

## PERFORMANCE EVALUATIONS - POST-PROBATIONARY LICENSED PERSONNEL

Lyon County School District personnel recognize the importance of having effective teachers and administrators to deliver a quality educational program for all students. A vision to continually improve to better serve students is supported with a formal evaluation process. The primary purpose of evaluation of personnel is to promote personal growth and competence that, in turn, will result in the improvement of the educational services provided to the students. Evaluations need to document the strengths of employees, as well as areas for improvement. Evaluations that are truthful, reliable, impartial and understandable will serve the purpose of continual improvement for licensed personnel.

Nevada Revised Statute 391 outlines the process for evaluating certified post-probationary licensed personnel.

The District has adopted a performance evaluation system in compliance with the statewide performance evaluation system known as the Nevada Educator Performance Framework (NEPF). The NEPF requires that the District rate overall performance as highly effective, effective, developing, or ineffective. Additionally, a portion of the evaluation is based on student achievement. The requirements of the NEPF are outlined in Nevada Revised Statute (NRS) and Nevada Administrative Code (NAC) regulation, specifically in Chapter 391. The primary purpose of evaluation is to provide a format for constructive assistance. Evaluations, while not the sole criterion, must be used in the dismissal process. Administrators evaluating teachers must hold a conference with the teacher before and after each scheduled observation.

***PERFORMANCE EVALUATIONS - POST-PROBATIONARY LICENSED PERSONNEL -  
ADMINISTRATIVE REGULATIONS***

1. Performance Evaluations - Overall Performance

The District will adopt the probationary licensed evaluation system required by the Nevada Department of Education, the Nevada Educational Performance Framework (NEPF). The NEPF evaluation tool provides standards, indicators, expectations and documents, and rates an employee as either Highly Effective, Effective, Minimally Effective or Ineffective. (NRS 391.465).

a. Teachers

If a post-probationary teacher receives an evaluation designating his or her overall performance as effective or highly effective, the post-probationary teacher must receive one evaluation in the immediately succeeding school year. The evaluation must be based in part upon at least one scheduled observation cycle which must occur within 120 days after the first day of instruction of the school year.

The evaluation of a teacher at a school designated as a turnaround school must not include an evaluation of the performance of pupils students enrolled in the school for the first and second years after the school has been designated as a turnaround school.

If a post-probationary teacher receives an evaluation designating overall performance as highly effective for two consecutive school years, the post-probationary teacher must:

- Participate in one observation cycle in the school year immediately following the school year in which the post-probationary teacher receives a second consecutive evaluation designating performance as highly effective; and
- Receive one evaluation in the school year immediately following the school year in which the post-probationary teacher participated in the observation cycle pursuant to paragraph (a). The evaluation must be based in part upon at least one scheduled observation cycle, which must occur within 120 days after the first day of instruction of that school year.

If a post-probationary teacher receives an evaluation designating his or her overall performance as minimally effective developing or ineffective, the post-probationary teacher must receive one evaluation in the immediately succeeding school year which is based in part upon three observations cycles which must occur in accordance with the observation cycle schedule set forth for probationary teachers. If a post-probationary teacher receives evidence

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from the first two observations cycles during the school year indicating that, unless ~~his or her~~ performance improves, ~~his or her~~ overall performance may be rated as minimally effective developing or ineffective on the evaluation, the post-probationary teacher may request that the third observation cycle be conducted by another administrator.

A post-probationary teacher who receives an evaluation designating ~~his or her~~ their overall performance as minimally effective developing or ineffective during one year of the 2-year consecutive period, and ineffective during the other year of the period, for two consecutive school years shall be deemed to be a probationary employee and must serve an additional probationary period (NRS 391.730).

*NOTE: Certified employees identified as “other licensed educational personnel” will be evaluated on a similar evaluation framework provided by the Nevada State Board of Education. (NRS 391.3125)*

Pupil achievement will account for a portion of the evaluation in the 2016-2017 school year and beyond. (NRS 391.3125 and NRS 391.465)

**b. Administrators**

If a post-probationary administrator receives an evaluation designating ~~his or her~~ overall performance as effective or highly effective, the post-probationary administrator must receive one evaluation in the immediately succeeding school year. The evaluation must be based in part upon at least one scheduled observation cycle which must occur within 120 days after the first day of instruction of the school year.

The evaluation of an administrator at a school designated as a turnaround school must not include an evaluation of the performance of pupils enrolled in the school for the first and second years after the school has been designated as a turnaround school.

If a post-probationary administrator receives an evaluation designating overall performance as highly effective for two consecutive school years, the post-probationary administrator must:

- Participate in one observation cycle in the school year immediately following the school year in which the post-probationary administrator receives a second consecutive evaluation designating performance as highly effective; and
- Receive one evaluation in the school year immediately following the school year in which the post-probationary administrator participated in the observation cycle pursuant to paragraph (a). The evaluation must be based in part upon at least one

scheduled observation cycle, which must occur within 120 days after the first day of instruction of that school year.

If a post-probationary administrator receives an evaluation designating his or her overall performance as ~~minimally effective~~ developing or ineffective, the post-probationary administrator must receive one evaluation in the immediately succeeding school year which is based in part upon three observations cycles which must occur in accordance with the observation cycle schedule set forth in paragraphs (a), (b), and (c) of the observation cycle schedule for probationary teachers. If a post-probationary administrator receives evidence from the first two observations cycles indicating that, unless ~~his or her~~ performance improves, ~~his or her~~ overall performance may be rated as ~~minimally effective~~ developing or ineffective on the evaluation, the post-probationary administrator may request that the third observation cycle be conducted by another administrator. (NRS 391.~~3127~~ 705 and 725)

A post-probationary ~~employee~~ administrator who receives an evaluation designating ~~his or her~~ their overall performance as ~~Minimally Effective~~ developing or ineffective during ~~1~~ one year of the 2-year consecutive period, and ~~Minimally Effective or~~ ineffective during the other year of the period, for two consecutive school years shall be deemed to be a probationary employee, and must serve an additional probationary period. (NRS 391.~~3129, NRS 391.3197~~ 730)

Pupil achievement will account for a portion of the evaluation in the 2016-2017 school year and beyond. (NRS 391.3127 and NRS 391.465)

## 2. Reemployment of Post-Probationary Employees

The board shall notify post-probationary employees in writing, by certified mail or by delivery of the employee's contract or letter of intent, concerning their reemployment for the ensuing year. Such notice must be provided on or before May 1 (or on or before May 15 of an odd-numbered year so long as the board notifies the employee of the extension by April 1). Employees receiving notice must accept employment by May 10 (or May 25 of an odd-numbered year if the extension to May 15 was invoked). Failure on the part of the employee to notify the board if his or her acceptance by May 10 (or May 25 of an odd-numbered year if the extension to May 15 was invoked) is conclusive evidence of the employee's rejection of the contract. If the board, or the person designated by it, fails to notify a post-probationary employee who has been employed by a school district of the employee's status for the ensuing year, the employee shall be deemed to be reemployed for the ensuing year under the same terms and conditions as employed for the current year. (NRS 391.~~3196~~ 810)

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If a post-probationary employee of a school district or charter school in Nevada voluntarily leaves his/her employment and within five years after the date on which s/he left that employment was left, is employed in a position that is comparable to the position in which s/he attained his/her the post-probationary status was attained, s/he the employee will be allowed to continue as a post-probationary employee and must not be required to serve a probationary period.

This provision does not apply to a post-probationary employee who voluntarily left his/her employment during the pendency or a proceeding for his/her suspension, demotion, dismissal, or refusal to reemploy. (NRS 391.31965 815)