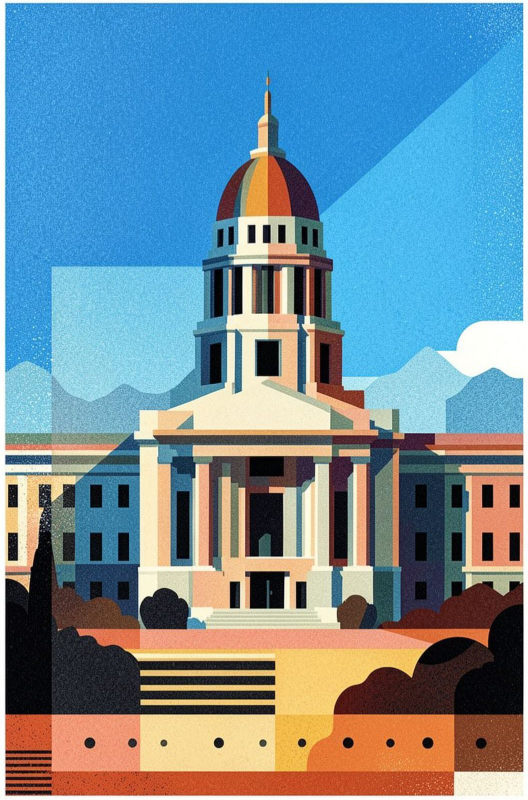


Bill Draft Request Consideration: Elimination of the Nevada Educator Performance Framework (NEPF)

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What is the Nevada Educator Performance Framework (NEPF)?

The NEPF is the **statewide evaluation system for certified staff** , including classroom teachers and school administrators across Nevada.

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Why Does NEPF Exist?

1

2009–2011

Race to the Top (RTTT) and ESEA/No Child Left Behind waivers incentivized states to develop statewide evaluation systems

2

AB 222 (2011)

Nevada Assembly Bill 222 authorized the creation of NEPF

3

AB 407 (2013)

Validation studies conducted to assess the framework

4

AB 447 (2015)

Observation requirements refined and clarified

5

2015–2016

Full statewide implementation begins

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Is NEPF Still Federally Incentivized or Required?

No.

The federal mandate is gone.

What Changed?

The **Every Student Succeeds Act (ESSA) of 2015** replaced No Child Left Behind and fundamentally shifted federal education policy.

ESSA explicitly **prohibited the federal government from mandating or incentivizing teacher evaluation systems** . States are no longer required — or rewarded — for maintaining frameworks like NEPF.

Nevada continues to operate NEPF entirely by state choice, not federal obligation.

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Has NEPF Been Successful in Improving Nevada's Education System?

10 Years of Use

No apparent tie between staff evaluation scores and successful schools has emerged after a decade of implementation

Legislative Frustration

Legislators are frustrated that NEPF does not appear to be improving schools in any measurable way

Adjustments Won't Help

Recent changes and doubled-down training requirements — including 21 hours for administrators — do not resolve core concerns

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Estimated time to complete one post-probationary teacher evaluation process:

11 HOURS

The Burdensome Yoke of NEPF

Time Intensive

The NEPF process demands substantial hours from administrators and teachers alike — time taken away from instruction, leadership, and student support.

Labor Intensive

The framework requires significant human effort at every level of the organization, from classroom observations to documentation and reporting cycles.

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Why Does Nevada Still Use NEPF?

Sunk Cost

Significant time, human, and financial resources have been invested in NEPF. The weight of that investment makes it difficult to abandon — even when outcomes are unclear.

Belief in Evaluations

Evaluations are widely viewed as the primary mechanism to improve the work of teachers and administrators — a belief that sustains the system despite limited evidence of effectiveness.

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How Many States Continue to Use Statewide Evaluation Systems?

Only 10 States Remain

Of all 50 states, only **10 continue to maintain statewide evaluation systems** — and the data tells a clear story:

- **High-performing:** (2) Massachusetts, New Jersey
- **Mid-performing:** (5) Ohio, Rhode Island, Delaware, North Carolina, Tennessee
- **Low-performing:** (3) Nevada, Louisiana, Hawaii

There is **no correlation** between maintaining a statewide evaluation system and strong state academic performance.

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Does Modern Research Support Evaluation Systems for Performance Improvement?

A major 2021 national study led by researchers at Brown, UNC, and Vanderbilt (Bleiberg et al., 2021) examined the impact of nationwide teacher evaluation reforms across 44 states. The researchers concluded that state-mandated evaluation reforms had an average effect of near zero on student academic achievement in math and reading, as well as high school graduation rates.

Studies by Gartner and CEB found that 95% of managers are dissatisfied with traditional performance management, and 59% of employees feel annual reviews are a waste of time. This research led companies like Microsoft, Adobe, and Deloitte to abandon annual numeric ratings altogether in favor of continuous check-ins.

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Does Modern Research Support Evaluation Systems for Performance Improvement?



What Research Says

Traditional annual, rating-heavy performance reviews are **ineffective** for managing and improving performance.



What Major Companies Do

Meta, Microsoft, Adobe, Deloitte, General Electric, IBM, and GAP have all shifted to **ongoing feedback, frequent conversations, coaching, check-ins, and mentoring.**



Modern Systems Are Local

Effective modern performance systems are **tuned to local needs and goals** aligned to organizational objectives

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Do We Still Need Evaluations?

Yes — Evaluations Still Matter

Evaluations remain necessary for **accountability and personnel decisions**. That need does not disappear with NEPF elimination.

The Central Questions

1. What is the **least burdensome process** to gather the right information for effective accountability and personnel purposes?
2. What will actually drive improvement for us?

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QUESTIONS?

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Reduced Educational Reporting Requirements

Streamlining Administrative Burden & Protecting Instructional Priorities Across Nevada School Districts

Implementation Year: SY 2026–2027

Scope: 16 State Reports Impacted

Authority: NRS 385A.960 & SB 460

The Quantified Administrative Relief

5,560

Staff Hours Saved Annually

Diverted back to classroom instruction, leadership, and intervention.

$278,000

Annual Financial Savings

Based on an analysis of a subset of mandates across 4 representative LEAs.

139 Teacher-Weeks

Equivalent Instructional Resource Gain

- Equals **2.67 Full-Time Equivalent (FTE) positions** freed from legacy paperwork.
- **Rural Impact:** Directly relieves small-district administrators who wear multiple operational hats.
- **Core Strategy:** Focus public accountability on high-value student outcomes, not administrative spreadsheets.

Policy Development & Action Timeline

2025 Session

SB 460 Enacted
Includes **Section 1.7** (NRS 385A.960 & LCB R080-25) authorizing superintendents to petition for report reductions.

July 15, 2026

NASS Petition
NASS [redacted] petitions State Supt. Wakefield to eliminate/suspend 16 specific reporting burdens.

July 27, 2026

NDE Order
State Superintendent Dr. Victor Wakefield approves temporary suspension/modification of all 16 requested reports.

August 3, 2026

Memo 26-13 Issued
NDE releases operational guidance on effective scope, non-retroactivity, and transition details for districts.

Category A: Suspended State Reports (12 Mandates)

Redundant / Replaced

- **Class Size Nov 15:** Replaced by PCFP card data (Oct 1 unchanged).
- **Industry Recognized Credentials Report:** Covered by Perkins V federal report.
- **Technology Survey:** Modernized under SETNA collection.

Acing Accountability Transition

- **College & Career Readiness**
- **Instructional Materials**
- **Workforce & Innovation Data**
- **Read by Grade 3 Growth** (Transitioned to SB 460 DPF Framework)

Obsolete / Minimal Value

- **Menstrual Products Report:** LCB reporting suspended.
- **Parent Participation:** Accessible in SPPs.
- **Lobbying Expenditures** (> $6k).
- **Special Ed Unit App**
- **Charter Capital**

Categories B & C: Governance & Process Changes

Report Name	Category & Status	Revised NDE Operational Action
Incident Reports (NRS 388.1351)	Category B: Local	Monthly reports shift to current LEA internal oversight; NDE halts separate state collection.
Empowerment Schools Audit (NRS 388G)	Category B: Local	Local school board responsibility; zero active empowerment schools currently operate in Nevada.
Breakfast After the Bell (NAC 387.370)	Category C: Modified	Separate NDE opt-out report removed; integrated into Dept. of Agriculture application workflows.
Special Ed Summary of Performance	Category C: Modified	Discontinues separate state report submission; federal IDEA duty verified via standard cyclical monitoring.

Guidance Memo 26-13: Key Operational Rules

- **SY 2026–27 Scope Only:** Relief applies exclusively to reports due for the 2026–2027 school year.
- **NOT Retroactive:** SY 2025–26 reporting must be completed 100% in full (including Acing Accountability).
- **Local Obligations Stand:** Oct 1 Class Size reports remain required by law.

District Performance Framework (DPF) Transition

Phase-Out: Legacy Collections

- Sunsetting individual "Acing Accountability" reporting channels.
- Elimination of disjointed, duplicative data spreadsheets.
- Removal of unutilized metrics from repealed statutes.

Phase-In: DPF Framework (SB 460)

- **Informational Launch:** Summer 2026 preliminary release.
- **Full Implementation:** Summer 2027 complete operational rollout.
- **Unified Dashboard:** Single, holistic framework tracking high-value student achievement metrics.

2027 Legislative Roadmap & Contingency Risk

2027 Statutory Cleanup Goal

- Temporary administrative suspensions expire on **July 1, 2027**.
- NDE will submit formal statutory cleanup recommendations to the Legislative Counsel Bureau (LCB).
- Goal: Permanently repeal obsolete mandates during the 84th (2027) Legislative Session.

Critical Retroactive Warning

- If the 2027 Legislature fails to enact permanent statutory changes, suspensions expire.
- **Retroactive Filing Risk:** LEAs would be legally required to submit missed SY26-27 data (e.g., Parent Participation, Tech Survey) in Sept 2027.
- **Action Item:** Maintain underlying data tracking internally as a safety precaution.

Maximizing Classroom Focus

By reducing administrative reporting overhead, Nevada education leaders redirect thousands of hours back to direct student support and academic achievement.

Nevada Department of Education: Guidance Memo 26-13

Questions?


Photo by: Dan Davis
Carson City
School District
Coming Soon
Staffing Updates



Carson City School District

Vacancies

Classification	8/8/2023	8/9/2024	8/8/2025	8/10/2026
Administration	0	0	0	0
Certified	9	8	4	4
Certified Special Education	5	3	2	1
Classified	12	13	7	6
Classified Special Education	12	4	6	3
School Nurse	0	0	1	0



Carson City School District

Positions Filled

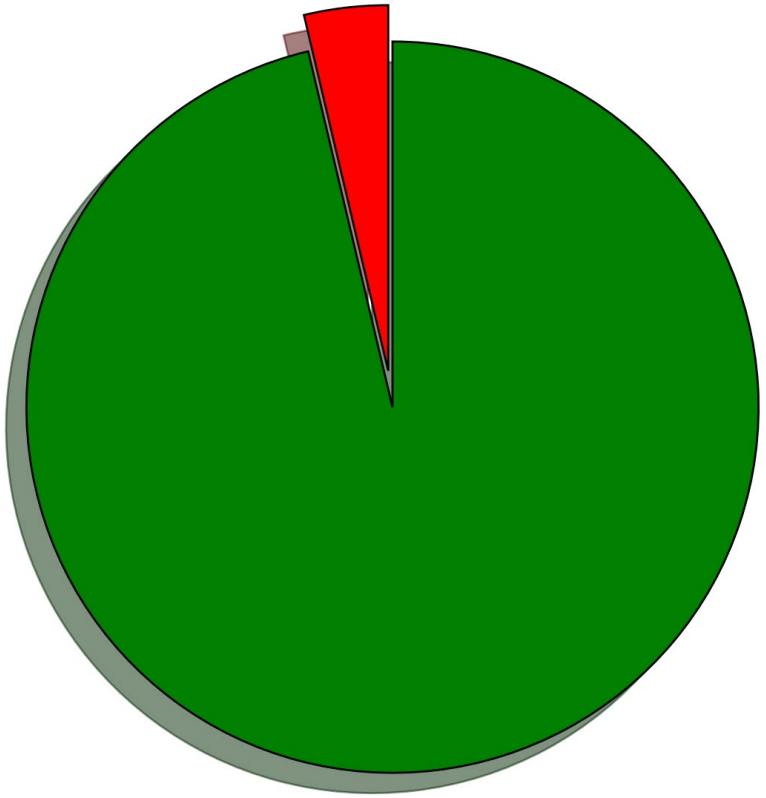
Classification	8/9/2023	8/8/2024	8/9/2025	8/10/2026
Administration	4	3	6	3
Certified	72	45	51	31
Classified Staff	50	27	37	13
Executive	2	3	1	1
Certified Critical Labor	9	5	3	7
Classified Critical Labor	2	1	2	0



Carson City School District

Transfers

Classification	8/10/2026
Administration	4
Certified	26
Classified Staff	5
Executive	1



2026-2027

380 Classified positions

9 Vacancies (8/10/26)

2.4% Vacancy Rate

3.7% in 2025-2026

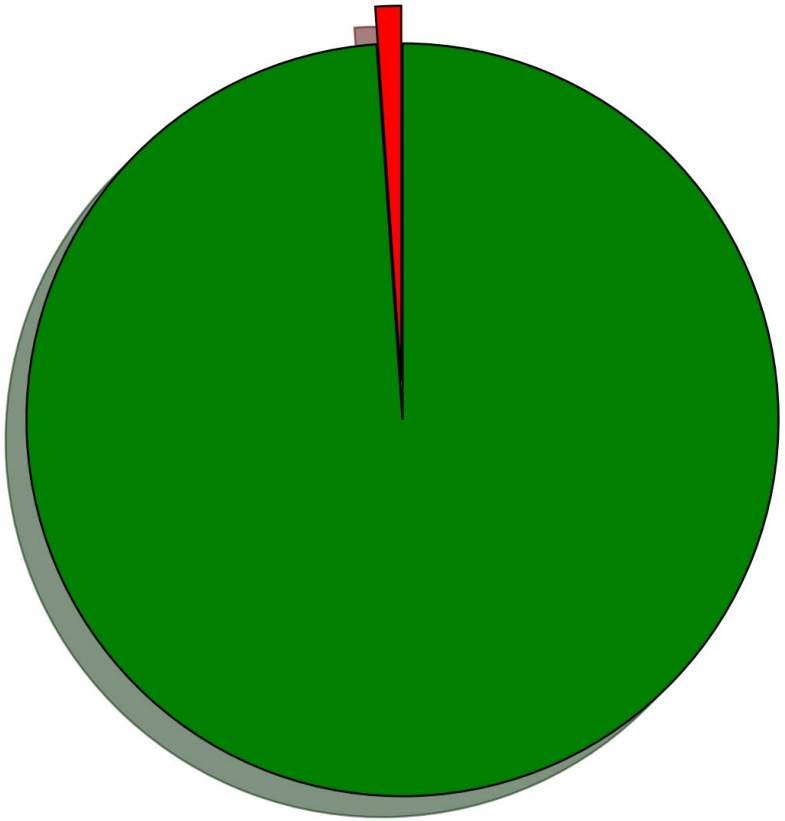
4.4% in 2024-2025

97.6% Fill Rate

96.3% in 2025-2026

95.6% in 2024-2025

Carson City School District



2026-2027

495 Certified Positions

5 Vacancies (8/10/26)

1.0% Vacancy Rate

1.1% in 2025-2026

2.1% in 2024-2025

99% Fill Rate

98.9% in 2025-2026

97.9% in 2024-2025

Carson City School District

SITE	POSITION
BBES	Sped Para II
CHS	Distance Ed Assistant
CHS	Cook/Baker
CHS	Math Teacher (1 year)
CHS Silver	English Teacher
CHS Silver	Physics/Chem Teacher (1 year)
Seeliger	1st Grade Teacher
Fritsch	Custodian III
SSS	School Psych
SSS	DHH Interpreter IV
MTES	SPED Para II
TRANSPORTATION	Bus Driver
TRANSPORTATION	Bus Driver - Sub

Vacancies by Site/Department (8/10/2026)

Carson City School District

What's working?

Carson City School District

- Supportive School Board and Superintendent!
  - New Hires feeling supported at the New Hire Breakfast – Thank you, Merri Pray!
- Retention/Competitive Salaries!
- Early retirement notification incentive (Thank you!)
- Local career fair (Partnered with Edustaff and B/G Club)
  - Edustaff – expanding sub recruitment to Paras and Custodians
  - B/G Club – Emphasizing benefit for child care for CCSD employees
- Red Rover/Application re-vamp (process is easier/faster for applicants)
- Social Media/Branding/Marketing
- Lead generations from word of mouth
- ARL Partnerships (iTeach)

2 Plus You Nevada and Employee Value







Carson City
School District