

School Improvement and the Impact of Coaching

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The Work of School Improvement



- Support the lowest-performing schools through targeted, evidence-based coaching that empowers school leaders and strengthens school communities.
- Cultivate leadership and instructional capacity at all levels—teachers, principals, and district leadership.
- Ensure schools have the structures, habits, and tools to implement sustainable improvement.
- Provide aligned funding, accountability, and technical assistance to accelerate student outcomes and long-term success

School Improvement Program Achievements

FY26 Achievements Include

- 2022-2023 – **249** Schools in Status
- 2025-2026 – **61** Schools in Status

- **188** Schools have exited ATSI, TSI, CSI, or MRI
- **75%** of schools have exited status between 2022–2023 and 2025–2026

- The recent exit of our alternative and At-Promise Schools demonstrates what is possible when **intentional coaching, targeted supports, strong leadership, and sustained effort align**—despite long-standing doubts and challenges frequently raised by school partners.

- Their success provides clear evidence that meaningful improvement can be achieved, even in the schools historically viewed as the most difficult to move.

Coaching Support and Implementation

For Teachers:

- Structured feedback cycles tied to instructional practice.
- Improved use of high-quality materials and formative assessment.
- Greater alignment within school teams.

For School Leaders:

- Increased clarity for vision, priorities, and instructional leadership.
- Support with systems including data-driven decision-making and monitoring, observation and feedback, collaboration, graduation pathways, and attendance.
- Growth in leaders' confidence and consistency



Coaching Support and Implementation

For Superintendents:

- Personal leadership growth and development through thought partnership and reflective coaching conversations.
- Support in thinking through complex district challenges, allowing leaders to problem-solve with greater clarity and confidence.
- Strengthened districtwide implementation of systems and routines, leading to more coherence and consistency across schools.

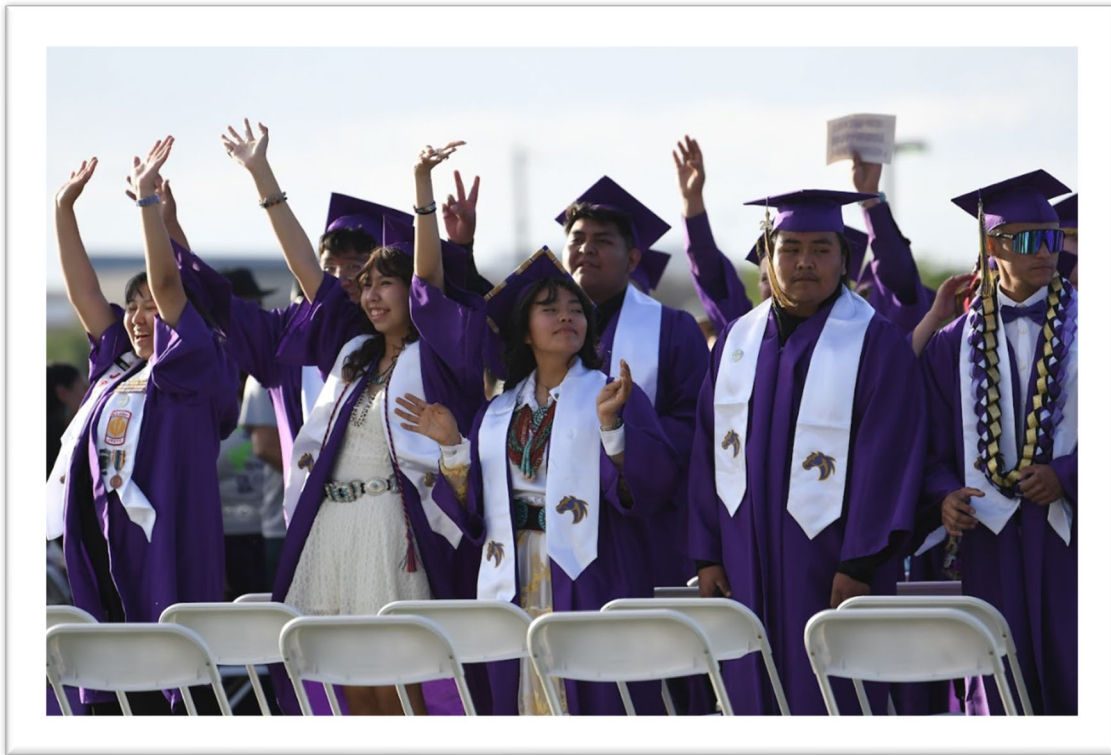
Challenges:

- Coaching varies in depth and frequency across schools and with individuals.
- Need for more role-specific, consistent, and targeted coaching plans, implementation, and statewide capacity building.
- Leader turnover impacts coaching continuity and momentum.

Outcomes & Return on Investment

Early evidence shows positive returns in:

- Stabilizing leadership
- Improved instructional practices
- Stronger data-driven cultures
- Increases in graduation rates and course completion
- Increases in attendance



Our Commitment

We are committed to:

- Delivering high-quality coaching and professional development
- Supporting leaders and teachers with actionable tools
- Leveraging funding strategically
- Ensuring every school moves toward sustained improvement
- Growing programs to ensure opportunity and access to all leaders **BUT** this will require an increase in funding

Funding School Success:

\$5M Leadership, \$4M Teacher PD, \$6M School Improvement, 1,900 Participants— there is a waitlist for participation

Coaching And Alignment With Martinez & Yazzie Plan

Coaching aligns with **Martinez & Yazzie Plan** through:

- Goal setting tied to student outcomes and educator practice
- Regular progress checks and coaching cycles
- Leader reflection and capacity-building
- Documentation of professional growth
- Systems for continuous improvement across roles

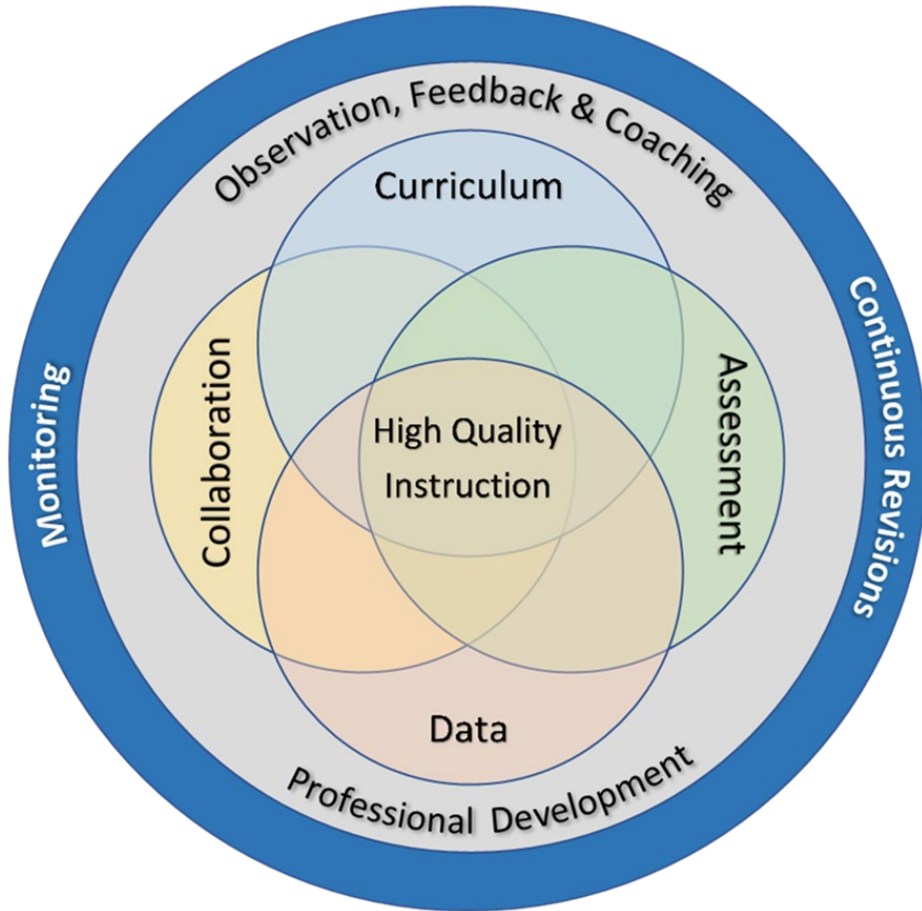


The **Martinez & Yazzie Plan** and the referenced coaching model reinforce each other to support educator excellence and student achievement.



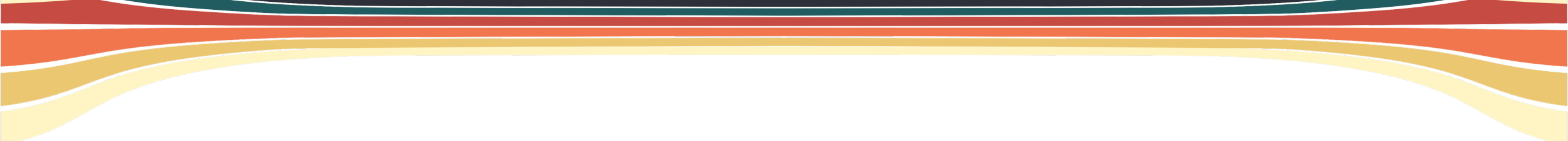
**Leading the Way:
Superintendent Elisa Begueria on Transformational
Coaching in New Mexico**

A Journey From Principal to Superintendent to Systems Architect — Developing NM Leaders Through High-Impact Executive Coaching



Centered on the Instructional Infrastructure Model and anchored in the goal of high-quality instruction for all students, PSB programs intentionally align every learning experience, from teachers to superintendents, with this framework.

Coaching is designed to support the implementation of that learning. Whether the focus is instructional coaching or personal leadership development, every coaching session concludes with a commitment to action; a small, strategic step that moves us closer to ensuring high-quality instruction for ALL students.



My Story: Leading Through Systems, People, and Coaching

Across every chapter of my work, the lesson has been the same:
When you build strong systems, empower the right people, and support them with purposeful coaching, schools transform and students thrive!

The PSB Coaching Approach: Systems, Expertise, and Transformational Support

The PSB coaching model is grounded in two complementary frameworks that strengthen both instruction and leadership across New Mexico:

1. Instructional Feedback & Coaching – Paul Bambrick-Santoyo Framework

Our instructional coaching follows the principles laid out by Paul Bambrick-Santoyo: short, focused, data-driven coaching cycles that lead to real changes in classroom practice. This approach creates clarity, consistency, and measurable improvement in teacher effectiveness and, most importantly, student learning.

2. Leadership Coaching – Rooted in ICF Competencies

Our leadership coaching is aligned with the International Coaching Federation (ICF) Core Competencies, ensuring that conversations with principals and district leaders build self-awareness, reflective practice, and the capacity to lead transformational change. Our coaches are experienced New Mexico school leaders as well as ICF-trained and certified professionals who bring both deep local knowledge and internationally recognized coaching skills.

Introducing **SUMMIT**: Scaling Coaching Through New Mexico Leaders

SUMMIT builds on the foundation established by PSB and elevates it through the expertise of three Certified ICF Coaches, including myself.

Guided by our collective learning and experience, SUMMIT is now working to train more than 30 New Mexico leaders to expand coaching capacity across the state.

This means:

- More leaders equipped with high-quality coaching skills
- More consistent systems of support for school and district administrators
- More alignment between instructional practice and leadership development
- More impact for students in every corner of New Mexico

SUMMIT is not starting from scratch—a strong system already exists, thanks to PSB.

Now, we are scaling it with purpose, clarity, and a shared vision.

The system is in place.

The coaches are ready.

Let's make it happen.



Coaching that Moves Systems: Principal Heather Summers

*Strengthening Schools and Elevating Leadership
Through High-Impact Coaching*

Impact of Principal Support on Assistant Principals' Instructional Leadership

- Ensures **consistent instructional expectations** across all classrooms.
- Strengthens **observation and feedback cycles** for teachers.
- Improves **PLC facilitation**, linking discussions to classroom practice.
- Builds **AP confidence and capacity** as instructional leaders.
- Promotes **follow-through and accountability** on instructional priorities.
- Cultivates a **unified schoolwide culture** focused on instructional excellence.

Current Practices

- Weekly content PLCs with Instructional Coach and designated administrator
- Classroom walkthroughs completed by Instructional Coach and all administrators
- Feedback provided to support instructional growth of all teachers
- Data Analysis process

Looking Ahead

- Instructional refinement (pacing, curriculum, and assessment) work sessions
- Common prep periods for more collaboration
- Continued Professional Development on Best Instructional Practices

Turning learning and practice into reality

Weekly PLCs

- Strengthens alignment of curriculum, instruction, and assessments
- Ensures consistent pacing and clarity around essential standards
- Provides structured time for analyzing student work and data
- Promotes shared instructional strategies and high-impact practices
- Increases support for differentiation and intervention planning
- Builds a collaborative culture focused on continuous improvement

Impact of Coaching with Observation & Feedback Aligned to PLC Instructional Practices

- Reinforces agreed-upon instructional strategies discussed in PLCs
- Ensures classroom practices align with team goals and essential standards
- Provides actionable, focused feedback tied directly to PLC commitments
- Strengthens teacher clarity, student engagement, and assessment practices
- Supports consistent implementation of high-impact instructional routines
- Creates a cycle of learning: PLC planning → classroom practice → coaching feedback → improved instruction

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For More Information

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