

# PROPOSED REGULATION OF THE COMMISSION ON PROFESSIONAL STANDARDS IN EDUCATION

## LCB File No. R115-11

(This draft replaces the one posted 11/16/2011; R116-11, R117-11, R118-11, R119-11, R120-11, R121-11 and R122-11 have been withdrawn and combined with this file)

**NAC 391.057 Conditional licensure: Categories; qualifications; validity; permission by the Department for school district, charter school, or private school to hire licensee; requirements of licensee following issuance. (NRS 391.019, 391.021, 391.032)**

1. The Superintendent of Public Instruction shall issue a conditional license to teach elementary education, a conditional license to teach pupils in a program of early childhood education, a conditional license to teach secondary education or a conditional license to teach pupils in prekindergarten through grade 12 *in areas such as but not limited to music, art, and physical education including ~~in a~~ categories described* in subsection ~~9~~ 5 to a person who submits an application which is accompanied by proof satisfactory to the Superintendent of Public Instruction that the applicant:
  - (a) Holds a bachelor's degree from a postsecondary institution that is regionally accredited; and
  - (b) Passed the competency test in basic reading, writing and mathematics that is required by NAC 391.036 or is eligible for an exemption from that test.
2. In addition to the requirements of subsection 1, an applicant for a conditional license:
  - (a) To teach elementary education, other than to teach pupils in a category described in subsection ~~9~~ 5, must :
    - (1) *Apply to and be accepted by an approved alternative route to licensure provider; and*
    - (2) *Adhere to all elementary education instructional and training policies and procedures as required by the approved provider.*  
~~[before beginning his or her employment assignment as a teacher, have earned at least 9 semester hours of credit in pedagogically related courses that are acceptable for elementary education licensure from a regionally accredited postsecondary institution.]~~
  - (b) To teach secondary education *or prekindergarten through grade 12 in areas such as but not limited to music, art, and physical education*, other than to teach pupils in a category described in subsection ~~9~~ 5, must:
    - (1) *Apply to and be accepted by an approved alternative route to licensure provider; and*
    - (2) *Adhere to all secondary or K-12 education instructional and training policies and procedures as required by the approved provider; and*
    - (3) ~~[Have declared]~~ *Hold* a major in the applicant's desired area of licensure; or
    - (4) Pass a competency test which has been approved by the Commission in the subject matter of the area for which the applicant will be employed to

teach or provide to the Department proof that he or she is eligible for an exemption from that test. ~~[and, before beginning his or her employment assignment as a teacher, have earned at least 3 semester hours of credit in pedagogically related courses that are acceptable for secondary education licensure from a regionally accredited postsecondary institution.]~~

(c) To teach pupils in a program of early childhood education, must: ~~[before beginning his or her employment assignment as a teacher, have earned at least 9 semester hours of credit in pedagogically related courses that are acceptable for early childhood education licensure from a regionally accredited postsecondary institution.]~~

(1) *Apply to and be accepted by an approved alternative route to licensure provider; and*

(2) *Adhere to all early childhood education instructional and training policies and procedures as required by the approved provider.*

d. To teach pupils in prekindergarten through grade 12 *in special education to include categories* described in subsection ~~[9] 5~~, must ~~[,] : [before beginning his or her employment assignment as a teacher must have earned at least 9 semester hours of credit in pedagogically related courses that are acceptable for special education licensure from a regionally accredited postsecondary institution.]~~

(1) *Apply to and be accepted by an approved alternative route to licensure provider; and*

(2) *Adhere to all instructional and training requirements as identified by the approved provider for prekindergarten through grade 12 as described in category subsection ~~[9] 5~~.*

3. A conditional license to teach elementary education, to teach a program of early childhood education, to teach secondary education, ~~[or]~~ to teach pupils in prekindergarten through grade 12 *in areas such as but not limited to music, art, and physical education including ~~[in a]~~ categories* described in subsection ~~[9] 5~~:

(a) Authorizes the holder of the license to teach in a county school district, a charter school or a private school that is licensed pursuant to chapter 394 of NRS, if the school district, charter school or private school has received the approval of the Department to hire the holder of the license pursuant to NAC 391.058;

(b) Becomes valid on the date on which the holder of the *conditional* license *provides proof of being accepted to an approved provider program; ~~[initially enters into a contract with a school district, charter school or private school pursuant to NAC 391.058];~~*

(c) Is valid for 3 years; and

(d) Is not renewable.

~~[4. A person who holds a conditional license to teach elementary education shall provide to the school district, charter school or private school with whom he or she is employed proof that he has completed:~~

~~(a) Within 1 year after he or she begins employment, at least 6 semester hours of credit which is required for the issuance of an initial license to teach elementary education, excluding any credit that he or she has received for student teaching; and~~

- (b) ~~Within 2 years after he or she begins employment, at least 6 additional semester hours of credit which is required for the issuance of an initial license to teach elementary education, excluding any credit that he or she has received for student teaching.~~
5. ~~A person who holds a conditional license to teach secondary education shall provide to the school district, charter school or private school with whom he or she is employed proof that the person has completed:~~
- (a) ~~Within 1 year after he or she begins employment, at least 6 semester hours of credit which is required for the issuance of an initial license to teach secondary education, excluding any credit that he or she has received for student teaching; and~~
- (b) ~~Within 2 years after he or she begins employment, at least 6 additional semester hours of credit which is required for the issuance of an initial license to teach secondary education, excluding any credit that he or she has received for student teaching.~~
6. ~~A person who holds a conditional license to teach pupils in prekindergarten through grade 12 in a category described in subsection 9 shall provide to the school district, charter school, or private school with whom he or she is employed proof that the person has completed:~~
- (a) ~~Within 1 year after he or she begins employment, at least 6 semester hours of credit, excluding any credit earned for student teaching, which is required for the issuance of an initial license to teach pupils in prekindergarten through grade 12 in a category described in subsection 9; and~~
- (b) ~~Within 2 years after he or she begins employment, at least 12 additional semester hours of credit, excluding any credit earned for student teaching, which is required for the issuance of an initial license to teach pupils in prekindergarten through grade 12 in category described in subsection 9.~~
7. ~~A person who holds a conditional license to teach a program of early childhood education shall provide to the school district, charter school or private school with whom he or she is employed proof that the person has completed:~~
- (a) ~~Within 1 year after he or she begins employment at least 6 semester hours of credit which is required for the issuance of an initial license to teach a program of early childhood education, excluding any credit he or she has received for student teaching; and~~
- (b) ~~Within 2 years after he or she begins employment, at least 9 additional semester hours of credit which is required for the issuance of an initial license to teach a program of early childhood education, excluding any credit he or she has received for student teaching.]~~
4. [8] A person who holds a conditional license must complete the requirements for the issuance of an initial license to teach elementary education, to teach a program of early childhood education, to teach secondary education, *to teach pupils in prekindergarten through grade 12 in areas such as but not limited to music, art, and physical education* or to teach pupils in prekindergarten through grade 12 to include categories described in subsection [9] 5 within 3 years *or less* that the person's conditional license is valid. ~~[The school district, charter school or private school shall submit to the Department evidence of at least five evaluations issued pursuant to NRS 391.3125 which indicate that the~~

~~person's performance has been satisfactory and verification of 3 years of the person's teaching experience under contract with the school district, charter school or private school in the appropriate area. The holder of the conditional license shall complete 3 years of teaching and is not required to complete the 8 semester hours of supervised teaching otherwise required for the issuance of an initial license. The holder of a conditional license may not be issued a license to teach until he or she has completed 3 years of teaching under contract with a school district, charter school or private school.]~~

*The holder of the conditional license must complete a school based experience as detailed in the alternative route provider's approved program.*

5. ~~[9]~~ The categories for which the Superintendent of Public Instruction may issue a conditional license to teach pupils in prekindergarten through grade 12 are:

(a) Hearing impairments;

(b) Specific learning disabilities, emotional disturbances, ~~[or]~~ mild to moderate ~~[mental retardation;]~~ *intellectual disabilities, orthopedic impairments, health impairments or traumatic brain injuries;*

(c) ~~[Serious emotional disturbances and moderate to intense need for assistance and intervention;~~

~~—(d)—~~ Specific learning disabilities and moderate to intense needs for assistance and intervention;

~~—(e)—~~ ~~Mental retardation]~~ *Intellectual disabilities* and moderate to intense needs for assistance and intervention;

~~[(f)]~~ (d) Pupils who have disabilities and who are under 8 years of age;

~~[(g)]~~ (e) Adapted physical education to pupils who have disabilities;

~~[(h)]~~ (f) Speech and language impairments;

~~[(i)]~~ (g) Autism;

~~[(j)]—~~ Orthopedic impairments;

~~—(k)—~~ Health impairments, other than orthopedic, that adversely affect educational performance;

~~—(l)—~~ Traumatic brain injury;] or

~~[(m)]~~ (h) Visual impairment.

**NAC 391.058 Conditional licensure: Application to Department for permission of school district, charter school or private school to hire licensee; duties of employing school district, charter school or private school; requirements of licensee following issuance; cooperation with Commission and Department. (NRS 391.019, 391.032)**

1. A school district, a charter school, ~~[or]~~ a private school, *an institution of higher education and others that operate independently of an institution of higher education requesting to provide education and training for licensing teachers and administrators pursuant to an alternative route to license program must seek approval from the Commission for Professional Standards. The approval process will be contingent upon approval of the Commission. The school district, charter school, private school, institution of higher education or others that operate independently of an institution of higher education must submit a Commission approved application to the Department of Education for review. The Department will submit received applications to the Commission for action. [that is licensed pursuant to chapter 394 of NRS must apply to the Department before it employs a person who holds a conditional license that was issued pursuant to NAC 391.057. The application must be in writing and include:*

~~—(a) Proof that the school district, charter school or private school has advertised in good faith its desire to fill a vacancy in the position of, as applicable, an unconditionally licensed teacher to teach elementary education, an unconditionally licensed teacher to teach pupils in a program of early childhood education, an unconditionally licensed teacher to teach secondary education in the subject area and at the grade level in which there is a vacancy or an unconditionally licensed teacher to teach pupils in prekindergarten through grade 12 in a category described in subsection 9 of NAC 391.057;~~

~~—(b) An affidavit stating that despite the required advertisement the school district, charter school or private school was not successful in hiring, as applicable, an unconditionally licensed teacher to teach elementary education, an unconditionally licensed teacher to teach pupils in a program of early childhood education, an unconditionally licensed teacher to teach secondary education in the subject area and at the grade level in which there is a vacancy or an unconditionally licensed teacher to teach pupils in prekindergarten through grade 12 in a category described in subsection 9 of NAC 391.057; and~~

~~—(c) A written assurance that the school district, charter school or private school will, if required by statute or regulation, continue its efforts to hire unconditionally licensed educational personnel.]~~

**2. On an annual basis, the Department of Education will conduct an evaluation of each provider approved by the Commission to offer a course of study or training designed to qualify a person to be a teacher or administrator or to perform other educational functions. The qualified provider will be evaluated by the Department of Education using an evaluation instrument designed and approved by the Commission. The evaluation must include, without limitation, for each provider:**

**(a) The number of persons who received a license pursuant to the approved alternative route to licensure process and who completed the course of study or training offered by the provider;**

**(b) The identification of those who are employed by a school district, or a charter school in this State after receiving a license;**

**(c) Must report information relating to the performance evaluations of those who are employed by a school district or a charter school in this State after receiving a license;**

**(d) Report must be in aggregated format so as to not reveal the identity of the person.**

~~[A superintendent of a school district, an administrator of a charter school or an administrator of a private school shall assign, for the duration of the conditional license, assign at least one post-probationary teacher who is unconditionally licensed teacher to provide assistance, guidance and training to each person it hires to teach elementary education, to teach pupils in a program of early childhood education or to teach secondary education pursuant to this section. Each such person who is hired:~~

~~(a) Shall, within 1 year after he begins employment, complete a total of 120 hours of training and orientation with at least one post-probationary, teacher who is unconditionally licensed and who has been assigned to assist him or her pursuant to this subsection.~~

~~(b) May begin teaching after completion of the first 80 hours of the required 120 hours of training and orientation.]~~

**3. Pursuant to Section 2 of NAC 391.058, the Department will:**

**(a) Conduct an annual evaluation for each provider approved by the Commission to offer a course of study or training designed to qualify a person to be a teacher or**

- administrator or to perform other educational functions under the alternative route to licensure during the months of September and October of each calendar year;*
- (b) Present the findings of the evaluations to the Commission; and*
  - (c) Post on the Department Internet website the evaluation findings once the results have been presented to the Commission.*

~~[A superintendent of a school district, an administrator of a charter school or an administrator of a private school shall, for the duration of the conditional license, assign at least one post probationary teacher, who is unconditionally licensed pursuant to NAC 391.343 to provide assistance, guidance and training to each person the school district, charter school or private school hires to teach pupils in prekindergarten through grade 12 in a category described in subsection 9 of NAC 391.057. Each such person who is hired:~~

~~— (a) Shall, within 1 year after he or she begins employment, complete a total of 120 hours of training and orientation with the unconditionally licensed teacher who has been assigned to assist him or her pursuant to this subsection.~~

~~— (b) May begin teaching after completion of the first 80 hours of the required 120 hours of training and orientation. A teacher who is assigned to the conditionally licensed teacher pursuant to this subsection must be present at each meeting concerning an individual education plan that the conditionally licensed teacher is required to attend during his or her probationary period of employment.~~

~~— 4. A school district, charter school or private school shall, in consultation with a postsecondary institution which is regionally accredited and which offers courses of study and training for the education of teachers, develop a plan for each person that it hires pursuant to this section which includes:~~

~~— (a) Provisions for the evaluation of the person;~~

~~— (b) A description of the courses of study and training that the person is required to complete within the 3 years that his or her conditional license is valid;~~

~~— (c) A written assessment plan for the course of study and training, as described in paragraph (k) of subsection 1 of NAC 391.557; and~~

~~— (d) Any other training that the school district, charter school or private school considers necessary.~~

~~— 5.]~~ 4. Each school district, charter school, ~~[or]~~ private school, an institution of higher education and others who operate independently of an institution of higher education requesting to provide education and training for licensing teachers and administrators pursuant to an alternative route to license program ~~[or private school which employs a person pursuant to this section]~~ shall cooperate with the Commission and the Department in the evaluation of the effectiveness of this section and NAC 391.057.]

#### **NAC 391.470 Qualifications for issuance of renewable teaching license to persons who complete nontraditional training program. (NRS 391.019, 391.021, 391.032)**

1. The Superintendent of Public Instruction shall issue a renewable license to teach pupils in prekindergarten through grade 12 to a person who submits an application which is accompanied by proof satisfactory to the Superintendent that the applicant:

1. Holds a bachelor's degree from a postsecondary institution that is regionally accredited;



2. Passed the competency test in basic reading, writing and mathematics that is required by NAC 391.036 or is eligible for an exemption from that test;
3. Passed the competency test in the principles and methods of teaching that is required by NAC 391.036 or is eligible for an exemption from that test;
4. Passed the competency test in the subject matter of the initial area of endorsement in the license or the area of endorsement necessary for the applicant's area of assignment that is required by NAC 391.036 or is eligible for an exemption from that test;
5. *Provides proof of certification* ~~[successfully completed]~~ *from* ~~[in]~~ another state *of successful completion* of a nontraditional program which trains teachers that has been approved by the Commission; and
6. Holds a renewable license in good standing to teach in the state in which the nontraditional program which trains teachers was completed or previously held a renewable license in good standings to teach in that state.

**NAC 391.171 Conditional endorsement as professional administrator of school; authorized employment; validity. (NRS 391.019, 391.032)**

1. The Superintendent of Public Instruction shall issue a conditional endorsement as a professional administrator of a school to a person who submits an application which is accompanied by proof satisfactory to the Superintendent of Public Instruction that the applicant;
  - (a) Holds a master's degree from a postsecondary institution that is regionally accredited;
  - (b) Holds a valid *and renewable* elementary, secondary, ~~[or]~~ special, special education license or a valid license to teach middle school or junior high school education; and
  - (c) Has completed 3 years of teaching experience in kindergarten or grades 1 through 12 in schools approved by the State.
  
2. A conditional endorsement as a professional administrator of a school issued pursuant to this section:
  - (a) Authorizes the holder of the conditional endorsement to be employed as an administrator in a school district, a charter school or a private school that is licensed pursuant to chapter 394 of NRS if the school district, charter school or private school has *been approved, by the Commission, as a qualified provider to provide education and training for licensing an administrator or has a written agreement with another Commission approved provider to provide such education and training.* ~~[received the approval of the Department to hire the holder of the conditional endorsement pursuant to NAC 391.172;]~~
  - (b) Becomes valid on the date on which the holder of the conditional endorsement ~~[initially enters into a] [contract with a school district, charter school or private school;]~~ *provides proof of being accepted to an approved provider program.*
  - (c) Is valid for ~~[3]~~ 2 years; and
  - (d) Is not renewable.

3. *In addition to the requirements of subsection 1, an applicant for a conditional endorsement as a professional administrator of a school must*
  - (a) *Apply to and be accepted by an approved alternative route to licensure provider; and*
  - (b) *Adhere to all administrative education instructional and training policies and procedures as required by the approved provider.*

**NAC 391.042 Initial license requiring student teaching experience; Conditions for substitution of teaching experience. (NRS 391.019, 391.032)**

An applicant for an initial license for which student teaching experience is required may substitute in place of such experience:

1. *With the exception of alternative route to licensure pursuant to NAC 391.057 and 391.058*, three years of teaching experience if:
  - (a) Each public or private school in which the teaching experience occurred was licensed by the state or accredited or certified by a regional or national association for private schools;
  - (b) For each year of teaching experience, the applicant taught at the appropriate grade level in a full-time capacity;
  - (c) The applicant held a bachelor's degree or higher during each year of teaching experience;
  - (d) The applicant was eligible for reemployment in the school district or school in which the teaching experience occurred;
  - (e) The area of endorsement, degree level and grade level of the license being applied for are consistent with the teaching experience completed by the applicant; and
  - (f) The teaching experience completed by the applicant is verified by the superintendent of the school district or the principal of the school in which the experience occurred.
2. A paid or unpaid supervised internship if:
  - (a) The internship was taken as part of a course of study at a regionally accredited college or university;
  - (b) The applicant earned a number of semester hours of credit for completing the internship that is equivalent to the number of semester hours of student teaching required for the license; and
  - (c) The internship was at a grade level appropriated to the license being sought.
3. A license or certificate to teach that was issued by another state if:
  - (a) Student teaching was required as a condition of obtaining the license or certificate; and
  - (b) The applicant fulfilled that requirement.

~~[NAC 391.475 Qualifications for issuance of conditional special qualification license to persons who complete nontraditional training program; validity; duties of employing school district, charter school or private school; application for renewable special qualifications~~



~~license; circumstances under which license deemed immediately revoked. (NRS 391.019, 391.021, 391.032)~~

~~1.—The Superintendent of Public Instruction shall issue a conditional special qualifications license to teach pupils in prekindergarten through grade 12 to a person who submits an application which is accompanied by proof satisfactory to the Superintendent that the applicant:~~

- ~~(a) Holds a bachelor's degree from a postsecondary institution that is regionally accredited;~~
- ~~(b) Passed the competency test in basic reading, writing and mathematics that is required by NAC 391.036 or is eligible for an exemption from that test;~~
- ~~(c) Passed the competency test in the principles and methods of teaching that is required by NAC 391.036 or is eligible for an exemption for that test;~~
- ~~(d) Passed the competency test in the subject matter of the initial area of endorsement on the license or the area of endorsement necessary for the applicant's area of assignment that is required by NAC 391.036 or is eligible for an exemption for that test;~~
- ~~(e) Successfully completed in another state [or] a nontraditional program which trains teachers that has been approved by the Commission; and~~
- ~~(f) Has a promise of employment which a school district, charter school or private school in this State before applying for the conditional license.~~

~~2.—A conditional special qualifications license issued pursuant to this section:~~

- ~~(a) Becomes valid on the date on which the holder of the license initially enters into a contract with a school district, charter school, or private school;~~
- ~~(b) Is valid for 3 years; and~~
- ~~(c) Is not renewable.~~

~~3.—A superintendent of a school district, an administrator of a charter school or an administrator of a private school shall, for the duration of the conditional license, assign at least one post-probationary teacher who is unconditionally licensed to provide assistance, guidance and training to a person who holds a conditional special qualification license issued pursuant to this section and who is employed by the school district, charter school or private school.~~

~~4.—A person who is issued a conditional special qualifications license pursuant to this section may apply for a renewable special qualifications license to teach pupils in prekindergarten through grade 12 if the applicant:~~

- ~~(a) Maintains continuous employment with the school district, charter school or private school in this State that initially employed the person for at least 3 years and receives five satisfactory evaluations during those 3 years;~~
- ~~(b) Successfully completes a program of mentoring as described in subsection 3; and~~
- ~~(c) Submits all the appropriate application documents and the fee required to obtain a renewable special qualifications license.~~

~~5.—If a person who holds a conditional special qualifications license issued pursuant to this section fails to:~~

- ~~(a) Maintain continuous employment with the school district, charter school or private school that initially employed the person;~~

- ~~(b) Receive five satisfactory evaluations during this or her employment with a school district, charter school or private school; or~~
- ~~(c) Participate in a mentoring program described in subsection 3, his or her license shall be deemed immediately revoked and the person is not eligible for a renewable special qualifications license to teach pupils in prekindergarten through grade 12.]~~

~~[NAC 391.173 Qualifications for issuance of unconditional endorsement as professional administrator of school to person who holds conditional endorsement. (NRS 391.019, 391.032)~~

- ~~1. To qualify for an endorsement as a professional administrator of a school, the holder of the conditional endorsement issued pursuant to NAC 391.171 must, within 3 years for which the conditional endorsement is valid:
    - ~~(a) Complete at least 18 semester hours of graduate courses in the administration of a school, including:
      - ~~(1) Administration and organization of a school;~~
      - ~~(2) Supervision and evaluation of instruction;~~
      - ~~(3) Development of personnel;~~
      - ~~(4) Finances of a school;~~
      - ~~(5) The laws that apply to schools; and~~
      - ~~(6) Curriculum; and~~~~
    - ~~(b) Complete:
      - ~~(1) An additional 18 semester hours of graduate courses which may include other courses considered to be part of an administrative program for educators; or~~
      - ~~(2) An additional 12 semester hours of graduate courses which may include other courses considered to be part of an administrative consortium which has been approved by the Department.~~~~~~
- ~~2. If a person who holds a conditional endorsement as a professional administrator of a school completes the requirements of this section and NAC 391.172 within the 3 years for which the conditional endorsement is valid, the Department shall issue an endorsement as a professional administrator of a school that is unconditional on the person's valid license to teach.]~~

~~[NAC 391.172 Employment of person who holds conditional endorsement as professional administrator of a school; approval by Department required; duties of employing school district, charter school or private school; requirements of licensee following employment. (NRS 391.019, 391.032)~~

- ~~1. A school district, a charter school or a private school that is licensed pursuant to chapter 394 of NRS must apply to the Department before it employs a person who holds a conditional endorsement as a professional administrator of a school that was issued pursuant to NAC 391.171. The application must be in writing and include:~~

- ~~(a) Proof that the school district, charter school or private school has advertised in good faith its desire to fill a vacancy in the position of a professional administrator of a school with an unconditional endorsement;~~
  - ~~(b) An affidavit stating that despite the required advertisement, the school district, charter school or private school was not successful in hiring a professional administrator of a school with an unconditional endorsement for which there is a vacancy; and~~
  - ~~(c) A written assurance that the school district, charter school or private school will, if required by statute or regulation, continue its efforts to hire educational personnel with unconditional endorsements.~~
- ~~2. For each person employed pursuant to this section, the superintendent of the school district, the administrator of the charter school or the administrator of the private school which employs the person shall, for the duration of the person's conditional endorsement as a professional administrator of a school, assign at least one postprobationary administrator to provide assistance, guidance and training to the person.~~
- ~~3. Each person who is hired pursuant to this section shall:~~
- ~~(a) Before beginning employment as a professional administrator of a school, complete at least 40 hours of training and orientation provided by the school district, charter school or private school and under the supervision of the postprobationary administrator who has been assigned to assist the person pursuant to subsection 2; and~~
  - ~~(b) Within 1 year after the person begins employment:
    - ~~(1) Complete an additional 80 hours of training and orientation provided by the school district, charter school, or private school for a combined total of at least 120 hours; and~~
    - ~~(2) In consultation with a postsecondary institution which is regionally accredited and which offers courses of study and training for the education of professional administrators, develop a plan that includes:
      - ~~(I) A description of the course of study and training that the person is required to complete within the 3 years for which the conditional endorsement is valid; and~~
      - ~~(II) A written assessment plan identifying the schedule for the completion of the course of study and training.~~~~~~
- ~~4. When a person who holds a conditional endorsement as a professional administrator of a school completes the course work requirements of this section and NAC 391.173, the school district, charter school or private school which employs that person shall submit to the Department:~~
- ~~(a) Evidence of at least five evaluations issued pursuant to NRS 391.3125 which indicate that the person's performance has been satisfactory;~~
  - ~~(b) Verification of 3 years of the person's administrative experience under contract with the school district, charter school or private school; and~~
  - ~~(c) Verification of the 120 hours of training and orientation completed pursuant to subsection 3.~~

~~5. Each school district, charter school or private school which employs a person pursuant to this section shall cooperate with the Commission and the Department in the evaluation of the effectiveness of this section and NAC 391.171 and 391.173.]~~