



PROPOSED AGENDA ITEM RATIONALE

DATE: July 28, 2025

TO: Dr. Brian L. Maher
Commissioner of Education

FROM: Shirley Vargas, Ed.L.D.
School Transformation Officer

Ryan Ricenbaw, Ed.D.
Director of Statewide Teacher and Principal Support

PROPOSED AGENDA ITEM: Educator Effectiveness Specialist

AGENDA ITEM TYPE (contract/grant/rule/program/other): Contract

RATIONALE/BACKGROUND INFORMATION:

What: The Educator Effectiveness Specialist assists with the implementation of the statewide educator effectiveness system for teacher and principal support and development, known as SEED (Supporting Effective Educators through Development). This position engages in policy research, collects, and analyzes relevant educator data, collaborates with internal and external partners to align educator effectiveness work with other initiatives, and supports the implementation of the Nebraska Teacher and Principal Performance Standards (NTPPS), which is both an instructional model and evaluation and development system.

Why: The Educator Effectiveness Specialist position emerged as a need after the approval of the NTPPS in 2020. With the limited capacity at the NDE, it was important to expand the reach of the previously one-person role. Educational Service Units (ESU) are regionally located and have long standing relationship with their member districts. With a growing need of support across the state, especially in western Nebraska, the Office of Coordinated School and District Support partnered with ESU 13 to identify an individual who can retain their ESU employee while serving in a statewide capacity.

Who: An ESU 13 employee with the necessary credentials, experience, and expertise to fulfill services for NDE as an Educator Effectiveness Specialist.

How: Split 50% of time with ESU 13, 50% of time with NDE, engage in regularly established check-in meetings to assess progress and make adjustments, if necessary, and assist in statewide work related to educator effectiveness.

When: September 1, 2025 – August 30, 2026

PROPOSED BOARD MEETING (MONTH/YEAR): June 2025

ESTIMATED COST: up to \$90,000

FOR CONTRACTS AND GRANTS:

- Indicate the Funding Source: Title II-A 3% set-aside
- New or Renewal: New
- If renewal, date of first approval:

FOR NEW CONTRACTS OR OTHER CONTRACTS REQUIRING PROCUREMENT:

- Indicate the method of procurement: Non-Competitive Negotiation
- Rationale for method of procurement: Per exemption set out in 73-507 N.R.S., agreements for services to be performed by or between a state agency and the University of Nebraska, the Nebraska State Colleges, the courts, the Legislature, or other officers or agencies established by the Constitution of Nebraska, are exempt to the requirements for competitive bidding or negotiation.
- Rationale for contractor selection: After engaging with several ESU administrators, ESU 13 was the expressed interest in this type of partnership and possessed the staff with the requisite knowledge and expertise.

FOR GRANT SUBAWARDS:

- Describe the grantee selection process:

**Updated 08.15.2023*