LFC Requester:	Sunny Liu

AGENCY BILL ANALYSIS
2017 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, EMAIL ANALYSIS TO:

LFC@NMLEGIS.GOV

and

DFA@STATE.NM.US

{Include the bill no. in the email subject line, e.g., HB2, and only attach one bill analysis and related documentation per email message}

SECTION I: GENERAL INFORMATION
{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Check all that apply:

Original   X   **Amendment** _____
Correction _____ **Substitute** _____

Date 2/13/2017
Bill No: HB248

Sponsor: Rep. Christine Trujillo
Short Title: SCHOOL EMPLOYEE EVALUATION STANDARDS

Agency Code: 924
Person Writing Matt Pahl
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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY17	**FY18**		

(Parenthesis ( ) Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY17	**FY18**	**FY19**		

(Parenthesis ( ) Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY17	FY18	FY19	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

HB248 establishes language that establishes competency as the foundation for evaluating teachers. It eliminates the possibility of using objective criteria for purposes of determining effectiveness.

FISCAL IMPLICATIONS

HB248 would direct the PED to develop a new evaluation system for teachers. The costs of building and providing guidance for such a system is unknown, but will likely costs several hundred thousand dollars.

SIGNIFICANT ISSUES

HB248 disregards the outcomes of children in measuring the quality of teachers. It defines the system in NM to be limited to subjective data that is not responsive to student needs or school needs. The current system, by using student growth as a primary metric, has allowed the state to more accurately identify teacher performance level. This provides for actionable data for school leaders and districts to engage in

HB248 eliminates the ability for a statewide teacher evaluation system to use attendance as a factor. The current system leverages teacher attendance and has dramatically improved the amount of teacher/student interactions since its implementation. Over 400,000 additional teacher/student hours have occurred in the last year, and school districts have saved $3.6 million in substitute teacher expenses as well.

HB248 contradicts itself, as it provides for a "uniform" system, as well as flexibility. It is unclear what the goals of each of these terms are in the bill.

HB248 will allow for nearly all New Mexico teachers to be rated at the highest possible rating, similar to the previous model implemented in the state. In that system 99% of teachers met competency. This would replicate what much research has indicated is problematic in moving toward equitable access of economically disadvantaged and minority students.

This legislation would overturn the NMTEACH system, which has been lauded nationally as a strong system that differentiates teachers better than all other states in the country.

HB248 would hinder the efforts of NM to help districts establish greater equity for economically disadvantaged and minority students.

HB248 will replicate the adverse effects of the HOUSSE system used prior to 2013-2014. Hispanic, Native American, Economically Disadvantaged, English Learners, and students with Special Needs will be most impacted by this bill, if enacted.

PERFORMANCE IMPLICATIONS

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

TECHNICAL ISSUES

HB248 doesn't attempt to create criteria, but only eliminates criteria from being used in an evaluation system.

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

Not enacting this bill will aid students in NM to have greater knowledge and access to better teachers.

AMENDMENTS