

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.

Reference: NRS 391.311 through 391.3129, NRS 391.3197, NRS 391.465, Assembly Bill 447 (2015 Legislature)

Policy #GDFB
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*PERFORMANCE EVALUATIONS – POST-PROBATIONARY LICENSED PERSONNEL
ADMINISTRATIVE REGULATIONS*

Evaluation

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).

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 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 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 his or her overall performance as minimally effective or ineffective, the post-probationary teacher must receive one evaluation in the immediately succeeding school year which is based in part upon three observations which must occur in accordance with the observation schedule set forth for probationary teachers. If a post-probationary teacher receives evidence from the first two observations during the school year indicating that, unless his or her performance improves, his or her overall performance may be rated as minimally effective or ineffective on the evaluation, the post-probationary teacher may request that the third observation be conducted by another administrator.

A post-probationary teacher who receives an evaluation designating his or her overall performance as “minimally effective” or “ineffective” for two consecutive school years shall be deemed to be a probationary employee and must serve an additional probationary period.

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)

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 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 his or her overall performance as minimally effective or ineffective, the post-probationary administrator must receive one evaluation in the immediately succeeding school year which is based in part upon three observations which must occur in accordance with the observation schedule set forth in paragraphs (a), (b), and (c) of the observation schedule for probationary teachers. If a post-probationary administrator receives evidence from the first two observations indicating that, unless his or her performance improves, his or her overall performance may be rated as minimally effective or ineffective on the evaluation, the post-probationary administrator may request that the third observation be conducted by another administrator. (NRS 391.3127)

A post-probationary employee who receives an evaluation designating his or her overall performance as Minimally Effective or Ineffective during 1 year of the 2-year consecutive period, and Minimally Effective or Ineffective the other year shall be deemed a probationary employee, and must serve an additional probationary period. (NRS 391.3129, NRS 391.3197)

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)

The board shall notify post-probationary employees in writing, concerning their reemployment for the ensuing year. Such notice must be provided on or before May 1. Employees receiving notice must accept employment by May 10. Failure on the part of the employee to notify the board if his or her acceptance by May 10 is conclusive evidence of the employee's rejection of the contract. (NRS 391.3196)

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, is employed in a position that is comparable to the position in which s/he attained his/her post-probationary status, s/he 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)