

Frequently Asked Questions Evaluation Updates for School Year 2021-2022

What needs to be provided to administrators and teachers at the beginning of the school year?

As identified in the NEPF Protocols document, at the beginning of the school year all educators (administrators and teachers) including nurses, school psychologists, speech and language pathologists, counselors, librarians, educational audiologists, and social workers must receive a complete set of materials that includes the entire rubric with Standards, Indicators, Performance Level and Evidence pages, and access to the current year's NEPF Protocols document outlining the evaluation process for their specific job position. This may be accomplished through: (1) providing the link to the NDE website (bit.ly/NDE-NEPF); (2) a department or division specific Google folder housing all documents; or (3) providing paper copies to educators. Administrators should check and forward/send the CCSD Weekly Wire (Search Headlines "NEPF") and/or the CPD website (<https://teachingandlearning.ccsd.net/resources/cpd/nepf/>) information to all licensed personnel under their supervision.

What are the evaluation 40/80/120 Day Cycle Dates?

First Observation Cycle: 8/9/21 - 10/6/21
Second Observation Cycle: 10/7/21 - 12/9/21
Third Observation Cycle: 12/10/21 - 2/24/22

Should a late-hire licensed employee be given an evaluation?

Yes, it is expected that every employee will be issued an evaluation. What goes in the evaluation would be case by case based on the amount of observational data available. It is important to understand that if the employee does not complete all the required scheduled observation cycles, the year does not count toward that employee's required years of probation (e.g., a first-year teacher hired after the First Observation Cycle will be in his/her first year of probation the next year because he/she did not complete the required three scheduled observation cycles).

Should a licensed employee on Leave of Absence (LOA) or Family Medical Leave (FML) be given an evaluation?

Yes, it is expected that every employee will be issued an evaluation. What goes in the evaluation would be case by case based on the amount of observational data available. If the employee misses a required scheduled observation cycle, the year does not count toward the required number of probationary years.

What are the cut scores for teacher, administrator, and Other Licensed Educational Personnel (OLEP) evaluations?

Cut scores for teacher, administrator, and OLEP evaluations have not yet been determined by NDE for the 2021-2022 school year.

Has the weight of the Student Learning Goal (SLG) changed?

Yes, Assembly Bill 57 has temporarily suspended the evaluation weighting of the SLG. Please refer to the NDE Guidance Document for Assembly Bill 57 found on the CPD NEPF website (<https://teachingandlearning.ccsd.net/resources/cpd/nepf/>).

What is highly effective rating exemption status?

Post-probationary educators who received a highly effective rating for the two previous consecutive years (2019-2020 and 2020-2021) will have the final summative evaluation requirement waived the following year (2021-2022) and will be eligible to receive the Exemption Verification Tool based on the supervising administrators discretion. During the waived final summative evaluation school year (2021-2022), educators who have met this criterion will continue to participate in the observation cycle for formative evaluation and professional growth purposes.

Who is eligible for an Alternate Evaluator or an Alternate Observer?

Assembly Bill 475 (2019) revised the Nevada Revised Statutes 391.725 to provide an opportunity to request an Alternate Evaluator for probationary educators who may have been rated as ineffective. Nevada Revised Statutes 391.690 provides post-probationary educators an opportunity to request an Alternate Observer during the third and final observation cycle if they are currently on Warning Year Status and have been notified that they may be rated as developing or ineffective during the current year based on the first or second observation cycle. Additional information is provided directly to the Region Superintendents, supervising principals, impacted educators, and the designated Alternate Evaluators in August and Alternate Observers in October.

Are there new NEPF evaluations for the 2021-2022 school year?

Yes, Assembly Bill 57 (2021) revised the Student Learning Goal weighting for 2021-22. Assembly Bill 266 (2021) provides specific teachers with scoring weights that are tied to recommended student:teacher class size ratios. NDE will be releasing the modified evaluations as well as Guidance Memorandums related to both of these Assembly Bills and their impact on the NEPF evaluation process. These NDE Guidance Memorandums will be provided as link in the NEPF Evaluations Guidance Documents section on the CPD NEPF website once available.

Will any pilot evaluations be conducted during the 2021-2022 school year?

No.

Are there any changes to the CCF evaluations?

Per the State Board of Education decision made on 1/28/16; by the 2018-2019 school year, all other licensed personnel not included in the statewide system are to be evaluated using evaluations based on their role/function and **must include student outcome data**. In the Clark County School District (CCSD), the following evaluations will be revised to meet this requirement: Site-Based Specialist (CCF 8.1); District Program-Based Specialist (CCF 8.2); Literacy Specialist (CCF 8.3); Special Education Instructional Facilitator (CCF 8.12); District

Program-Based Specialist (CCF 8.2); Behavior Mentor (CCF 8.14), and Transition Specialist (CCF 8.15). Optional professional learning sessions for the implementation of student outcome data into the CCF evaluations are available. Please find more information at [CCF Evaluation: Student Outcome Data Professional Learning Sessions](#).

What guidance can be provided to administrators and teachers for adapting evaluation evidence and observations to in-person, hybrid, and distance learning settings?

On August 10, 2020, the Nevada Department of Education (NDE) posted to the Nevada Educator Performance Framework (NEPF) website documents to guide NEPF evaluation and observation evidence and examples:

- [NEPF In-Person, Hybrid, and Distance Learning Guidance Document](#)
- [NEPF Digital and Blended Learning Evidence and Examples-In-Practice](#)

Whom should I contact if I have questions?

Questions regarding NEPF evaluations and data collection in CCSD may be directed to Erik Skramstad, Director, PGS and NEPF Department, (702) 799-4747.

Questions regarding NEPF professional learning may be directed to Lisa Rustand, Director, Leadership and Professional Learning Department, (702) 799-3210.

Questions regarding NEPF implementation at your school should be directed to your Region.