



NEW MEXICO'S NEW EVALUATION RULES ARE DEVELOPED BY TEACHERS, FOR TEACHERS

OUR IMPACT

At a time when many states are struggling to implement evaluation systems that work for teachers and students, Teach Plus teachers in New Mexico focused on developing a sustainable, long-term solution to evaluation that their peers support. The new teacher evaluation system in New Mexico reflects the aspirations of classroom teachers across the state.

HOW WE GOT THERE

In October 2016, **Teach Plus launched its inaugural New Mexico cohort of 15 Fellows representing urban, rural, and Native American communities in the state.** The Fellows focused on evaluation as a key issue. The old policy had come under intense scrutiny from teachers across the state who believed that it didn't reflect the true nature of their contribution to their students' learning.

In November and December, the Fellows **polled over 1,000 teachers** statewide on how they would like to see the policy changed. Armed with the findings, they traveled in February to the state capitol in Santa Fe to present their well-informed recommendations to Secretary of Education Hanna Skandera and her staff, and to testify in front of the House Education Committee.

When the legislature proved unable to advance a new policy, the Fellows were not dissuaded. They worked with Secretary Skandera to move the necessary changes forward. On April 2, 2017, Fellows **Natasha Mackey, Hope Morales, and Lauren Morrison** announced changes to the evaluation system at a press conference together with New Mexico Governor Susana Martinez and Secretary Skandera. The media, including the *Associated Press*, the *U.S. News & World Report*, the *Albuquerque Journal*, and the *Santa Fe New Mexican*, covered the news extensively.

New Mexico's new evaluation system is more balanced, with student growth accounting for 35 percent and principal observation for 40 percent. The teachers also requested that the new rule remain in place for five years in order to give it a chance to succeed. According to Governor Martinez: *"Our teachers have spoken, and we've listened."*



"The compromises reached, recommended and adopted will serve teachers and, more importantly, students well."

— The Albuquerque Journal Editorial Board in its endorsement of the new system.

“As a teacher, I understand that accountability is necessary in education, but also that teachers need to feel that the system is equitable for all regardless of their years of teaching experience or years in their field.”

— Roswell teacher **Natasha Mackey** speaking at the press conference.



1,080

teachers across New Mexico polled on their views on evaluation.

58

meetings with legislators.

45

stories in the media.

76M

people reached through press coverage nationwide.

“We wanted to create a system that held teachers accountable, because our students deserve that and a system that was balanced, accurate, and used as a tool to support educators, because our teachers deserve that.”

— Roswell teacher **Hope Morales** speaking at the press conference.

