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MARIANA D. PADILLA  
SECRETARY OF PUBLIC EDUCATION

MICHELLE LUJAN GRISHAM  
GOVERNOR

April 17, 2025

**MEMORANDUM**

**TO:** All Site Administrators and Evaluators

**FROM:** Amanda DeBell, Deputy Secretary of Teaching, Learning, and Innovation

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**RE:** Completion of Elevate NM and Excel NM Evaluations by May 15, 2025

As part of our ongoing commitment to ensuring that every student in New Mexico has access to high-quality teaching and strong leadership, we are providing this reminder regarding the **completion due date for educator evaluations** under Elevate NM and Excel NM.

All evaluators need to complete **educator evaluations** with ratings for all elements and the Professional Development Plan (PDP) no later than **May 15, 2025**. Timely submission is essential to maintaining compliance with both state and federal reporting requirements.

**Elevate NM – Teacher Evaluations**

- **All 19 elements** within the four domains of the adapted Danielson Framework must be rated for each educator. [6.69.4.10\(C,D\) NMAC](#)
- **Professional Development Plans (PDPs)** must be reviewed and rated for all teachers. The PDP review aligns with state regulations: [NMSA 22-10A-19\(D\)](#) / [6.69.4.10\(B\) NMAC](#).  
While only **14 elements** from **domains 2, 3, and 4** will be used to meet federal reporting requirements, all 19 elements must be rated for a complete and meaningful evaluation for LEAs and NMPED to ascertain teacher strengths and areas of growth, inform instructional approaches, and drive professional development needs.

Completion of Elevate NM and Excel NM Evaluations by May 15, 2025

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## Excel NM – Site Administrator Evaluations

- Evaluators must observe **all 18 elements** and rate the **5 Essential Practices of Leadership** for **site administrators and assistant site administrators**.
- **PDPs for site administrators** must also be reviewed and rated as part of the evaluation process ([6.69.7.8\(A\) NMAC](#)).

## Federal Reporting Requirement

In compliance with federal guidelines, **NMPED is required to report and publicly post the percentage of ineffective teachers by school and school district**. This data will be included on the state's website and used to ensure accountability and support efforts to improve educator effectiveness statewide. Accurate and timely evaluations are essential for meeting this requirement and providing a transparent representation of educator performance.

## Next Steps & Support

We encourage all evaluators to review the **Elevate NM and Excel NM frameworks** to ensure compliance and accuracy in ratings. (LEA Leaders may confirm that all 19 Elevate NM Elements and five Excel NM Essential Practices have been rated by viewing data reports available in Canvas. We invite you to visit [our dedicated Canvas information site "Elevate NM & Excel NM Data, Reports & Canvas Analytics"](#) to learn more.) Your thorough and timely completion of these evaluations by May 15, 2025, will help provide meaningful feedback to educators and ensure that students receive high-quality instruction.

If you have any questions or need further guidance, please contact the [Educator Growth and Development Bureau](#) or visit the [Educator Evaluation – New Mexico Public Education Department](#) website for additional resources.

Thank you for your dedication to supporting our educators and students across the state.

cc: Mariana D. Padilla, Secretary of Public Education  
Candice Flint, Ed. D., Division Director of Educator Quality  
Birgit Maurer, Director of Educator Growth and Development