

#### Reviewing Stakeholder Feedback

New Mexico Teacher Evaluation Task Force Santa Ana Pueblo, NM



#### **Presentation Overview**

- Considerations
- Key Takeaways
- Discussion Questions

#### Considerations

- 1. Restoring trust is integral
- 2. Prioritize transparency
- 3. Teachers and leaders will require training on the new system

#### Considerations (cont.)

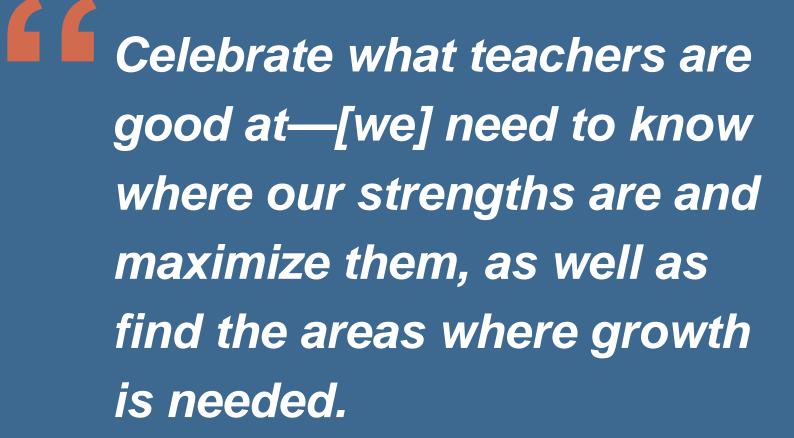
- 4. Develop a communications strategy to facilitate a mindset shift about the purpose of teacher evaluation
- 5. Build stakeholder knowledge about the system, especially areas for local flexibility
- 6. Maintain realistic expectations of time and capacity-building needs



#### **Key Takeaways**

#### Takeaway 1:

Designing a Fair and Objective
Evaluation System That Encourages
Growth, Support, and Collaboration—
Not Punishment

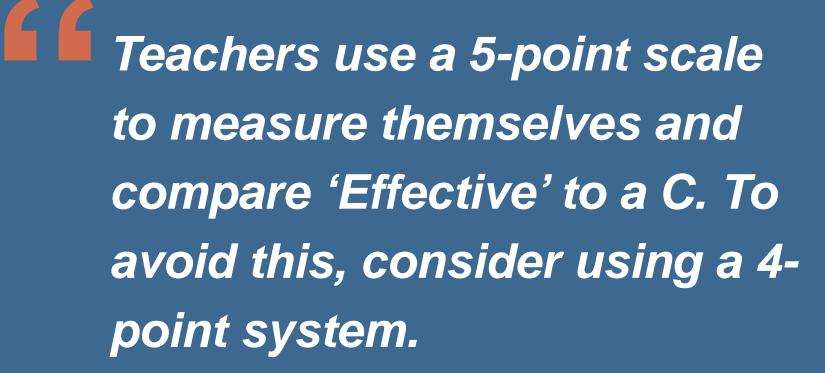


- Secondary Educators, Ruidoso Stakeholder Meeting



# [We want] clear communication about elements of teacher evaluation.... What is expected?

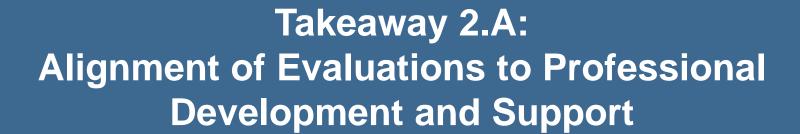
- Elementary Educators, Santa Fe Stakeholder Meeting



- District Administrators, Deming Stakeholder Meeting

#### Takeaway 2:

Embracing Actionable and
Meaningful Measures of Effective
Teacher Practice and Professionalism

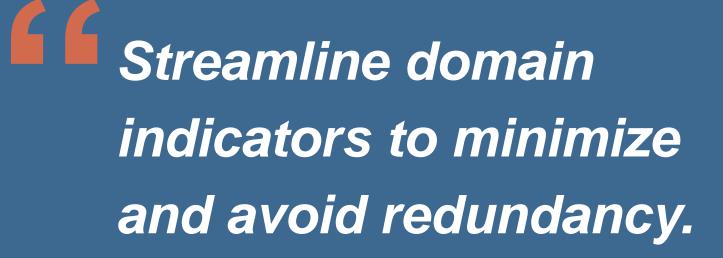


Evaluation should be followed by effective professional development based on teacher need as evidenced by evaluation.

- Board Member, Ruidoso Stakeholder Meeting



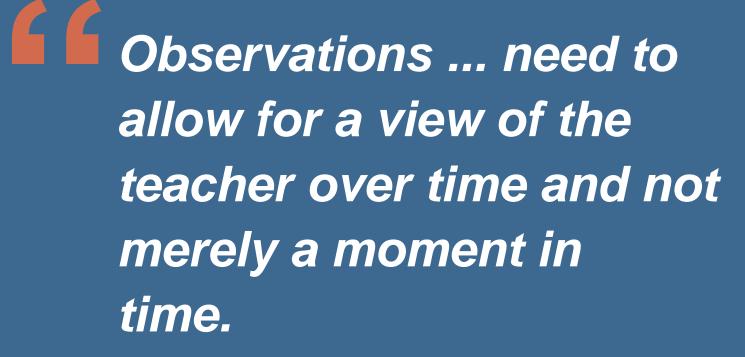
### Takeaway 2.B: Clear and Specific Observation Rubrics



- Elementary Educators, Las Cruces Stakeholder Meeting



# Takeaway 2.C: Multiple, Ongoing Observations to Document Growth and Provide Useful, Timely Feedback



- Elementary Educators, Albuquerque Stakeholder Meeting



### Takeaway 2: Other Considerations

- 2.E: Opportunities for Teacher Self-Reflection
- 2.F: Inclusion of Other Formative Teacher Data
  - (e.g., Lesson Plans, Professional Development, Classroom Artifacts, Examples of Assignments or Student Work)
- 2.G: Student and Parent Surveys Used in Helpful Ways
- 2.H: Using Teacher Attendance as an Incentive, Not for Punishment



#### Takeaway 3:

Assessing Teachers' Contributions to Student Learning Should Rely on Multiple Measures, Not a Single Test or Value-Added Score



[There should be] opportunities to demonstrate student growth through documentation, not state testing.

- Elementary Educators, Clovis Stakeholder Meeting



[We think the] social-emotional needs of students [should be] recognized.

- Community/Business Stakeholders, Española Stakeholder Meeting



#### Takeaway 4:

Differentiating Evaluation by Teacher Role and Experience

## Takeaway 4.A: Differentiation in Rubric and Process by Level of Experience

New teachers haven't felt supported because they aren't trained in the evaluation system. We need a system for new teachers where they understand what is expected of them. They need to understand what the domains mean. We also need to provide multiple mentors for new teachers.

- Elementary Educators, Deming Stakeholder Meeting

### Takeaway 4.D: Allowing for Local Flexibility

Give some power back to teachers and schools. Give them authority over, say, 10% of the evaluation. Empower schools to focus on what they need, especially in terms of professional development.

- Building Administrators, Farmington Stakeholder Meeting

#### Takeaway 5:

Building a Fair and Well-Supported System

# Takeaway 5.A: Widely Available Training to Support Transition to New System

All educators should be trained on evaluation criteria, not just the administration. This would act like a system of checks and balances to help ensure transparency.

- Secondary Educators, Las Cruces Stakeholder Meeting

### Takeaway 5.D: Access to Resources and Exemplars That Demonstrate Levels of Teaching Defined in Rubrics

We want exemplars—videos of what an awesome teacher looks like. We should be able to see those. Having videos takes some of the tension out of evaluations.

- Secondary Educators, Deming Stakeholder Meeting



# Discussion Questions



### What themes are most important in developing a new system?

#### How do these themes help us:

- improve supports and feedback for teachers?
  - outcomes for students?