NEVADA EDUCATOR PERFORMANCE EVALUATION SYSTEM (NEPF)

2019-2020
Other Licensed Educational Personnel (OLEP) Protocols
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Introduction to the Nevada Educator Performance Framework

The passage of AB 222 during the 2011 Legislative Session created the Teachers and Leaders Council (TLC) and outlined the expectations of a statewide performance evaluation system for teachers and school administrators. The first order of business at the October 2011 TLC meeting was to determine guiding beliefs and goals for this evaluation system, now known as the Nevada Educator Performance Framework. The identified beliefs and goals are outlined below.

TLC Beliefs

To promote educator effectiveness and ensure all students attain essential skills to graduate high school ready for college and career success:

- “All educators* (see definition in glossary) can improve through effective, targeted professional development, as identified through the evaluation process and connected to district improvement plans and goals designed to inform and transform practice;
- An effective evaluation system must include clear expectations for both professional practice and student growth as well as fair, meaningful, and timely feedback;
- A consistent and supportive teacher and administrator evaluation system includes opportunities for self-reflection and continuous, measurable feedback to improve performance of students, teachers, administrators, and the system;
- The evaluation system must be part of a larger professional growth system that consistently evolves and improves to support the teachers and administrators that it serves;

Evaluation System Goals

The Nevada Educator Performance Framework Goals:

- Goal 1: Foster student learning and growth.
- Goal 2: Improve educators’ effective instructional practices.
- Goal 3: Inform human capital decisions based on a professional growth system.
- Goal 4: Engage stakeholders in the continuous improvement and monitoring of a professional growth system.

The system based on these guiding beliefs and goals, the foundation on which the NEPF was created, should ensure that educators:

- Positively impact the achievement of students in Nevada;
- Grow professionally through targeted, sustained professional development and other supports;
- Monitor student growth, identify and develop quality instructional practices, and share effective educational methods with colleagues;
- Reflect upon practice and take ownership for their professional growth; and
- Participate in constructive dialogue and obtain specific, supportive feedback from evaluators.”
Main Purposes of the Evaluation Framework

The overall purpose of Nevada’s Educator Performance Framework (NEPF) is to identify effective instruction and leadership, and to establish criteria to determine:

- The professional development needs of educators (goals 1, 2, 3 & 4)
- Information on which to base human capital decisions including rewards and consequences (goal 3); and
- Whether educators are:
  - Using data to inform decision making (goals 1, 2 & 4)
  - Helping students meet achievement targets and performance expectations (goals 1 & 4)
  - Effectively engaging families (goals 1 & 2)
  - Collaborating effectively (goals 1, 2, & 3)

The NEPF for Other Licensed Educational Personnel

The 2017 Legislative session introduced NRS 391.675 that states, “the State Board may provide for evaluations of counselors, librarians and other licensed educational personnel, except for teachers and administrators, and determine the manner in which to measure the performance of such personnel, including, without limitation, whether to use pupil achievement data as part of the evaluation.” (Added to NRS by 2013, 3169; A 2015, 2404) — (Substituted in revision for NRS 391.3123)

The Department of Education assembled workgroups of individuals from the respective Other Licensed Educational Personnel (OLEP) fields to develop Standards and Indicators based on their respective state and national associations. These have been piloted by the same professional groups and adopted as the state NEPF frameworks.
THE EVALUATION CYCLE
The evaluation cycle is a year-long process with multiple components. The following guidelines are designed to help Other Licensed Educational Personnel (OLEP) and their evaluators implement the Nevada Educator Performance Framework.

Figure 1: Evaluation Cycle

At the beginning of the school year: The educator receives a complete set of materials that includes the entire Rubric with Standards, Indicators, Performance Level and Evidence pages, and access to the current year NEPF Protocols document outlining the evaluation process. The educator and evaluator meet to establish expectations and consider Professional Practice Goal. They discuss the evaluation process together (including observations/visits, review of evidence, etc.) and review the NEPF Rubric(s) that describe the Standards and Indicators. The purpose of this review is to develop and deepen shared understanding of the Standards and Indicators in practice. The rubric review is also an opportunity to identify specific areas of focus for the upcoming school year.

Figure 2: Typical Evaluation Cycle

<table>
<thead>
<tr>
<th>Step</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Step 1: Educator Self-Assessment</strong></td>
<td>Late Summer/Early Fall</td>
</tr>
<tr>
<td><strong>Step 2: Pre-Evaluation Conference Analysis, Goal Setting, and Plan Development</strong></td>
<td>Early Fall</td>
</tr>
<tr>
<td><strong>Step 3: Observations and Conferences, Plan Implementation and Evidence Review</strong></td>
<td>Throughout School Year</td>
</tr>
<tr>
<td><strong>Step 4: Mid-Cycle Goals Review (Educator Assistance Plan if applicable)</strong></td>
<td>Mid-year</td>
</tr>
<tr>
<td><strong>Step 5: Post-Evaluation Conference and End-of Cycle-Summative Evaluation</strong></td>
<td>Late Spring/Summer</td>
</tr>
</tbody>
</table>
Step 1: Educator Self-Assessment

The first step of the NEPF Evaluation Cycle is self-assessment and preliminary goal setting. During this process, the educator must analyze data, reflect on performance, and identify a minimum of one student learning goal and one professional practice goal. A guiding principle for the NEPF is that evaluation should be done with educators, not to them. Embracing the self-assessment step of the process empowers the educator being evaluated to shape the conversation by stating what they identify as strengths, the areas on which they want to focus, and what support they need. The educator’s self-assessment is more potent when supported by specific evidence and clearly aligns with individual and team goals as well as school and district priorities and initiatives.

✓ Self-Assessment:
   Using the Self-Assessment Tool and examining a wide range of evidence (including previous evaluations, if applicable), the educator assesses his/her practice based on the levels of performance.

✓ Goal Setting:
   The educator uses the Goal Setting and Planning Tool to:
   - Set proposed goal, including but not necessarily limited to:
     - One Professional Practice Goal (PPG) related to improving the educator’s own practice.
   - Develop action steps for the PPG.
   - Record evidence to be used to measure progress toward goal
Step 2: Pre-Evaluation Conference, Analysis, Goal Setting, and Plan Development

The second step of the evaluation cycle includes joint goal setting and plan development. During the Pre-Evaluation Conference, the educator begins by sharing his/her self-assessment and proposed goals with the evaluator. The educator collaborates with the evaluator to refine the goals and Educator Plan as needed. The Plan should create a clear path for action to support the educator’s professional growth and improvement, align with school and district goals, leverage existing professional development and expertise from within the school/district, and include proposed evidence.

✓ Goal Setting and Planning:
   The educator presents to the evaluator the Goal Setting and Planning Tool with proposed Professional Practice Goal, action steps, and potential sources of evidence to be used to evaluate his/her work.

✓ Professional Practice Goal:
   The educator uses the Self-Assessment Tool and/or previous evaluation to identify and set a professional practice goal.

✓ Rubrics Review
   The educator and evaluator review the rubrics to address questions, such as:
   - Are there any assumptions about specific Indicators that need to be shared because of the role specific context (e.g. school, caseload, etc.)?
     NOTE: Per SB 475 (2019), there must be, “consideration of whether the classes for which the employee is responsible exceed the applicable recommended ratios of pupils per licensed teacher prescribed by the State Board pursuant to NRS 388.890 and, if so, the degree to which the ratios affect: (1) The ability of the employee to carry out his or her professional responsibilities; and (2) The instructional practices of the employee.”
   - Are there any Indicators for which effective performance will depend on factors beyond the control of the educator? If so, how will those dependencies be accounted for in the evaluation process?
   - Are there any Indicators that previous performance identified as an area for growth, and will need to be a specific focus for part or all of the year?

✓ Goal and Plan Confirmation:
   The evaluator analyzes the educator’s proposed Professional Practice Goal alongside the NEPF rubrics. The educator and evaluator agree on the goal to be included in the Plan and the evidence to be used to determine performance levels on each Indicator.
Step 3: Plan Implementation – Observations, Review of Evidence, and Conferences

The third step of the evaluation cycle is implementing the Educator Plan. For the duration of the cycle, the educator pursues the attainment of high-level performance on all Standards and Indicators to support the student learning and professional practice goal identified in the Plan. The evaluator provides feedback for improvement, ensures timely access to planned supports, and reviews evidence on educator performance and progress toward goal through multiple sources.

A single evidence source can be used to support evidence of performance on multiple Standards and/or Indicators. Additionally, the educator may choose to collect evidence for review throughout the cycle, but should not create artifacts specifically for the evidence review. Educators should use documents that occur as part of the everyday practice.

The Plan provides a foundation for dialogue, collaboration, and action. The educator uses the Plan as a roadmap for improvement, completing the action steps to make progress toward student learning and professional practice goal. The evaluator uses the Plan to drive appropriate and timely support for the educator. Both continue to use the Pre/Post-Observation Conference Tools, the NEPF rubrics, and student data to develop a shared understanding of effective practice, guide ongoing reflection, monitor progress toward goal, and determine evidence to review.

- **Plan Implementation:**
  The educator, with the support of the evaluator, implements the Plan.

- **Evidence Review:**
  - The evaluator reviews evidence described in the plan and other relevant data to demonstrate performance on the NEPF Standards and Indicators using the Observation/Evidence Review Tool.
  - The evaluator reviews evidence to identify corresponding NEPF Standards and Indicators.
  - Observations are NOT scored.
Observation and Conference Process:

- The educator and evaluator use the **Pre/Post Observation Conference Tool** to discuss the upcoming observation. (For scheduled observations only.) **NOTE:** The questions on the tool are a guide, and all questions are not required for every observation.
- The evaluator conducts the observation. Using the **Observation/Evidence Review Tool** the evaluator records evidence observed during the scheduled or unscheduled observation and identifies corresponding Standards and Indicators.
- The educator and evaluator use the **Pre/Post-Observation Conference Tool** to discuss the observation, provide feedback, and identify professional learning needs.

Frequent observations provide invaluable insight into the educator’s performance. These offer critical opportunities for evaluators to observe, review evidence, and analyze the educator’s practice. Observations should be both scheduled and unscheduled. The evaluator uses the **Observation/Evidence Review Tool** to document the reviewing of evidence for both types of observations. **NOTE:** Observations are **NOT** scored.

**Figure 3: Recommended Differentiated Evaluation Cycle**

<table>
<thead>
<tr>
<th>Personnel</th>
<th>Evaluation Frequency</th>
<th>Scheduled Observation Cycles Required per Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Probationary educators in Year One of their initial or additional probationary period OR All educators whose previous year rating was ineffective or developing</td>
<td>1 time per year</td>
<td>3 scheduled observation cycles (minimum) supervising administrator must conduct 2 of the 3 required observations</td>
</tr>
<tr>
<td>Probationary educators whose immediately preceding year rating was effective or highly effective</td>
<td>1 time per year</td>
<td>2 scheduled observation cycles (minimum) supervising administrator must conduct 1 of the 2 required observations</td>
</tr>
<tr>
<td>Probationary educators whose rating for two consecutive years were effective or highly effective OR Post-probationary educators whose previous year rating was effective or highly effective</td>
<td>1 time per year</td>
<td>1 scheduled observation cycle (minimum) supervising administrator must conduct the 1 required observation</td>
</tr>
</tbody>
</table>
### Figure 4: Recommended Evaluation Components & Timeline

<table>
<thead>
<tr>
<th>Evaluation Component</th>
<th>Probationary educators in Year One of their initial or additional probationary period OR All educators whose previous year rating was ineffective or developing</th>
<th>Probationary educators whose immediately preceding year rating was effective or highly effective</th>
<th>Probationary educators whose rating for two consecutive years were effective or highly effective OR Post-probationary educators whose previous year rating was effective or highly effective</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self-Assessment, Goal Setting &amp; Plan Development</strong></td>
<td>Prior to first observation/evidence review</td>
<td>Prior to first observation/evidence review</td>
<td>Prior to first observation/evidence review and recommended within 50 days of start of instruction</td>
</tr>
<tr>
<td><strong>Observation Cycle(s)</strong></td>
<td>• 1st scheduled observation must occur within 40 days after the first day of instruction</td>
<td>• 1st scheduled observation must occur within 40 days after the first day of instruction</td>
<td>• The observation must occur within 120 days after the first day of instruction</td>
</tr>
<tr>
<td><em>Pre-observation conference</em></td>
<td>• 2nd scheduled observation must occur after 40 days but within 80 days after the first day of instruction</td>
<td>• 2nd scheduled observation must occur after 40 days but within 80 days after the first day of instruction</td>
<td></td>
</tr>
<tr>
<td><em>Observation(s)</em></td>
<td>• 3rd scheduled observation must occur after 80 days but within 120 days after the first day of instruction</td>
<td>• The observation must occur within 120 days after the first day of instruction</td>
<td></td>
</tr>
<tr>
<td><em>Post-observation conference</em></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Evidence Review &amp; Conferencing</strong></td>
<td>Following each observation cycle</td>
<td>Following each observation cycle</td>
<td>Following each observation cycle</td>
</tr>
<tr>
<td><strong>Mid-Cycle Goal Review</strong></td>
<td>Approximately halfway through the school year</td>
<td>Approximately halfway through the school year</td>
<td>Approximately halfway through the school year</td>
</tr>
<tr>
<td><strong>Summative Evaluation &amp; Conference</strong></td>
<td>The Performance Rating is assigned based on evidence reviewed throughout the school year. The Summative Evaluation rating determines the baseline for the annual cycle in the subsequent school year.</td>
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<td>The Performance Rating is assigned based on evidence reviewed throughout the school year. The Summative Evaluation rating determines the baseline for the annual cycle in the subsequent school year</td>
</tr>
</tbody>
</table>
Observation Process: The observation cycle consists of a Pre-Observation conference with the educators and the evaluator, an observation based on the Standards, and a Post-Observation conference. The pre- and post-observation conferences include guiding questions and potential evidence review, as requested by the evaluator.

Pre-Observation Conferences: Each scheduled observation is preceded by a Pre-Observation Conference. This provides the educator an opportunity to discuss needs and evidence for the strategies used. It is also recommended that the educator being evaluated leads these discussions and provides the rationale for the basis of his/her professional practices. Prior to engaging in this step of the process it is essential that both the educator and evaluator participate in professional learning experiences that ensure they are adequately prepared for participating in this type of discussion.

Post-Observation Conferences: Following all observations, the Post-Observation Conference should be a joint discussion between the educator and evaluator. This is a time during which the evaluator provides explicit feedback on performance, and educator professional learning needs are discussed and identified. Professional learning opportunities for the evaluator on how to provide explicit and constructive feedback is essential. Based on observations and evidence, if an educator’s performance is likely to be rated ineffective or developing, the evaluator uses the Educator Assistance Plan Tool to develop and implement an assistance plan pursuant to NRS 391.695 and/or 391.715. Early support is best; therefore, this tool should be used to assist educators at any time during the evaluation cycle.

“Scheduled” (announced) observations are those observations for which prior notice is given and a pre-observation conference has been held. The minimum number of scheduled observations is differentiated according to experience and performance as outlined in the Differentiated Evaluation Cycle (Refer to Figures 3 and 4 above).

“Unscheduled” observations follow the same procedure as scheduled observations. Best practices suggest more frequent observations paired with brief reflective conferences support greater improvement of professional practice. Post-observation conferences for scheduled and unscheduled observations can be combined into a single meeting, regardless of the length of time between the observations. Unscheduled observations may be conducted throughout the year at the discretion of the evaluator, with no minimum or maximum. Observations may be conducted by other authorized personnel. The quantities of scheduled observations that must be conducted by the supervising administrator are outlined in Differentiated Evaluation Cycle graphic (Refer to Figures 3 and 4 above).
Step 4: Mid-Cycle Goal Review

The fourth step is a Mid-Cycle Goal Review. A conference should be held mid-year to discuss educator progress towards attaining goal and performance on all NEPF Standards and Indicators.

This step is used to prompt reflection, promote dialogue between the educator and evaluator, and plan changes to practice, and/or goal, as necessary. The Mid-Cycle Goal Review is the time when the educator and evaluator formally meet to discuss the educator’s performance to date and progress towards their PPG. The educator and evaluator may choose to revise the PPG if appropriate. In addition, if there are patterns of evidence demonstrating performance that is potentially leading to a final rating of ineffective or developing, this is a critical time for the evaluator to discuss this evidence so there are no “surprises” during the summative evaluation. More importantly, if an educator is having difficulty, this allows the evaluator to provide the educator with the assistance required (NRS 391.695 & 391.715) to address areas of concern. Evaluators use the Educator Assistance Plan Tool to provide recommendations for improvements in the performance of the educator and to describe the actions that will be taken to assist the educator.

- **Progress Review:** At mid-cycle, the evaluator analyzes the data and evidence reviewed to date and shares an assessment of progress on the goal detailed in the Goal Setting and Planning Tool.

- **Mid-Cycle Conference:** Educator and evaluator develop a shared understanding of progress made toward each goal and the educator’s performance on the Standards and Indicators. The evaluator will identify mid-course adjustments if needed.
Step 5: End-of-Cycle Summative Evaluation and Post-Evaluation Conference

The final step is the summative evaluation, which completes a full evaluation cycle. In this step, the evaluator reviews and analyzes the Observation/Evidence Review Tool data, gathers additional evidence and insights from the educator (if necessary), and identifies performance levels on the NEPF Indicators to determine Standard scores and the overall rating. Thoughtful summative evaluation identifies trends and patterns in performance and offers feedback for improvement. It also provides the educator with valuable information that strengthens self-reflection and analysis skills.

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Scoring:
- The evaluator reviews the tools and relevant evidence reviewed throughout the cycle for the purpose of determining Performance Levels (PL) for each of the Indicators.
- The evaluator uses the data from the Observation/Evidence Review Tool documented throughout the cycle to identify the PLs for each Indicator and inputs them into the Summative Evaluation Tool. PL levels selected may range from 1-4 (whole numbers only).
- The Indicator PLs are then used to calculate the score for each Standard. This is done by averaging all PLs for each Standard.
- Overall scores are calculated by averaging the Standard scores for each.
- The final Educational Practice score is then determined by adding the weighted scores on the Summative Evaluation Tool.

Evaluation Conference:
During the final evaluation conference, the educator and evaluator review the Summative Evaluation Tool on which the evidence and final rating for the educator’s performance on all domains is recorded.
Once final scoring ranges are recommended by the TLC and approved by the State Board, the table below will be updated to show the scoring ranges used to determine the final rating for OLEP groups for the 2018-2019 school year.

**Figure 5: 2018-2019 NEPF Scoring Ranges**

<table>
<thead>
<tr>
<th>School Speech Language Pathologists</th>
<th>Final Rating</th>
<th>Score Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>3.42 – 3.8</td>
<td></td>
</tr>
<tr>
<td>Effective</td>
<td>2.66 – 3.41</td>
<td></td>
</tr>
<tr>
<td>Developing</td>
<td>1.83 – 2.65</td>
<td></td>
</tr>
<tr>
<td>Ineffective</td>
<td>1.0 – 1.82</td>
<td></td>
</tr>
</tbody>
</table>

*Highest attainable score is 3.8 due to multiple indicators for which a performance level of 4 is not available.

<table>
<thead>
<tr>
<th>School Counselors, Nurses, Psychologists, Social Workers, and Teacher-Librarians</th>
<th>Final Rating</th>
<th>Score Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective</td>
<td>3.6 – 4.0</td>
<td></td>
</tr>
<tr>
<td>Effective</td>
<td>2.8 – 3.59</td>
<td></td>
</tr>
<tr>
<td>Developing</td>
<td>1.91 – 2.79</td>
<td></td>
</tr>
<tr>
<td>Ineffective</td>
<td>1.0 – 1.9</td>
<td></td>
</tr>
</tbody>
</table>

**Score Ranges to be updated for 2019-2020 pending approval by the Nevada State Board of Education.**

**NOTE:** NRS 391.725 describes the statement that must be included on the evaluation of a probationary teacher, building administrator, or another licensed educational employee if he or she is to receive a rating of ‘Ineffective.’ The statement reads as follows:

“Please be advised that, pursuant to Nevada law, your contract may not be renewed for the next school year. If you receive an ‘ineffective’ evaluation and are reemployed for a second or third year of your probationary period, you may request that your next evaluation be conducted by another administrator. You may also request, to the administrator who conducted the evaluation, reasonable assistance in improving your performance based upon the recommendations reported in the evaluation for which you request assistance, and upon such request, a reasonable effort will be made to assist you in improving your performance.”

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GLOSSARY

Data – Information, including classroom observations, student achievement scores and artifacts, gathered during the evaluation process for determining teacher/administrator performance.

Defensible – Having grounds to deem a conclusion or judgment valid and reliable based on various measures and assessments.

Diverse Learners – Those students who, because of gender, ethnic background, socioeconomic status, learning styles, disabilities, or limited English proficiency, may have academic needs that require varied instructional strategies to help them learn.

Domain – Primary area of focus for evaluation. For example, in the Teacher Evaluation the three domains are Instructional Practice, Professional Responsibilities, and Student Performance.

Educator – Within this context, inclusive of all OLEP groups (Educational Audiologist, School Counselor, School Nurse, School Psychologist, School Social Worker, and Speech-Language Pathologist). Teacher-Librarians are included as well but will have a separate Protocol document.

Evaluator – The individual in an evaluation system that collects educator data, analyzes the data, and collaborates with educators to make judgments regarding performance.

Feedback – Information and/or recommendations given to an educator about performance which is based on evaluation results. Feedback is intended to provide insight to the educator so that professional learning can be targeted and improvements in performance can be achieved.

Framework – The system by which the measures are combined to evaluate the effectiveness of educators and make overall performance decisions.

Indicator – Specific activity or process demonstrated by the educator being evaluated which provides evidence of the high leverage standard or professional practice being measured.

Level – The position or rank of an educator’s performance for each indicator, as determined using the rubric, observations, and evidence.

Measure – Used to assess educator performance on any standard. Examples of measures could be the Nevada CRT or a specific classroom observation rubric.

OLEP (Other Licensed Educational Personnel) - Educational Audiologist (18-19 Field Test), School Counselor, School Nurse, School Psychologist, School Social Worker, Speech-Language Pathologist, and Teacher-Librarian.

Performance Criteria – The specific performance thresholds that need to be met for an established goal/standard
Professional Learning – The process by which educator’s competencies and capacities are increased, including but not limited to, professional development sessions, job-embedded support, coaching, observing and/or mentoring, peer reviews, etc.

Reliability – The extent to which an assessment or tool is consistent in its measurement. There are several types of reliability:

- **intra-rater** - the degree to which an assessment yields the same result when administered by the same evaluator on the same educator at different times
- **inter-rater** - the degree to which an assessment yields the same result when administered by different evaluators on the same educator at the same time
- **internal consistency** - the degree to which individual components of an assessment consistently measure the same attribute
- **test/retest** - the degree to which an assessment yields the same result over time of the same educator

Standard – Clearly defined statements and/or illustrations of what all educators are expected to know and do. Standards operationalize the categories by providing measurable goals.

Standard Score – The overall point value for each standard. Each score is based on the Indicator levels of performance determined by quality observation data and evidence collected throughout the evaluation cycle.

Student Achievement – The performance of a student on any particular measure of academics.

Teachers and Leaders Council (TLC) – Sixteen member council consisting of: The Superintendent of Public Instruction, or his or her designee, the Chancellor of the Nevada System of Higher Education, or his or her designee, four public school teachers, two public school administrators, one superintendent of schools, two school board members, one representative of the regional professional development programs, one parent or legal guardian, One school counselor, psychologist, speech-language pathologist, audiologist or social worker who is licensed, and two persons with expertise in the development of public policy relating to education. The purpose of the TLC is to make recommendations to the State Board concerning the adoption of regulations for establishing a statewide performance evaluation system.

Validity – The extent to which an assessment or tool measures what it intends to measure.

Weight – The adjustment of a given measure to reflect importance and/or reliability that determines the influence of the overall performance rating.
APPENDIX A – Other Licensed Educational Personnel (OLEP) Frameworks

The NEPF for Other Licensed Educational Personnel (OLEP) varies by group.

The Educational Audiologist is defined as an individual holds a valid Nevada license issued by the Superintendent of Public Instruction with an endorsement in audiological services. The rubric consists of one category (Educational Practice) and one domain (Professional Practice). The domain is weighted, as approved by the TLC and the State Board of Education, for the 2019-2020 school year at 100%.

The School Counselor is defined as an individual that holds a valid Nevada license issued by the Superintendent of Public Instruction with an endorsement as a School Counselor and is working in that position. The rubric consists of one category (Educational Practice) and one domain (Professional Responsibilities). The domain is weighted, as approved by the TLC and the State Board of Education, for the 2019-2020 school year at 100%.

The School Nurse is defined as a professional school nurse (BS/RN) that hold a valid Nevada license issued by the Superintendent of Public Instruction with a school nurse endorsement, and is working in that position. The rubric consists of one category (Educational Practice) and one domain (Professional Practice). The domain is weighted, as approved by the TLC and the State Board of Education, for the 2019-2020 school year at 100%.

The School Psychologist is defined as an individual that holds a valid Nevada license issued by the Superintendent of Public Instruction with an endorsement as a School Psychologist and is working in that position. The rubric consists of one category (Educational Practice) and one domain (Professional Performance). The domain is weighted, as approved by the TLC and the State Board of Education, for the 2019-2020 school year at 100%.

The School Social Worker is defined as an individual that holds a valid Nevada license issued by the Superintendent of Public Instruction with a School Social Work endorsement and is working in that position. The rubric consists of one category (Educational Practice) and one domain (Professional Responsibilities). The domain is weighted, as approved by the TLC and the State Board of Education, for the 2019-2020 school year at 100%.

The Speech-Language Pathologist is defined as an individual that holds a valid Nevada license issued by the Superintendent of Public Instruction with an endorsement for Speech and Language Impairments. The rubric consists of one category (Educational Practice) and two domains (Professional Practice and Professional Responsibilities). The domains are weighted equally, as approved by the TLC and the State Board of Education, for the 2019-2020 school year at 50% each, totaling 100% for both domains.
Appendix B: Educational Audiologist Professional Practice Standards and Indicators

**Standard 1: Audiologist demonstrates expertise and mastery for the scope of practice for which they are responsible.**

- **Indicator 1:** Audiologist demonstrates knowledge of current developmental science (the manner in which learning occurs), the appropriate intellectual levels, social, and emotional development of their students within the scope of practice
- **Indicator 2:** Audiologist demonstrates knowledge of effective and/or specifically designed instruction that reduce barriers to support learning in literacy, math and other content areas within the scope of practice
- **Indicator 3:** Audiologist integrates evidenced based practices and research into their services and/or specially designed instruction. Audiologist demonstrates knowledge and expertise in the scope of practice
- **Indicator 4:** Audiologist demonstrates knowledge of the interconnectedness of the home, school, and community influences on student achievement

**Standard 2: Audiologist support and/or establish safe, inclusive, and respectful learning environments for a diverse population of students.**

- **Indicator 1:** Audiologist fosters safe and accessible learning environments in which each student has a positive, nurturing relationship with significant adults and peers
- **Indicator 2:** Audiologist demonstrates respect for diversity within the home, school, local and global communities
- **Indicator 3:** Audiologist engages students as unique individuals with diverse backgrounds, interests, strengths, and abilities
- **Indicator 4:** Audiologist engages in proactive, clear, and constructive communication working collaboratively with students, families and other significant adult/professionals

**Standard 3: Audiologist plans, delivers, monitors services and/or specially designed instruction and creates environments that facilitate learning for their students.**

- **Indicator 1:** Audiologist provides services and/or specially designed instruction aligned with state and federal laws, regulations, procedures, academic standards, the district’s organized plan of instruction and the individual needs of their students/caseloads
- **Indicator 2:** Audiologist utilizes multiple sources of data to include valid informal and/or formal assessments to develop services and/or specially designed instruction
- **Indicator 3:** Audiologist plans and consistently delivers services or specifically designed instruction that integrates multiple sources of data to improve practices related to student needs, learning and progress toward academic and communication standards for each student on their caseload
- **Indicator 4:** Audiologist establishes and communicates high expectations for their students that support the development of critical thinking, problem solving skills, self-advocacy, and leadership
**Standard 4: Audiologist reflects on their practice**

- **Indicator 1:** Audiologist analyzes student learning, development, and growth applying what is learned to improve their practice and reflect upon effectiveness.
- **Indicator 2:** Audiologist connects professional growth to their professional goals.
- **Indicator 3:** Audiologist collaborates with colleagues, other significant adults and community providers to respond to changes in the listening environment to reflect upon effectiveness.

**Standard 5: Audiologist demonstrates collaboration, advocacy, and leadership**

- **Indicator 1:** Audiologist collaborates and advocates with colleagues, significant adults and community providers to meet the needs of students
- **Indicator 2:** Audiologist demonstrates high ethical standards in their educational settings by adhering to state, local, federal, ASHA, EAA, and AAA policies
- **Indicator 3:** Audiologist contributes knowledge and skills to educational practices and their profession and collaborates with internal and external stakeholders to meet student needs.
Appendix C: School Counselor Professional Responsibilities Standards and Indicators

**Standard 1: School counselor partners with multiple stakeholders to plan and implement a comprehensive school counseling program that is preventative, developmental, and responsive**

- **Indicator 1:** The school counselor plans to implement a comprehensive school counseling program
- **Indicator 2:** The school counselor partners with stakeholders to ensure a comprehensive program is based on needs
- **Indicator 3:** The school counselor sets goals, priorities and implementation strategies that align to the school’s goals and mission

**Standard 2: School counselors implement a curriculum, offer individual student planning and deliver responsive services in order to assist students in developing mindsets and demonstrating behaviors for academic, college/career and social/emotional development**

- **Indicator 1:** The school counselor plans and provides effective direct services to support the academic progress of students
- **Indicator 2:** The school counselor plans and provides effective direct services to enhance college and career readiness for students
- **Indicator 3:** The school counselor plans and provides effective direct services to promote the social/emotional development and well-being of students

**Standard 3: School counselors collaborate and consult with stakeholders and provide referrals on behalf of students to support the academic college/career and social/emotional development of students**

- **Indicator 1:** The school counselor provides relevant information and initiates collaboration with parents/guardians and school personnel for student success
- **Indicator 2:** The school counselor coordinates with and influences the types of services provided by school and community partners to support and promote student success
- **Indicator 3:** The school counselor connects students in need to resources through the use of referrals

**Standard 4: School counselors collaboratively engage in ongoing improvement of the comprehensive school counseling program utilizing data to identify needs, develop and implement action plans, evaluate the impact, and adjust accordingly**

- **Indicator 1:** The school counselor uses data for program monitoring and implementation, assessing effectiveness, and collaborating to make improvements
- **Indicator 2:** The school counselor utilizes process, perception, and outcome data to identify achievement gaps, and develops appropriate action plans to enhance or improve student success
- **Indicator 3:** The school counselor has a positive impact on students’ attendance, behavior and achievement as evidenced through perception and/or outcome data
Standard 5: School counselors lead and advocate for systemic change to create an equitable, inclusive, safe and respectful, positive learning environment for all students

• **Indicator 1**: The school counselor leads and advocates for systemic change through professional relationships with key stakeholders
• **Indicator 2**: The school counselor identifies systemic factors impacting student success and advocates for creating an equitable and inclusive learning environment
• **Indicator 3**: The school counselor advocates for a safe and respectful learning environment for students

Standard 6: School counselors adhere to the American School Counselor Association ethical standards, engage in ongoing professional learning, educates stakeholders and promotes the importance of the school counseling role, and refine their work through self-reflection School

• **Indicator 1**: The school counselor adheres to American School Counselor Association Ethical Standards for School Counselors and other relevant ethical standards for school counselors as well as all relevant federal, state and local legal requirements
• **Indicator 2**: The school counselor coordinates, facilitates, educates, and/or provides leadership in professional meetings and/or organizations
• **Indicator 3**: The school counselor engages in self-reflection of practice; sets individual goals for professional improvement; and stays current on professional issues and contributes to the advancement of the school counseling profession
Appendix D: School Nurse Professional Practice Standards and Indicators

Standard 1: The school nurse collects pertinent data and information relative to the student and the community’s health or the situation

- **Indicator 1:** Collects pertinent data including but not limited to demographics, social determinants of health, health disparities, and physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic, ongoing process with compassion and respect for the inherent dignity, worth, and unique attributes of every person
- **Indicator 2:** Identifies barriers to effective written, verbal, and nonverbal communication based on biological, ethnic, cultural, psychosocial, literacy, environmental, and financial considerations
- **Indicator 3:** Prioritizes data collection based on the student’s immediate condition or the anticipated needs of the student or situation
- **Indicator 4:** Engages the student and other interprofessional team members in holistic, culturally sensitive data collection

Standard 2: The school nurse analyzes assessment data to determine actual or potential diagnoses, problems, and issues

- **Indicator 1:** Prioritizes diagnoses, problems, and issues based on mutually established goals to meet the needs of the student across the health-illness continuum
- **Indicator 2:** Identifies actual or potential risks to the health and safety of the student, family, or school community and/or barriers to their health, which may include but are not limited to interpersonal, systemic, or environmental circumstances
- **Indicator 3:** Interprets the diagnoses or issues to the student, family, and appropriate school staff
- **Indicator 4:** Documents diagnoses, problems, and issues in a manner that facilitates the determination of the expected outcomes and plan

Standard 3: The school nurse identifies expected outcomes for a plan individualized to the student or the situation; develops a plan that prescribes strategies to attain expected measurable outcomes

- **Indicator 1:** Advocates for outcomes that reflect the culture, values and ethical concerns
- **Indicator 2:** Develops an individualized, holistic, evidence-based plan in partnership with the student who has complex conditions and his or her interprofessional team
- **Indicator 3:** Includes evidence-based strategies in the plan to address each of the identified diagnoses, problems, or issues These strategies may include but are not limited to: promotion and restoration of health; prevention of illness, injury, and disease; facilitation of healing; alleviation of suffering; and supportive care
- **Indicator 4:** Engages the student and other interprofessional team members in holistic, culturally sensitive data collection
Standard 4: The school nurse implements the identified plan, coordinates care delivery, and employs strategies to promote health and safe environment

- **Indicator 1:** Provides appropriately prescribed interventions, including medication administration and treatments, and standard of care for students in the school community
- **Indicator 2:** Engages health promotion/health teaching in collaboration with the values, beliefs, health practices, developmental level, learning needs, readiness and ability to learn, language preference, spirituality, culture, and socioeconomic status
- **Indicator 3:** Delegates according to the health, safety, and welfare of the student and considering the circumstance, person, task, direction or communication, supervision, evaluation as well as the state nurse practice act regulations, institution, and regulatory entities while maintaining accountability for the care
- **Indicator 4:** Responds to health issues by providing counseling and crisis intervention when required in such areas as teen pregnancy, substance abuse, death of family members, suicide and child neglect or abuse

Standard 5: The school nurse evaluates progress toward attainment of goals and outcomes

- **Indicator 1:** Determines, in partnership with the student, family, and other stakeholders, the patient centeredness, effectiveness, efficiency, safety, timeliness, and equitability of the strategies in relation to the responses of the plan and the attainment of outcomes
- **Indicator 2:** Uses ongoing assessment data to revise the diagnoses, outcomes, plan, and implementation strategies, including holistic approaches
- **Indicator 3:** Shares evaluation data and conclusions with the student, family, and other stakeholders, in accordance with federal and state regulations

Standard 6: The school nurse communicates effectively and collaborates with key stakeholders in the conduct of nursing practice

- **Indicator 1:** Conveys accurate information in appropriate formats for students and families
- **Indicator 2:** Applies regulations pertaining to privacy and confidentiality to maintain the rights of individual students and families in all communications
- **Indicator 3:** Partners with the student, family, and key stakeholders to advocate for and effect change, leading to positive outcomes and quality care
- **Indicator 4:** Functions as a case manager in collaboration with the healthcare consumer identifying and utilizing community resources

Standard 7: The school nurse seeks knowledge and competence that reflect current nursing practice and promotes futuristic thinking; and evaluates one’s own nursing practice

- **Indicator 1:** Acquires knowledge, skills, and abilities relative to the school nurse role; the population of students, their families, and the school community; as well as the global or local health situation
- **Indicator 2:** Engages in self-reflection and self-evaluation of nursing practice on a regular basis, identifying areas of strength and as well as areas in which professional growth would be beneficial. Takes action to achieve goals identified during the evaluation process
- **Indicator 3:** Ensures that nursing practice is consistent with regulatory requirements pertaining to licensure, relevant statutes, rules, and regulations
• **Indicator 4**: Adheres to the guidance about professional practice as specified in School Nursing: Scope and Standard of Practice, Code of Ethics for Nurses with Interpretive Statements, and NASN Code of Ethics for School Nurses

**Standard 8: The school nurse manages school health services, utilizing appropriate resources to plan, provide, and sustain nursing services that are safe, effective, and fiscally responsible in an environmentally safe and healthy manner**

• **Indicator 1**: Assesses student care needs and resources available to achieve desired outcomes

• **Indicator 2**: Delegates in accordance with applicable legal and policy parameters, such as the nurse practice acts, NASN Principles of Practice and the NCSBN National Guidelines for Nursing Delegation

• **Indicator 3**: Coordinates creation and implementation of the emergency action plan and disaster preparedness plans

• **Indicator 4**: Promotes a safe and healthy workplace and professional practice environment

**Standard 9: The school nurse integrates evidence and research findings, contributing to quality nursing practice**

• **Indicator 1**: Uses current evidence-based nursing knowledge, including research findings to promote further research and guide practice

• **Indicator 2**: Identifying problems that occur in day-to-day work routines to correct process inefficiencies and incorporates evidence into school nursing practice to improve outcomes

• **Indicator 3**: Provides critical review and/or evaluation of policies, procedures, and guidelines to improve the quality of health care and delivery of school health services

• **Indicator 4**: Identifies barriers and opportunities to improve healthcare safety, effectiveness, efficiency, equitability, timeliness, and student centeredness

**Standard 10: The school nurse practices ethically and in a manner that is congruent with cultural diversity and inclusion principles, demonstrating leadership in the professional setting and the profession**

• **Indicator 1**: Integrates the Code of Ethics for Nurses with Interpretive Statements (ANA, 2015a) and the Code of Ethics for School Nurses (NASN, 2016b) to guide nursing practice and articulate the moral foundation of school nursing

• **Indicator 2**: Demonstrates respect, equality, and empathy in actions and interactions with all students, families, and the school community

• **Indicator 3**: Serves in key roles in the school and work settings by participating on committees, councils, and administrative teams at all levels

• **Indicator 4**: Engages in teamwork as a team player and team builder
Appendix E: School Psychologist Professional Performance Standards and Indicators

**Standard 1: Data Based Decision Making**

- **Indicator 1:** The school psychologist systematically collects data from multiple sources as a foundation for decision making and considers ecological factors (e.g., classroom, observation, family, community characteristics) as a context for assessment and intervention in general and special education settings

- **Indicator 2:** The school psychologist collects and uses assessment data to understand students’ difficulties and to select and implement evidence-based instructional and/or mental health services

- **Indicator 3:** The school psychologist uses valid, reliable, and nondiscriminatory assessment techniques to analyze progress toward academic and behavioral goals, to measure response to interventions, and to revise interventions as necessary

- **Indicator 4:** The school psychologist promotes the use of systematic and valid data collection procedures for evaluating the effectiveness and/or need for modification of school-based interventions and programs

**Standard 2: Accountability**

- **Indicator 1:** The school psychologist, as part of an interdisciplinary team, conducts psycho-educational assessments including a variety of assessments (both formal and informal) according to standards outlined in the Nevada Administrative Code

- **Indicator 2:** The school psychologist develops multidisciplinary reports that are comprehensive (i.e., include all a suspected disability and Nevada Administrative Code standards), yet understandable

- **Indicator 3:** The school psychologist makes eligibility recommendations that are supported by a preponderance of evidence

**Standard 3: Consultation and Collaboration**

- **Indicator 1:** The school psychologist participates in team-based planning to develop, review, and design academic or behavioral interventions and collaborates to recommend specific, observable, and measurable goals to evaluate effectiveness

- **Indicator 2:** The school psychologist collects and uses assessment data to understand students’ difficulties and to select and implement instructional and/or mental health services

- **Indicator 3:** The school psychologist engages in consultation and collaboration at the individual, family, group, and system levels and at various stages of intervention

**Standard 4: Legal, Ethical, and Professional Practice**

- **Indicator 1:** The school psychologists respects individuals’ rights to privacy and confidentiality as consistent with Family Educational Rights and Privacy Act (FERPA)

- **Indicator 2:** The school psychologist actively seeks and participates in professional development opportunities, reflects critically on own strengths and weaknesses, and identifies professional development needs

- **Indicator 3:** The school psychologists engages in strong professional presentation and conduct with skills such as communication, interpersonal interactions, responsibility, adaptability, initiative, and dependability
Appendix F: School Social Worker Professional Responsibilities Standards and Indicators

**Standard 1: The School Social Worker identifies student, family, and school needs and organizes intervention(s) consistent with professional social work**

- **Indicator 1:** The School Social Worker conducts multi-tiered school and/or system needs assessments independently or in conjunction with other professionals
- **Indicator 2:** The School Social Worker identifies current and applicable school and community resources to maximize student achievement and family empowerment
- **Indicator 3:** The School Social Worker establishes collaborative professional relationships through networking to organize effective intervention(s)

**Standard 2: The School Social Worker contributes to a positive school environment that is conducive to achievement, demonstrating respect for differences in culture and background**

- **Indicator 1:** The School Social Worker contributes to a safe and healthy school environment
- **Indicator 2:** The School Social Worker identifies structural barriers, social inequalities, and educational disparities that impact learning outcomes and advocates for policies, programs, and services accordingly
- **Indicator 3:** The School Social Worker provides programs and services that respect diversity, address individual needs, and support the inherent dignity and worth of all students, families, and school personnel

**Standard 3: The School Social Worker uses knowledge of social work theory, practice, and research to implement programs and services**

- **Indicator 1:** The School Social Worker implements and monitors multi-tiered, evidenced-based practices that impact student achievement
- **Indicator 2:** The School Social Worker provides programs and specialized services that foster social and emotional competencies
- **Indicator 3:** The School Social Worker is directly involved with students, families and/or schools to focus on stability to maximize student achievement
- **Indicator 4:** The School Social Worker mobilizes current and applicable school and community resources to maximize student achievement

**Standard 4: The School Social Worker demonstrates a commitment to professional conduct and code of ethics**

- **Indicator 1:** The School Social Worker adheres to current federal, state and local laws as well as district policies and procedures that guide school social work practice
- **Indicator 2:** The School Social Worker adheres to the NASW Code of Ethics and SSWAA ethical guidelines
- **Indicator 3:** The School Social Worker maintains timely and accurate records and documentation in compliance with FERPA and state requirements
- **Indicator 4:** The School Social Worker participates in ongoing professional development
- **Indicator 5:** The School Social Worker exhibits self-awareness, self-monitoring, and professional accountability
Appendix G: Speech Language Pathologist Professional Practice Standards and Indicators

**Standard 1: SLP Demonstrates knowledge and skills in speech-language pathology and related subject areas and implements services in an ethical manner**

- **Indicator 1:** SLP accesses support/information when needed to provide therapy services for the diverse needs of the student population
- **Indicator 2:** SLP completes and/or provides in-service training or professional development related to profession or educational setting. (e.g., 1:1 in-service training; conversation with staff; PLC)
- **Indicator 3:** SLP demonstrates competence in oral and written communication skills
- **Indicator 4:** SLP demonstrates consistent behavior management skills that foster positive interactions with and between students

**Standard 2: SLP provides culturally and educationally appropriate services and/or specifically designed instruction that are effective**

- **Indicator 1:** SLP develops and executes appropriate therapy plans for students
- **Indicator 2:** SLP implements activities that promote progress on student’s specific IEP goals using a variety of instructional materials and strategies
- **Indicator 3:** SLP provides each student with an opportunity for an optimal number of responses while providing accurate and specific feedback to students

**Standard 3: SLP in partnership with the team, determines eligibility and recommends services that are compliant with state**

- **Indicator 1:** SLP prepares adequately for MDT and IEP meetings, reviews all records and solicits input from parents, teachers and students SLP maintains adherence to IDEA, FERPA, HIPAA, local, state and federal regulations/mandates
- **Indicator 2:** SLP explains IEP content clearly, using language parents and other team members understand SLP responds appropriately to questions and comments from the team members
- **Indicator 3:** SLP writes measurable goals and benchmarks that are achievable within a year and relate to the student’s present educational levels and the curriculum
- **Indicator 4:** SLP documents therapy sessions within the district identified timeline and adheres to all district, state and federal documentation and compliance guidelines

**Standard 4: SLP demonstrates ability to conduct evaluations for students who may be experiencing a variety of communication disorders**

- **Indicator 1:** SLP uses formal and informal assessment tools related to suspected disability, age level and cultural/linguistic background SLP conducts observations in multiple settings and interviews team members familiar with the student
- **Indicator 2:** SLP develops professionally written evaluation reports SLP analyzes and interprets test results to make appropriate recommendations
- **Indicator 3:** SLP creates, in collaboration with team members, schedules that reflect assessments to be conducted and completed at designated times in accordance with federal, state, and/or district regulations/mandates
**Standard 5: SLP uses appropriate and dynamic service delivery methods consistent with the wide variety of individual student needs and skills**

- **Indicator 1:** SLP develops activities that promote progress on student’s specific IEP goals
- **Indicator 2:** SLP ensures each student understands the purpose of therapy/activity and can demonstrate understanding by various means
- **Indicator 3:** SLP changes the activities, feedback, or direction of the session when a student is not understanding or able to demonstrate success with the session goal SLP collects formal or informal student data directly related to student’s goals and benchmarks
- **Indicator 4:** SLP designs unique and varied therapy delivery models based on individual student needs and skills

**Speech Language Pathologist Professional Responsibilities Standards and Indicators**

**Standard 1: SLP collaborates with classroom teachers and other professionals to serve the needs of students in both general and special education**

- **Indicator 1:** SLP collaborates at IEP team meetings and other meetings demonstrating active listening and a respectful and professional demeanor
- **Indicator 2:** SLP responds professionally to communication from other professionals
- **Indicator 3:** SLP shows evidence of collaborative planning and interventions with team members
- **Indicator 4:** SLP develops and presents training/in-service related to speech and language development and/or disorders for individuals or groups

**Standard 2: SLP collaborates with families and provides opportunities for them to be involved in their student’s speech-language pathology services**

- **Indicator 1:** SLP collaborates with families at IEP team meetings and other meetings demonstrating active listening and a respectful and professional demeanor
- **Indicator 2:** SLP demonstrates professional communication with family members
- **Indicator 3:** SLP provides parent training or in-service related to student’s speech/language progress

**Standard 3: SLP earns continuing education or professional development units sufficient to meet ASHA and/or state certification and licensing requirements**

- **Indicator 1:** SLP completes self-assessment to determine areas of interest or need for additional training
- **Indicator 2:** SLP pursues further development of diagnostic or therapy skills based upon self-assessment, areas of interest and/or supervisor directive

**Standard 4: SLP complies with various federal, state, district and/or departmental initiatives**

- **Indicator 1:** SLP demonstrates compliance with federal, state, district and departmental initiatives
Standard 5: Program Management

- **Indicator 1:** SLP systematically collects and records data from multiple sources to evaluate the effectiveness of professional practices and therapy activities per district guidelines
- **Indicator 2:** SLP engages in data-based decision making for managing and providing services/support
- **Indicator 3:** SLP manages program caseload/workload to promote effective service delivery and school team support