

QUESTIONS
TEACHER AND PRINCIPAL EVALUATION PANEL:
AREA SCHOOL DISTRICTS
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.

Des Moines Municipal Schools EES plan for the next three years is as follows:

Planned District Time Line:

- Two observations with all staff including highly effective staff. Superintendent will complete first observation and principal will complete second observation.
- Observation I by December 1st - Schedule feedback meeting with staff member within a week of observation.
- Observation II by February 28th - Schedule feedback meeting with staff member within a week of observation.
- Summative conference with teachers in April. We plan to attach summative evaluation with evaluation forms that were used previously giving staff documentation of principal's written appraisal.

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

- We use Teachscape.

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

- Yes, we will continue to use the Teachscape tool as it is designed is a useful format to support meaningful evaluations.

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;
- Group B: teachers who teach grades and/or subjects that cannot be meaningfully linked to the standards-based assessment; and
- Group C: teachers who teach in kindergarten, first, and second grades.

Please outline the number and percent of each group's effectiveness ratings

(i.e., exemplary, highly effective, effective, minimally effective, or ineffective).

Group A - 10 teachers

- 3 – Exemplary 30%
- 4 - Highly Effective 40%
- 3 - Effective 30%
- 0 - Minimally Effective
- 0 - Ineffective

GROUP A	Level I	Level II	Level III
Exemplary		(2) 20%	(1) 10%
Highly Effective	(1) 10%	(2) 20%	(1) 10%
Effective	(2) 20%	(1) 10%	
Minimally Effective			
Ineffective			
Number	(3) 30% are level I	(5) 50% are Level II	(2) 20% are Level III

Group B - 2 teachers

- 0 – Exemplary
- 0 - Highly Effective
- 2 - Effective
- 0 - Minimally Effective
- 0 - Ineffective

GROUP B	Level I	Level II	Level III
Exemplary			
Highly Effective			
Effective	(1) 50%	(1) 50%	
Minimally Effective			
Ineffective			
Number/ Percentage	(2) 50% Level I	(1) 50% Level II	

Group C - 2 teachers

- 0 – Exemplary
- 0 - Highly Effective
- 2 - Effective
- 0 - Minimally Effective
- 0 - Ineffective

GROUP C	Level I	Level II	Level III
Exemplary			
Highly Effective		(1)50%	
Effective		(1)50%	
Minimally Effective			
Ineffective			
Number/ Percentage		(2) 100% Level II	

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; and

Group B: district level administrators; and Athletic Directors and Deans of Students that do not have Level 3-B licenses.

Please outline the number and percent of each group's effectiveness ratings

(i.e., exemplary, highly effective, effective, minimally effective, or ineffective).

Des Moines did not have a principal last school year. This is a new position for the 2014-15 school year.

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?

Des Moines Schools did share the summative report with teachers as the data was positive and it would prepare teachers for future evaluations. However, for the reports to be meaningful they need to be available in April.

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, Des Moines did not participate in the pilot project.

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

The most important lesson I learned was to ensure accurate reporting of data and making sure teachers are tied to the data they have contributed. I am appreciative of the data verifications that will be implemented this coming school year.

TEACHER AND PRINCIPAL EVALUATION PANEL:

Demographic Information:

Total Number of Schools: 2

Number of Schools per Grade Level: 1 K-6 Campus; 1 7-12 Campus

Total Number of Students by School and Grade Level:

Des Moines Elementary

K – 4; 1st – 8; 2nd -5; 3rd – 8; 4th – 8; 5th – 6; 6th – 8

Des Moines High School

7th – 8; 8th – 4; 9th – 8; 10th – 6; 11th -5; 12th – 2

Total Number of Students: 80

Total Number of Teachers per Grade Level:

K-1 – 1 teacher

2nd – 6th – 1 teacher each grade for a total of 5 teachers

7th – 12th – 7 teachers

Number of Principals and/or Assistant Principals:

- Principals: 1 principal
- Assistant Principals: