

CUBA

Group A Teachers

Group A Teachers are teachers who teach grades and/or subjects that can be meaningfully linked to the SBA.

This includes, but is not limited to, the following teachers:
 Grades 3–5
 Grades 6–8, 10–11 for Language Arts/Math*
 Grades 7, 9, 10, and 11 for Science
 Special Education teacher in the grades and subjects above (Teachers of students with severe and profound disabilities are exempt from this group.)

	Elementary	%	Middle School	%	High School	%
Student Achievement	SBA	35	SBA	35	SBA	35
	GLV	15	Q1 Growth	15	EOC	15
Observation	Domain 2&3	25	Domain 2&3	25	Domain 2&3	25
Obs. Option	Option 2		Option 2		Option 2	
Multiple Measure	Domain 1&4	15	Domain 1&4	15	Domain 1&4	15
	Surveys	10	Surveys	10	Surveys	10

Group B Teachers

Group B Teachers are teachers who teach in subjects and grades that cannot be meaningfully linked to the SBA.

This includes, but is not limited to, the following teachers:
 Grades 3–5 for non-tested subject (CTE, Art, Music, etc.)
 Grades 6–8 for Social Studies
 Grades 6, 8, 9, and 12 for Science
 Grades 9 and 12 for Language Arts/Math

	Elementary	%	Middle School	%	High School	%
Student Achievement	GLV	35	EOC	35	EOC	35
	MAPS	15	MAPS	15	MAPS	15
Observation	Domain 2&3	25	Domain 2&3	25	Domain 2&3	25
Obs. Option	Option 2		Option 2		Option 2	
Multiple Measure	Domain 1&4	15	Domain 1&4	15	Domain 1&4	15
	Surveys	10	Surveys	10	Surveys	10

Group C Teachers

Group C Teachers are teachers that teach Grades K, 1, and 2

	Elementary	%	Abbreviations	
Student Achievement	GLV	35	EOC	End of Course
	MAPS	15	GLV	Grade Level VAM
Observation	Domain 2&3	25	MAPS	Measure of Academic Progress
Obs. Option	Option 2		Q1 Growth	Quartile 1 Growth
Multiple Measure	Domain 1&4	15	SBA	Standards Based Assessment
	Surveys	10	Surveys	Student Survey

Definitions

Abbreviation	Definition
A - Elem	Group A teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS
A - High	Group A teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
A - Middle	Group A teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
B - Elem	Group B teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is NOT taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
B - High	Group B teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is NOT taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS.
B - Middle	Group B teachers are those who teach a grade or subject in which the Standards Based Assessment (SBA) is NOT taken. The specific school level, i.e. Elementary, Middle, High, is determined by the teacher's course code assignments in STARS
C	Group C teachers are comprised of teachers who teach students in kindergarten through second grade.
Domain 1&4	These are the domains of the NMTEACH Observation Rubric that specifically apply to Professional Responsibilities. Individual teacher scores for these domains are due twice a year: between 12/15 and 12/19, depending on when the school closes for winter break; and, April 15th.
Domain 2&3	These are the domains of the NMTEACH Observation Rubric that specifically apply to classroom practice and school leader observations. Formal observations must be conducted 2-3 times per year for most teachers (Highly Effective and Exemplary teachers as described in the 5/8/14 NMTEACH Business Rule Updates memo need be observed 1/yr). If the district plan calls for 3 observations, the due dates are: November 1, January 20; and, April 15th. If the district plan calls for 2 observations, the due dates are: between 12/15 and 12/19, depending on when the school closes for winter break; and, April 15th.
EOC	End of Course Exams – These are intended to replace final exams. The district is responsible for providing approved EoCs. Districts and charters must select a fallback aggregate measure in the case a teacher does not administer PED-approved EoCs. Available fallback aggregate measures include: CLV, GLV, and the following based on school grades: School-level VAM, Q1 or Q3 growth component of the School Grade.
GLV	Grade Level VAM – Teachers will receive points based on the average VAM of all students in a particular grade level
MAPS	Interim Assessments are administered three times throughout the school year and used to evaluate if students are making progress in the grade-level reading or math standards, and are on track to perform well on the summative statewide assessment (SBA through 2014, PARCC beginning 2015). The student-level data for grades 2 through 10 in reading or math may be used as a student achievement measures (STAM). The four approved interim assessments are: <ul style="list-style-type: none"> • Discovery Education • Houghton Mifflin Harcourt, Riverside Interim Assessment • Northwest Evaluation Association (MAPS) • Renaissance Learning (STAR Reading or STAR Math)
Option 2	2 observations conducted: one each by two separate school administrators (approved).
Q1 Growth	Quartile 1 Growth measures the student achievement growth of the students who are in the bottom 25% of student test scores in your school. Q1 Growth is reflected in your School Report Card.
SBA	This means that teachers earn points based on the Value Added Model that is calculated using the SBA (as related to any given course code) and will be assigned to the teacher directly based upon the student roster. E.g. A 5th grade teacher may earn VAS points based on his or her students' performance on the 5th grade math and reading SBA.