

Educator Qualifications

- Definition:
 - Educator quality includes 3 indicators:
 - ✓ Inexperienced teachers, principals, counselors and educational assistants (counts and rates)
 - ✓ Teachers teaching with provisional credentials (counts and rates)
 - ✓ Out-of-field Teachers: Teachers not teaching in subject/field of certification/licensure (counts and rates)
 - All indicators are reported on school/district/state levels
 - All indicators are additionally aggregated to low- and high-poverty schools
 - ✓ A low poverty school is defined as a school where 25% or less students receive free or reduced lunch
 - ✓ A high poverty school is defined as a school where 75% or more students receive free or reduced lunch
- Inclusion of entities (schools and districts):
 - Schools publicly-funded through PED, including district and state charter schools, are included

Data Sources, Formula and Calculations for *school poverty level*

- STARS Reports

- The following 3rd reporting period for SY2023, otherwise referenced as “120 day”, was used:
 - ✓ FRL Student Counts by School
- Variable Names/Measures include:
 - ✓ District_Code
 - ✓ Location_ID
 - ✓ Food_Program_Participation_Code: FREE/PAID/REDUCED
 - ✓ Total_Students: total number of students in each category in school
 - ✓ TotalStudentsLoc: total number of students in school (sum of Total students in FREE, PAID and REDUCED)
- $FRL = (FREE + REDUCED\ LUNCH) / TotalStudentsLoc$
- Low-poverty schools: if $FRL \leq 25\%$
- High-poverty schools: if $FRL \geq 75\%$

Data Sources, Formula and Calculations for *Inexperienced Teachers*

- STARS Reports

- The following 3rd reporting period for SY2023, otherwise referenced as “120 day”, was used:

- ✓ [Number of Teachers by License Level for Tembo by District, Location](#)

- Variable Names/Measures include:

- ✓ District_Code
- ✓ Location_ID
- ✓ Lvl1_Loc - inexperienced teachers (Tier 1 License)
- ✓ TTL_Staff_Loc: total number of teachers in school

- Output reported

- *Inexperienced teachers COUNT*

- ✓ Teachers_Inexperienced_N: count of inexperienced teachers (Tier 1)
- ✓ Teachers_Inexperienced_low_poverty_N: count of inexperienced teachers (Tier 1) in low poverty schools
- ✓ Teachers_Inexperienced_high_poverty_N: count of inexperienced teachers (Tier 1) in high poverty schools

- *Inexperienced teachers RATES*

- ✓ $\text{Teachers_Inexperienced_Pct} = \frac{\text{Teachers_Inexperienced_N}}{\text{total count of teachers}}$
- ✓ $\text{Teachers_Inexperienced_low_poverty_Pct} = \frac{\text{Teachers_Inexperienced_low_poverty_N}}{\text{total count of teachers in low-poverty schools}}$
- ✓ $\text{Teachers_Inexperienced_high_poverty_Pct} = \frac{\text{Teachers_Inexperienced_high_poverty_N}}{\text{total count of teachers in high-poverty schools}}$

Data Sources, Formula and Calculations for *Inexperienced Principals*

- STARS Reports

- The following 3rd reporting period for SY2023, otherwise referenced as “120 day”, was used:
 - ✓ Principal Experience for Tembo by District, Location
- Variable Names/Measures include:
 - ✓ District_Code
 - ✓ Location_ID
 - ✓ Range1_1_Loc – 1 year or less experience
 - ✓ Range2_2_5_Loc – 2 to 5 years experience
 - ✓ Range3_6_10_Loc – 6 to 10 years experience
 - ✓ Range4_More10_Loc – 10 or more years experience
 - ✓ TTL_Loc: total number of teachers in school
- Inexperienced principals are defined as having 5 or less years of experience, calculated as:

Inexperienced principals = TTL_Loc - Range4_More10_Loc - Range3_6_10_Loc

- Output reported

- *Inexperienced principals COUNT*
 - ✓ Principals_Inexperienced_N: count of inexperienced principals (5 or less years of experience)
 - ✓ Principals_Inexperienced_low_poverty_N: count of inexperienced principals (5 or less years of experience) in low poverty schools
 - ✓ Principals_Inexperienced_high_poverty_N: count of inexperienced principals (5 or less years of experience) in high poverty schools
- *Inexperienced principals RATES*
 - ✓ Principals_Inexperienced_Pct =
Principals_Inexperienced_N / total count of principals
 - ✓ Principals_Inexperienced_low_poverty_Pct =
Principals_Inexperienced_low_poverty_N / total count of principals in low-poverty schools
 - ✓ Principals_Inexperienced_high_poverty_Pct =
Principals_Inexperienced_high_poverty_N / total count of principals in high-poverty schools

Data Sources, Formula and Calculations for *Inexperienced Counselors*

- STARS Reports

- The following 3rd reporting period for SY2023, otherwise referenced as “120 day”, was used:

- ✓ Number of Counselors by License Level for Tembo by District, Location

- Variable Names/Measures include:

- ✓ District_Code
- ✓ Location_ID
- ✓ Lvl1_Loc - inexperienced Counselors (Tier 1 License)
- ✓ TTL_Staff_Loc: total number of Counselors in school

- Output reported

- *Inexperienced Counselors COUNT*

- ✓ Counselors_Inexperienced_N: count of inexperienced Counselors (Tier 1)
- ✓ Counselors_Inexperienced_low_poverty_N: count of inexperienced Counselors (Tier 1) in low poverty schools
- ✓ Counselors_Inexperienced_high_poverty_N: count of inexperienced Counselors (Tier 1) in high poverty schools

- *Inexperienced Counselors RATES*

- ✓ Counselors_Inexperienced_Pct =
 $\text{Counselors_Inexperienced_N} / \text{total count of Counselors}$
- ✓ Counselors_Inexperienced_low_poverty_Pct =
 $\text{Counselors_Inexperienced_low_poverty_N} / \text{total count of Counselors in low-poverty schools}$
- ✓ Counselors_Inexperienced_high_poverty_Pct =
 $\text{Counselors_Inexperienced_high_poverty_N} / \text{total count of Counselors in high-poverty schools}$

Data Sources, Formula and Calculations for *Inexperienced Educational Assistants (EAs)*

- STARS Reports

- The following 3rd reporting period for SY2023, otherwise referenced as “120 day”, was used:

- ✓ [Number of EAs by License Level for Tembo by District, Location](#)

- Variable Names/Measures include:

- ✓ District_Code
- ✓ Location_ID
- ✓ Lvl1_Loc - inexperienced EAs (Tier 1 License)
- ✓ TTL_Staff_Loc: total number of EAs in school

- Output reported

- *Inexperienced EAs COUNT*

- ✓ EAs_Inexperienced_N: count of inexperienced EAs (Tier 1)
- ✓ EAs_Inexperienced_low_poverty_N: count of inexperienced EAs (Tier 1) in low poverty schools
- ✓ EAs_Inexperienced_high_poverty_N: count of inexperienced EAs (Tier 1) in high poverty schools

- *Inexperienced EAs RATES*

- ✓ $EAs_Inexperienced_Pct = \frac{EAs_Inexperienced_N}{\text{total count of EAs}}$
- ✓ $EAs_Inexperienced_low_poverty_Pct = \frac{EAs_Inexperienced_low_poverty_N}{\text{total count of EAs in low-poverty schools}}$
- ✓ $EAs_Inexperienced_high_poverty_Pct = \frac{EAs_Inexperienced_high_poverty_N}{\text{total count of EAs in high-poverty schools}}$

Data Sources, Formula and Calculations for *Teachers teaching with provisional credentials*

- STARS Reports

- The following 3rd reporting period for SY2023, otherwise referenced as “120 day”, were used:
 - ✓ **1) Number of Teachers Traditional for Tembo by District, Location** (for teachers with traditional certificate)
 - ✓ **2) Number of Teachers Alternate for Tembo by District, Location** (for teachers with alternate certificate)
 - ✓ **3) Licensure Bureau Approved Endorsement Waivers by District, Location, Staff** (for uncertified teachers)
- Variable Names/Measures include:
 - ✓ District_Code
 - ✓ Location_ID
 - ✓ TTL_Staff_Loc: number of teachers with traditional/alternate certificate (in STARS reports 1 and 2 respectively)
 - ✓ TTL_DistinctStaff_Loc: number of uncertified teachers (in STARS report 3)

- Output reported

- *Teachers with provisional credentials COUNT*
 - ✓ Teachers_ProvisionalCert_N: count of teachers with provisional certificate (having non-traditional certificate, i.e alternate or uncertified)
 - ✓ Teachers_ProvisionalCert_low_poverty_N: count of teachers with provisional certificate in low poverty schools
 - ✓ Teachers_ProvisionalCert_high_poverty_N : count of teachers with provisional certificate in high poverty schools
- *Teachers with provisional credentials RATES*
 - ✓ Teachers_ProvisionalCert_Pct = $\frac{\text{Teachers_ProvisionalCert_N}}{\text{total count of teachers (any certificate)}}$
 - ✓ Teachers_ProvisionalCert_low_poverty_Pct = $\frac{\text{Teachers_ProvisionalCert_low_poverty_N}}{\text{total count of teachers (any certificate) in low-poverty schools}}$
 - ✓ Teachers_ProvisionalCert_high_poverty_Pct = $\frac{\text{Teachers_ProvisionalCert_high_poverty_N}}{\text{total count of teachers (any certificate) in high-poverty schools}}$

Data Sources, Formula and Calculations for *Out-of-field Teachers*

- STARS Reports

- The following 3rd reporting period for SY2023, otherwise referenced as “120 day”, were used:

- ✓ [EDEN FS203 Teachers](#)

- Variable Names/Measures include:

- ✓ District_Code
- ✓ Location_ID
- ✓ OutOfFldStatus: indicates in-field or out-of-field for individual teacher (TCHINFLD / TCHOUTFLD)

- Output reported

- *Teachers with provisional credentials COUNT*

- ✓ Teachers_out_of_field_N: count of out-of-field teachers
- ✓ Teachers_out_of_field_low_poverty_N: count of out-of-field teachers in low poverty schools
- ✓ Teachers_out_of_field_high_poverty_N : count of out-of-field teachers in high poverty schools

- *Teachers with provisional credentials RATES*

- ✓ Teachers_out_of_field_Pct =
Teachers_out_of_field_N / total count of teachers (in+out of field)
- ✓ Teachers_out_of_field_low_poverty_Pct =
Teachers_out_of_field_low_poverty_N / total count of teachers (in+out of field) in low-poverty schools
- ✓ Teachers_out_of_field_high_poverty_Pct =
Teachers_out_of_field_high_poverty_N / total count of teachers (in+out of field) in high-poverty schools

Thank you

Please submit all questions and appeals to [New Mexico Vistas Questions and Appeals Form](#)

NM Vistas - School, LEA, and State
Data Questions and Appeal Form

