

Lyon County School District Board Memo

Date: October 28, 2025
To: Board of School Trustees
From: BillieJo Hogan, Executive Director of Human Resources
Re: 2024-25 Nevada Educator Performance Framework

Recommendation: The Board of Trustees approve the report on the Nevada Educator Performance Framework (NEPF) results including 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.

Pursuant to this requirement, staff have provided the overall comparison of the Nevada Educator Performance Framework (NEPF) data of Lyon County School District teachers and teachers across the state. Statewide data was obtained from the Nevada Department of Education.

This past year, LCSD participated in the NEPF Field Study conducted by the Nevada Department of Education. The study's purpose is to test the new, streamlined model, which includes moving to a holistic scoring approach per standard, requiring fewer pieces of evidence, and reducing unnecessary verbiage, with the goal of improving and making the evaluation framework more effective. As we move into year 2, we hope this new model is less cumbersome on our administrators and more meaningful to our teachers.

Overall, results show that LCSD, similar to the rest of the state, with a low percentage of teachers rated as Ineffective and Developing.

Ineffective: LCSD = 0%; state = 0.08%

Developing: LCSD = 2.15%; state = 2.29%

Effective: LCSD = 39.95%; state = 67.91%

Highly Effective LCSD = 46.17%; state = 24.59%

Exempt: LCSD = 11.72%; state = 6.64%

Overall LCSD had 86.12% staff rated effective or highly effective compared to the state at 92.5%.

The relatively high percentage of LCSD teachers rated as Highly Effective (46.17%) indicates that a significant portion of the district's educators are performing 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 more

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effectively, and drive better academic outcomes. There is always room to focus on further professional development and support our teachers with best practices to enhance student learning.

LCSD also participated in the NEPF survey of teachers and administrators. The survey was launched in April 2025 and was due by July 15, 2025. There were 122 responses to the state survey with six of those being administrators. 70% of respondents have been with the district for more than four years.

- 92% of LCSD staff and 83% of administrators reported that their evaluation was fair.
- 50% of LCSD staff reported that the feedback positively impacted student learning.
- 65% of LCSD staff reported that the Student Learning Goal was used to drive their instruction and planning.
- 87% of LCSD staff report that their evaluator was well-trained in conducting the NEPF evaluation cycle.
- 67% of LCSD staff reported that the feedback positively impacted their instruction.
- 33% of administrators reported that the implementation of NEPF positively impacted instruction practice at their school.
- 83% of administrators report that the teachers they evaluate set rigorous Student Learning Goals based on data from the previous year.
- 50% of LCSD administrators reported that the feedback positively impacted student learning.

This data suggests that the evaluation system is contributing to improved teaching practices, 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):

NEPF data trends including survey data
2024-25 LCSD Summative NEPF data

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