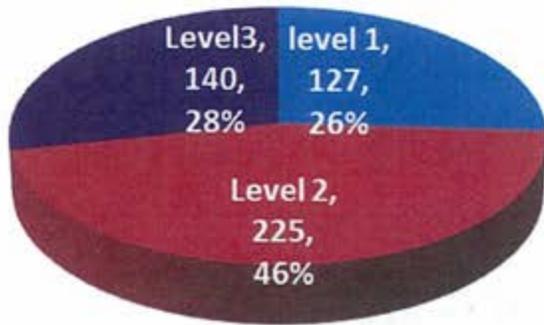


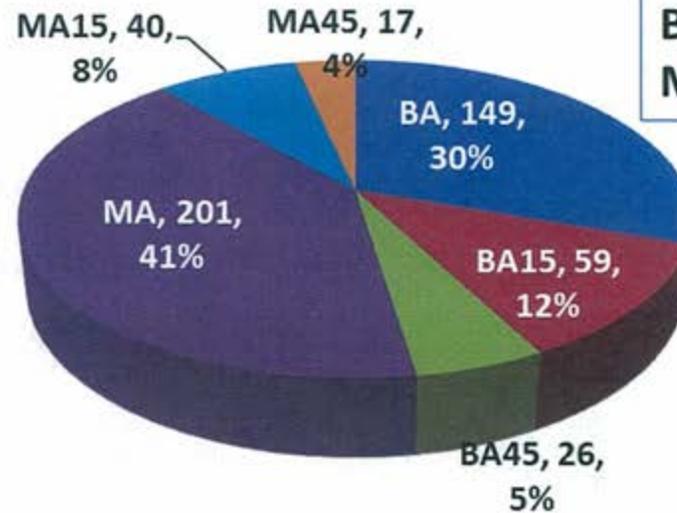
**Relationship between 2013-14 Teacher
Evaluation and Teacher Levels,
Educational Level & Years of Experience**

**Mr. TJ Parks
Hobbs Municipal Schools
Superintendent**

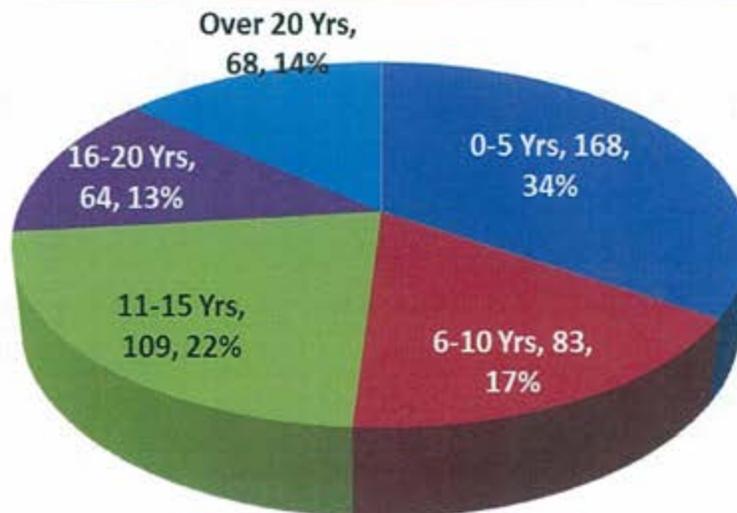
Background Information about our Teachers



Total =492 Teachers



BA = 234 (48%)
MA = 258 (52%)



Average Years
of Experience
is 11.1 Years



Teacher Level and 2013-14 Teacher Evaluation

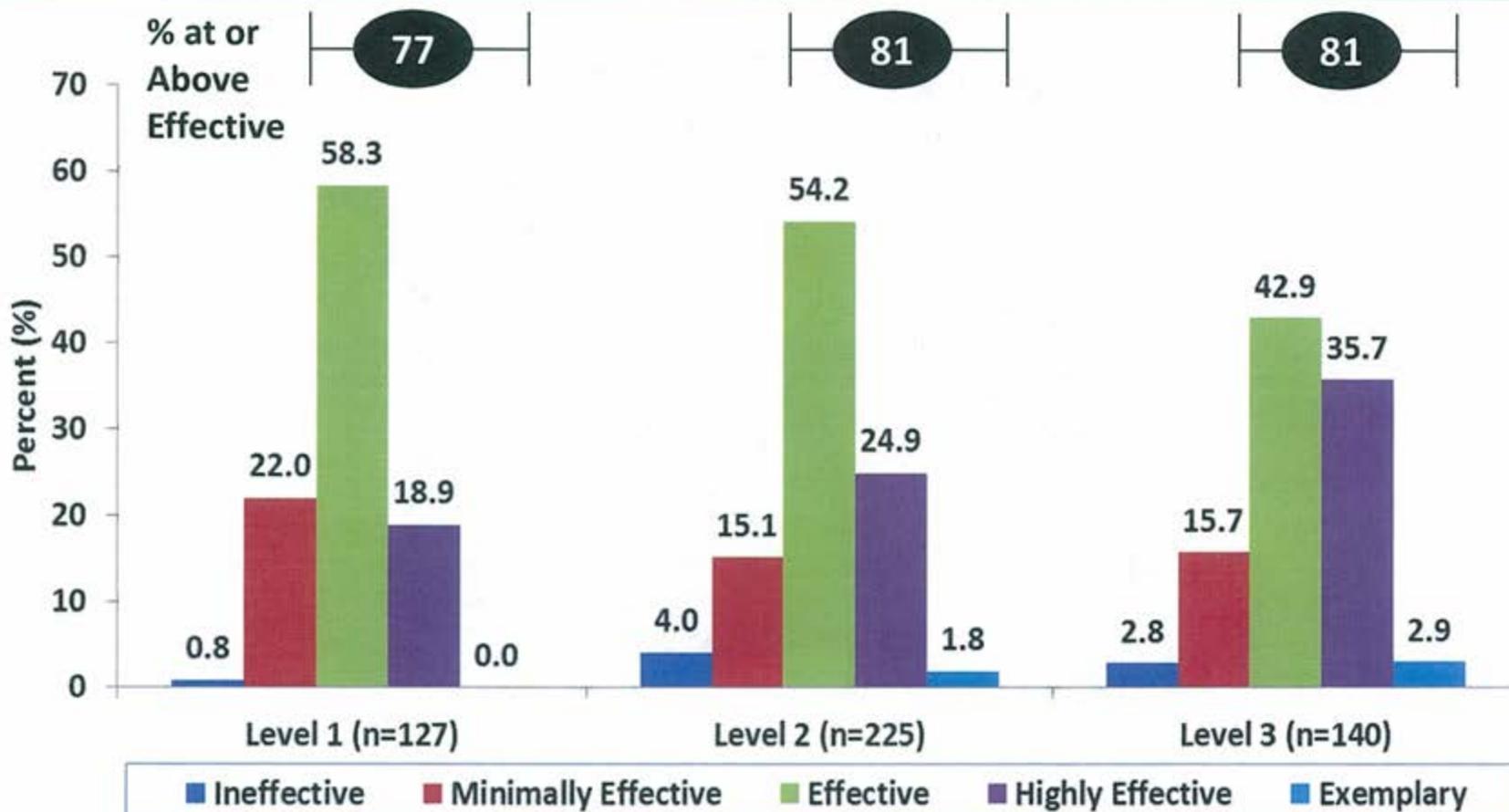
Teacher Levels and Overall Evaluation

Average %

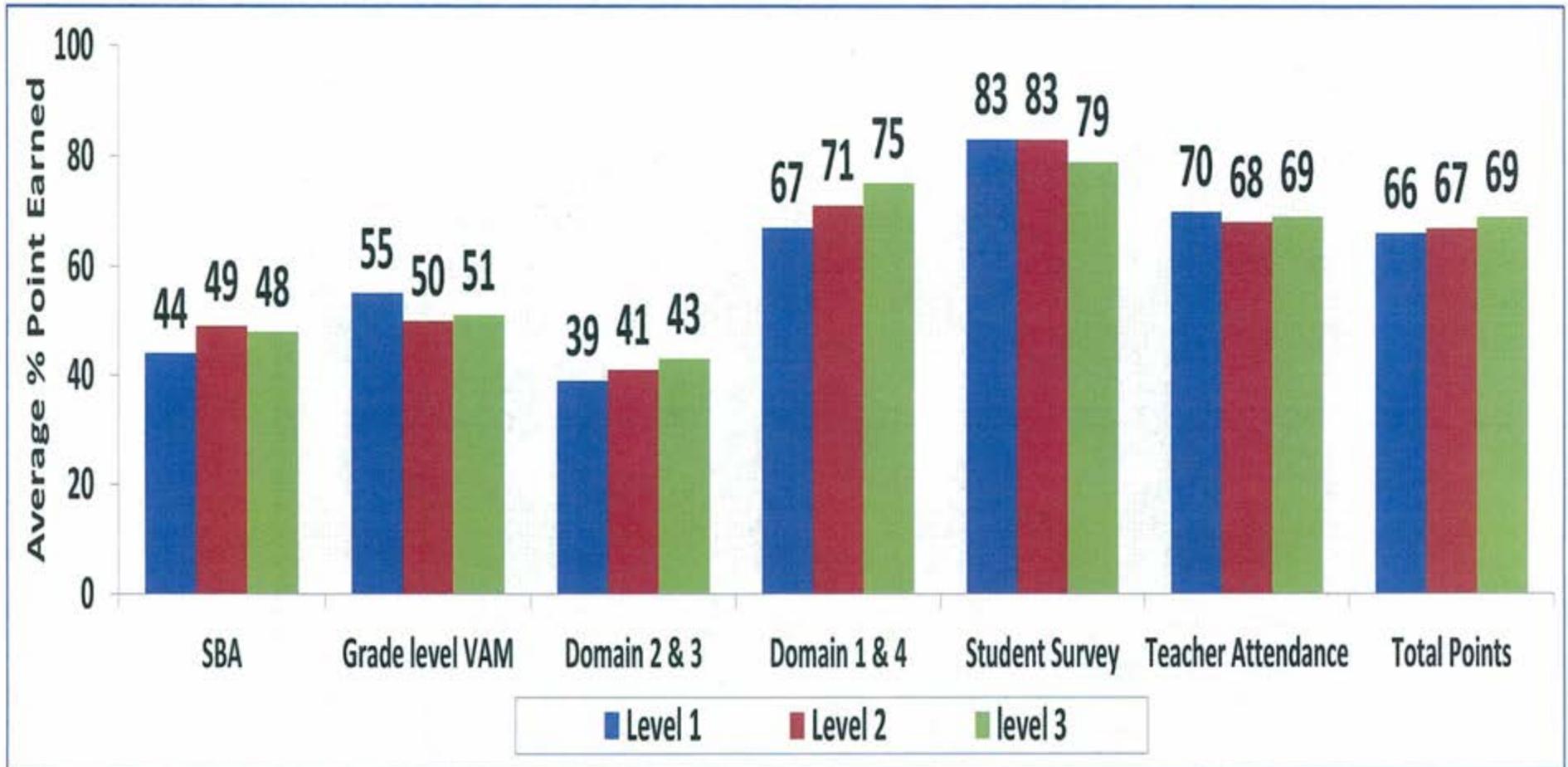
Total Points Earned: **65.5%**

67.3%

68.9%



Percent Points Earned and Teacher Levels



Number of Teachers

Level 1	36	25	126	126	96	124	127
Level 2	115	66	224	224	145	219	225
Level 3	75	45	140	140	101	135	140



Teacher Educational Level and 2013-14 Teacher Evaluation

Teacher Educational Levels and Overall Evaluation

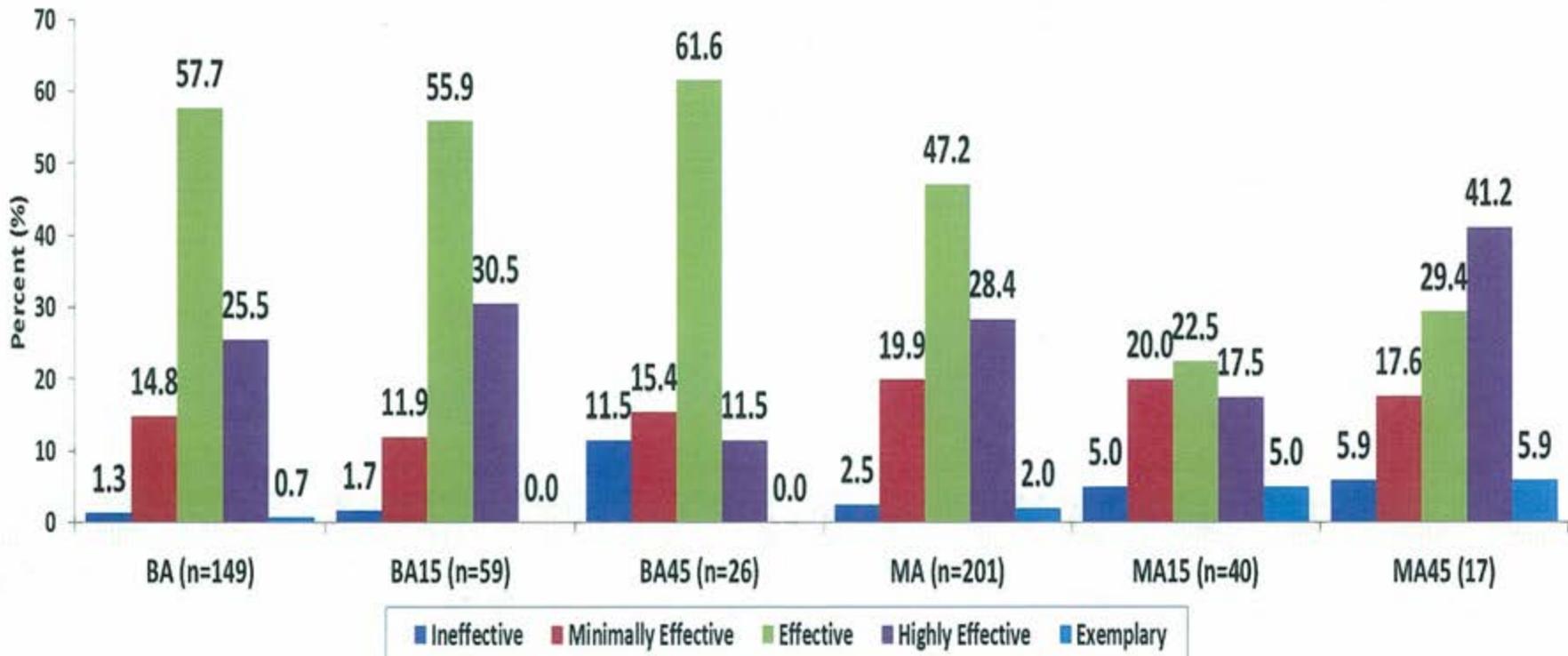
% at or Above Effective
for BA (Combined)

83%

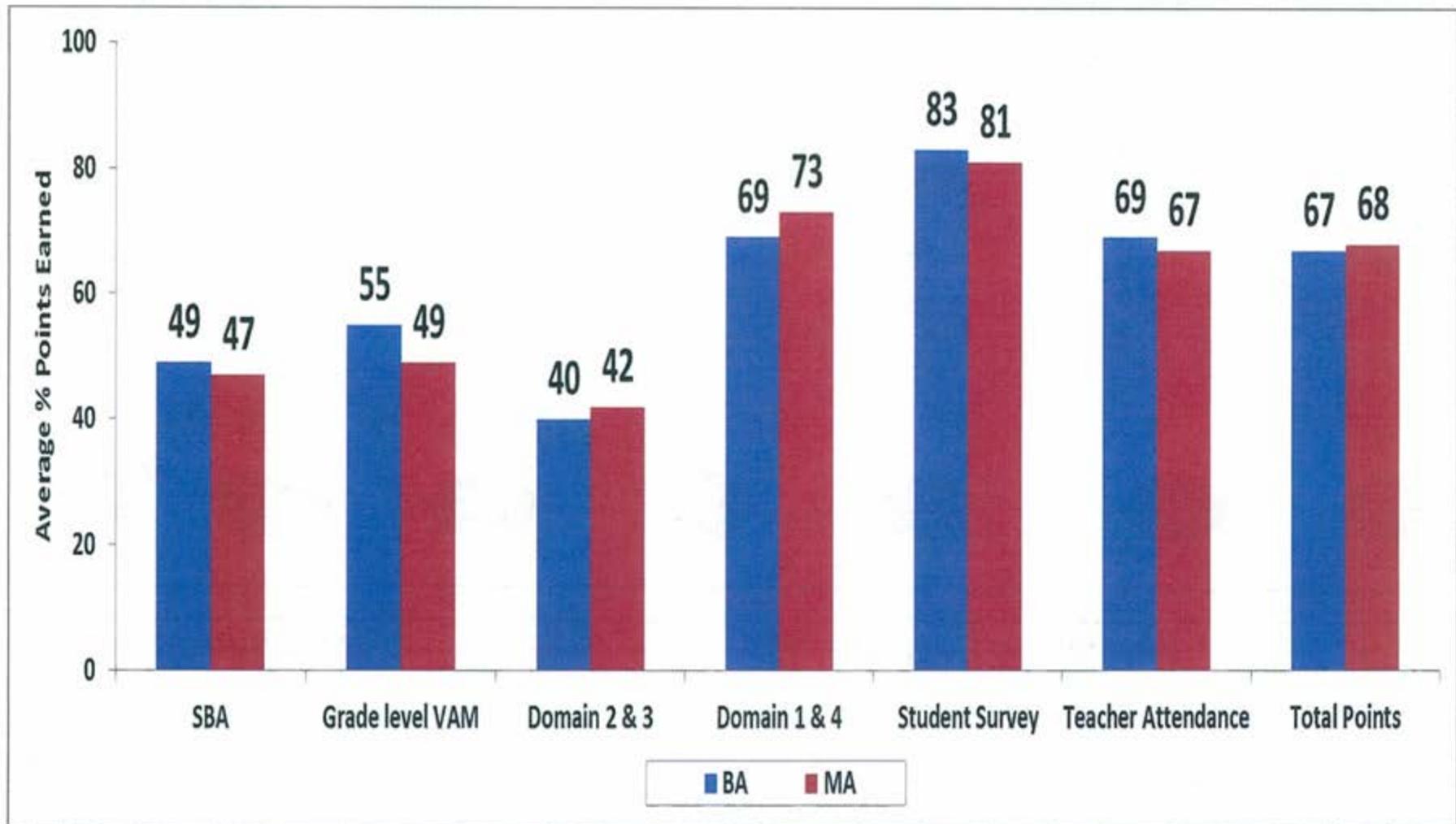
% at or Above Effective
for MA (Combined)

77%

% at or
Above
Effective



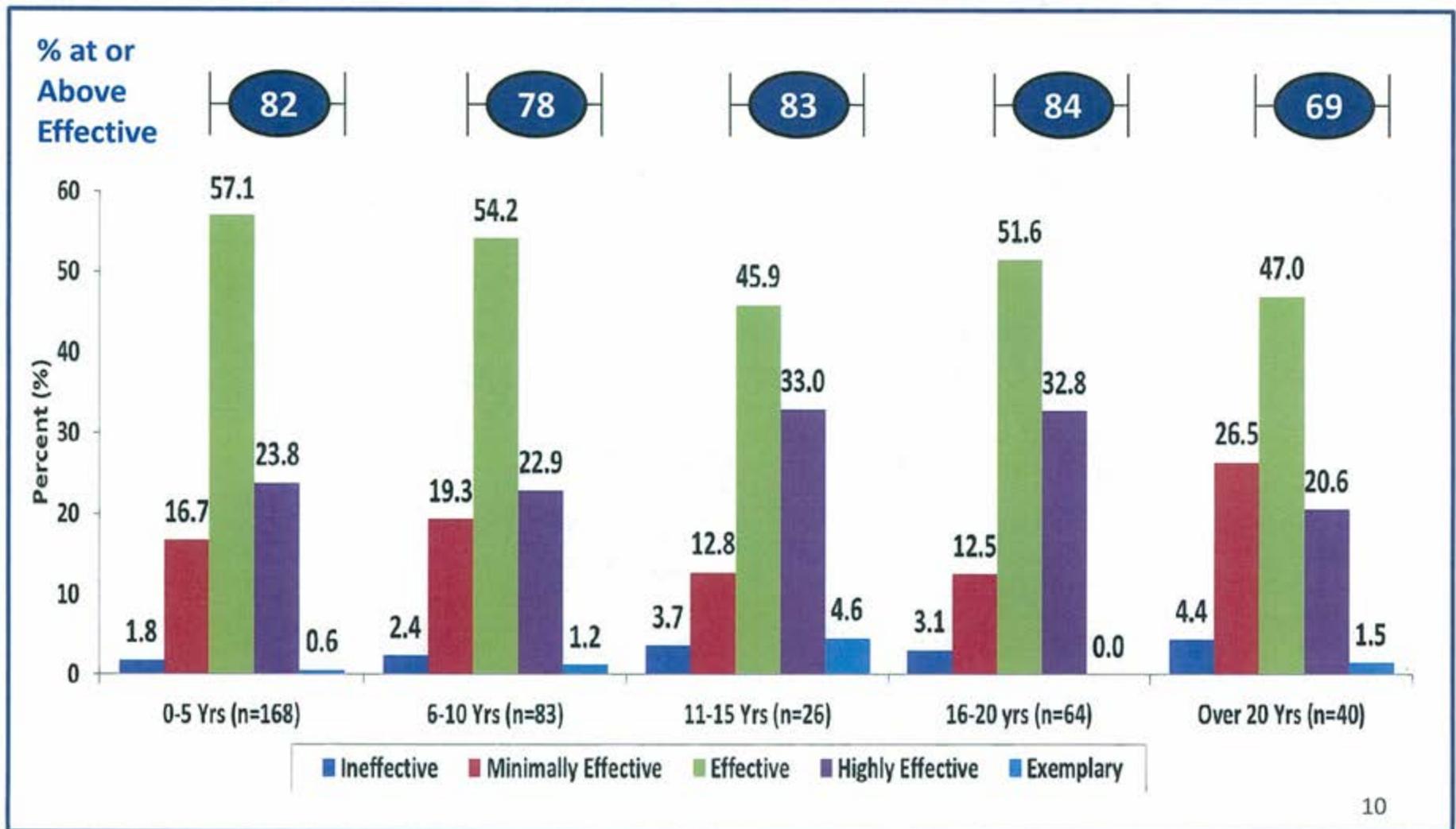
Percent Points Earned and Teacher Educational Levels



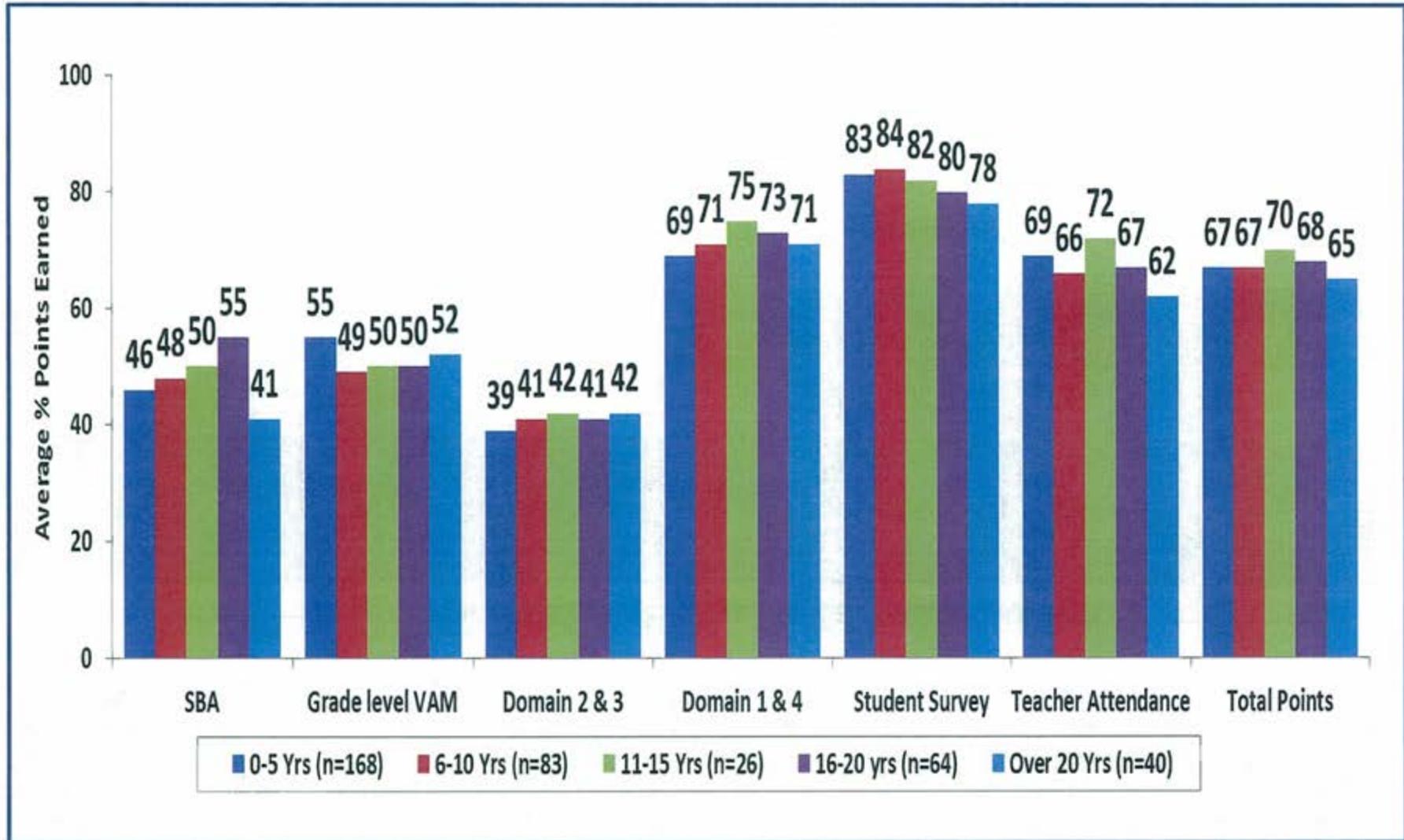


Years of Teaching Experience and 2013-14 Teacher Evaluation

Years of Teaching Experience and Overall Teacher Evaluation



Percent Points Earned and Years of Teacher Experience



Correlation Coefficient* between Years of Teaching Experience and 2013-14 Teacher Evaluation Components

	Percent Point Earn for Each Component						
	SBA	Grade Level VAM	Domain 2 & 3	Domain 1 & 4	Student Survey	Teacher Attendance	Total Point
Years Of Teaching Experience	0.0156	-0.0998	0.1038	0.1388	-0.1218	-0.0982	-0.0074

*Correlation coefficient measures the strength of linear association. The Correlation coefficient between -0.0982 to 0.1388 are considered extremely low relationship (almost NO relationship)

Based on 492 teacher data from Hobbs Municipal School, we do not have enough evidence to conclude that there is linear relationship between years of teaching experience and 2013-14 teacher evaluation component.

Training and Experience vs Three Tiered Licensure

- Salary Schedules across the state are difficult to manage due to the continuation of the two systems.
 - Not aligned
- Comparison of T & E (2011-12)
 - Hobbs Municipal Schools 1.106
 - Tatum Municipal Schools – 1.307 (\$9 million)
 - Carlsbad- 1.256 (\$7 million)
 - Lovington- 1.112 (\$250,000.00)

Recruitment

- **Beginning Salary**
 - Hobbs Municipal Schools- \$33,359.00
 - Lost 11 teachers in the past two years over housing issues
 - Midland Texas- \$47,000.00
 - Odessa Texas (Ector County ISD)- \$44,000
 - Seminole Texas \$39,000.00
- **New York teacher \$91,000.00 comparable experience in Hobbs \$55,478.00**

Conclusion

- **The Levels 2 and 3 Teachers combined produced 2 percent higher than Level 1 teachers in term of teachers who were rated at least Effective Teachers.**
- **The BA teachers outperformed MA by 6 percent of teachers who were rated at least Effective Teachers.**
- **We do not have enough evidence to conclude that there is linear relationship between years of teaching experience and 2013-14 teacher evaluation components.**



Teacher Summative Evaluation compared to School Grade Rating

