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GUIDANCE MEMORANDUM #17-20

TO: School District Superintendents

FROM: Steve Canavero, Ph.D.
Superintendent of Public Instruction

SUBJECT: Nevada Educator Performance Framework (NEPF) Changes
(Assembly Bills 320 and Assembly Bill 7, Sections 66-69)

Assembly Bills 7 and 320 passed during the 79th Legislative Session made statutory changes to the statewide performance evaluation system known as the Nevada Educator Performance Framework (NEPF). This memo provides guidance to districts regarding implementation of those changes and pending regulatory actions by the State Board.

Student Performance Measures/Student Learning Goals (SLGs)

- Federally-reported statewide performance measures (Smarter Balanced, End-of-Course Exams) are no longer a required component of the Student Performance category.
- NEPF summative ratings for teachers and building-level administrators will be based on student growth as measured by District-Level Performance Measures (Student Learning Goals) with weightings of:
 - *20% for the 2017-2018 school year* (80% Educational Practice¹): Districts will use the framework for SLGs established by the TLC and prescribed by the Department in the 2016-2017 Tools & Protocols and Goal Setting and Planning Guide. (pages 10-17 and Appendix A, website below)
 - *40% for the 2018-2019 school year* and subsequent school years (60% Educational Practice)
- The State Board shall establish by regulation the criteria for SLGs, which must measure growth against an objective academic standard and demonstrate at least one year of educational attainment. The Department will hold the first Public Workshop to establish the criteria on August 17, 2017.
- The Department will work with districts, the TLC, and other subject matter experts, to create a list of assessments that may be used by districts/schools to measure progress toward SLGs.

¹ *Recommended Educational Practice Category weights made to the State Board may be revisited by the TLC.*

- District boards of trustees are required to ensure that SLGs measure student growth in accordance with the criteria established by the State Board, and must annually review the manner in which districts/schools implement the NEPF.
- The State Board may establish regulations regarding the manner in which to include SLGs for certain categories of students. (i.e. partial attendance, truancy, mobility)

Effective/Highly Effective Ratings

- Teachers and administrators must:
 - Demonstrate one of the *three highest* SLG rubric scores (score of 2, 3, or 4) to be eligible to receive an *Effective* summative rating
 - Demonstrate one of the *two highest* SLG rubric scores (score of 3 or 4) to be eligible to receive a *Highly Effective* summative rating
- For those who receive a *Highly Effective rating for two consecutive years*, the final summative evaluation requirement is waived the following year. During the subsequent school year, educators who have met this criterion will continue to participate in the observation cycle for formative evaluation and professional growth purposes.

NEPF Implementation, Monitoring, and Review

- The State Board shall annually review statewide NEPF implementation and related evidence including, but not limited to, the number and percentage of teachers and administrators receiving each of the four NEPF ratings, data used to evaluate progress toward the SLGs, and the effect of evaluations on student academic performance.
- District boards of trustees must annually review the manner in which schools implement the NEPF.
- NDE may review how the NEPF is implemented statewide and in each district including, but not limited to, the manner in which SLGs are established and evaluated.

Clarifications/Non-Substantive Language Modifications

- The second-lowest rating of *Minimally Effective* is changed to “*Developing*,” and all 2017-2018 Tools/Protocols will be updated accordingly.
- District superintendents who directly supervise principals will not be evaluated using the Principal Supervisor NEPF².
- “Peer evaluator” language has been changed to “peer observer”.
- Some existing “observation” language has been modified to “observation cycles.”

Additional Information

- AB320: [Bill AB320 Link](#)
- AB7: [Bill AB7 Link](#)
- NEPF Tools and Protocols³: [NEPF Tools and Protocols Link](#)
- Contact Kathleen Galland-Collins at kgcollins@doe.nv.gov with any additional questions.



² The TLC will make recommendations to the State Board for the statewide Principal Supervisor NEPF Standards and Indicators during the 2017-2018 school year, for implementation in 2018-2019.

³ NEPF Tools and Protocols will be updated for the 2017-2018 school year and posted on the NDE website in upcoming weeks and throughout the school year as the State Board receives recommendations from the TLC.