

Teacher-Evaluation Panel KIRK HARTOM-Cuba LESC OCTOBER 14TH

1. Our teachers will complete their PDP in TeachScape (NM Teach / NMPED System) by October 1 outlining where they want to grow in the evaluation domains. Administrator deadlines for Observation #1 is December 1 and February 15 for Observation #2.

NMPED will send VAM scores to us in the fall and we will complete parent surveys in the spring.

Teachers who performed ineffectively or minimally effective will have additional PDP goals, additional walkthroughs, and more personalized professional development.

2. We use NM Teach (TeachScape) via NMPED, and yes we are using it again.
3. We have 52% Level III Teachers, 36% Level II, and 12% Level I in our district.
45% of our teachers are linked to group A, 35% to Group B, and 20% to group B.

Our overall EFFECTIVENESS RATINGS for total evaluations (for A,B, and C Teachers) were:

2% EXEMPLARY
33% HIGHLY EFFECTIVE
35% EFFECTIVE
30% MINIMALLY EFFECTIVE
2% INEFFECTIVE

4. We have five certified EVALUATORS in the district. Superintendent, Federal Programs Director, and three Principals.

High School and Elementary Principals oversee 20 Teachers a piece and Mid-School Principal oversees 10.

Above results are basically the same in all schools.

5. Yes. We are sharing the results with the teachers through the individual PDP conferences now in the fall to determine their stronger and weaker areas in their teaching, and we are using the evaluation to spur growth. Yes. All the Principals have the results.
6. No. We did not participate in the School Leader Pilot project, but we have a couple of Principals that did in their previous districts.
7. There may be flaws in the new evaluation system, but for the most part our district has benefitted with the evaluation as it is an excellent tool by which teachers can validate their great teaching and by which they can grow and improve in their practice.

Cuba Independent School Demographics

76% Native American 22% Hispanic 2% Caucasian

Demographics: students enrolled :
40 day Count = 541 Students

Grade level	# of students	# Sp Ed	# Male	# Female
Pre-K	10	1	6	4
Kindergarten	36	7	18	18
1st	28	5	19	9
2nd	30	6	11	19
3rd	29	8	17	12
4th	27	4	10	17
5th	35	5	18	17
ES Total	195	36	99	96
6th	31	6	19	12
7th	41	6	22	19
8th	40	6	18	22
MS Total	112	18	59	53
9th	62	9	22	40
10th	66	10	33	33
11th	62	9	35	27
12th	38	7	21	17
HS Total	228	35	111	117
TOTALS	535	89	269	266

TEACHER AND PRINCIPAL EVALUATION PANEL:

Demographic Information:

Total Number of Schools: 3

Number of Schools per Grade Level: n/a

Total Number of Students by School and Grade Level: attached

Total Number of Students: 531

Total Number of Teachers per Grade Level: 2 / 2 per subject are HS

Number of Principals and/or Assistant Principals:

- Principals: 3
- Assistant Principals: 1



CUBA

Custom Plan

Group A Teachers

Group A Teachers are teachers that teach grades and/or subjects that can be meaningfully linked to the SBA.

This includes the following teachers:

- Grades 3–5
- Grades 6–8, 10–11 for Language Arts/Math*
- Grades 7, 9, 10, and 11 for Science
- Special Education teacher in the grades and subjects above (Teachers of students with severe and profound disabilities are exempt from this group.)

	Elementary		Middle School		High School		
Student Achievement	<u>SBA</u>	35	<u>SBA</u>	35	<u>SBA</u>	35	
	CLV	10	CLV	10	CLV	10	
	EOC	5	Discovery	5	Discovery	5	
Observations	<u>Domain 2&3</u>	<u>25</u>	<u>Domain 2&3</u>	<u>25</u>	<u>Domain 2&3</u>	<u>25</u>	
	Multiple Measure	<u>Domain 1&4</u>	15	<u>Domain 1&4</u>	15	<u>Domain 1&4</u>	15
		St Svy	5	St Svy	5	St Svy	5
Teach Att		5	Teach Att	5	Teach Att	5	

Group B Teachers

Group B Teachers are teachers that teach in subjects and grades that cannot be meaningfully linked to the SBA.

This includes the following teachers:

- Grades 3–5 for non-tested subject (CTE, Art, Music, etc.)
- Grades 6–8 for Social Studies
- Grades 6, 8, 9, and 12 for Science
- Grades 9 and 12 for Language Arts/Math

	Elementary		Middle School		High School		
Student Achievement	EOC*	35	SBA	35	SBA	35	
	DIBELS	15	Discovery	15	Discovery	15	
Observations	<u>Domain 2&3</u>	<u>25</u>	<u>Domain 2&3</u>	<u>25</u>	<u>Domain 2&3</u>	<u>25</u>	
	Multiple Measures	<u>Domain 1&4</u>	15	<u>Domain 1&4</u>	15	<u>Domain 1&4</u>	15
		St Svy	5	St Svy	5	St Svy	5
Teach Att		5	Teach Att	5	Teach Att	5	

Group C Teachers

Group C Teachers are teachers that teach Grades K, 1, and 2

	Elementary		
Student Achievement	DIBELS	35	
	Discovery	15	
Observations	<u>Domain 2&3</u>	<u>25</u>	
	Multiple Measure	Domain 1&4	15
		Pt Svy	5
Teach Att		5	

Abbreviations

CLV	Content Level VAM
EOC	End of Course
EOC*	At the elementary level, this may be interim assessments
Math*	Includes 9th Grade Algebra I & Geometry Teachers
Pt Svy	Parent Survey
SBA	Standards Based Assessment
St Svy	Student Survey
Teach Att	Teacher Attendance