

**Teacher Evaluation Stakeholder Meeting  
Deming NM  
June 10, 2019**

**District Administration**

- Decouple Advancement from evaluation
- Multiple measures outside of rubric-
- Local controls of -indicators /rating system- teachers use 5point scale to measure compared to a C. Consider using a 4 point system (reward them as needed and give them ability to improve) Change rating system-Added value to teacher and district
- Learning resources for growth components-If teachers are competent levels consider number of observations/evaluations for teachers be reduced Flexibility in yearly observation. Continuous cycle- not 1 shot score
- Different levels of performance for teachers -level of license
- Outside evaluators required for districts of certain size
- Reconsider surveys-are they valid? Use in district-not evaluation

**Building Administration**

- Data tied to evaluation-based on growth year to year range 25 to 35 % carrying year to year without penalizing new teacher teachers or bad years. Consistency of who is being included in data for all teachers.
- Teacher exempt for FMLA
- Changing levels of rubric to 4 and descriptors of names of different levels
- Expectations should vary based on tier of teacher) Tier 1, 2, 3, Alt. license
- Cumulative observation on year-long observations on one shot snap shot
- Attendance should be included
- EOC/s in SPED should be readdressed. Not adequate data for sum evaluation. Data being true to teacher
- Surveys should not be included in teacher evaluation
- ACCESS data should be school year vs January to January
- Teacher growth thru PD and implementation

- Relationships and engagement-artifacts that can be submitted by teachers, list of evidence, what does it look like in the classroom
- State resources/timely turn-around of scores

### **Elementary Educators**

- Surveys criteria known to teachers -needs to be refined. Language barrier/translation not right. Great is parents can say so and so was great etc... survey is confined. Having kids know the question and visiting them throughout the year and understanding questions. Administer surveys more often for feedback to teachers
- Domains-clear understanding of rating scale. Not always clear on what is being looked for. More informal walk thru's. Teachers being dinged for things not seen in class at the time of observation. Need clear guidance for what is being looked for. Everyone wants to be highly effective/exemplary.
- New teachers-didn't feel supported because not trained in the evaluation. Need a system for new teachers understand what is expected of them, what do the domains mean. Current knowledge. Multiple mentors for new teachers. Communication amongst teachers across the local areas. On line forum to share ideas. Leveling system: level 4 what's next?
- State wide pacing guides for understand of assessments. Different sets of data to check in on teachers.
- Data: all agree we need accountability. We all want a great teacher. You don't send your kid to a bad doctor. All teachers should be great teachers, great resources.

### **Secondary Educators**

- Everything that evaluation system should have includes feedback. Teacher can have self-assessment (consider) with video-taping. What if there was a disagreement with evaluation for disputes in scoring
- Sum. Assessment with feedback at least once a week with growth on a weekly basis
- Survey: quarterly
- Not for state score
- Used by teacher to grow TLP

- Refine questions-useful-teacher made
- Refine answers (never-sometimes-mostly-teacher made
- Teacher learning plan should guide PD everything feed into TLP an feedback guides TLP
- All domains should be attainable -for all teachers, if there are only so much that leads to higher level. We want exemplars-videos of what an awesome teacher looks like, why can't we see those? I've never seen those videos. What do exemplar teachers look like? Having videos take some of the tension out of it.
- Transparent student growth-20% or less. We want pre-post test truly aligned, same standards, same DOK
- Document improvement-not a snap shot-teachers too.