

Teacher Evaluation Stakeholders Meeting
Gallup, NM
June 6, 2019

Elementary Educators

We would like student achievement based on differentiated needs – Sped teacher students are not on grade level yet, something based on their level- less weighted

Less time consuming – principal stays at school very late to work on evaluations

How can we streamline – make manageable and not have to do each all year. Maybe focus on specific components each year. Pre-Post?

Feedback is meaningful – one page and two boxes weren't helpful either

More tech user friendly – teachers relied on one teacher to help them finish or input. Difficult to navigate and upload

Include teacher collaboration and communication – more emphasis – within the school and community

Ensure objectivity – unfair ratings when a principal was not happy with a teacher

More manageable – sometimes evaluations could alternate years, more focus on the year of evaluation, smaller numbers more quality – useful

Principals can be consumed by the time it takes, everything else goes to the way side, more than just teachers get evaluated

Building Administrators

Looked at the current system NM Teach v New thing – we don't want it to be time consuming or overwhelming or punitive

Introducing new things to teachers leads to lots of questions – where did this come from? Came from Danielson as a process for growth...was not written to be an evaluation system.

Any new evaluation we create has to have validity- takes time to build a program to capture what a teacher does to be effective.

Time – how will we get this developed

Feedback sessions are punitive and time consuming

Growth is very different because our students come from all kinds of backgrounds. We can show growth but currently it is based on grade level

We propose to show growth at the end of the school year

We use google doc to share with teacher, so they can see it

Student goals, family and community goals, end of year discussion – my strengths, and challenges and these are my goals. Teacher and principal partners – Principal the coach and work together, take pictures to build artifact file. Should be in place by the end of the year – not a 40 page document.

Should be a celebration for how I grew this year

Does anyone ever read what I put in there? Can I just repeat what I did already

How can I recognize what my teachers do? Teacher taught many subjects and came out with 3 endorsements – the current system did not recognize all that she had to do to improve the school

There is something wrong with a system that takes 3 days to become certified to use it. Nice to be flexible, don't force stuff into it. Something that trusts admin. Knowledge and skill set

More time observing and talking versus sitting at computer to enter data

BIE – more user friendly and a good place to take a look at what they are doing

Secondary Educators

Specific to specific roles in school, shop, math, sped, etc – content specific

Be a living document – something we can keep adding to it

Combine formal and informal – IC comes through a 15 min. walk through, but they don't get added to formal evaluation – IC comes through more often, include peer feedback

NMTeach process not very clear – not sure how to make goals, goals may change, Language in document is unclear – exemplars would be nice

Student evaluation have a way to take out issues that are out of teacher control ie attendance

Parent – family survey

Compare growth within the year, not between two years – apples and oranges

Pre and post assessment

More community involvement – extra curricular trips or speakers could get added to evaluation

Mindful of student tech access at home

Cultural relevancy on state assessments

Idea... “Domain 5” those extra things that teachers take on – multiple hats could get accounted for

District Administration and personnel office

Transparency – teachers are very confused, how it effects licensure, clear on what they mean and what they are saying

Changing year to year is confusing

Hybrid of performance –Kinder is different that 12th grade chemistry teacher, teachers wear many different hats

Pathway to Professional growth needs to be clear – how to get to the next level

Base lines for growth with students pre and post makes sense within the year

SpeD and GATE teachers have a different value for growth

Dossiers – would like to see go away – contributes to teacher loss