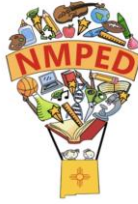


Elevate NM



Elevate NM FAQs

1. Does the walkthrough have to be entered in Frontline by Sept. 25? Or just done by then? *The deadline is Nov. 2nd for walkthroughs to be completed and uploaded into Frontline.*
2. So is the PDP due by the 40th day? I thought we were sent info that it was due later due to remote learning, etc. *PDP and first walkthrough needs to be uploaded into Frontline by Nov. 2nd.*
3. How many Walkthroughs/Information Observations by December? *2 walkthroughs by December, 2020.*
4. When will the Frontline system have the new self-assessments, PDP, and domains loaded? *Frontline components are available as soon as your District Manager assigns the evaluation plan Elevate NM to a teacher. A principal can see the Plan as soon as they are given Evaluation Rights by the District Manager.*
5. In our district, we use the TAP (Teacher Action Plans) as opposed to the PDP. Will we be able to continue that practice? *I think you will find that the format of the new PDP looks very much like your TAP.*
6. Why is Domain 1 evaluated by February, rather than teachers having the full year to work on that? *As part of our shift to provide more feedback more frequently, we wanted to ensure that teachers are getting feedback on lesson plans and being provided with that support prior to the end of the year. Also, the idea is to stagger dates so everything is not due in May. You are correct Lesson Planning should not stop in February. However, we felt this gave time to get feedback in the first semester to make corrections to lesson plans to raise scores and yet balance out the due dates.*
7. Why is Domain 1 so late? *You can always choose to do Domain 1 earlier. This will allow you to give feedback to teachers on their plans prior to evaluating them.*
8. Can you suggest resources for giving actionable feedback? *Get Better Faster, HOW TO GIVE EFFECTIVE FEEDBACK (Brookhart)*
9. Will the self-assessment be optional or required? *Self-assessment is required this year.*
10. By chance, do you have any PDP examples to share? *Use the following link to access the Teacher Toolbox located on the Educator Evaluation landing page in*

the Educator Growth and Development Bureau:
<https://webnew.ped.state.nm.us/bureaus/educator-growth-development/elevatenm/teacher-toolbox/>

11. How will the administration share how we have scored teacher PDPs? I have printed the template but assumed we would upload something. *The PDPs will actually be scored in the Frontline platform.*
12. Do teachers need a majority within one area like applying in order to be scored that way or do they need to meet each bullet within that area? And admin will be scoring those PDPs correct? *Yes, it is a preponderance of evidence (the bullets on the rubric are not a checklist but provide guidance) and yes the administrator is scoring.*
13. How long will the self-assessment take for teachers to complete? *Self-Assessment should take about 30 minutes to 1 hour depending upon how much evidence the teacher chooses to put into the assessment.*
14. Robyn, what form is used for self-evaluation? I only see rubrics. *There is no form but there is a scoring rubric for the self-assessment (teacher should read the rubric but it is the Admin who scores the PDP using the rubric), the self-assessment is in Frontline and it is derived from the Domains. It is only used to guide the PDP.*
15. What is the R in SMART? *Relevant (it is omitted because we assumed teachers would select a goal that was relevant to their students' learning and their teaching).*
16. Can you explain the educator's self-assessment in more detail? *The teacher reviews the Domains and rates him/herself on each element in each domain. Citing evidence of why they scored him/herself that way. The self-assessment is the first step for the academic year on the path to reflective teaching.*
17. Is there a way to make the PD content on Canvas available, but also have a level of access that makes it usable and customizable by administrators or coaches? *Yes, we will be making the content available to principals, teachers, and anyone who wants it and a lot of the resources are available on the NMPED Educator Evaluation website:*
<https://webnew.ped.state.nm.us/bureaus/educator-growth-development/elevatenm/teacher-toolbox/>
18. When we do the walkthrough we focus on just 1 indicator, correct? *Yes, please do not do all the elements! Remember, teachers need to have one thing to focus on and improve on. Too many elements at once make the walkthrough more of an evaluative process, walkthroughs should be seen as formative.*
19. I am not a tech person so if I "Pop" into classrooms doesn't that mean teachers have to send me an invite to ALL of their virtual meetings? *Yes, if you are going to come unannounced. Request teachers make you a co-teacher so that you can pop-in or have teachers record their lessons and you can randomly select which one you want to conduct the walkthrough.*

20. Can you use a recorded lesson to pop in? We have teachers record their direct instruction daily and then they post the recording. *Yes, you can use recorded lessons for pop-ins or attend live lessons.*
21. How do we do a walkthrough virtually? We created a google doc and had all our teachers add their zoom links for easy convenience. *Peek into their Zoom meetings or Google meetings. Have the teachers make you a co-teacher in their Google Classrooms so you can go in anytime you want to observe.*
22. Did I read that a peer can do up to 2 of the walkthroughs? *Admin is required to conduct three walkthroughs per teacher this year. We encourage peer walkthroughs but these would be in addition to the admin ones. It is also encouraged that admin include teachers in the process to build their understanding of purpose and process of walkthroughs.*
23. We will be using our own Walkthrough form? *You can use any form you would like. You would just upload it in Frontline, however, it can be double the work but we want districts and charter schools to feel they have autonomy to utilize forms they feel best serve them. You will still need to score an Element and provide Feedback directly on the Frontline platform, so the EOY report will provide accurate information to the teacher.*
24. Can we just use the frontline form like last year for walkthroughs? *You sure can!*
25. For walkthroughs does the same admin have to complete all three per teacher? I'm an AP and my boss and I usually take turns on WTs. *No, the same admin does not have to, that is a district decision.*
26. Can the district choose to give a 2nd formal for 1-3yrd year teachers? *Absolutely and it is best practice to provide newer teachers with more observations. You may always do more! These are just minimums.*
27. Are walkthrough forms already available on Frontline for this year? *Yes, walkthroughs are available on Frontline. However, you may use your own and upload it in Frontline if you choose to do so. The walkthrough form has not changed from last year. Please remember if you upload a form as an archive, the feedback and evidence you provide does not go directly into the teacher's EOY summary report. So, please take the time to score them and provide that feedback in the Frontline system under each teacher.*
28. Are we able to use our own walkthrough forms and upload them in Frontline? *Yes, BUT You will still need to score an Element and provide Feedback, so the EOY report will provide accurate information to the teacher.*
29. Will Preschool walkthroughs look different again this year? *There are Preschool walkthroughs available to you.*
<https://webnew.ped.state.nm.us/wp-content/uploads/2019/09/Frontline-NM-Pre-K-Walkthrough-Form.pdf>
30. If a district has a variation of walkthroughs and uploads does it affect the teacher graph at the end of the evaluation. Is that end of the year evaluation

still in the system. The form in the systems would seem to me to work better. Just asking. *They will still get your attachment. But you are correct they won't get the graph report unless you score a domain, which we want you to do so they receive a complete summary report at the end of the year that is comprehensive based on your feedback, evidence, and scoring.*

31. What information is being provided to teachers in their training? *The information provided to the teachers is the same as the admin training.*
32. What recommendations do you have for EPP observations? *We suggest using the domains or if EPP's are having them develop a PDP, then an aspect of the goal they are working toward. The more the teachers in training use the elements from Elevate NM, the more comfortable they will be with these when they are officially the teacher of record.*
33. Does Frontline have a new walkthrough form to fill out? *Yes Frontline has the walk through form. However you may upload your own. You will still be required to give the feedback to the teacher in Frontline for the summary.*
34. How will the teacher training be different? *Teacher training is the same as the admin training. One major goal of the Elevate NM rollout and test drive this year is to ensure transparency of the expectations both of administrators and teachers. There is no difference in the training, just a different audience.*
35. Also, is there one virtual walkthrough form that is required? *To date, there is no specific requirement of "where" you conduct your walkthroughs.*
36. Is there classroom assessment/walk through form specifically designed for online learning? *No, Elevate NM was based on the recommendations of the Task Force. So, what is developed was intended for face to face. However, we will be providing more support for "virtual teaching observations" in the event that we will still be in a remote learning mode next semester.*
37. For special education teachers who are strictly Co-teachers they are not with the same teachers all day. How should they be evaluated with this tool? *These teachers are also responsible for student learning. Thinking about their role as a co-teacher, I believe co-teachers ensure that lesson plans developed by the regular ed teacher have effective strategies to support the students' IEPs and accommodations. If they are not teaching directly but supporting, then you can still observe them in this capacity. You may give them the choice if they would actually like to lead a lesson and observe this one.*
38. Was this tool made for brick and mortar or online remote? *There is a drastic difference between the two. The work of Elevate NM was 8 months in the making and the work of the Task Force was honored. No one anticipated a Global Pandemic. So yes, this tool was developed for brick and mortar, which we hope we can return to safely for the sake of all our students and teachers and families. Again, we will be providing more support for observing in a virtual realm.*

39. Is higher ed being informed on the more current plan? The Colleges and Universities who have Teacher Prep programs have been trained on the Elevate NM system.