

Competency 3, Level III

If you received a notice that Strand B of your dossier needs improvement in Competency 3, there are some very important steps to take to analyze why you received this feedback and what you may need to do differently when you resubmit. Always keep in mind that the competencies are interrelated, and when you correct problems in Strand B related to Competency 3, you may introduce new problems related to Competencies 4, 6 and 7. So before you resubmit, take the time to go through all the instructions for Strand B again, ensuring that you have thoroughly responded to the prompts and adequately demonstrated your communication with students; your comprehension and application of the principles of student growth, development and learning; management of the educational setting; and recognition of student diversity.

First, review the Criteria for Success for Strand B on page 23 of the **Requirements & Guidelines for the Preparation of the New Mexico Professional Development Dossier (PDD) for Teachers**. There you will see Competency 3—The teacher communicates with and obtains feedback from students in a manner that enhances student learning and understanding.

Then, look at the Strand B Criteria for Success for Advancement to Levels II and III (also on page 23 of the Requirements and Guidelines document). The first and sixth bullets in Level II elaborate on how Competency 3 is assessed in Strand B.

- The first bullet states: ***The data and explanations must be complete, clear, and organized according to the PDD Guidelines.*** To check this point, review your submission in response to the directions on pages 15-22. Is your material easy to read and largely free of typos and misspellings? Did you follow instructions completely? Did you answer every question thoroughly? Is your material organized in the order of the directions? Can a reviewer who doesn't know you, but has experience teaching in your content area, clearly follow your explanation of ways in which you gave and received feedback from students?
- The sixth bullet states: ***Your feedback supports student learning.*** Look over your Strand B to be sure that you provide examples of communication with students that enhances their learning and understanding. In particular, review Section II.D for both Student X and Student Y. Will a reviewer be able to gather evidence that you have communicated with students in ways that help them understand their learning?

For Level III, you will need to go beyond Level II criteria in the following ways.

- The fourth bullet states: ***Students receive feedback from multiple sources and are helped to make decisions about what to do in response to that varied feedback.*** While Level III teachers provide feedback to students, they are not the only source of feedback. Have you provided evidence that students have received feedback from other students, their parents, and/or other professionals? How do your students use the feedback from you and others to improve their performance? You might want to provide specific examples of how Students X and Y have integrated feedback from others in the samples of their work.

If you are unclear about the answers to any of these questions, you may want to get another teacher who knows the content to review your Strand B for you. Keep in mind that the competencies where you are told to improve are suggestions only. Those suggestions do not mean that you “passed” the other competencies for the strand. When you resubmit, it is possible to correct problems in Strand B related to Competency 3 and introduce new problems related to Competencies 4, 6, and 7. So when you resubmit, you need to go through all the instructions for Strand B again, ensuring that you have thoroughly responded to the prompts and adequately demonstrated your communication with students; your comprehension and application of the principles of student growth, development and learning; management of the educational setting; and recognition of student diversity.