



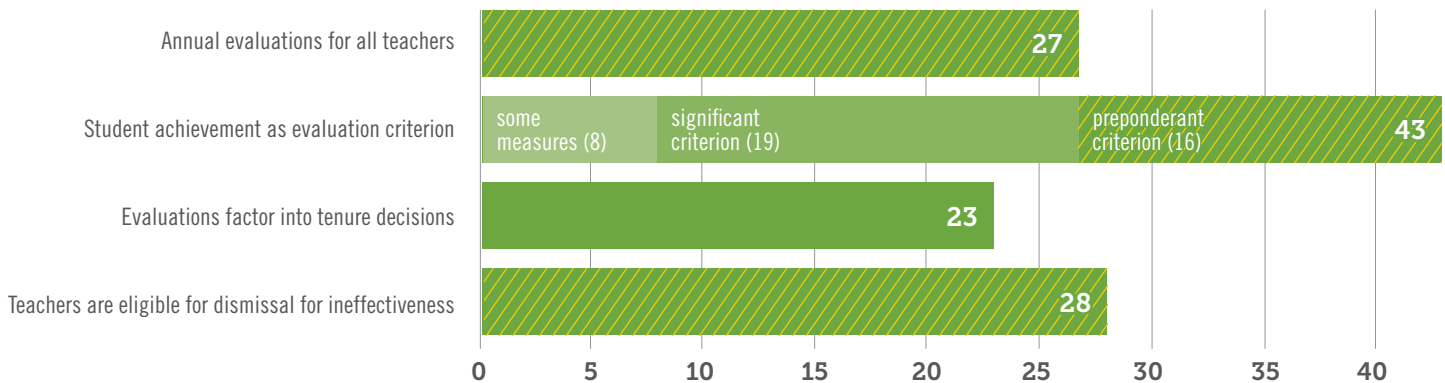
# TEACHER EVALUATION POLICY IN NEW MEXICO:

Where is New Mexico in implementing teacher effectiveness policies?

## THE NATIONAL PICTURE

### STATE TEACHER EVALUATION POLICIES (2015)

NEW MEXICO



## NEW MEXICO'S IMPLEMENTATION TIMELINE



## NEW MEXICO'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	State criteria or framework for district-designed evaluation system.
Use of achievement data/student growth in teacher evaluations	Evaluation plans must include measures of student achievement growth worth fifty percent. For teachers with a standards-based assessment, the growth component must be comprised of the standard-based assessment (thirty-five percent) and additional department-approved assessments (fifteen percent).
Observations	Classroom observations are required.
Tenure Policy	Teachers in New Mexico are awarded tenure automatically after a three-year probationary period.
Dismissal Policy	If, after a ninety-day remediation period a teacher rated minimally effective or ineffective has not made progress, the teacher is eligible for dismissal.

## DOES NEW MEXICO CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



New Mexico has made important strides in developing high-quality evaluations of teacher effectiveness grounded in student growth and achievement and has articulated some important teacher policies linked to new teacher evaluations. But more can be done to “connect the dots” — ensuring that evaluation results are used to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

For more information about New Mexico and other states’ teacher effectiveness policies, NCTQ’s *2015 New Mexico State Teacher Policy Yearbook* is immediately available for free download at: [www.nctq.org/statepolicy](http://www.nctq.org/statepolicy)