

4/3/2019

Chair Denis, Vice Chair Woodhouse & Members of the Senate Education Committee:

My name is Theo Small and I am a teacher in Clark County School District who for the last 6 years has served at the Vice President of Clark County Education Association (CCEA) and the last 8 years as a teacher on the State's Teacher & Leader Council (TLC) which was tasked with advising the State Board of Education on the Nevada Educator Performance Framework (NEPF), Nevada's Educator Evaluation System which covers Teachers, Other Licensed Personnel, Administrators & Principal Supervisors.

CCEA supports SB475 which is the recommended changes to our evaluation system from the TLC. The TLC was formed in 2011 by the Nevada Legislature and we have stayed committed to the goals of:

- Foster student learning and growth
- Improve educators' effective instructional practices
- Inform human capital (talent) decisions based on a professional growth system
- Engage stakeholders in the continuous improvement and monitoring of a professional growth system

In my work looking at the policy of an evaluation system and also seeing the application of it in CCSD Schools every day, I am hopeful that the components of this system reach their intended outcomes that when an educator continually reflects and improves their practice, the students and other educators in that school succeed. The stakeholders who represent the TLC are in the frontlines as teachers, licensed educators, administrators, superintendents, Nevada Department of Education and other policy makers. The recommendations came through months, even years of research, discussions, surveys, and inputs from stakeholders. What this bill does is ensure the success of educators and their students by linking practice and professional development.

In CCSD Peer Assistance & Review (PAR) program, we train master teachers to support our newest to the profession teachers in our toughest schools. These coaches use the standards of the NEPF to ensure that even though you are a new teacher, you know and learn your craft next to an expert. The master teacher observes the new teacher, models lessons, reflects on lessons and offers the best professional development to help them succeed. Their sole purpose in the program is the link to teacher and student success. AB475 allows a new teacher to develop and grow in their first years and not fear making mistakes but to learn from those mistakes. They go through the coaching cycle multiple times, learning and growing every time. Educators, regardless of years of service, are responsible to their student's growth. Writing purposeful goals for their students, including measuring growth, is a cornerstone of our practice.

I give you that example, so you can see the value as a new teacher, new administrator and the value to a veteran educator when we have high expectations. Even though the NEPF has evolved, it is still a tool that helps us reflect on our practice and improve it every year.

We are grateful for Senator Denis for having this Bill heard and for Senator Harris for sponsoring. We are as always available for any discussion to ensure its success into becoming law.

Sincerely,