las Vegas:

- Kathleen Galland-Collins
- Gabe Gonzalez
- Terri Janison
- Kim Metcalf
- Dale Norton
- Pam Salazar
- Theo Small
- Anthony Nunez
- Margaret Marshner-Coyne

Carson City:

- Susan Lacey

Staff Present

- Chantel Wakefield
- Dena Durish
- Eboni Caridine
- Gregg Ott

Public

Las Vegas:

- Pam Teel
- Karen Stanley
- Kathy Mead
- Ken Basinger
- Kristin Barnson
- Dawn Wallace
- Mark Schumm
- Chad Gregorius
- Kerry Bartlett
- Bill Davis

Carson:

- Rebecca Gunderson
- Sarah Negrete
- Kirsten Gleissner
- Marina McHatton

- Katherine Loudon
- Keeli Killian
- Keith Lewis

2. Public Comment #1

Pam Teel from the Lincoln County School District representing 9 schools, a thousand students, and 87 teachers. She thanked the Council for their work on the NEPF. There has been a lot of growth within the NEPF and she wants to make known that the student growth portion made it more real for her teachers. It made a huge difference. She would like the SLG to remain a central focus as they are looking for teacher growth.

3. Flexible Agenda Approval

Motion

- Member Norton motioned for a flexible agenda.
- Member Janison seconded the motion
- All were in favor
- **Motion carried at 9:39 AM**

4. Approval of Meeting Minutes for January 25, 2017

Minutes were moved to the March meeting.

5. Nevada Department of Education—updates

Member Collins gave an update on the NEPF release of the summative tool. She also discussed the NEPF liaison meetings and the newsletter.

She informed the Council that they will be hearing from the school Nurses and Psychologists in March. School Speech Pathologists will be prepared to share in May. She and Eboni had spoken to school audiologists and social workers the day before as they are getting started on the project.

The ESSA plan is open for comment until March first. It is located on the NDE main webpage.

She gave an update on the current legislative session and AB 7. AB 7 is an ESSA language cleanup bill. Sections 66-69 deal with the NEPF. Dena Durish clarified that there will be some additional clean up. Draft language was submitted 6 months ago.

6. NEPF Summative Evaluation Rating: Recommend Scoring Ranges used to Determine Educator Evaluation Ratings of Highly Effective, Effective, Minimally Effective, and Ineffective

The Council discussed what they would like the rating to be for the 2016-2017 school year. The Council's choices were to use the rating scale from the 2015-2016 school year or to completely revise the scale. There was a presentation on the aggregate ratings from the 2015-2016 year. According to the data reported from the districts: 24% of teachers were rated ineffective, 1.54% were rated minimally effective, 84.76% were rated effective, and 13.84% were rated highly effective. Data reported for administrators showed that 0.01% were rated ineffective, 0.02% were rated minimally effective, 92.07% were rated effective, and 5.16% were rated highly effective.

TLC discussed how ratings in other states showed similar distributions, but that data shows that after 2-3 years the states scores became less skewed.

The Council discussed how changing the ratings would cause issues for the teachers and administrators. They also discussed having Member Metcalf run reliability analysis on the data from the 2015-2016 year and he agreed to it.

Motion

- Member Norton moved to keep the ratings the same as the 2015-2016 year.
- Member Metcalf seconded the motion.
- Discussion
 - Member Small stated that ratings were in line with the states that have the highest expectations.
 - Member Gonzalez stated that they are at the 120 mark in the school year and changing the marker is not effective.
- Chair Salazar called for the vote
- All in favor
- **Motion carried at 10:20 AM**

7. Development of the School Counselor Statewide Performance Evaluation System

Rebecca Gunderson gave a presentation (Item 7B) on how the counselor statewide performance evaluation system is being developed. They came up with six evaluation standards. The desired outcomes are to advocate and educate, promote and enhance learning process for all students, and to be driven by data.

Questions were as follows:

Member Small asked if their administrators will be evaluating them or will it be like the school psychologists who have other school psychologists to evaluate them. Did they have a discussion as to how the school administrators will be trained to evaluate the counselors? Member Collins' advised that when they add in the details from their notes and the descriptions, and administrator can look at it an, it will help guide their work. The department has no funds for training. All of the OLEP's will need training for their administrators. Member Small asked what the student to counselor ratio is and about the recommended ratio. The American School Counselor Association (ASCA) recommends 250/1 and the ratio in Nevada is about 500/1. Kerry Bartlett stated that the ratio for elementary is not 500/1 but one to however many students each elementary school has. Rebecca Gunderson stated that many rural districts have a k-8 counselor or a k-12 counselor. Washoe and Clark are the only counties that have a counselor in every building. Pam Teel stated that Lincoln County has one counselor for four elementary schools. High school has a counselor in every school. Member Janison asked if there is a student learning goal associated with the counselors.

8. Pilot Study of Teacher-Librarian Statewide Performance Evaluation System

Member Collins stated they were able to finish the rubric. They are in the process of developing tools that go with it. The teacher librarian pilot had not begun yet and suggested that it piloted during the 2017-2018 school year. She asked the TLC to recommend that to the State Board.

Motion

- Member Small moved that teacher librarian pilot study be moved to the 2017-2018 school year with the other licensed education personnel frameworks
- Member Norton seconded the motion
- All were in favor
- **Motion carried at 10:53 a.m.**

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

Karen Stanley from the Southern Nevada Regional Professional Development System (SNRPDP) stated that they are still offering their Leading for Impact series to administrators. The trainings are listed in Pathlore for Clark County administrators. Their trainings are designed based on the leadership standards as they look at the SLG process including the mid cycle review, and focusing specifically on teacher standards going deeply into each of the standards. She stated that this is why NEPF training is continuously offered for new administrators. They have also started several book studies. In Lincoln, they are doing the Leveraged Leadership series. They participate in walkthroughs and coordinate professional development services as they are asked. Questions were as follows:

Member Small asked if they reach out to the Charter schools that participate in NEPF as well. Karen stated that they do and they have done some work with charter schools specifically.

Sarah Negrete from the Northeastern Nevada Regional Professional Development Program (NNRPDP) stated that their training is by request. One of the comprehensive teachings they do each year is the Teacher Academy where teachers are nominated by their principals to attend and they spend one full day on each of the instructional standards. They spend a large amount of time looking at the qualitative difference between effective and highly effective ratings. Teachers are only allowed to attend once.

Kiersten Gleissner from the Northwest Regional Professional Development Program (NWRPDP) stated that their main work was done in the fall. They provide support as needed. There are two new trainings coming up. One is on focused learning supervision and five workshops for administrators based on the teacher high leverage instructional standards.

10. 2017 Legislative Session Considerations

The four topics to discuss regarding legislation are: Does the TLC recommend revising the rating scale for novice educators? Does the council wish to require all charter schools use the NEPF?, Any Council position regarding bills that have already been proposed such as AB 212 and AB7, and What is the Council's position on modifying the frequency of evaluations for highly qualified teachers? Member

Janison stated that they had discussed making NEPF training mandatory. She asked if the TLC had decided to not bring it forward. Chair Salazar stated that it was decided to not make it mandatory but to instead recommend that it is relevant. Member Janison feels strongly that it should be mandatory. Member Collins stated that she cautions making the training mandatory statewide as that would exclude the use of Title II funds. Member Small asked the RPDP if when they are doing their training is there a certification process for when an administrator goes through a certain amount of trainings like a module. Chair Salazar stated that is similar to Washington State where they have education service centers. She stated that it is something that they can bring forward to the directors of the three state RPDP's. Member Collins stated that another option is if the Superintendents feel strongly about it, they can approach the Commission on Professional Standards (COPS) with the requirements for renewal for administrators. Chair Salazar said that some states have already moved to that.

The Council moved onto the frequency of evaluations for highly qualified teachers. They discussed having them only do a summative evaluation on highly qualified teachers after two years and having a formative piece done every year so the teachers still receive the support they need. One point that was agreed on was that a teacher has to show an established pattern of being highly qualified.

Motion

- Member Small moved that the TLC position on frequency of educator evaluations allows for differentiated timelines for evaluations based on summative ratings that should have a minimum of two consecutive years of highly effective rating and then they become exempt from a summative evaluation for two years. The formative system stays in place for professional growth based on NEPF Standards and Indicators that should be included in interim 2 years. This would be for teachers and administrators.
- Member Metcalf seconded the motion
- All in favor
- **Motion carried at 12:08 PM**

The Council moved onto discussion of a revised rating scale for novice educators. There are currently no states that have this. They discussed having certain standards that are more important to be focused on for a novice teacher. It was decided that they would not take this approach as all of the standards are intertwined and equally important. It was decided that minimally effective is not an appropriate term for novice teachers that are still developing. Minimally effective has been seen as the same as ineffective. They discussed recommending changing the rating Minimally Effective to Developing. This would encourage the novice teachers more in their growth as professionals and make it easier for their administrators to talk to them.

Motion

- Member Janison motioned to push forward the TLC's position on changing the rating of minimally effective to developing and/or minimally effective for all teachers
- Member Marshner seconded the motion
- Comments
 - Member Metcalf asked if they say all teachers and administrators does it keep out other licensed personnel
 - Member Collins would like for it to be changed to all educators evaluated using the NEPF
 - Member Janison agreed
- Most in favor
- Member Lacey opposed
- **Motion carried at 12:40 PM**

Member Nunez stated that, in concern to all charter schools being required to use NEPF, as a school that is grouped in with schools moving in migration towards the achievement school district, if that is going to continue, then every single person should be evaluated by the NEPF so there is transparency.

Motion

- Member Janison motioned to have the TLC's position on charter schools be that it should be required for all charter schools to use NEPF
- Member Gonzalez seconded the motion
- Comments
 - Member Small asked if there is the charter authority, district charters, and ASD, so when they say charter schools they are saying all of them across the board.
 - Chair Salazar stated that was correct.
 - Member Collins asked if they would also want the Charter schools to report.
 - Chair Salazar stated that yes they would.
- All in favor
- **Motion carried at 12:43 PM**

The Council moved onto responding to AB 212. The bill is proposing to remove all student outcomes

from the NEPF.

Motion

- Member Collins moved that the TLC's position is to oppose AB 212 as it is written
- Member Janison seconded the motion
- Comments
 - Member Small stated that when they took out everything, it went against everything that the TLC has worked to build, and they did not even have a conversation with the Council. The educator professionals have to be tied in some way to the outcome of their students. He stated that educators are saying that they want to be connected to their practice.
- All were in favor
- **Motion carried at 12:45 PM**

Chair Salazar stated that there is nothing to take a motion on with AB 7. She brought it up to so they can track all of the bills that have any kind of relationship with the TLC's work. Member Small stated that he appreciates Member Collins work in this, but he would like if at the next meeting they could go through all of the AB 7 categories. Member Collins agreed to do that.

11. National Issues and Legal Landscape

Member Salazar stated that the new US Department of Education secretary has been confirmed. The country is anticipating what the impact will be under Mrs. DeVos's leadership. Due to ESSA, some states have already started to make changes. New Mexico is starting to make some changes in their evaluation system. There is talk around the dismantling of Common Core, Smarter Balance, and PARCC (Partnership for Assessment of Readiness for College and Careers). Member Collins stated that even though the regulations are not currently pulled, the law doesn't change and it won't really impact Nevada. They have been leveraging the ESSA law to meet their goals. Chair Salazar said that a new report that Tennessee achievement school districts have more trouble retaining new teachers than the turnaround schools in their district. It explains why the local turnaround effort seems to be out performing the state flagship Tennessee school district alternative schools. Some republicans in congress are working to completely overturn all accountability regulations on ESSA and they are planning on pushing DeVos in regard to that. Member Janison asked if there are bills that are affecting the NEPF and will be up for public comment is there any way for them to let the council know. Member Small stated that legislators are very interested in the TLC's perspective on AB 212.

12. Future Agenda Items

Chair Salazar stated that the next meeting is on March 15th and they will have an update from the School Psychologists and School Nurses. School Speech Language Pathologists will present their first draft of their evaluation system. They will have the final data regarding Schoolwide Aggregate Scores from Russ. Member Collins stated that they cannot send that report to the districts until it is State Board approved.

13. Public Comment #2

There was no public comment.

14. Adjournment

Meeting adjourned at 12:55 PM.