

# Educator Evaluation System

TEST DRIVE ELEVATE NM FOR SCHOOL YEAR 2020–2021



**Elevate New Mexico** (Elevate NM) is a new educator evaluation system developed during the 2019–2020 school year that will be “test driven” by all New Mexico educators during the 2020–2021 school year. The formal implementation of this system will not take place until the 2021–2022 school year. The New Mexico Public Education Department (NMPED) would like to receive feedback on the new system throughout the 2020–2021 school year and will provide many opportunities to do so.

The intention for Elevate NM is to support and uplift both the morale of New Mexico educators and their teaching skills through a system that provides feedback in three different ways:

1. Teachers’ personal reflections through their Professional Development Plans (PDPs);
2. Feedback from administrators on the PDPs; and
3. Classroom observations and feedback from families and student surveys.

Research shows that the most effective educators are those who engage in reflective practice. Elevate NM was designed to put the educator at the center of the system with the expectation that when a teacher is provided with feedback and directs his or her own professional learning he or she will be empowered to reflect on his or her teaching and be actively involved in a continuous cycle of improvement. NMPED believes that when New Mexico educators feel supported and are provided with quality feedback upon which to reflect, then students will be supported in their learning and a positive learning environment will be created for all.

## What is Elevate NM?

- Elevate NM was constructed from recommendations made by the [Teacher Evaluation Task Force](#) during the 2019–2020 school Year.
- Elevate NM has taken elements from the previous evaluation and reworked them to create a tool that will help administrators provide support and feedback for educators and empower teachers to guide their own professional learning.



Reentry Support Guidance

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## What Makes Up Elevate NM?

- The new system is made up of three components that at first glance may look familiar, because it is based on the Danielson framework. But the system has been redesigned to support both the educator and evaluator with greater clarity of expectations:
  1. Educator Professional Development Plan
  2. Observation and Scoring Rubric comprised of the four domains based on Charlotte Danielson’s Framework for Teaching Evaluation Instrument:
    - ▶ **Domain 1:** Planning and Preparation
    - ▶ **Domain 2:** Creating an Environment for Learning
    - ▶ **Domain 3:** Teaching for Learning
    - ▶ **Domain 4:** Professionalism
  3. Surveys
- There are four levels of performance on the Observation and Scoring Rubric:
  1. Not demonstrating
  2. Developing
  3. Applying
  4. Innovating

## What is Expected of the System “Test Drive” for the 2020–2021 School Year?

**Expectations for the Educator:** Engage with Elevate NM as your educator evaluation system: develop your PDP (this might mean you have a personal goal and a school goal); anticipate your principal doing informal observations known as walkthroughs; familiarize yourself with the Observation Rubric that will be used for at least one formal observation during SY2020–2021; and issue surveys when the time comes.

**IMPORTANT:** During the test drive year, NMPED will not generate summative educator evaluation reports. Educators will be held harmless. The only report that will be generated will be from the local school district or charter school as an end-of-the-year summary available through Frontline. This report will provide all the feedback as well as scores from the four domains.

**Expectations for Administrators/Evaluators:** Spend time training your staff on Elevate NM. Support your educators reflecting on their practice from last year to help them think about what areas they want to focus on for this year in their professional learning. Encourage early formative assessments so that the teachers have data to help guide their PDP. Motivate educators to set professional development goals that are related to: teaching in a remote or hybrid environment, familiarizing themselves with technology, and supporting the social and emotional well being of students. NMPED expects that each quarter you will be in classrooms and give quality and actionable feedback to your teachers. The table below illustrates what is expected and what you will upload into the Frontline Platform.

PERSON	ELEMENT	DUE DATE IN FRONTLINE PLATFORM
Admin	Walkthrough/ Informal Observation	September 25, 2020
Teacher/Admin	Self-Assessment Beginning of Year PDP	First 40 Days of Instruction/ Mid-October depending on your start date
Admin	Walkthrough/ Informal Observation	December 11, 2020
Admin	Domain 1	February 26, 2021
Admin	Formal Observation (Domain 2 & 3)	March 12, 2021
Admin/Teacher	Domain 4 & End of Year PDP	April 30, 2021
Admin	Walkthrough/ Informal Observation	May 7, 2021
Admin	End of Year Summary	May 14, 2021