

QUESTIONS

TEACHER AND PRINCIPAL EVALUATION PANEL: AREA SCHOOL DISTRICTS ---Las Vegas City Schools

August 27, 2014

1. Based on the PED approved plan for your school district/charter school, outline your school district/charter school implementation timeline of the Educator Effectiveness System (EES) for teachers and principals this school year. When teachers return to school this year on August 18, 2014, PED officials will provide an overview of TeachScope for all teachers at LVCS. All administrators, including the Superintendent, received hands-on training on the Educator Effectiveness System during the month of July. Also, on July 21, members of our district leadership team and some of our teachers met to review and plan the NMTEACH Educator Effectiveness Three-Year Plan (2014-2015). As part of the plan, our elementary school teachers will be evaluated by an external evaluator sometime between September 16 and October 30. Building principals will evaluate the same teachers during the second semester. Building principals will conduct walk-throughs throughout the school year. At the secondary level, principals will conduct the evaluations during the first semester and the external evaluators will do the same during the second semester. Teachers will be evaluated twice during the SY, once by the principal and once by the external evaluator.

2. Which online system does your school district/charter school use to help implement the EES? TeachScope

Does your school district/charter school plan on using this system next year? YES

3. By licensure level, what is the number and percent of teachers in your school district/charter school in each of the following groups:

- *Group A: teachers who teach grades and/or subjects that can be meaningfully linked to the standards-based assessment; 42 of 116 or 36%*
- *Group B: teachers who teach grades and/or subjects that cannot be meaningfully linked to the standards-based assessment; and 74 of 116 or 64%*
- *Group C: teachers who teach in kindergarten, first, and second grades. K=10; 1st=10; 2nd=8*

Please outline the number and percent of each group's effectiveness ratings (i.e., exemplary, highly effective, effective, minimally effective, or ineffective).

Group A: Data were reported for 29 of 42 teachers. Six Highly Effective; 18 Effective, and Five Minimally Effective.

Group B: Data were reported for 22 of 74 teachers. One Highly Effective; Four Effective; Six Minimally Effective, and eleven Ineffective.

Group C: Data were reported for 11 of 28 teachers. One Exemplary; One Highly Effective; One Effective; Three Minimally Effective, and Five Ineffective.

4. For principals and assistant principals, what is the number and percent of these administrators in your school district/charter school in each of the following groups:

- *Group A: New Mexico licensed administrators (Level 3-B); serve as Principal/Director, Assistant Principal, Dean of Students, or Athletic Directors; and supervise and evaluate certified teachers; Nine or 100%*
- *Group B: district-level administrators; and Athletic Directors and Deans of Students that do not have Level 3-B licenses. None*

Please outline the number and percent of each group’s effectiveness ratings (i.e., exemplary, highly effective, effective, minimally effective, or ineffective). Ratings not provided.

5. Has your school district/charter school shared the data and results of the “District Educator Effectiveness Summative Report” with your teachers and principals? Why or why not?

Not as this date. It will be shared during the current school year.

6. Did your school district/charter school participate in the New Mexico’s Teacher and School Leader Evaluation Pilot Project for the EES? If so, outline any differences between the pilot and your most recent EES ratings, if any. NO

7. Please add any other comments you might have addressing lessons learned in implementing your evaluation system.

--Many teachers received a rating that contradicted what had been expected;

--In some cases, schools received data for teachers who were no longer employed at the school site;

--In some cases, we did not receive data for some of our current teachers;

--We learned that the process involves a lot of time;

--We learned that the tool can provide meaningful and useful data for influencing student achievement;

--We learned that the lack of human resources can prevent the system from attaining the intent;

--We learned that we must start implementing the evaluation plan very early in the SY;

--We learned that the tool is a good tool for improving instruction; unfortunately, the variable “test score” does not seem to support or reflect the level of professional growth on the part of the teacher or the quality of instruction.

--The variable “test score” appears to be highly influenced by the years of experience of teachers who have been teaching the same subject for several years.

--The variable “test score” appeared not to be influenced by the level of instruction provided by inexperienced teachers.

TEACHER AND PRINCIPAL EVALUATION PANEL:

Demographic Information: Las Vegas City Schools

Total Number of Schools: Eight

Number of Schools per Grade Level: Grades 9-12 ONE; Grades 6-8 One; Grades K-5 TWO; Grades 1-5 THREE; Kindergarten ONE

Total Number of Students by School and Grade Level:

Early Childhood---Kindergarten: 104

Mike "Mateo" Elementary:

K—5; 1st—12; 2nd—8; 3rd—12; 4th—9; 5th—11 Total=57

Paul D. Henry Elem:

1st—47; 2nd—37; 3rd—40; 4th—43; 5th---45 Total=212

Legion Elem:

1st—38; 2nd—38; 3rd—27; 4th—38; 5th—31 Total=172

Los Ninos Elem:

K—60; 1st—41; 2nd—22; 3rd—27; 4th—23; 5th—17; Total=190

Sierra Vista Elem:

1st—35; 2nd—36; 3rd—32 4th—25 5th—27 Total=155

Memorial Middle School:

6th—147; 7th—138; 8th—134 Total=419

Robertson High School:

9th—106; 10th—108; 11th—97 12th—103 Total=414

Total Number of Students: 1723

Total Number of Teachers per Grade Level: Kinder 10, First 10, Second 8, Third 8, Fourth 7, Fifth 6 (Regular teachers only)

Grades: Sixth 9, Seventh 9, Eighth 9, Ninth 6, Tenth 6, Eleventh 6, Twelfth 6 (Core Subjects, SPED and Elective)

Number of Principals and/or Assistant Principals:

- Principles: Seven
- Assistant Principals: Two