



12. Continue to refine the current **Teacher Evaluation System and Three Tiered Licensure System** to ensure continuing rigor and fairness. Evaluations must be carried out by trained and qualified personnel using multiple measures to assess teacher effectiveness including the teacher's impact on student learning growth. The Three Tiered Licensure System needs to be sustained and funded including support for new teachers through an effective, funded, locally designed mentor program.
  
13. Establish an **Independent Professional Practices and Standards Board** to determine professional standards for teachers and other education professionals, processes and procedures for teaching quality and practice, ethics standards and final licensure decisions.



*Great Public Schools Begin With Us!*

## National Education Association New Mexico

- *Putting Kids First*
- *Promoting Professional Excellence*
- *Improving the Well-Being of School Employees*

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NEA-New Mexico

## Our Plan for Success



- *Putting Kids First*
- *Promoting Professional Excellence*
- *Improving the Well-Being of School Employees*

NEA-New Mexico is working to keep the needs of our students at the forefront while promoting professional excellence.

## To this end, we believe we must:

1. **Hold clear, high expectations for all students** while providing interventions and support, such as K-3 Plus, extended day (before and/or after school programs) extended school year, multi-age classes, counseling, and other programs for students who are not meeting appropriate competencies.
2. **Support the classroom** by providing a team of professionals and programs to meet the needs of the whole child, including art, music, physical education, career- readiness, vocational, physical and emotional well-being.
3. **Provide quality early learning opportunities**, especially for students in need of early interventions and support.
4. **Maintain the current class size** and student load requirements for public schools.



5. **Use multiple measures**, including standardized test scores, student work, short cycle assessments, and other performance assessments, **to measure student growth**. Ensure that this data is available to teachers, students and parents in a timely manner so it can be used to make instructional decisions, including interventions and support programs.
6. **Increase the high school graduation rate** by providing interventions for students at-risk of dropping out, based on measures such as attendance, grades, course taking patterns, discipline referrals and credits earned. Utilize programs such as "Carve Your Path" to track student progress towards graduation. Provide options such as on-line courses, distance learning, Advanced Placement, concurrent enrollment, early graduation options, project-based learning opportunities, flexible scheduling, and mentoring by community members.
7. **Increase career education and workforce readiness programs** to help students see the connection between school and careers and to ensure they have the skills needed to succeed.



8. Provide structures and systems to **ensure a safe and healthy learning environment**. This includes bullying prevention policies that include cyber-bullying, fair and equitable student discipline procedures, trained school safety personnel, school nurses, nutritious meals, regular physical education and unstructured recess time.
9. **Increase opportunities for parents to be engaged** in and informed about their child's education from pre-school through high school graduation. Schools should be welcoming, inviting settings that provide parent resources and support services.
10. **Provide meaningful professional development** to help teachers improve their practice, meet individual student needs, and provide guidance in multi-cultural awareness and sensitivity.
11. **Provide time for teachers to meet during the work day to examine student data**, plan interventions for students in need of additional support, including regular education students, English Language Learners and special needs students. Teachers must have time for planning lessons and assessing student work. Teachers should work collaboratively to help all students achieve their potential in an environment of high expectations and collaboration.

