

# **Lyon County School District Board Memo**

**Date:** October 27, 2026  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** 2025-26 Nevada Educator Performance Framework

**Recommendation:** The Board of Trustees approve the report on the Nevada Educator Performance Framework (NEPF) results as permitted under NRS 391.485.

**Background Information:**

AB320 was passed in the 2017 legislative session. Section 1.2 (2) states that the board of trustees of each school district shall annually review the manner in which schools in the school district evaluate teachers and administrators pursuant to the statewide performance evaluation system.

LCSD participated in it's second year with the NEPF Field Study Implementation for evaluation of licensed staff. NEPF reporting for the 2025-26 school year. Pursuant to this requirement, staff have provided an overall comparison of the NEPF data of LCSD teachers and administrators across 2025 and 2026 data trends alongside state averages. Statewide data were obtained from the Nevada Department of Education.

Overall, results show that LCSD continues to maintain 0% of teachers and administrators rated as Ineffective and Developing in 2026.

## **2025 vs. 2026 Teacher Performance Ratings Comparison**

| Rating Category         | 2025 LCSD    | 2025 State | 2026 LCSD    | 2026 State |
|-------------------------|--------------|------------|--------------|------------|
| <b>Ineffective</b>      | 0.00% (0)    | 0.08%      | 0.00% (0)    | 0.11%      |
| <b>Developing</b>       | 2.15% (9)    | 0.78%      | 0.00% (0)    | 0.85%      |
| <b>Effective</b>        | 39.95% (167) | 67.91%     | 38.11% (157) | 69.10%     |
| <b>Highly Effective</b> | 46.17% (193) | 24.59%     | 41.99% (173) | 23.45%     |
| <b>Exempt</b>           | 11.72% (49)  | 6.64%      | 19.90% (82)  | 6.49%      |

Overall, LCSD had 80.10% of evaluated staff rated Effective or Highly Effective in 2026 compared to 86.12% in 2025. In comparison, the state average stood at 92.55% in 2026 and 92.50% in 2025. Furthermore, LCSD's percentage of Exempt teachers expanded significantly from 11.72% in 2025 to 19.90% in 2026, directly reflecting high performance sustained across multiple evaluation cycles.

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The relatively high percentage of LCSD teachers rated as Highly Effective (41.99% in 2026 vs. 23.45% statewide) indicates that a significant portion of the district's educators perform at a high level. This directly benefits students, as teachers with Highly Effective ratings are more likely to implement best practices in the classroom, engage students effectively, and drive better academic outcomes.

## 2025 vs. 2026 Administrator Performance Ratings Comparison

| Rating Category         | 2025 LCSD   | 2025 State | 2026 LCSD   | 2026 State |
|-------------------------|-------------|------------|-------------|------------|
| <b>Ineffective</b>      | 0.00% (0)   | 0.00%      | 0.00% (0)   | 0.15%      |
| <b>Developing</b>       | 0.00% (0)   | 0.17%      | 0.00% (0)   | 1.76%      |
| <b>Effective</b>        | 50.00% (20) | 74.75%     | 32.50% (13) | 70.08%     |
| <b>Highly Effective</b> | 25.00% (10) | 20.63%     | 47.50% (19) | 23.26%     |
| <b>Exempt</b>           | 25.00% (10) | 4.46%      | 20.00% (8)  | 4.74%      |

LCSD administrators demonstrated substantial growth in top-tier performance, nearly doubling the percentage of Highly Effective ratings from 25.00% in 2025 to 47.50% in 2026, significantly outpacing the state average of 23.26%.

## NEPF Survey Trends (2025 vs. 2026 Comparison)

LCSD participated in the statewide NEPF survey of teachers and administrators, with total participation increasing from 124 respondents in 2025 to 171 in 2026.

| Survey                                                | Participant Group                           | 2025  | 2026          | YoY Trend |
|-------------------------------------------------------|---------------------------------------------|-------|---------------|-----------|
| <b>Evaluation Fairness</b>                            | Staff                                       | 92.0% | <b>95.7%</b>  | +3.7%     |
|                                                       | Administrators                              | 83.3% | <b>100.0%</b> | +16.7%    |
| <b>Impact on Student Learning</b>                     | Staff                                       | 63.2% | <b>82.9%</b>  | +19.7%    |
|                                                       | Administrators                              | 50.0% | <b>73.3%</b>  | +23.3%    |
| <b>Student Learning Goals (SLG Drive &amp; Rigor)</b> | Staff (Used SLG to drive instruction)       | 58.6% | <b>87.2%</b>  | +28.6%    |
|                                                       | Administrators (Teachers set rigorous SLGs) | 83.3% | <b>93.3%</b>  | +10.0%    |
| <b>Evaluator Training</b>                             | Staff (Evaluator was well-trained)          | 87.4% | <b>95.7%</b>  | +8.3%     |

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| Survey                                  | Participant Group | 2025  | 2026         | YoY Trend |
|-----------------------------------------|-------------------|-------|--------------|-----------|
| <b>Impact on Instructional Practice</b> | Staff             | 60.9% | <b>82.1%</b> | +21.2%    |
|                                         | Administrators    | 33.3% | <b>80.0%</b> | +46.7%    |

This data suggests that the evaluation system is contributing to improved teaching practices and administrative leadership, which ultimately benefit students by enhancing the quality of instruction they receive. LCSD met all NEPF protocols and requirements. Districtwide data was shared with the Nevada Department of Education. This information provided to the Board of Trustees is compliant with NRS 391.485.

**Budget Considerations:**

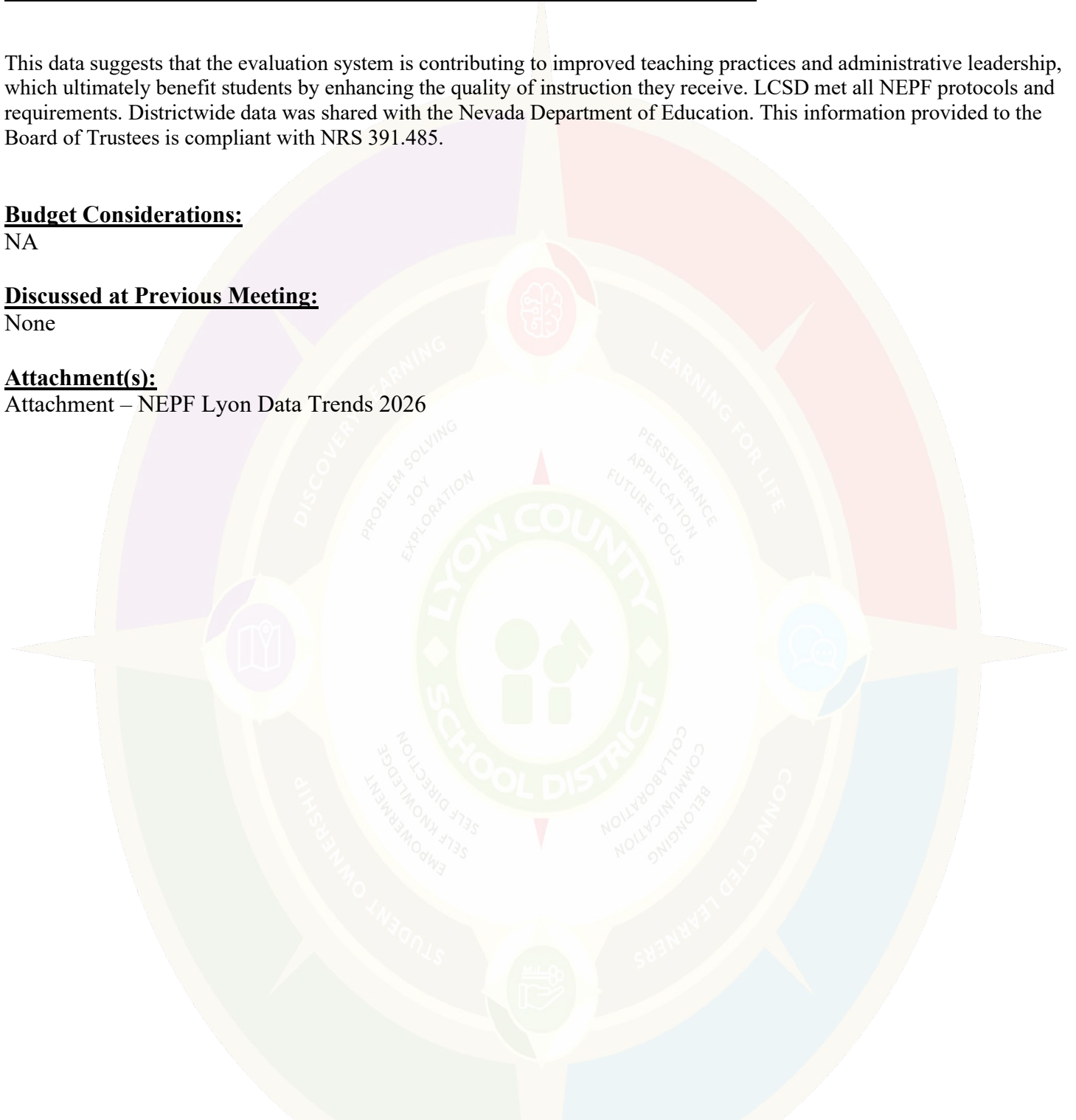
NA

**Discussed at Previous Meeting:**

None

**Attachment(s):**

Attachment – NEPF Lyon Data Trends 2026



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