



Teacher Evaluation Stakeholder Meetings June 2019

**13 Stakeholder
Conversations across
12 different
communities**

468 voices

+ Inspire Conference

- Bernalillo
- Albuquerque
- Santa Fe
- Espanola
- Las Vegas
- Farmington
- Gallup
- Hobbs
- Las Cruces
- Deming
- Ruidoso
- Clovis
- Inspire 2019

Who engaged in the conversations?

- Students
- Parents or family members
- Elementary Teachers
- Secondary Teachers
- Administrators
- Tribal Representatives
- Policy makers (e.g., Local Boards of Education, Government representatives)
- Higher education representatives
- Business and community leaders
- Advocacy groups or professional organizations



Meeting Process

Every good conversation starts with good listening.

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After presenting some background information, participants gathered in role alike groups.

Then, the guiding question was provided and targeted feedback was requested.

Meeting concluded with time for open discussion, comments, and questions.

Key Question

What does a useful teacher evaluation system need to have from your lens?





Consistent Themes

Evaluation should be supportive and help address the needs of our culturally and linguistically diverse students, English language learners and students with disabilities.



Work Session #1

Objectives

- Review summary of stakeholder information
- Review and compare current rubric to other models
- Identify critical information as a table group
- Create proposal for revision/refinement of Observation Rubric
- Share out whole group



Work Session #1

- **Goal: Review the current Rubric for revision/refinement**
- Key Takeaway 1: Designing a Fair and Objective Evaluation System That Encourages Growth, Support, and Collaboration—Not Punishment
- Key Takeaway 2: Embracing Actionable and Meaningful Measures of Effective Teacher Practice and Professionalism



Goal: Review the current Rubric for revision/refinement

Take 10 min to individually review the Stakeholder Summary findings as well as the Observation Rubric Models



Goal: Review the current Rubric for revision/refinement

Share out with a partner:

What elements of the stakeholder summary stand out?

What elements or language do you find in the rubrics that may support the revision/refinement of our current rubric?



Goal: Review the current Rubric for revision/refinement

As a table group,
begin discussion
around our goal.

Consider these
guiding
questions:

- Is there an element that is not captured in the current domains? If so, where would it fall?
- What do you like or want to keep from the current tool and the four domains?



Goal: Review the current Rubric for revision/refinement

As a table group, begin to develop posters that demonstrate your group's vision of the revision/refinement of the evaluation rubric.



Providing feedback

During lunch please review the posters from the different groups. Use post-it notes to leave feedback or to ask clarifying questions.



Work Session #1

- **Goal: Review the current Rubric for revision/refinement**
- Key Takeaway 1: Designing a Fair and Objective Evaluation System That Encourages Growth, Support, and Collaboration—Not Punishment
- Key Takeaway 2: Embracing Actionable and Meaningful Measures of Effective Teacher Practice and Professionalism



Work Session #2

Objectives

- Refining the Rubric of the current Observation Tool based on information from the previous work session.
- Produce a proposed plan for transition rubric
- Provide feedback to each proposed plan



Work Session #2

- **Goal: Refining the Rubric for the Transition Observation Tool**
- Key Takeaway 1: Designing a Fair and Objective Evaluation System That Encourages Growth, Support, and Collaboration—Not Punishment
- Key Takeaway 2: Embracing Actionable and Meaningful Measures of Effective Teacher Practice and Professionalism



Goal: Refining the Rubric for the Transition Observation Tool

As a table group, synthesize the elements from the morning work session and begin to develop a proposed observation tool.

Utilize the provided template 'Working Session #2' to develop draft proposal for transition rubric

Goal: Refining the Rubric for the Transition Observation Tool

Providing feedback

We will take 5 – 7 min to visit each table to provide feedback on the presented plan.

Please record your feedback on the provided template at each table.

Day 2



Review

Working session # 1

Goal: Review the current Rubric for revision/refinement

Working Session #2

Goal: Refining the Rubric for the Transition Observation Tool



Work Session #3

Objectives

- Review the stakeholder summary findings
- Develop a recommendation for new evaluation framework considering all elements of evaluations (Attendance, Student/Family Survey, Teacher Survey, Data, Student growth data)



Work Session #3

- **Goal: Developing Recommended Frameworks with all Elements**
- Key Takeaway 1: Designing a Fair and Objective Evaluation System That Encourages Growth, Support, and Collaboration—Not Punishment
- Key Takeaway 4: Differentiating Evaluation by Teacher Role and Experience



Goal: Developing Recommended Frameworks with all Elements

Take 5 min to individually reflect. Consider the following:

- Key Takeaways in the Stakeholder Summary findings
 - Work completed yesterday on the Rubric
- Conversations from yesterday as well as conversations from today

Make note of any information that will help guide you in meeting the goal of revising the framework.



Goal: Developing Recommended Frameworks with all Elements

Share your reflections with a partner:

What are your thoughts around the framework so far?



Goal: Developing Recommended Frameworks with all Elements

As a table group, synthesize the discussions from yesterday as well as the the elements from this morning and begin to develop a proposed framework.