



NMTEACH 2014-2017 Educator Effectiveness Plan

Final Approval

ALBUQUERQUE

Group A Teachers

Group A Teachers are teachers who teach grades and/or subjects that can be meaningfully linked to the SBA.

This includes, but is not limited to, the following teachers:

- Grades 3–5
- Grades 6–8, 10–11 for Language Arts/Math*
- Grades 7, 9, 10, and 11 for Science
- Special Education teacher in the grades and subjects above (Teachers of students with severe and profound disabilities are exempt from this group.)

	Elementary	%	Middle School	%	High School	%
Student Achievement	SBA	50	SBA	50	SBA	50
Observation	Domain 2&3	25	Domain 2&3	25	Domain 2&3	25
Obs. Option	Option 2		Option 2		Option 2	
Multiple	Domain 1&4	15	Domain 1&4	15	Domain 1&4	15
Measure	Teach Att	10	Teach Att	10	Teach Att	10

Group B Teachers

Group B Teachers are teachers who teach in subjects and grades that cannot be meaningfully linked to the SBA.

This includes, but is not limited to, the following teachers:

- Grades 3–5 for non-tested subject (CTE, Art, Music, etc.)
- Grades 6–8 for Social Studies
- Grades 6, 8, 9, and 12 for Science
- Grades 9 and 12 for Language Arts/Math

	Elementary	%	Middle School	%	High School	%
Student Achievement	EOC	50	EOC	50	EOC	50
Observation	Domain 2&3	25	Domain 2&3	25	Domain 2&3	25
Obs. Option	Option 2		Option 2		Option 2	
Multiple	Domain 1&4	15	Domain 1&4	15	Domain 1&4	15
Measure	Teach Att	10	Teach Att	10	Teach Att	10

Group C Teachers

Group C Teachers are teachers that teach Grades K, 1, and 2

	Elementary	%
Student Achievement	DIBELS	50
Observation	Domain 2&3	25
Obs. Option	Option 2	
Multiple	Domain 1&4	15
Measure	Teach Att	10

Abbreviations

EOC	End of Course
SBA	Standards Based Assessment
Teach Att	Teacher Attendance

Definitions

Abbreviation	Definition
A - Elem	Group A teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS
A - High	Group A teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
A - Middle	Group A teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
B - Elem	Group B teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is NOT taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
B - High	Group B teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is NOT taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
B - Middle	Group B teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is NOT taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS
C	Group C teachers are comprised of teachers who teach students in kindergarten through second grade.
DIBELS	Dynamic Indicators of Basic Early Literacy Skills (DIBELS) is an assessment system designed to measure K-6 grade student acquisition of early literacy skills. The composite scores for kindergarten through second grade at the three benchmarking periods (beginning of year, middle of year, and end of year) are used to determine the grade level VAS (GLV) for Group C teachers.
Domain 1&4	These are the domains of the NMTEACH Observation Rubric that specifically apply to Professional Responsibilities. Individual teacher scores for these domains are due twice a year: between 12/15 and 12/19, depending on when the school closes for winter break; and, April 15th.
Domain 2&3	These are the domains of the NMTEACH Observation Rubric that specifically apply to classroom practice and school leader observations. Formal observations must be conducted 2-3 times per year for most teachers (Highly Effective and Exemplary teachers as described in the 5/8/14 NMTEACH Business Rule Updates memo need be observed 1/yr). If the district plan calls for 3 observations, the due dates are: November 1, January 20; and, April 15th. If the district plan calls for 2 observations, the due dates are: between 12/15 and 12/19, depending on when the school closes for winter break; and, April 15th.
EOC	End of Course Exams – These are intended to replace final exams. The district is responsible for providing approved EoCs. Districts and charters must select a fallback aggregate measure in the case a teacher does not administer PED-approved EoCs. Available fallback aggregate measures include: CLV, GLV, and the following based on school grades: School-level VAM, Q1 or Q3 growth component of the School Grade.
Option 2	2 observations conducted: one each by two separate school administrators (approved).
SBA	This means that teachers earn points based on the Value Added Model that is calculated using the SBA (as related to any given course code) and will be assigned to the teacher directly based upon the student roster. E.g. A 5th grade teacher may earn VAS points based on his or her students' performance on the 5th grade math and reading SBA.