**Measure 1: Completer Effectiveness and Impact on P-12 Learning and Development**

The NMTeach framework and final effectiveness score is based on multiple measures, and teachers are categorized as Ineffective, Minimally Effective, Effective, Highly Effective, or Exemplary based on the following sources of data:

* Student and parent surveys about teacher effectiveness
* Trained observers scores of NMTEACH domains based on classroom observations, done two to three times per year, and discussed with the teacher to identify what went well and what needs improvement
* Planning, preparation, and professionalism scores on NMTEACH rubrics
* Student achievement data (standardized state tests) that is analyzed using a value-added model
* Teacher attendance

The following table presents initial teacher program effectiveness ratings provided by the New Mexico Public Education Department for the corresponding cohorts:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Program** | **Academic Year of TEP Completion** | **Effectiveness Rating Frequency** | | | | | **Total** |
| **Ineffective** | **Minimally Effective** | **Effective** | **Highly Effective** | **Exemplary** |
| **Early Childhood** | 14-15 AY | 0% | 50% | 40% | 10% | 0% | 100% |
| 15-16 AY | 0% | 50% | 0% | 25% | 25% | 100% |
| 16-17 AY | 0% | 40% | 60% | 0% | 0% | 100% |
| **Elementary** | 14-15 AY | 5% | 34% | 37% | 20% | 5% | 100% |
| 15-16 AY | 0% | 43% | 43% | 14% | 0% | 100% |
| 16-17 AY | 6% | 50% | 25% | 19% | 0% | 100% |
| **Secondary** | 14-15 AY | 0% | 33% | 33% | 33% | 0% | 100% |
| 15-16 AY | 0% | 17% | 33% | 33% | 17% | 100% |
| 16-17 AY | 0% | 39% | 46% | 15% | 0% | 100% |
| **Special Education** | 14-15 AY | 0% | 29% | 57% | 14% | 0% | 100% |
| 15-16 AY | 0% | 20% | 80% | 0% | 0% | 100% |
| 16-17 AY | 0% | 50% | 30% | 20% | 0% | 100% |
| **Other TPPs** | 14-15 AY | 0% | 43% | 57% | 0% | 0% | 100% |
| 15-16 AY | 11% | 11% | 67% | 0% | 11% | 100% |
| 16-17 AY | 13% | 50% | 37% | 0% | 0% | 100% |

The table below shows the portion of our completers working in schools that had the designated percentage of free or reduced price lunch eligible students or those classified as minorities.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Percentage of Population in School** | | | | |
| **0-24%** | **25-49%** | **50-74%** | **75-100%** | **Total** |
| Free/Reduced Lunch Eligible Students in School | 3% | 13% | 19% | 64% | 100% |
| Minority Students in School | 0% | 8% | 24% | 68% | 100% |