

**2-15-10**

**Descriptor (a)(1):**

**Describe, for each LEA in the State, the systems used to evaluate the performance of teachers and the use of results from those systems in decisions regarding teacher development, compensation, promotion, retention, and removal.**

The Professional Development Dossier is a tool within the New Mexico evaluation system that allows teachers to move from one level to the next. This tool is used to make licensure decisions that in turn, helps school leaders make decisions regarding teacher professional development, compensation, promotion, retention and removal.

Please click on the link below to view the Professional Development Dossier

<http://teachnm.org/programs/professional-development-dossier.html>

The 3-Tiered Licensure Teacher Annual Performance Evaluation System provides a differentiated approach to teacher performance evaluation in compliance with the requirements for each level of licensure: Level I Provisional Teacher, Level II Professional Teacher, and Level III-A Master Teacher. The teacher performance evaluation instrument includes the same nine standards for each licensure level. The competency indicators describe, in terms of observable or measurable teacher and student behaviors for each licensure level, the demonstrable evidence required for "Meets Expectations" for the competency. The teacher performance evaluation procedures and the Professional Development Plan (PDP) procedures are also differentiated for each of the three licensure levels.

Please click on the link below to access guidance documents for New Mexico's teacher evaluation system.

<http://teachnm.org/programs/3-tiered-licensure-system.html>