

## NEW MEXICO EARNS “C” FOR TEACHER EFFECTIVENESS POLICIES

### *New Report from NCTQ Finds New Mexico Has Made Considerable Progress, but Still Could Do More to Support Effective Teaching*

December 8, 2015 (Washington, DC) — The National Council on Teacher Quality today released its ninth annual *State Teacher Policy Yearbook*, which includes a 360-degree analysis of every state law, rule and regulation that shapes the effectiveness of the teaching profession in New Mexico.

<b>Yearbook Goal Areas</b>	<b>New Mexico's 2015 Grades</b>
Area 1: Delivering Well-Prepared Teachers	D+
Area 2: Expanding the Teacher Pool	D
Area 3: Identifying Effective Teachers	C
Area 4: Retaining Effective Teachers	C+
Area 5: Dismissing Ineffective Teachers	C
Average Overall Grade	C

New Mexico received an overall grade of a C, up from a D+ in 2013, despite the fact that NCTQ raised expectations in several key policy areas, including aligning teacher licensing with the requirements of states' college- and career-readiness standards. New Mexico's grade increase is the most progress made by any state this year. The average grade for 2015 across all 50 states and the District of Columbia is a C-.

NCTQ Senior Vice President for State and District Policy Sandi Jacobs said, "On the whole, the glass is really starting to look half full on states' efforts to drive teacher effectiveness through smarter policy. New Mexico has taken some important steps forward, but, like most states, has more work to do."

### **Key Yearbook Findings**

#### **While some teacher licensing requirements are becoming more in step with teacher effectiveness, New Mexico can do more:**

- *Admission requirements.* New Mexico does not require that teacher preparation programs limit admission to candidates with strong academic records. The state has no requirements for candidates to demonstrate academic proficiency, such as a minimum GPA or test requirement.
- *Elementary teacher preparation.* New Mexico's content tests for elementary school licensure do not provide separate passing scores for each subject, making it difficult to ensure teachers know all of the core content they will teach.
- *Science of reading.* However, New Mexico is one of 18 states that administer an adequate test to ensure elementary teachers' knowledge of effective reading instruction.

#### **New Mexico requires evaluations of teacher effectiveness and performance informs some policy and practice:**

- *Teacher evaluation.* New Mexico is one of 28 states that require annual evaluations for all teachers and is also one of 35 states that require student achievement/growth to be an important criterion in evaluating teacher effectiveness.

- *Tying performance to tenure.* New Mexico is one of 26 states where tenure is earned virtually automatically and evidence of teacher performance is not considered in tenure decisions.
- *Use of evaluations for improving practice.* New Mexico requires that all teachers receive feedback on their evaluations, requires professional development to be informed by evaluation findings and mandates improvement plans for teachers with the lowest evaluation ratings.
- *Dismissing ineffective teachers.* Twenty-eight states, including New Mexico, articulate that classroom ineffectiveness is grounds for a teacher's dismissal.

**New Mexico also has work to do on policies aimed at recruiting and retaining the best teachers in the profession:**

- *Support for performance pay.* New Mexico does not support performance pay statewide, although it does have a pilot program and provides differential pay for teachers in high-need schools and shortage subject areas.
- *Alternate routes.* Although the state has made some improvements, alternative pathways to certification are in need of significant improvement in New Mexico.

**New Mexico has significant room for improvement on several other critical policy fronts:**

- *Secondary teacher preparation.* New Mexico should require that all secondary teachers, including general science and social studies teachers, pass a content test in every subject they are licensed or have an endorsement to teach.
- *Special education teachers.* New Mexico offers only a K-12 special education license, which wrongly presumes special education teachers do not need to master grade and subject specific content knowledge.
- *Prohibiting "last in, first out" policies.* New Mexico does not require districts to consider teacher performance in making layoff decisions.

The *2015 New Mexico State Teacher Policy Yearbook* is immediately available for free download [here](#). The website also provides searchable access to the entire *Yearbook* dataset, including topical pages with up-to-date data on state teacher policy, a [customized search tool](#) and user-friendly options for generating graphic results that can be exported and shared.

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The National Council on Teacher Quality is a nonpartisan research and policy group committed to modernizing the teaching profession based on the belief that all children deserve effective teachers. We recognize that it is not teachers who bear responsibility for their profession's many challenges, but the institutions with the greatest authority and influence over teachers. To that end we work to achieve fundamental changes in the policy and practices of teacher preparation programs, school districts, state governments, and teachers unions. Our [Board of Directors](#) and [Advisory Board](#) come from a broad range of backgrounds and perspectives, and they all believe that policy changes are overdue in the recruitment and retention of teachers. More information about NCTQ can be found on our website, [www.nctq.org](http://www.nctq.org).

	Overall State Grade 2015	Overall State Grade 2013	Overall State Grade 2011	Overall State Grade 2009
Florida	B+	B+	B	C
Indiana	B	B-	C+	D
Louisiana	B	B	C-	C-
New York	B	B-	C	D+
Tennessee	B	B	B-	C-
Arkansas	B-	B-	C	C-
Connecticut	B-	B-	C-	D+
Delaware	B-	C+	C	D
Georgia	B-	B-	C	C-
Massachusetts	B-	B-	C	D+
Ohio	B-	B-	C+	D+
Oklahoma	B-	B-	B-	D+
Rhode Island	B-	B	B-	D
Illinois	C+	C+	C	D+
Michigan	C+	B-	C+	D-
New Jersey	C+	B-	D+	D+
Utah	C+	C	C-	D
Virginia	C+	C+	D+	D+
Colorado	C	C+	C	D+
Kentucky	C	C	D+	D+
Mississippi	C	C	D+	D+
New Mexico	C	D+	D+	D+
South Carolina	C	C-	C-	C-
Arizona	C-	C-	D+	D+
Idaho	C-	D+	D+	D-
Maine	C-	C-	D-	F
Minnesota	C-	C-	C-	D-
Missouri	C-	C-	D	D
Nevada	C-	C-	C-	D-
North Carolina	C-	C	D+	D+
Pennsylvania	C-	C-	D+	D
Texas	C-	C-	C-	C-
Washington	C-	C-	C-	D+
West Virginia	C-	C-	D+	D+
Alabama	D+	C-	C-	C-
District of Columbia	D+	D+	D	D-
Hawaii	D+	D+	D-	D-
Kansas	D+	D	D	D-
Maryland	D+	D+	D+	D
California	D	D+	D+	D+
Iowa	D	D	D	D
Nebraska	D	D-	D-	D-
New Hampshire	D	D	D-	D-
North Dakota	D	D	D	D-
Oregon	D	D	D-	D-
Wisconsin	D	D+	D	D
Wyoming	D	D	D	D-
Alaska	D-	D	D	D
South Dakota	D-	D-	D	D
Vermont	D-	D-	D-	F
Montana	F	F	F	F