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SECRETARY DESIGNATE OF PUBLIC EDUCATION

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GOVERNOR

February 27, 2025

MEMORANDUM

TO: Superintendents and Charter Leaders

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

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RE: Evaluation Requirements for Elevate NM and Excel NM Frameworks

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As part of our ongoing effort to ensure that every student has access to high quality teaching and strong leadership across the state, the New Mexico Public Education Department (NMPED) is providing a reminder and an update on educator evaluation programs. All evaluators need to follow the complete evaluation framework outlined in Elevate NM and Excel NM.

**Elevate NM**

When evaluating educators, it is important to rate all **19 elements** within the **four domains** of the adapted Danielson Framework. Additionally, Professional Development Plans (PDPs) need to be reviewed and rated for all teachers in Elevate NM. The evaluation is designed to give a well-rounded picture of an educator's performance and guide their professional growth.

While the state will only use the **14 elements** from **domains 2, 3, and 4** to meet federal requirements for identifying ineffective teachers ([Elevate NM and Determining Successful Teacher Evaluations](#)), all district evaluators should evaluate using all **19 elements** of Elevate NM on the summative teacher evaluation in order to effectively evaluate a teacher. Doing so provides a complete and accurate view of teacher effectiveness, which is crucial for providing meaningful feedback and supporting educators in their development.

In addition, the 19 elements and 4 domains indicate that each teacher shall have a professional development plan that is looked at as part of the overall evaluation. NMSA 22-10A-19(D)/ 6.69.4.10 (B) NMAC

### **Excel NM**

For site-administrator evaluations (principals and assistant principals), evaluators need to assess all **18 elements** in the **5 Essential Practices of Leadership** and review and rate site administrators' Professional Development Plans (PDPs) in Excel NM. These elements help ensure school leaders are continuously growing and equipped to support their staff and students. 6.69.7.8 (A) NMAC

If you have any questions, need support or need further assistance, please contact the Educator Growth and Development Quality Bureau at the New Mexico Public Education Department at [educator.growthdev@ped.nm.gov](mailto:educator.growthdev@ped.nm.gov).

Thank you for your dedication to our students and continued commitment to excellence.

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