

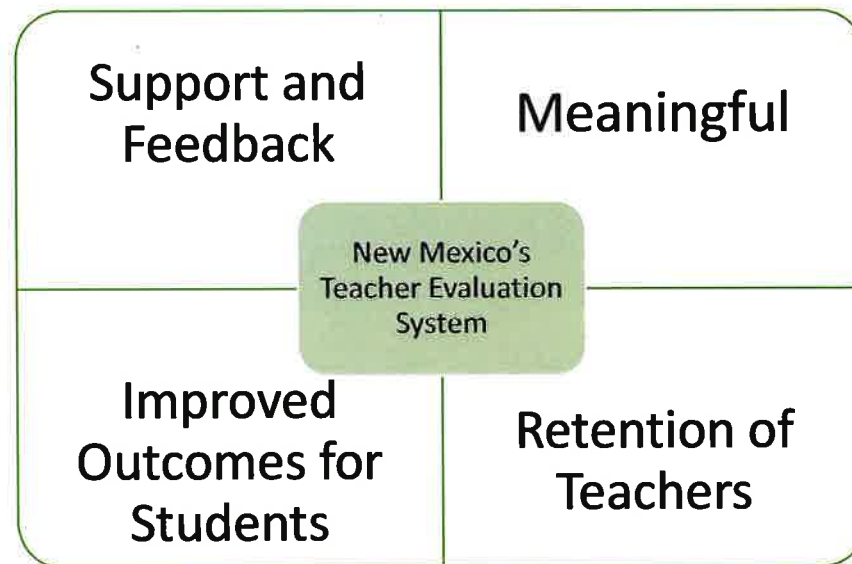


Public Education Department

Teacher Evaluation Taskforce

*A Presentation for the LESC
October 24, 2019*

Guiding Principles for New Mexico's Teacher Evaluation System



Executive Call to Action

Timeline	Events
January 2019	Governor's Executive Order to transition from the use of PARCC to evaluate teachers and adopt new ratings and assessments
May-June 2019	13 statewide engagement meetings and large-scale teacher engagement at the Inspire Conference
July 2019	Teacher Evaluation Task Force announced
August 2019	Teacher Evaluation Task Force inaugural meeting
August-November	Teacher Evaluation Task Force monthly meetings
January 2020	Full Teacher Evaluation Task Force Report

Two Phases of Task Force Recommendations

Phase I (Short-term)

Determine requirements for a statewide teacher evaluation system for the 2019-2020 school year:

- Review and update to current rubric observation rubric
- Training and calibration of new administrators
- Communication to district level administrators, building administrators, and teachers
- Integrating timely, meaningful, actionable feedback into the process

Phase II (Long-term vision)

A supportive, meaningful teacher evaluation system that results in higher retention of teachers and improved outcomes for all students.

Training on the system for district administrators, building administrators, and teachers to ensure understanding at all levels.

The system will inform evidence-based PD for all teachers to ensure teacher professional growth and improved outcomes for students.

Current Task Force Work

- Five working groups:
 - Teacher Observation Tool
 - Professional Development Plans (PDPs) and Student Learning Evidence
 - Mentorship and Peer Assistance Review (PAR)
 - Surveys
 - Other Educators' Evaluations (i.e. Speech Language Pathologist, Instructional Coaches, etc.)
- Outcome from groups 1-4 will be a cohesive, supportive, useful evaluation system that all stakeholders understand
- Outcome for group 5 (Other Educators) will be guidance, exemplars and look-fors for administrators to use when evaluating educators in roles other than classroom teacher

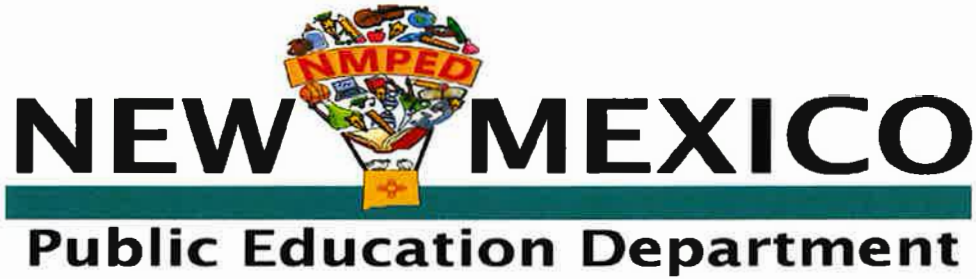
Task Force Next Steps

- Final convening scheduled for November 16 and 17
- Draft report with recommendations for new teacher evaluation system to be instituted in the 2020-2021 school year and sustained through future school years
- Finalized report presented to Secretary-Designate and Governor in January of 2020

Further Recommendations

- Support mentorship as a key component of teacher retention and a holistic system
- Support professional development and support systems for principals, particularly supporting rural education leaders
- Support and partner for the development of principal evaluation systems

Gwen Perea Warniment, PhD, Deputy Secretary



Teacher Evaluation Task Force

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