

Committee Action:
Do Pass _____
Amend & Do Pass _____
Other _____

Senate Education

This measure may be considered for action during today's work session.

May 18, 2017

ASSEMBLY BILL 320 (R1)

**Revises provisions relating to the statewide performance evaluation system.
(BDR 34-1016)**

Sponsored by: Assembly Members Frierson and Fumo

Date Heard: May 4, 2017

**Fiscal Impact: Effect on Local Government: May have Fiscal Impact.
Effect on the State: Yes.**

Assembly Bill 320 requires that certain pupil achievement data must account for 20 percent of an educator's performance evaluation. Such data must be generated from a school or school district where the employee was employed during the period covered by the evaluation.

The bill also:

- Requires a post-probationary teacher or administrator who is evaluated as "highly effective" for two consecutive years to receive one evaluation in the next two years;
- With respect to the statewide performance evaluation system, replaces the performance designation of "minimally effective" with a designation of "developing";
- Provides for peer observations, rather than peer evaluations, of teachers;
- Adds a member to the Teachers and Leaders Council of Nevada; and
- Prohibits the use of the statewide performance evaluation system to evaluate a district administrator who provides direct supervision of a school principal and who also serves as district superintendent.

Amendments:

The Teachers and Leaders Council has proposed a friendly conceptual amendment that was discussed during the bill hearing, which:

- Prohibits educators who receive the lowest possible score on the student achievement portion of an evaluation from receiving a summative evaluation rating of effective or highly effective, and those receiving the second lowest possible score for the student achievement from receiving a summative evaluation rating of highly effective;

- Defines student growth;
- Requires the State Board of Education and the board of trustees of a school district to conduct, at least annually, a review of the evaluation to ensure accuracy and reliability. The review must include, without limitation, the distribution of summative ratings, the educational practice (observational) and pupil achievement categories, and the use of the evaluation to improve student outcomes;
- Allows the Department to audit the implementation of the evaluation system to ensure compliance with the standards established in statute and by regulation; and
- Clarifies that a post-probationary employee receiving an evaluation of “highly effective” for one year would continue to be evaluated annually until two consecutive “highly effective” ratings are received.

The Teachers and Leaders Council has subsequently submitted an additional conceptual amendment (attached), which:

- Includes student growth data in personnel evaluations at 20 percent in Fiscal Year 2017–2018 and 40 percent in Fiscal Year 2018–2019;
- Requires the data used to measure growth of students in meeting student learning goals; and
- Requires the adoption of certain regulations related to the criteria for reviewing student learning goals and other matters.

CONCEPTUAL AMENDMENT – AB 320

Dr. Pam Salazar, Chair, Nevada Teachers and Leaders Council

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May 17, 2017

CONCEPTUAL AMENDMENT – AB 320

[Based on items #1-4 from proposal by Supt Canavero]

1. Evaluation of teachers and administrators must include Student Growth data.
 - a. In 2017-18 – 20% of evaluation based on Student Growth data
 - b. In 2018-19 – 40% of evaluation based on Student Growth data
2. The Board of Trustees of each school district must ensure that pupil achievement data used to evaluate teachers and administrators measures growth of pupils toward meeting the student learning goals developed between educator and supervisor and that all assessments meet the criteria defined in regulations and defined in 2016 Tools and Protocols
3. The Department, in consultation with the Teachers and Leaders Council, shall adopt regulations necessary to implement this act and shall include:
 - a. The criteria school districts will use to review Student Learning Goals. Such criteria must include, but is not limited to:
 - i. Data from assessments must be generated from a school or school district in which the teacher or administrator was employed during the period covered by the evaluation.
 - ii. Assessments must be able to measure student growth against an objective academic standard (e.g., grade level; vertically aligned assessments to capture year to year progress) with an emphasis on comparability, rigor, and validity.
 - iii. The Department shall establish and maintain a list of assessments that may be used as measures of student learning goals. This list of assessments is for information purposes only and does not prescribe that these are the only assessments that may be used.
 - b. Other matters related to the implementation of the act that must include, but are not limited to:
 - i. A requirement that all students and their achievement must be measured, subject to the regulations established by the Department (e.g., truancy, partial attendance, mobility).
 - ii. Reporting requirements related to the assessment(s) and evaluation.