

QUESTIONS
TEACHER AND PRINCIPAL EVALUATION PANEL:
Lovington Municipal Schools
September 23, 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.**
 - (See Attachment #1 & 2)
2. **Which online system does your school district/charter school use to help implement the EES?**
 - The Lovington Municipal Schools use Principal's Aide for Windows (PAW) to gather the data used to report to PED through the STARS program.**Does your school district/charter school plan on using this system next year? Yes**

3. **By licensure level, what is the number and percent of teachers in your school district/charter school in each of the following groups:**
 - (See Attachment #3)

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).

- (See Attachment #4)

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; (17 Principals/71%)

Group B: district-level administrators; and Athletic Directors and Deans of Students that do not have Level 3-B licenses. (4 Administrators/17%)

Please outline the number and percent of each group's effectiveness ratings (i.e., exemplary, highly effective, effective, minimally effective, or ineffective).

- **Group A:**
 - Exemplary – 3/25%
 - Highly Effective – 3/25%
 - Effective – 6/50%
- **Group B:**
 - Effective – 4/100%

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?**

- Yes, Evaluators met with all employees and discussed, signed originals, resubmitted 45 (22%) evaluations for review/appeal (of those 45 we had to resubmit 34 a second time to appeal possible mistakes). Once we received the corrected version, those employees were given the option of signing the corrected version or keeping the original. As a result, we are hesitant to place any evaluation in any employees personnel file.

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, L.M.S.D. did not participate in the pilot project.

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

- Inconsistent and erroneous information communicated from PED to District
- The Teachscape program is definitely browser sensitive. We have had to install either Firefox or Chrome on all machines because our default browser Internet Explorer will not allow consistent use of program.
- It has been a positive change allowing local districts to have user management control of Teachscape. Previously we would have to call Teachscape to make changes in the system if an employee was listed in a wrong building, etc.
- Teaching staff has no confidence in PED or the Educator Effectiveness System and has become the impetus of a strong rally to reinstate Collective Bargaining in our district.
- Teacher moral has declined significantly.
- We have seen a dramatic increase in retirements and resignations citing EES as the motivation.
- Level 1 teachers rated as minimally effective on their 3rd annual summative evaluation will be forced to exit the profession as a result of not being able to have 3 consecutive Effective evaluations in their first 5 years.

TEACHER AND PRINCIPAL EVALUATION PANEL:

Demographic Information: Lovington Municipal Schools

Total Number of Schools: 10 – LMSD is grade leveled and broken down as follows:

Llano Elementary – PreK and Kindergarten
Lea Elementary – 1st Grade
Ben Alexander Elementary – 2nd Grade
Jefferson Elementary – 3rd Grade
Yarbro Elementary – 4th-5th Grade
Sixth Grade Academy – 6th Grade
Taylor Middle School – 7th-8th Grade
Freshman Academy – 9th Grade
Lovington High School – 10th-12th Grade
New Hope Alt. High School – 9th-12th Grade

Number of Schools per Grade Level: 1.3

Total Number of Students by School and Grade Level: (See Attachment #5)

Total Number of Students: 3707 as of 20th day

Total Number of Teachers per Grade Level:

PreK – 8
Kinder - 20
1st Grade – 19
2nd Grade – 17
3rd Grade – 14
4th Grade – 14
5th Grade – 13
6th Grade – 20
7th Grade – 15
8th Grade – 15
9th Grade – 13
10th Grade – 16
11th Grade – 16
12th Grade - 14

Number of Principals and/or Assistant Principals:

- Principals: 10
- Assistant Principals: 5

Teacher Evaluation		
	DISTRICT/CHARTERS Tasks	PED Tasks
STUDENT ACHIEVEMENT		
<ul style="list-style-type: none"> • Teacher Assignment/Course Data Review Window (SY 2013-14 ONLY) <ul style="list-style-type: none"> ○ Training Guidance for Data Review (webinar and regional training) ○ Districts/Charters will review teacher and course assignment data that will be used to establish Student Achievement Measures (STAM) ○ Districts share assignment/course data with principals 	District Data Confirmation December 15, 2014-February 1, 2015	October 15, 2014 Query responses completed March 15 March 15-April 15
OBSERVATIONS		
Observations are considered complete when: <ul style="list-style-type: none"> • Observations conducted and submitted to teacher • Feedback provided by principal • Teacher acknowledges receipt of observation • Principal CONFIRMS observation in Teachscape 		
3 Observation Cycle (OPTION 1) <ul style="list-style-type: none"> • Observation 1 • Observation 2 • Observation 3 	November 1, 2014 January 20, 2015 April 15, 2015	Calibration Training-Ongoing
2 Observation Cycle (OPTION 2) <ul style="list-style-type: none"> • Observation 1 • Observation 2 	December 19, 2014 April 15, 2015	
2 Observation Cycle (OPTION 3-Outside observer) <ul style="list-style-type: none"> • Observation 1 • Observation 2 	December 19, 2014 April 15, 2015	
MULTIPLE MEASURES		
Domains 1 and 4 are considered complete when: <ul style="list-style-type: none"> • Domains 1 and 4 review conducted, scored, and submitted to teacher 		


2014-2015 Calendar

<ul style="list-style-type: none"> Feedback provided by principal Teacher acknowledges receipt of observation Principal CONFIRMS observation in Teachscape Domains 1 and 4 <ul style="list-style-type: none"> Fall submission Spring submission 	<p>December 19, 2014 April 15, 2015</p>	
Charter Flexibility Multiple Measure Data Submission	Charter Reporting/Verification Deadline April 15, 2015	
Teacher Attendance Reporting <ul style="list-style-type: none"> April 15, 2014-September 30, 2014 October 1, 2014-December 31, 2014 January 1, 2015-February 28, 2015 March 1, 2015-April 15, 2015 	District Reporting/Verification Period <p>October 1-10, 2014 January 1-January 10, 2015 March 1-March 10, 2015 April 16-April 26, 2015</p>	
Student Survey <ul style="list-style-type: none"> Fall Surveys (4 X 4 Semester Block Schedules) Spring Surveys (all schedules) Parent Surveys (K-2) 	Window Open <p>November 1, 2014-December 1, 2014 February 1, 2015-March 15, 2015 February 1, 2015-March 15, 2015</p>	Data available January 15, 2015 Data available April 1, 2015
2014-2015 Summative Reports Available to Districts/Charters	April 30, 2015	
<u>Principal Evaluation</u>		
Student Achievement Measures (STAM)		
School Grade Report Card	Available July 2014	
Observations		
See observation timelines for teachers	Districts may move up timelines, or use partial data from the observation process to complete principal summative reports	
Multiple Measures		
HOUSSE Competencies conducted by Superintendent/Supervisor		


2014-2015 Calendar

<ul style="list-style-type: none"> • HOUSSE Forms A and B (prior to 40th day) • HOUSSE Form C • HOUSSE Form D <p>Recommended timeline</p> <ul style="list-style-type: none"> ○ HOUSSE Forms A and B <ul style="list-style-type: none"> ▪ Midyear review ○ HOUSSE Form C ○ HOUSSE Form D <p>Teacher Surveys</p>	<p>Available August 1, 2014</p> <p>Available August 1, 2014 (may be completed as early as February)</p> <p>Available August 1, 2014 (may be completed as early as February)</p> <p>Prior to October 1, 2014 January – February, 2015 April, 2015 April, 2015-June, 2015</p> <p>January 5, 2015- February 1, 2015</p>	<p>Data available February 15, 2015</p>
<p>Final Summative Report</p>	<p>Template available August 1, 2014 (recommended April-June, 2015)</p>	
<p>Final Principal Evaluation Data Submitted to PED</p>	<p>July 1, 2015-July 31, 2015</p>	

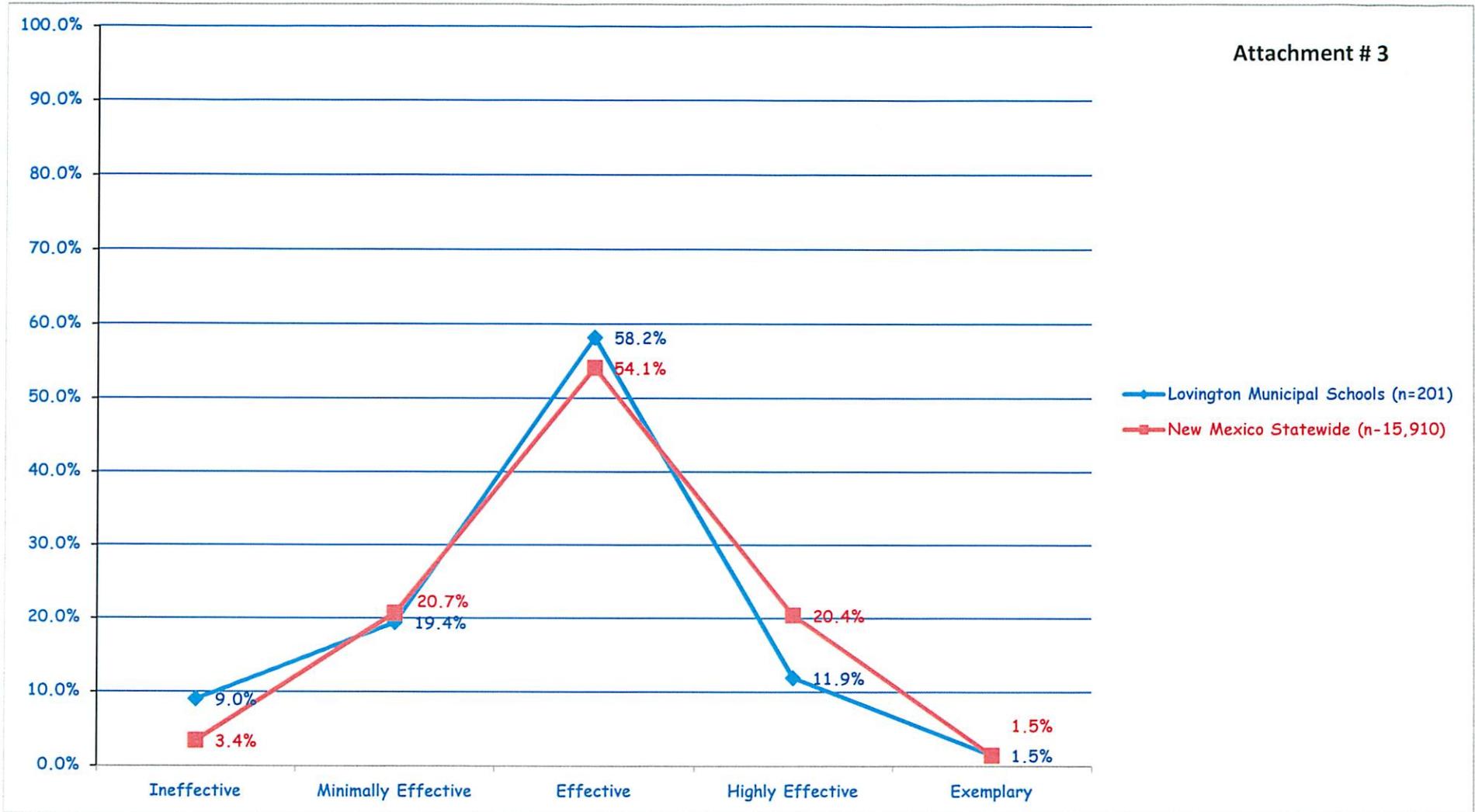
Personnel Evaluation Calendar 2014-2015

CERTIFIED

August 11, 2014	Orientation of school's faculty to the District's evaluation plan
August 12, 2014	Mentors assigned for all Level I teachers
August 27, 2014	Administrator PDPs submitted to personnel office
October 8, 2014	Professional Development Plans (PDP) written and on file for all certified staff by the 40 th day
October 8, 2014	Professional Growth Plans (PGP) completed and on file for all teachers rated ineffective in 2013-14
December 2, 2014	Growth Plans completed for all struggling teachers for 2014-15 (Minimally Effective and Ineffective)
December 19, 2014	First formal observation shall be finalized and entered into the Teachscape system for all teachers in Groups A, B and C. First evaluation for all other Level I certified faculty members shall be completed and submitted to the Personnel Department. Domains 1 and 4 Fall Submission deadline
April 15, 2015	Second formal observation shall be finalized and entered into the Teachscape system for all teachers in Groups A, B and C. Final evaluation for all other Level I, II and III certified faculty members shall be completed and submitted to the Personnel Department. Domains 1 and 4 Spring Submission deadline
April 20, 2015	Recommendation for hire for certified staff delivered to Personnel Department
April 30, 2015	Summative Evaluation Reports available
May 15, 2015	Final Evaluation Conferences with Groups A, B and C teachers shall be completed. Submit NMTEACH Observation Rubric and signed Summative Evaluation Report for each teacher to Personnel Department
May 1, 2015	Termination notice delivered to staff not recommended for re-employment
May 12, 2015	Report of re-employment of certified staff to School Board

2104 New Mexico Statewide and Lovington Municipal Schools Teacher Evaluation Results

Attachment # 3



Teacher Performance Levels (Number of Teachers Evaluated)	Ineffective	Minimally Effective	Effective	Highly Effective	Exemplary
Lovington Municipal Schools (n=201)	9.0%	19.4%	58.2%	11.9%	1.5%
New Mexico Statewide (n=15,910)	3.4%	20.7%	54.1%	20.4%	1.5%

71.6% of Lovington Municipal Schools teachers scored in the effective or higher range of the New Mexico teacher evaluation system.

76.0% of New Mexico teachers statewide scored in the effective or higher range of the New Mexico teacher evaluation system.

2014 Lovington Municipal Schools Teacher Evaluation Results By Group

Group	Exemplary	Highly Effective	Effective	Minimally Effective	Ineffective	Total
A	3 (2.1%)	20 (14.1%)	79 (55.6%)	27 (19.0%)	13 (9.1%)	142 (100%)
B	0 (0%)	1 (2.4%)	30 (71.45)	11 (26.2%)	0 (0%)	42 (100%)
C	0 (0%)	3 (17.6%)	8 (47.1%)	6 (35.3%)	0 (0%)	17 (100%)
TOTAL	3 (1.5%)	24 (11.0%)	117 (58.2%)	44 (21.9%)	13 (6.5%)	201 (100%)

Totals may actually be greater or less than 100% due to rounding.

ENROLLMENT FOR 2014-2015 AS OF: September 10, 2014 20 Day

Attachment #5

SCHOOL	ACTUAL ENROLL.	SP.ED "C"	SP.ED "D"	SP.ED. "DD"
KINDERGARTEN	259	0	5	98
LEA 1 st	336	1	1	XXXXX
BEN ALEXANDER 2 nd	340	1	2	XXXXX
JEFFERSON 3 rd	263	3	6	XXXXX
YARBRO 4 th	291	13	6	XXXXX
YARBRO 5 th	257	12	5	XXXXX
6 th GR ACADEMY 6 th	266	6	4	XXXXX
TAYLOR 7 th	270	8	2	XXXXX
TAYLOR 8 th	244	16	11	XXXXX
9 th GR ACADEMY 9 th	246	17	4	XXXXX
HIGH SCHOOL 10 th	242	3	6	XXXXX
HIGH SCHOOL 11 th	195	5	6	XXXXX
HIGH SCHOOL 12 th	144	6	6	XXXXX
NEW HOPE HS 8 th	0	0	0	
HEW HOPE HS 9 th	17	0	0	
HEW HOPE HS 10 th	31	2	1	
NEW HOPE HS 11 th	17	1	2	
NEW HOPE HS 12 th	21	2	2	
DETENTION CENTER	5	0	0	
TOTAL (K - 12)	3444	96	69	XXXXX
TOTAL SP. ED. "C"	96		XXXXX	XXXXX
TOTAL SP. ED. "D"	69	XXXXX		XXXXX
TOTAL SP. ED. "DD"	98	XXXXX	XXXXX	
SUBTOTAL SP. ED. HEAD COUNT	263	XXXXX	XXXXX	XXXXX
TOTAL HEAD COUNT	3707	XXXXX	XXXXX	XXXXXX