

**PROPOSED REGULATION OF THE  
DEPARTMENT OF EDUCATION**

**LCB FILE NO. R138-23I**

**The following document is the initial draft regulation proposed  
by the agency submitted on 12/14/2023**

The intent of the changes is to remove the evaluation standard and indicator language for teachers and administrator from the regulation while still maintaining the authority of the State Board of Education to determine what those standards and indicators are via the required tools and protocols developed by the Nevada Department of Education. The standards and indicators do not need to be in regulation – they are already in the prescribed tools and protocols.

**NAC 391.571 Performance evaluation of school-level and probationary administrators: Required domains. (NRS 385.080, 391.465, 391.480)**

1. The performance evaluation of each school-level administrator must include an evaluation of the school-level administrator in the following domains:

(a) Instructional leadership practices of the administrator at the school, which, except as otherwise provided in subsection 2, must account for 65 percent of the performance evaluation;

(b) Professional responsibilities of the administrator to support learning and promote the effectiveness of the school community, as prescribed by the State Board of Education pursuant to NRS 391.465 , which, except as otherwise provided in subsection 2, must account for 20 percent of the performance evaluation; and

(c) Except as otherwise provided in subsection 2, the extent to which the learning goals of pupils enrolled in the school were achieved based upon the assessments selected pursuant to NAC 391.582, which must account for 15 percent of the performance evaluation.

2. The performance evaluation of a probationary administrator, other than a postprobationary employee who is deemed a probationary employee pursuant to NRS 391.730, in his or her initial year of probationary employment must be based upon the domains of instructional leadership practices of the administrator at the school and professional responsibilities of the administrator to support learning and promote the effectiveness of the school community as prescribed by the State Board of Education pursuant to NRS 391.465, with the percentages and weights assigned to those domains in accordance with the scoring matrix prescribed by the Department pursuant to NAC 391.580.

(Added to NAC by Bd. of Education by R007-13, eff. 10-23-2013; A by R021-16, 11-2-2016, eff. 7-1-2017; R037-18, 12-19-2018)

(Added to NAC by Bd. of Education by R007-13, eff. 10-23-2013; A by R021-16, 11-2-2016)

**NAC 391.574 Performance evaluation of teacher: Required domains. (NRS 385.080, 391.465, 391.480)**

1. The performance evaluation of each teacher must include an evaluation of the teacher in the following domains:

(a) Instructional practices of the teacher in the classroom, which, except as otherwise provided in subsection 2, must account for 65 percent of the performance evaluation;

(b) Professional responsibilities of the teacher to support learning and promote the effectiveness of the school community, as prescribed by the State Board of Education pursuant to NRS 391.465, which, except as otherwise provided in subsection 2, must account for 20 percent of the performance evaluation; and

(c) Except as otherwise provided in subsection 2, the extent to which the learning goals of pupils enrolled in the school were achieved based upon the assessments selected pursuant to NAC 391.582, which must account for 15 percent of the performance evaluation.

2. The performance evaluation of a probationary teacher, other than a postprobationary employee who is deemed a probationary employee pursuant to NRS 391.730, in his or her initial year of probationary employment must be based upon the domains of instructional practices of the teacher in the classroom and professional responsibilities of the teacher to support learning and promote the effectiveness of the school community, with the percentages and weights assigned to those domains in accordance with the scoring matrix prescribed by the Department pursuant to NAC 391.580.

(Added to NAC by Bd. of Education by R007-13, eff. 10-23-2013; A by R021-16, 11-2-2016, eff. 7-1-2017; R037-18, 12-19-2018)

**NAC 391.580 Scoring matrix for performance evaluations of school-level administrators and teachers. (NRS 385.080, 391.465)**

1. Based upon the recommendations of the Teachers and Leaders Council of Nevada created by NRS 391.455, the Department shall prescribe a scoring matrix to obtain a single score to assign a performance evaluation rating for each school-level administrator and teacher. In conducting performance evaluations, each school district shall use the scoring matrix prescribed by the Department.

2. The scoring matrix prescribed pursuant to subsection 1 must include the weights which must be assigned for the standards and indicators in each of the following domains:

(a) Instructional leadership practices of the school-level administrator at the school and;

(b) Professional responsibilities of the school-level administrator to support learning and promote the effectiveness of the school community

(c) Instructional practices of the teacher in the classroom prescribed by and

(d) Professional responsibilities of the teacher to support learning and promote the effectiveness of the school community prescribed by the State Board of Education pursuant to NRS 391.465

3. The scoring matrix prescribed by the Department pursuant to subsection 1 must account for probationary school-level administrators and teachers in their initial year of probationary employment in which the domain of the performance of pupils is not used as part of the employee's performance evaluation or performance evaluation rating.

(Added to NAC by Bd. of Education by R007-13, eff. 10-23-2013)