

Public Education Department Priorities

Prepared for the
Legislative Education Study Committee

Senator Bill Soules, *Chair*
Representative Andrés Romero, *Vice-Chair*

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Presentation Overview

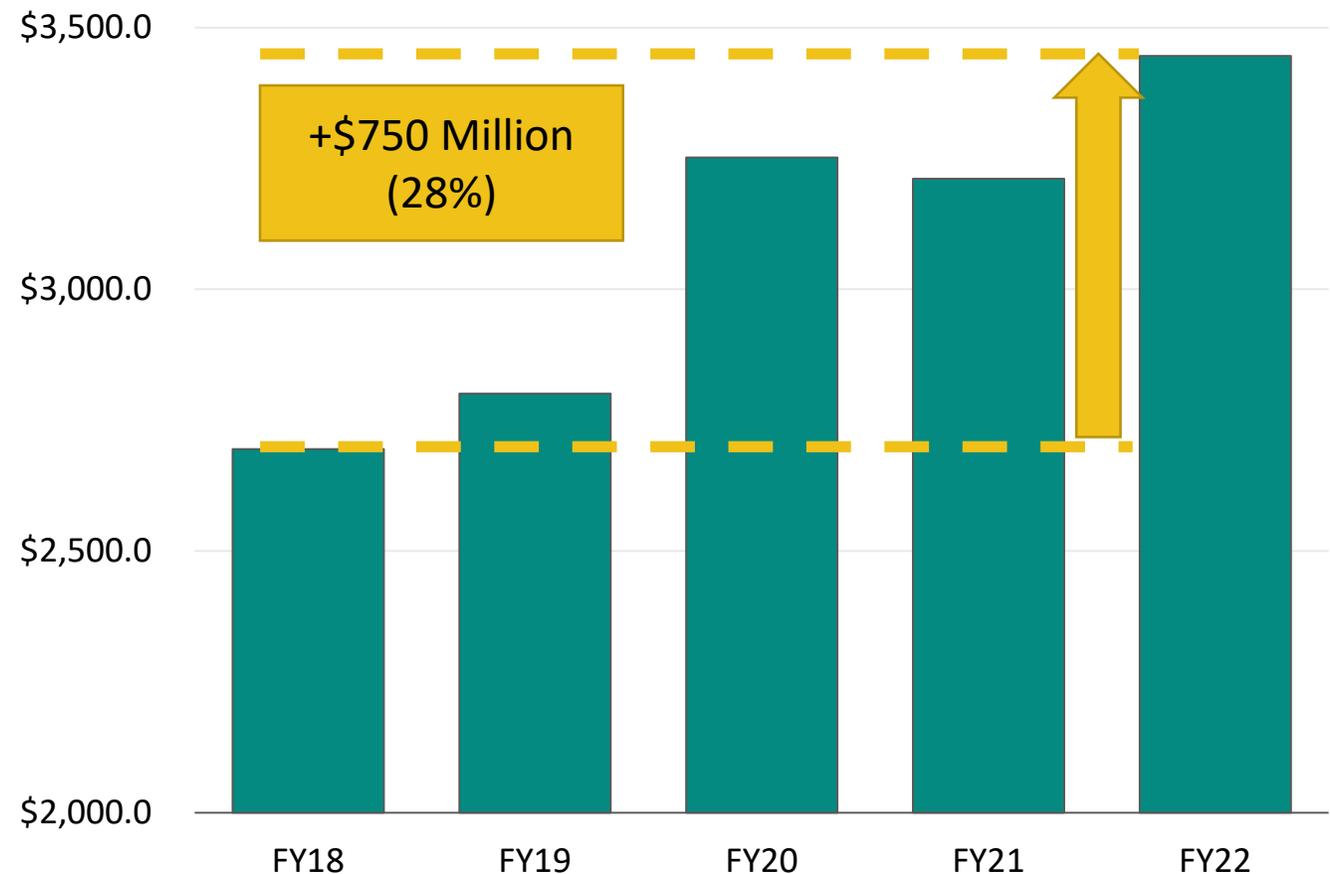
Topics

1. Thank You and First 90 Days – *Entry and Learning Plan*
2. Martinez/Yazzie Action Plan Timeline
3. Priorities Aligned with Strategic Plan
4. PED Supports for School Districts - Agency Budget Request
5. Continuous Improvement and Summary

Introductions and Thanks

- Thank you for your commitment to New Mexico's children
- In five years, you have increased funding for public education by 28%
- Notably, HB6 (2021) returned Impact Aid funding directly to school districts
- In addition to the state's investments, school districts will receive \$1.4 Billion in American Rescue Plan (ARP) Elementary and Secondary School Emergency Relief (ESSER) funds over next three years

State Funding for Public Education in New Mexico
(in millions)



Priorities for the First 90 Days

Aligned with PED Strategic Plan and Martinez/Yazzie Action Plan

Educator Ecosystem

- Meet the demand for quality staff (Fellows Program, Grow Your Own, Fill in the Gaps)
- Strengthen the PED team
- Improve communications

Profiles and Pathways

- Martinez/Yazzie Action Plan Federal ARP ESSER funds
- Graduate profiles
- Career-technical education

Whole Child

- Keep students in school
- Begin the “Year of Literacy”
- Become the fastest growing state: 1) student and staff well-being, 2) student achievement, and 3) staff salaries, benefits and working conditions

Supports and Opportunities

- Provide additional supports for language, traditions, and culture
- Close the digital divide
- Reach out and make connections

Martinez/Yazzie Action Plan Timeline

September 2021

- Draft plan shared at Government-to-Government conference.

Mid-October 2021

- Plan will be released to public (and sent directly to Legislators).
- PED will collect written public comments.

November 2021

- Public comments will be reviewed with a qualitative analysis research tool.

December 2021

- Plan will be updated based on public comments.

January 2022

- Finalized plan will be published and made publically available prior to Legislative session.

PED Longer-term Priorities – Continuous Improvement

Aligned with PED Strategic Plan and Martinez/Yazzie Plan

Educator Ecosystem

- Educator Recruitment
- Educator Compensation
- Educator Career Ladders
- Supports for Educators and School Leaders

Profiles and Pathways

- Graduate Profiles
- Graduation Requirements
- Experiential Learning (career-technical education, work-based learning, project-based learning)

Support Structures

- Data and Cybersecurity
- Research and Evaluation
- Financial Oversight and Transparency
- Strategic Outreach

Whole Child

- Early Literacy
- Reading and Mathematics
- Special Education
- Fine Arts, PE, and Extracurriculars
- Implementation of Key Acts

Supports and Opportunities

- Community Schools
- K-5 Plus and ELTP
- Closing the Digital Divide

Priorities: Educator Ecosystem

Educator Ecosystem

- Educator Recruitment
- Educator Compensation
- Educator Career Ladders
- Supports for Educators and School Leaders

- Support regionally competitive educator salaries
- Improve educator recruitment tools, including
 - Investments in Educators Rising programs statewide
 - Technical assistance for schools and districts to help the hiring process
 - Statewide recruitment portal for educators and administrators
- Increased funding to teacher and school leader professional development programs, including teacher residency programs

Regionally Competitive Salaries

State	Starting Teacher Salary
Texas	\$44,582
Utah	\$43,026
New Mexico	\$41,214
Arizona	\$39,057
Oklahoma	\$37,992
Colorado	\$35,292

Source: National Education Association, 2021

State	Average Teacher Salary
Colorado	\$57,706
Texas	\$57,090
Utah	\$54,678
New Mexico	\$54,256
Oklahoma	\$54,096
Arizona	\$50,782

Source: National Education Association, 2021

Priorities: Whole Child

Whole Child

- Early Literacy
 - Reading and Mathematics
 - Special Education
 - Fine Arts, PE, and Extracurriculars
 - Implementation of Key Acts
- Improve student literacy with the “Year of Literacy” initiative, with a special focus on early literacy
 - Support school district implementation of culturally and linguistically responsive pedagogy
 - Fully fund elementary physical education and elementary fine arts programs
 - Fully fund the implementation of
 - The Hispanic Education Act,
 - The Indian Education Act,
 - The Black Education Act, and
 - The Bilingual Multicultural Education Act

Priorities: Profiles and Pathways

Profiles and Pathways

- Graduate Profiles
- Graduation Requirements
- Experiential Learning

(career-technical education, work-based learning, project-based learning)

- Expand Next-Gen Career Technical Education programs
- Support career-oriented STEAM initiatives and professional development for STEAM educators
- Waive Advanced Placement student test fees
- Continue developing graduation pathways and requirements aligned with 21st century expectations and skills

Priorities: Supports and Opportunities

Supports and Opportunities

- Community Schools
- K-5 Plus and ELTP
- Closing the Digital Divide

- Incentivize extended learning opportunities using flexibility
- Expand funding for the tiered implementation of community schools statewide
- Ensure all students are hunger-free, well-nourished and ready to learn
- Provide every student and teacher with access to
 - A digital device
 - Home internet connectivity
 - Adequate support from IT staff

PED Agency Budget

	FY22 Appropriation	FY23 Request
PED Agency Budget	\$14.4 million	\$23.2 million
PED services funded by below-the-line appropriations, public education reform fund, or “HB2 Jr.”	\$2.2 million	\$0
TOTAL	\$16.6 million	\$23.2 million

Priority: Support Structures

Additional PED staffing is imperative for addressing the Martinez/Yazzie lawsuit and other department priorities.

Support Structures

- Data and Cybersecurity
- Research and Evaluation
- Financial Oversight and Transparency
- Strategic Outreach

Notes:

- Many of PED’s priorities are also utilizing federal and grant funding
- The agency request shifts nearly **\$2 million** in FTE currently funded from below-the-line, the public education reform fund, and “HB2 Jr.” to the department’s budget

Supports and Opportunities: Agency Funding Requests

<i>Expanded PED Capacity</i>	
School Budget Bureau and Fiscal Grants Management Bureau Capacity	\$181,143
Research and Evaluation Analysts and Investigators	\$572,998
IT and Cybersecurity Staff and Capacity	\$705,099
Memberships, Services, and Legal Fees	\$420,402
Miscellaneous Department Capacity	\$229,559
<i>Expanded Capacity to Support PED Priorities</i>	
Support for “ Educator Ecosystem ”	\$751,616
Support for “ Profiles and Pathways ”	\$88,616
Support for “ Whole Child ”	\$2,603,132
Support for “ Supports and Opportunities ”	\$1,005,264

Expanded Capacity to Support School Districts

Educator Ecosystem: Agency Funding Increases

Licensure Staff	\$293,000
Educator Mentorship Coordinators	\$200,000
Educator Preparation Programs Coordinator	\$88,616
Teacher Professional Development*	\$85,000
Principal Professional Development*	\$85,000

Profiles and Pathways: Agency Funding Increases

College and Career Readiness Coordinator for Underserved Groups	\$88,616
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*Items in **green** indicate a shift from below the line to the PED operating budget.

Supports and Opportunities: Agency Funding Increases

Social and Behavioral Health Worker Coordinator	\$100,200
Community Schools Coordinator	\$88,616
At-Risk Program Coordinators	\$425,600
K-5 Plus and Extended Learning Time Coordinator	\$88,616
Restorative Practices Coordinator	\$88,616
Attendance and Early Warning System Coordinator	\$213,616

Expanded Capacity to Support School Districts

Whole Child: Agency Funding Increases

Black Education Liaison**	\$193,800	Equity Specialist	\$102,200
Black Education Curriculum Coordinator**	\$96,200	English Language Development Coordinator	\$334,616
Black Education Professional Learning Coordinator**	\$96,200	Early Literacy and Reading Support Staff*	\$376,000
Family and Community Engagement Coordinator**	\$96,200	Indian Education Staff*	\$261,400
Racial Bullying Hotline Manager**	\$67,600	Bilingual and Multicultural Program Staff*	\$330,000
School Climate and Culture Survey	\$500,000	STEAM Program Staff*	\$54,300
District Accountability and Support Coordinator	\$88,616	*Items in green indicate a shift from below the line to the PED operating budget. **Items in purple indicate a shift from HB2 Jr. or reform fund to the PED operating budget.	

Continuous Improvement

- Our schools need just-in-time, on-site professional development, oversight, and support for full implementation of:
 - bilingual and multicultural education programs,
 - special education programs,
 - English language development programs, and
 - Attendance for Success Act strategies.
- Districts and schools need stability and more opportunities for local decisions
- Many districts lack capacity for effective IT staffing and cybersecurity
- PED needs additional capacity for:
 - Implementing the Martinez/Yazzie Action Plan,
 - Expanding the broadband infrastructure,
 - Proving assistance for districts,
 - Analyzing data and communicating, and
 - Reducing complexity and reporting requirements.
- The state needs more high-quality teachers and school leaders
- There are opportunities to partners with early childhood and higher education departments

Summary

- For the 2022 Legislative Session, propose increases in SEG and below-the-line funding to implement the administration's priorities
- To support this work, PED also proposes to increase its agency budget by \$6.6 million, including:
 - ✓ **\$4.7 million** in increased PED capacity to support solutions identified in the Martinez/Yazzie Lawsuit
 - ✓ **\$1.2 million** in shifts from below-the-line to the PED agency budget.
 - ✓ **\$735 thousand** in shifts from nonrecurring reform fund or "HB2 Jr." sources to the PED agency budget

Thank you!

Q&A

