



2020-21 Evaluation Updates

If you have questions, please reach out to Alyson Kendrick or Marissa McClish for phone conversations and/or virtual meetings.

Evaluation Guidance for SY 2020-2021

ALL components of the Nevada Educator Performance Framework (NEPF) must be completed for the 2020-2021 school year.

It is the recommendation that all certified evaluations focus on one or two standards within the employee's evaluation rubric. The standards can be chosen by administrators at the site and/or in collaboration with the employees. While all 4 standards must be scored, focusing on 1-2 standards will limit the amount of stress on teachers/administrators as they navigate the school year. For this year, the annual evaluation narrative may reflect the one or two standards of focus for the school as long as the employee is effective or higher in all indicators within their evaluation rubric. If there are any concerns of less than effective performance with an employee, the indicators of concern must still be addressed in post observation conversations and on the final evaluation.

A crosswalk of the Teacher Evaluation Rubric with the National Standards for Quality Online Teaching to assist with understanding how indicators may "look" in a distance learning or hybrid environment [is available here](#) (and under the "Distance Learning Evaluation Resources" tab on this website).

Sample coaching questions for supervisors: <https://www.teacher.org/resource/teacher-evaluation/>

Updates to the SLO process and SLO resources are available at <https://www.washoeschools.net/Domain/228>

40th Day Observation Guidance

The recommendation is to focus on Standard 1 Planning and Preparation for 40th Day Observations for first year Probation A teachers. If there is evidence of *ineffective* performance within other standards, they should be noted in the 40th Day Observation.

By focusing on Planning and Preparation, we can support these new teachers with how their planning is playing out in the classroom, virtual or in person. You might even focus the preconference and post conference on a few indicators within the standard. If there are any concerns of less than effective performance with an employee, the indicators of concern must still be addressed in post observation conversations and on the final evaluation.

Evaluation Timelines

Evaluation timelines are always available in MyPGS under the Resource tab. [Click here](#) to be taken to the timelines directly.

Removal of an Annual Evaluation for Late Hire licensed staff.

Previously, if an employee is a Late Hire, their Administrator is required to complete an Annual Evaluation, on either all or half the standards, based on how late the employee was hired. This has proved confusing each year for the employee and evaluator. Late Hire employees are still be required to receive 80th and/or 120th Day Formal Observations (based on hire dates), but the Annual Evaluation scoring has been removed. An annual narrative is available as an option in MyPGS.

SLO Updates

The 20-21 SLO Expectations are available [here](#) and a version with highlighted changes for SY 20-21 is available [here](#) to assist with messaging to staff. Sample SLO Timelines and other resources are available [on the SLO Website](#).

2019-2020 Evaluation Updates

Updates to Probationary Period for Licensed Employees:

In 2019, the Nevada Legislature changed the criteria for non-renewal of probationary licensed employees under NRS 391.725. Beginning in the current (2019-2020) school year, if a probationary licensed employee receives a “Developing” rating on their evaluation, they will continue with their probation. Only those receiving an overall rating of “Ineffective” may be non-renewed as a contracted employee for the following school year. Additionally, criteria for post-probationary employees reverting to probationary has changed under 391.730: a post-probationary licensed employee who receives one year of “Ineffective” and one year of “Developing” ratings in two consecutive years or “Ineffective” ratings for two consecutive years will be deemed to be a probationary employee beginning the third consecutive year and must serve an additional probationary period in accordance with NRS.391.820.

STUDENT DATA FOR TEACHER EVALUATION

During the 2019 legislative session, the passage of SB475 revised Chapter 391 of the Nevada Revised Statute, which included the reduction of the weight of SLOs from 40% to 15% of Teacher and Site Administrator evaluations.

LICENSED EVALUATION RUBRICS

- o Updates to Highly Effective language of the School Nurse rubric have been approved by the State Board of Education.
 - o Please click on the “Evaluation Frameworks” section to see these updates, along with all evaluation rubrics used by WCSD.
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LICENSED GOAL SETTING

After taking reviewing feedback on the Goal Setting activity during the 2018-2019 school year, slight changes were made to the wording and design of the activity to improve readability and clarity.

CENTRAL OFFICE ADMINISTRATOR PLAN AND RUBRICS

Please note the following for Central Office Administrators/Pro-Techs for this year:

- o Previously, Licensed Central Office Administrators were on a different timeline regarding the completion of evidence reviews/observations than Pro-Tech Administrators. Now both groups will be on the same timeline/cycle as follows:
 - Goal setting and self-assessment activities should be completed by the end of September.
 - One evidence/mid-cycle review is to be completed between November 1st – January 31st.
- o Annual Evaluation due dates will remain the same as they have in previous years:
 - The Annual Evaluation for Licensed Central Office Administrators is due the third Monday in April.
 - The Annual Evaluation for Pro-Tech Administrators is due May 1st.

Changes to the Central Office Administrator plan itself include updated wording on the Evidence, Observation, and Feedback tab and new prompts in the Goal Setting, Mid-Cycle Review, and Annual

Evaluation Narrative activities. If you have any questions, or would like to suggest other updates, please send an email to mypgssupport@washoeschools.net.

Over the course of the last year, a working group with representatives from 10 different departments met multiple times to develop a new Central Office Administrator/Pro-Tech evaluation system. The main component of this new evaluation system is a redesigned rubric as well as a couple of procedural changes. There has been a voluntary group of employees identified from a few departments to pilot the new rubric this year, but most will remain on the current rubric for another year.

2018-19 Evaluation Updates Updates of critical importance have been communicated through the Deputy Weekly.

MID-CYCLE REVIEW

There is no longer a midpoint check-in in the Student Learning Objective tab of MyPGS. The Nevada Department of Education now requires a Mid-Cycle review for evaluations.

For the Mid-Cycle Review, the “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” (NDE, 2018).

This does not require a separate meeting with teachers, rather it can be accomplished during a regularly scheduled meeting. The Mid-Cycle review activity is located within the “Observations and Evidence” tab of the evaluation plan.

GOAL SETTING

Starting with the 2018-2019 school year, evaluation goal setting for certified employees and site administrators has changed slightly in order to align with state NEPF procedures. There will still be two required goals and one optional as in the past. For those employees who will be completing an SLO, this will be the first goal. For those not completing an SLO there is a prompt related to student learning to complete. The second goal, based around professional practice, will now be directly related back to the evaluation rubric with prompts to guide completion.

Please click [here](#) to view a screen shot of what these goal setting steps now look like in MyPGS. Please contact mypgssupport@washoeschools.net with any questions you may have.

OTHER LICENSED EDUCATIONAL PROFESSIONAL RUBRICS

The Nevada Department of Education has just released the final version of the following evaluation rubrics for implementation in the 2018-2019 school year: school nurse, school psychologists, certified librarians, school counselors, speech and language pathologists, and school social workers. We are working to have them loaded as quickly as possible into MyPGS. Please [click here](#) to view the rubrics. Feel free to download, distribute, and use as you see fit while MyPGS is being updated.

While self-assessment and goal setting activities are not to be completed until the first week of September, please feel free to work on these activities informally in the meantime. It will be perfectly acceptable if you want to wait on these activities until MyPGS is ready and there will be no consequence if they are completed late due to the system not being ready. Now that we have the new evaluation systems available, we will be holding workshops for supervisors to assist in understanding their use: Tuesday, August 14th 1:00-3:00 Matley Sierra Room, Tuesday, August 28th 3:30-5:30 South Training Room Edison Way, and Thursday, August 30th 8:30-10:30 Matley Sierra Room. If you are interested, please sign up in MyPGS using course title OLEP Evaluation Systems. **Of special note: certified librarians are required to complete a Library Program Goal (LPG) or an SLO with outcomes to be incorporated into the final evaluation.

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**Washoe County
School District**

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