

**BOARD OF TRUSTEES  
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 315A  
CERTIFIED STAFF**

**EVALUATION OF POST-PROBATIONARY TEACHERS**

**In Addendum to CCSD's Current Evaluation Policy 315, Solely for the 2014-2015 School Year**

Because there are many unanswered questions regarding specific elements of the Nevada Educator Performance Framework (NEPF), the District, Ormsby County Education Association (OCEA), and Carson City Administrators Association (CCAA) agree that state level evaluation details are not completely formed. Within this formative period, it is understood that the process for collecting and using student achievement data has not been fully validated. Pursuant to NRS 386.650 and in accordance with the Nevada Department of Education's guidelines, the Carson City School District proposes the following teacher and school administrator evaluation policy solely for the 2014-2015 school year. The overall performance of licensed personnel for this limited time frame will be deemed satisfactory or unsatisfactory. Licensed personnel deemed "Unsatisfactory" shall be afforded appropriate assistance based on individual needs and in accordance with NRS 391. Further, licensed personnel deemed unsatisfactory shall be entitled to be evaluated in accordance to the Framework for Effective Teaching or the Instructional Leadership Framework, and without regard to the elements set out below.

The evaluation rating will be derived from the following components:

**95% Professional Practice**

1. Carson City School District teachers will be evaluated based on the current Danielson Evaluation Model, and school administrators will be evaluated with the Instructional Leadership Framework. The primary purpose of an evaluation of a teacher or other licensed educational personnel is to provide a format for constructive assistance and as such, Plans of Improvement will remain to provide assistance as needed under the Danielson Evaluation Model.
2. Other licensed personnel, including counselors, librarians, occupational and physical therapists, speech pathologists, school psychologists, teachers on special assignment (TOSA), District specialists (Vision/Hearing Impaired, etc.), will use their current evaluation systems.
3. Using the appropriate evaluation tool all licensed personnel will earn a rating of either "Satisfactory" or "Unsatisfactory".
4. Licensed personnel who receive a "Satisfactory" rating in their annual evaluation will have successfully met the Professional Practice requirement.
5. The exception to this policy will be licensed personnel working in non-ranked NSPF schools who will have 100% of their evaluation based on Professional Practice.

**5% Student Performance**

1. The Nevada School Performance Framework (Star Rating System), which measures student outcomes in Status, Growth, and Gap Reduction, will be used to determine school district performance.
2. The Carson City School District's aggregate Star Rating from the past three school years will be rounded up to the nearest whole number. If the District's aggregate score is determined to be a score of 3 stars or above, licensed personnel will receive a "Satisfactory" rating in their annual evaluation within the Student Performance requirement.
3. The evaluation shall be limited to the student performance data described herein.

Adopted: September 23, 2014