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QUESTIONS

TEACHER AND PRINCIPAL EVALUATION PANEL

AREA SCHOOL DISTRICTS

GADSDEN INDEPENDENT SCHOOL DISTRICT

1. Based on the PED approved plan for your school district, outline your district implementation timeline of the Educator Effectiveness System (EES) for teachers and principals this school year. *Our evaluation plan was approved on September 11, 2014.*
 - *To initiate the process we had all administrators attend three days of the Observation Protocol Training in July hosted by PED.*
 - *To complete the process, we have had all administrators take the re-certification test. In order to pass the Certification Test, our scores for the two videos (within the Certification Test) had to demonstrate at least 70 percent accuracy as compared to the target scores set by the state's scoring panel.*
 - *Our administrators used one of the three professional development days at the beginning of the school year to provide a refresher of the EES for all teachers*
 - *Our Human Resources department has worked diligently to ensure our teachers have been coded correctly so that the evaluation system applies student achievement results appropriately*
 - *Calibration training has been scheduled*
 - *The NMTEACH Calendar has been disseminated to all stakeholders*

2. Which online system does your school district use to help implement the EES? *Gadsden ISD uses the TEACHSCAPE Online system*

3. See attachment A

4. See attachment B

5. Has your school district shared the data and results of the "District Educator Effectiveness Summative Report" with your teachers and principals? Why or why not? *To some degree. Our District's academic calendar begins earlier and ends earlier than most other school districts in the State. Our summative reports were unable to be calculated before teachers and principals left for the summer. In addition, there were discrepancies in the way our teachers were coded so these reports were not entirely accurate.*

6. Does your school district 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.

Two of our schools participated in the Teacher Evaluation Pilot Project for EES. The following are remarks from the two principals:

- The two were miles apart in walk through forms. With that being said, the current one is far superior to the first one in:
 - Artifacts seen
 - Teacher behavior and Student behavior
 - Wows and Wonders.
- Communication with the teachers to alleviate the fear of the unknown was an important factor. We practiced with the new system during the pilot process and used the same terms. We participated in the calibration activity with Ivy, Matt, and other key persons from the pilot project to demonstrate our willingness to be proactive. I attended all the meetings during the training and implementation phase. I attempted to convince my faculty that the state was moving to a better evaluation system. GISD maintains high expectations for their principals, teachers, and students. The move to this new system was basically in line with what we were doing at the campus level for school improvement. Attending those meetings in Albuquerque and listening to the comments from other district administrators in New Mexico gave me the impression that we were moving in the right direction in GISD and ahead of many districts in the state.

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

The manner in which we implemented the new evaluation system was critical. Fortunately, our administrators and for the most part all teachers bought into the change. We had little or no resistance from our teachers. Teachers appeared comfortable with the process. As with anything new, there were glitches in the use of the software. Our administrators feel much more comfortable with it now, so the process should be smoother this year. All of our administrators feel the observation protocol is very effective. Our hats go off to our central office personnel and administrators that did such a terrific job of first year implementation.

**GADSDEN INDEPENDENT SCHOOL DISTRICT
NUMBER OF TEACHERS PER LICENSE LEVEL
2014/2015 SY
September 15, 2014**

ATTACHMENT A

#3

GROUP A

Exemplary

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	0	0%
2	1	25%
3	3	75%
TOTAL	4	1%

Highly Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	2	3%
1	5	8%
2	35	55%
3	22	34%
TOTAL	64	14%

Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	18	7%
1	45	18%
2	123	50%
3	60	24%
TOTAL	246	53%

Minimally Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	18	15%
2	67	56%
3	35	29%
TOTAL	120	26%

Ineffective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	2	7%
1	0	0%
2	18	60%
3	10	33%
TOTAL	30	6%

GROUP A	464
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GROUP A	464
GROUP B	246
GROUP C	165
TOTAL	875

GROUP B

Exemplary

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	0	0%
2	1	33%
3	2	67%
TOTAL	3	1%

Highly Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	12	33%
2	16	44%
3	8	22%
TOTAL	36	15%

Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	5	3%
1	26	15%
2	99	59%
3	39	23%
TOTAL	169	69%

Minimally Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	7	21%
2	20	61%
3	6	18%
TOTAL	33	13%

Ineffective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	0	0%
2	4	80%
3	1	20%
TOTAL	5	2%

GROUP B	246
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GROUP C

Exemplary

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	0	0%
2	2	100%
3	0	0%
TOTAL	2	5%

Highly Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	4	12%
2	21	62%
3	9	26%
TOTAL	34	21%

Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	2	2%
1	27	22%
2	72	60%
3	20	17%
TOTAL	121	73%

Minimally Effective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	3	50%
2	3	50%
3	0	0%
TOTAL	6	4%

Ineffective

LICENSE LVL	# TEACHERS	PERCENTAGE
ACP	0	0%
1	0	0%
2	2	100%
3	0	0%
TOTAL	2	1%

GROUP C	165
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GADSDEN INDEPENDENT SCHOOL DISTRICT
 PRINCIPAL INFORMATION
 2014/2015 SY
 September 15, 2014

ATTACHMENT B #4
PRINCIPALS (LEVEL 3-B)

GROUP A

Exemplary

	# PRINCIPALS	PERCENTAGE
3-B	9	47%
TOTAL	9	

Highly Effective

	# PRINCIPALS	PERCENTAGE
3-B	10	53%
TOTAL	10	

Effective

	# PRINCIPALS	PERCENTAGE
3-B	0	0%
TOTAL	0	

Minimally Effective

	# PRINCIPALS	PERCENTAGE
3-B	0	0%
TOTAL	0	

Ineffective

	# PRINCIPALS	PERCENTAGE
3-B	0	0%
TOTAL	0	

PRINCIPALS	19
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TEACHER AND PRINCIPAL EVALUATION PANEL:

Demographic Information:

Total Number of Schools:

Number of Schools per Grade Level:

Total Number of Students by School and Grade Level:

Total Number of Students:

Total Number of Teachers per Grade Level:

Number of Principals and/or Assistant Principals:

- Principals:
- Assistant Principals:

Gadsden Independent School District

Elementary Schools	Kinder	1st	2nd	3rd	4th	5th	6th
DISTRICT	1054	1059	1078	1073	1074	1022	1073

Anthony Elementary	450	.29	62	56	59	69	61	58	50
Berino Elementary	523	.36	75	73	77	66	70	66	77
Chaparral Elementary	722	.50	103	105	110	89	92	108	98
Desert Trail Elementary	920	.51	129	143	123	138	136	111	118
Desert View Elementary	515	.37.5	68	69	66	74	75	78	82
Gadsden Elementary	511	.35	75	74	71	67	74	73	74
La Union Elementary	279	.22	44	37	31	32	41	46	39
Loma Linda Elementary	379	.29	44	64	40	58	61	54	58
Mesquite Elementary	371	.28	62	52	60	53	52	38	35
North Valley Elementary	388	.28	43	53	73	65	52	54	48
Riverside Elementary	641	.45	81	80	99	96	95	78	104
Santa Teresa Elementary	641	.38	88	77	92	83	93	97	95
Sunland Park Elementary	360	.26.5	51	47	49	44	49	47	48
Sunrise Elementary	479	.36	73	61	68	59	72	57	72
Vado Elementary	461	.35	56	68	60	80	51	57	75

Pre K Centers	Total Students
GAC Center	161
Anthony Center	112
Chaparral Center	120
La Mesa Center	92
TOTAL	485

Gadsden Independent School District

Middle Schools	Total Students	Teachers	7th	8th
			1012	932
Chaparral Middle	523	36	258	265
Gadsden Middle School	800	59	420	380
Santa Teresa Middle	605	44	328	277

High Schools	Total Students	Teachers	7th	8th	9th	10th	11th	12th
					973	1065	974	1002
Chaparral High	1015	58			245	253	239	278
Early College High School	139	6			74	47	18	
Gadsden High School	1586	87			365	398	401	422
Santa Teresa High	1236	68			279	345	311	301
Desert Pride (Program)	262	16		6	5	18	67	166
RTC (Residential Treatment Center)	55	3	6	10	10	22	5	1

Gadsden Independent School District

Number of Schools- 22 DPA (Program) -1 RTC- 1	Total Students	Teachers	Kinder	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
Student Counts by Grade			1054	1059	1078	1073	1074	1022	1073	1012	932	973	1065	974	1002
DISTRICT	13603	897	1054	1059	1078	1073	1074	1022	1073	1012	932	973	1065	974	1002

GADSDEN INDEPENDENT SCHOOL DISTRICT
 TOTAL NUMBER OF TEACHERS BY GRADE LEVEL/SUBJECT AREA
 2014/2015 SCHOOL YEAR
 September 10, 2014

TOTAL	GRADE LVL/SUBJECT AREA
19	Pre Kinder
57	Kindergarten
56	1st Grade
55.5	2nd Grade
53	3rd Grade
49.5	4th Grade
44.5	5th Grade
47.5	6th Grade
55	Language Arts
66	Math
41	Science
38	Social Studies
582	TOTAL

TOTAL	GRADE LVL/SUBJECT AREA
1	Academic Detention
3	Athletic Trainer
1	AVID/Elective
4.5	Band
2	Business
2	Choir
4	Computer Lab
34	CTE
1	Drama
7	ESL
3	Family & Consumer Science
2.5	French
2	Health
1	Itnerant/Deaf & HI
17	Music
6	PAL
44	Physical Education
17	Read 180
3	Reading Intervention
17	Spanish
126	Special Education
10	Title I Intervention
24	Vistual Arts
314.5	TOTAL
582	Core Subject Area Teachers
314.5	All Subject Area Teachers
896.5	



GADSDEN

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	SBA	35	SBA	35	SBA	35
	Q1 Growth	10	Q1 Growth	10	Q1 Growth	10
	SGGELL	5	SGGELL	5	SGGELL	5
Observations	Domain 2&3	25	Domain 2&3	25	Domain 2&3	25
	Multiple Measure	15	Multiple Measure	15	Multiple Measure	15
	St Svy	10	St Svy	10	St Svy	10

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*	50	EOC	50	EOC	50
	Observations	25	Observations	25	Observations	25
Multiple Measures	Domain 1&4	15	Domain 1&4	15	Domain 1&4	15
	St Svy	10	St Svy	10	St Svy	10

Group C Teachers

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

	Elementary	
Student Achievement	DIBELS	50
	Observations	25
Multiple Measure	Domain 1&4	15
	Pt Svy	10

Abbreviations

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
Q1 Growth	Quartile 1 Growth
SBA	Standards Based Assessment
SGGELL	Subgroup Growth - English Language Learner
St Svy	Student Survey