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**MEMORANDUM**

**TO:** District Superintendents and Charter Leaders  
**FROM:** Matthew Montano, Director Educator Quality  
**RE:** Update to NMTEACH Evaluation Plan

Based upon feedback from educators and beginning with the current school year, the New Mexico Public Education Department (PED) is updating the NMTEACH summative evaluation in order to simplify the system and establish better clarity. This streamlined approach will eliminate the need for groups, levels, and tags, as well as align district plans. Instead, we will have three simple “steps” (see below).

With this update, only individual student achievement will be included in a teacher’s student achievement measure of the NMTEACH summative report. A group measure will no longer be an option for an individual teacher’s evaluation.

Additionally, only SBA/PARCC, EoCs, and DIBELS/IDEL will comprise measures of student achievement for purposes of calculating value-added scores (VAS).

	Student Achievement	Classroom Observation Creating an Environment for Learning and Teaching for Learning	Planning and Preparation and Professionalism	Teacher Attendance and/or Surveys
<b>Step 1:</b> Teachers who have no student achievement data in the last 3 years	0%	50%	40%	10%
<b>Step 2:</b> Teachers with 1-2 years of student achievement data (STAM) who teach courses related to STAM	25%	40%	25%	10%
<b>Step 3:</b> Teachers with 3 years of student achievement data who teach courses related to STAM	50%	25%	15%	10%

In order to obtain the most up-to-date data for all teachers for the 2015-2016 school years and all subsequent years, NMTEACH summative reports will be available to districts in the Fall semester following that most recent school year. This will enable teachers to have the most recent student achievement data, along with their recent qualitative data as part of their summative report.

The PED will provide training on the updates throughout the spring and summer to ensure all district administrators and charter school directors are equipped to share the information with their teachers.