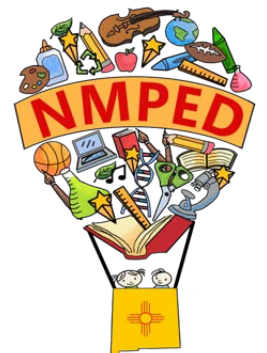


Purpose of the System

- Improve student learning, growth, and well-being
- Promote educator learning, growth, and well-being
- Support meaningful, actionable feedback and professional self-reflection
- Strengthen a learning culture through communication, collaboration, continuous improvement, and shared ownership



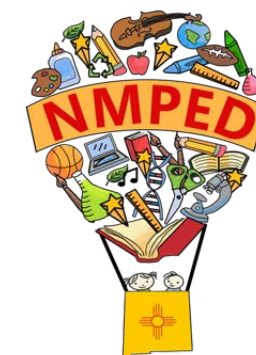
Design of the System

- Observation and Feedback
- Professional Development Plan (PDP)
- Student Surveys and Performance Data/Evidence of Student Learning
- Mentorship



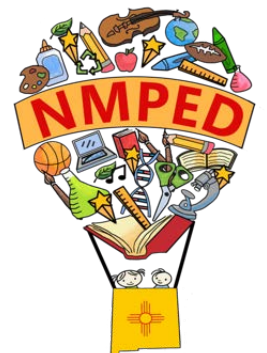
Support for Implementation

- Communication that clearly emphasizes the purpose of the system
- Training that builds the capacity of all stakeholders
- Resources that support effective implementation
- Time for educators to learn the new system and implement it effectively



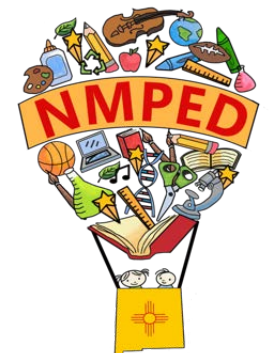
Professional Development Plans (PDPs)

- Ensure the PDP plays a central role in the new system
- Support educator ownership of the PDP to improve individual practice
- Promote collaboration so educators can support one another with their PDP
- Use a rubric with supporting evidence for the PDP



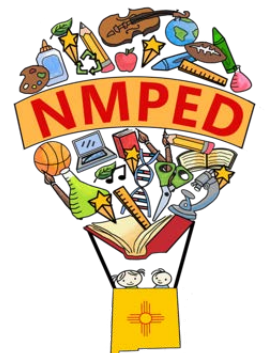
Surveys

- Provide new, formative, valid, and reliable survey system
- Use to inform educator practice and development
- Minimize classroom time to administer the surveys
- Survey students about classroom climate and culture; survey families about school climate



Mentorships and Peer Observations

- Opportunities for peer observations
- Mentorships and peer observations should support the PDP process
- Extend the mentorship program from one year to three years
- Support a one-year advisory or peer support program for educators new to a school district but not to the field



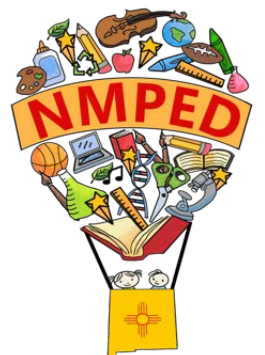
Test Driving the System and Execution

- 1000 administrators signed up for training this week
- On-going support and integration with other initiatives at PED
- Focus on using technology and national virtual learning standards
- No PED reports for 2020-21



Key Shift

- No summative score
- New reports emphasize data and actionable next steps for improvement
- System designed to have cyclical connections from year to year
- Integration with NM VISTAS



Thanks!

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