

# **Lyon County School District Board Memo**

**Date:** April 22, 2025

**To:** Board of School Trustees

**From:** BillieJo Hogan, Executive Director of Human Resources

**Re:** Revisions to LCSD Board Policy GDBB: Performance Evaluations - Post Probationary Licensed Personnel

## **Recommendation**

That the Board of Trustees approves revisions to LCSD Board Policy GDBB: Performance Evaluations - Post Probationary Licensed Personnel as a second and final reading.

## **Background Information**

After each Nevada legislative session, the staff at POOL/PACT (our public agency insurance pool and risk management/human resources support entity) provide school districts with recommended policy changes based on the recent laws that were passed. Updating the LCSD policies to reflect the recommended changes keeps us in good standing with the insurance pool and mitigates our risk and liability. Please note that POOL/PACT expects school districts to adapt their recommended changes to meet the specific needs of the district, so long as the adaptations are consistent with the new NRS and federal employment laws. Therefore, the recommended changes from district administration may not match word for word with POOL/PACT's recommended language.

## **Policy Overview:**

The District utilizes a performance evaluation system in accordance with the statewide Nevada Educator Performance Framework (NEPF). Under the NEPF, educators are assigned an overall performance rating of Highly Effective, Effective, Developing, or Ineffective. A portion of each evaluation is also based on student achievement. The NEPF requirements are established by Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC), specifically outlined in Chapter 391. The primary objective of the evaluation process is to provide constructive feedback and professional growth opportunities.

The policy clarifies the timelines and regulations for employees who rate as Ineffective, Developing, Effective, and Highly Effective. It also provides updated language on the reemployment of post-probationary employees.

## **Budget Considerations**

None

## **Discussed at Previous Meeting**

March 25, 2025

## **Attachment(s)**

Lyon County School District Board Policy GDBBB: Performance Regulations - Post Probationary Licensed Personnel - Administrative Regulations