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AN ACT
RELATING TO SCHOOL PERSONNEL; ADDING THE USE OF CERTAIN
PROFESSIONAL DEVELOPMENT FOR TEACHERS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

Section 1. Section 22-10A-19 NMSA 1978 (being Laws
2003, Chapter 153, Section 50) is amended to read:

"22-10A-19. TEACHERS AND SCHOOL PRINCIPALS--
ACCOUNTABILITY--EVALUATIONS--PROFESSIONAL DEVELOPMENT--PEER
INTERVENTION--MENTORING.--

A. The department shall adopt criteria and minimum
highly objective uniform statewide standards of evaluation
for the annual performance evaluation of licensed school
employees. The professional development plan for teachers
shall include documentation on how a teacher who receives
professional development that has been required or offered by
the state or a school district or charter school incorporates
the results of that professional development in the
classroom.

B. The local superintendent shall adopt policies,
guidelines and procedures for the performance evaluation
process. Evaluation by other school employees shall be one
component of the evaluation tool for school administrators.

C. As part of the highly objective uniform
statewide standard of evaluation for teachers, the school

1 principal shall observe each teacher's classroom practice to
2 determine the teacher's ability to demonstrate state-adopted
3 competencies.

4 D. At the beginning of each school year, teachers
5 and school principals shall devise professional development
6 plans for the coming year, and performance evaluations shall
7 be based in part on how well the professional development
8 plan was carried out.

9 E. If a level two or three-A teacher's performance
10 evaluation indicates less than satisfactory performance and
11 competency, the school principal may require the teacher to
12 undergo peer intervention, including mentoring, for a period
13 the school principal deems necessary. If the teacher is
14 unable to demonstrate satisfactory performance and competency
15 by the end of the period, the peer interveners may recommend
16 termination of the teacher.

17 F. At least every two years, school principals
18 shall attend a training program approved by the department to
19 improve their evaluation, administrative and instructional
20 leadership skills."

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