

**PERFORMANCE EVALUATIONS - 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.

Policy #GDBB  
Revised 4/22/25

***PERFORMANCE EVALUATIONS - POST-PROBATIONARY LICENSED PERSONNEL -  
ADMINISTRATIVE REGULATIONS*****1. Performance Evaluations - Overall Performance****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 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 developing or ineffective, the post-probationary teacher must receive one evaluation in the immediately succeeding school year which is based in part upon three observation cycles which must occur in accordance with the observation cycle schedule set forth for probationary teachers. If a post-probationary teacher receives evidence from the first two observation cycles during the school year indicating that, unless performance improves, overall performance may be rated as 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 their overall performance as 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.*

**b. Administrators**

If a post-probationary administrator receives an evaluation designating 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 developing or ineffective, the post-probationary administrator must receive one evaluation in the immediately succeeding school year which is based in part upon three observation 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 observation cycles indicating that, unless performance improves, overall performance may be rated as developing or ineffective on the evaluation, the post-probationary administrator may

request that the third observation cycle be conducted by another administrator. (NRS 391.705 and 725)

A post-probationary administrator who receives an evaluation designating their overall performance as 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)

## 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 of 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 391.810)

If a post-probationary employee of a school district or charter school in Nevada voluntarily leaves employment and within five years after the date on which that employment was left, is employed in a position that is comparable to the position in which the post-probationary status was attained, 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 employment during the pendency or a proceeding for suspension, demotion, dismissal, or refusal to reemploy. (NRS 391.815)