



DEMING

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 6, 7, 9, 10, and 11 for Science
- Special Education teacher in the grades and subjects above (Teachers who are severely or profoundly disabled are exempt from this group)

	Elementary		Middle School		High School	
Student Achievement	<u>SBA</u>	35	<u>SBA</u>	35	<u>SBA</u>	35
	Discovery	10	Discovery	10	Discovery	10
	Q1 Growth	5	Q1 Growth	5	EOC	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>	<u>Domain 1&4</u>	15	<u>Domain 1&4</u>	15
	Teach Att	5	Teach Att	5	Teach Att	5
	St Svy	5	St Svy	5	St Svy	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 8, 9, and 12 Science
- Grades 9 and 12 for Language Arts/Math

	Elementary		Middle School		High School	
Student Achievement	Q1 Growth	35	EOC	35	EOC	35
	ACCESS	15	Q1 Growth	10	Q1 Growth	10
			CLV	5	CLV	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 Measures	<u>Domain 1&4</u>	15	<u>Domain 1&4</u>	15	<u>Domain 1&4</u>
Teach Att		5	Teach Att	5	Teach Att	5
St Svy		5	St Svy	5	St Svy	5

Group C Teachers

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

	Elementary	
Student Achievement	DIBELS	50
	Observations	<u>Domain 2&3</u> <u>25</u>
Multiple Measure	Domain 1&4	15
	Teach Att	10

Abbreviations

CLV	Content Level VAM
Q1 Growth	Quartile 1 Growth
SBA	Standards based Assessment
St Svy	Student Survey
Teach Att	Teacher Attendance
EOC	End of Course

Deming Public Schools
 LESC Presentation – October 16, 2013

Presented by:
 Nancy Patterson, Associate Superintendent for Human Resources
 Teri Trejo, Director of Accountability
 Brian Marshall, Dean of Instruction

Pilot Process – 2012-13

- Two schools were involved
 - Red Mountain Middle School (7th and 8th)
 - Bell Elementary School (K-5th), SIG School
- District Level participation
- Focus on NM TEACH Rubrics (Domains 1-4)
- Participants worked with teachers and calibrated with each other
- No data was given to schools or district about Student Achievement or Multiple Measure

July 2013

- NM TEACH Training – all principals received training
- Expert Evaluator Training – PED will begin in September
 - Certification would cut our formal observations from 3 to 2
 - Videos could also be used to train teachers on Domains

August 2013

- New Evaluation Process Training for all teachers
 - Breakdown of evaluation
 - 50% Student Achievement
 - 25% Principal Observations
 - 25% Multiple Measures
 - Groups A, B, and C
 - NM TEACH Rubrics
- Teachscape Train the Trainer Workshop in Las Cruces

September 2013

- All principals received basic training in Teachscape
- Bell Elementary – SIG Requirements do not align with NM TEACH Requirements
- Provided teacher training in Teachscape.

October 2013

- Third update to principals on Teachscape
- Most principals and teachers using Teachscape
- Teachscape Access Issues for principals and teachers
- Confusion about Groups
- Student Achievement – Approved Plan does not include all of our teachers
- NM TEACH FAQs

Student Achievement		
EoC 35% All Social Studies Teachers	Q1 Growth 10%	Content Level (Reading) VAM 5%
EOC 35% 9th and 12th Grade English/Science/Math teachers	DD/PA Discovery Education SCA 10% 9th & 12th grade English/Science/Math teachers	Content Level (Reading) VAM 5%
Q1 Growth 35% All Elective Teachers	Content Level (Reading) VAM 15%	

Future Plans

- Teacher evaluation is being implemented per NMPED requirements
- Principal evaluation – we have no information to begin implementation
