

— Nevada Educator Performance Framework —
Evaluation Requirements & Validation Study: Frequently Asked Questions (FAQs)

SY 2013-14 — Legal Requirements for Evaluation of Teachers and Administrators

1. When does current state law require that final evaluations reflect the new four-tier system with ratings of highly effective, effective, minimally effective, or ineffective?

At the earliest, ratings of effectiveness will be required in the 2014-15 school year. Ratings *may* not take effect until 2015-16. This decision will be made in August 2014 by the Legislative Interim Finance Committee (IFC), based on validation study results.

2. What are the expectations for the frequency of observations for the 2013-14 school year? (i.e., how often must a probationary vs. non-probationary teacher be observed in a year?)

In the 2013-14 school year, teachers and administrators will officially be evaluated with the current local evaluation system and not with the NEPF. The elements of the NEPF will be tested in the 2013-14 school year, but the NEPF won't be used for evaluation purposes.

3. What are the expectations for the duration of observations for the 2013-14 school year? How many minutes of observation are required?

For the 2013-2014 school year, all teachers and administrators who are employed by school districts that participate in the validation study and all counselors, librarians and other licensed educational personnel employed by each school district will be evaluated in accordance with the system for evaluations pursuant to which employees are designated as "satisfactory" or "unsatisfactory" (i.e., the district's current evaluation system). Accordingly, each post-probationary teacher must be evaluated at least once each year. An administrator charged with the evaluation of a post-probationary teacher shall personally observe the performance of the teacher in the classroom for not less than a cumulative total of 60 minutes during each evaluation period, with at least one observation during that 60-minute evaluation period consisting of at least 30 consecutive minutes. For the purposes of the validation study – which will not be used to conduct an official evaluation – observation length will vary in order to determine what length of time is typically most appropriate.

4. What are the expectations for probationary teacher observation timelines?

Districts should continue to require formal observations and evaluations as they previously have practiced (Dec 15, Feb 15, April 1). The validation study will test different observation timelines but these observations will not be used for formal evaluation.

5. Are probationary teachers required to have 3 formal evaluations per year, as they do now, or just three formal observations that culminate in one final, summative evaluation?

Because probationary teachers will be evaluated using the current system (i.e., not NEPF), they must receive three formal evaluations, in accordance with current practice.

6. When will the new NEPF be fully implemented?

The NEPF will be fully implemented in Fall 2014. It is unclear if this will be the system that is used to issue official evaluations. As described in #1, the Interim Finance Committee will decide if ratings are made for educators using the new system and if consequences are associated with the system (e.g. probation). The NEPF will be validated in 13-14 with a 10% sample; it will be validated in 14-15 with 100% sample. IFC will decide next August if the system will be used as the official evaluation system (i.e., used to generate a rating of effectiveness and trigger consequences such as probation), or if a dual system of current requirements and NEPF will be required. If current practice continues into 14-15, then educators will receive a rating of sat/unsatisfactory and consequences will be tied to the current system (i.e., not NEPF).

7. What parameters are districts to follow to choose validation study schools?

School districts should select schools they believe are ready to embrace this new opportunity. Factors to consider include administrative capacity at the site and district level, number of new and/or probationary teachers and administrators, degree of experience of the evaluators and the personnel to be evaluated, etc.

8. What is the timeline for identifying schools, submitting schools to WestEd, and having schools confirmed?

- September 9th – Invitation to Districts to participate in the validation study
- September 16th – Interested schools list from District due to WestEd
- October 1st – Districts notified of selected participating schools
- Spring 2014 – Observation and data collection

9. Will all teachers in validation study schools participate in the study?

Yes, but this doesn't mean all teachers will be observed. Each teacher will participate in some component(s) of the system, but will not be evaluated with the system. The purpose of the validation in 2013-14 is to test the components, not the system as a whole.

10. Will the administrator evaluation system be a part of the validation study?

Yes and will adhere to the same considerations as described for teachers.

11. What commitments are expected of validation study participants?

Participants will need to participate in trainings across the school year (as will non-study teachers and administrators), and to complete surveys, submit artifacts, and allow visitors in their buildings/classrooms.

12. What additional data will be collected to determine the validity of the NEPF?

The year 1 study (2013-14) will test components of the system. In year 2 (2014-15) the entire system will be tested.