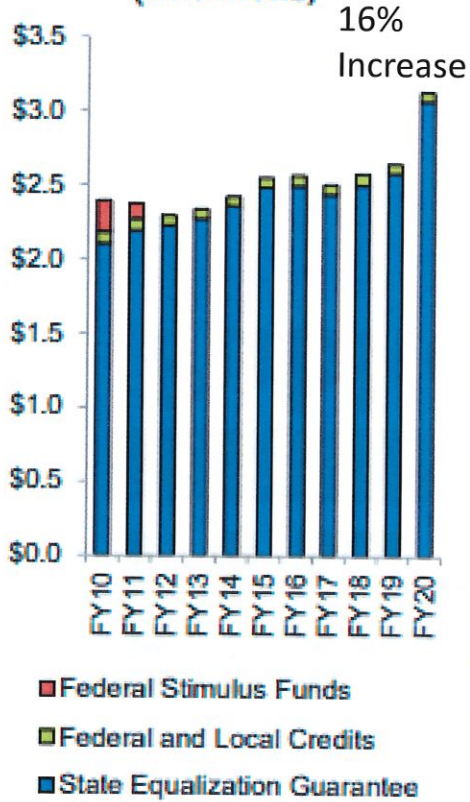


Public Education Department

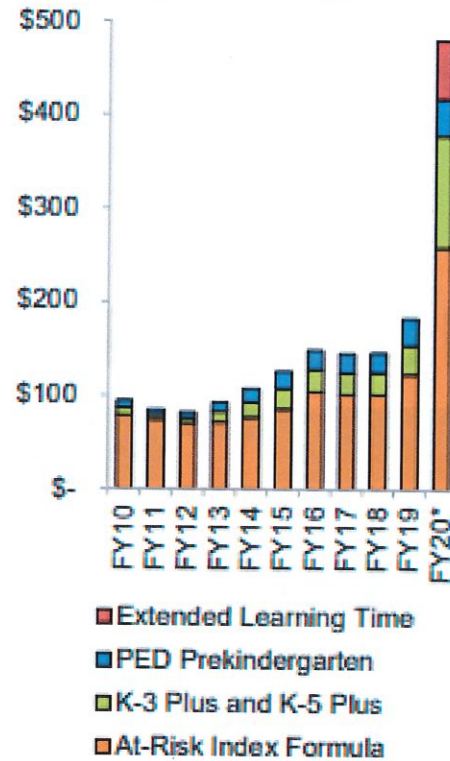
Public School Support
Preview FY21

Formula Funding for Public Schools (in billions)



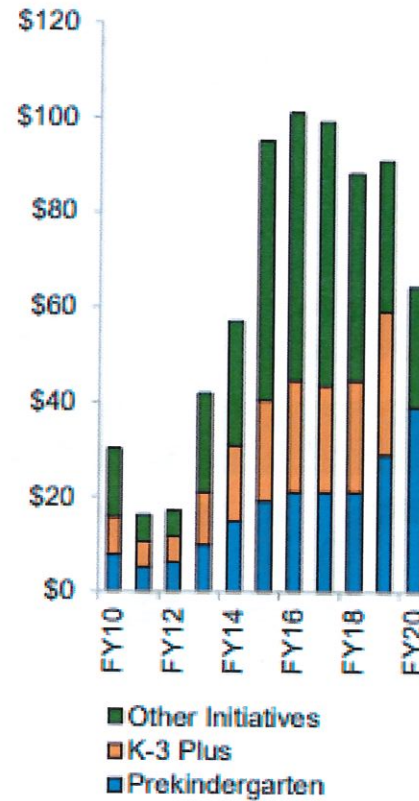
Source: LFC Files

At-Risk Student Program Funding (in millions)

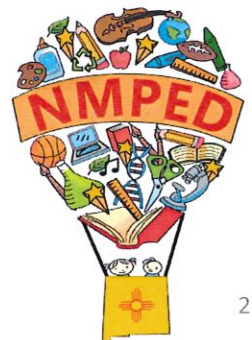


*Budgeted appropriation
 Source: LFC Files

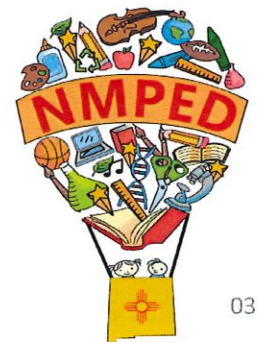
PED Special Programs (in millions)



Source: LFC Files



Strategic Plan Development Timeline



Mission



Equity, Excellence, and Relevance

The New Mexico Public Education Department partners with educators, communities, and families to ensure that all students are healthy, secure in their identity, and holistically prepared for college, career, and life.

Vision

*Rooted in
our Strengths*



Students in New Mexico are engaged in a culturally and linguistically responsive educational system that meets the social, emotional, and academic needs of all students.

Core Values



Student-Centered: We center our decision-making process and policy platform on providing relevant educational pathways for every student's chosen future.

Responsive: We recognize students in New Mexico have varying social and cultural backgrounds and individual communities in New Mexico have different assets and unique needs.

Collaborative: We value partnerships with the Legislature, other state agencies, non-profits, local businesses, labor organizations, educators, parents, students, families, and communities.

Transformative: We aim to engage in a process of racial healing that is built upon truth, equity, intentional learning, and sharing of lived experiences within the context of race, identity, belonging, and justice.

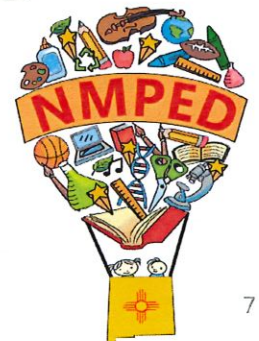
Innovative: We value creating spaces for educators to design, develop, and create new ways of thinking about education. We aim to provide support and resources for new policies that promote innovative learning models rooted in the strengths of New Mexico that meet the needs of all students.

Reflective: We believe learning is a continuous improvement process involving intentional self-awareness and reflective practice to encourage thoughtfulness, personal growth, profound learning, and meaningful change.

Goal 1 – An Educational System that Benefits the Whole Child

Initiatives

- Culturally and Linguistically Responsive Education Framework
- Integrated Social and Emotional Learning
- Support for Special Education
- Academic Content Mastery



Key Strategies

- Bilingual Programming
- Hispanic Education Initiative
- Indigenous Education Initiative
- Bilingual Multicultural Education Act
- Rural Education Initiative
- Deeper Learning Initiative
- Support for Tier 1 Instruction
- Special Education
- Social and emotional learning Initiatives

Outputs

- Funding, technical assistance and monitoring of bilingual programs that are grounded in best practices in multicultural and language pedagogy
- Funding, technical assistance and monitoring to help LEAs with large Native populations to align community goals and academic purpose
- Programs and communities of practice that grow/sustain rigorous and meaningful education for rural space
- Social and emotional framework and curriculum in place for all schools
- Initiatives in early literacy, early numeracy, and high quality, culturally relevant instructional materials
- Professional learning initiatives that support the health and well being of all students
- Literacy/Numeracy Frameworks established and improved educator practice in early literacy and early numeracy
- Indigenous bilingual programs, wellness, and indigenous core values driving purpose within schools systems
- Efficient and compliant special education systems

Outcomes

- Increased English language proficiency for English Learners
- Increased Spanish language proficiency and increased numbers of students graduating with a bilingual seal
- Improved K-3rd grade reading competency
- Improved 8th grade math competency
- 3,5,8, and 11 Science, ELA and Math proficiency, disaggregated by key demographic indicators

Impact

- Robust bilingual programs that reflect community needs, best practices in multicultural and language pedagogy
- Sustained, valued bilingual workforce
- Revitalized school systems that are centered around indigenous ideology and community
- Students academically prepared for rigorous, application-based, learner-centered models of education at the upper elementary and secondary levels
- Healthy, thriving students and educators
- Students with special needs serviced as part of the general education system that honors both their specific needs and individual potential
- Bilingual programs that reflect strong teacher practice in bilingual pedagogy, wide access to dual language programs, and supportive instructional materials and assessment practices
- High quality special education systems and services

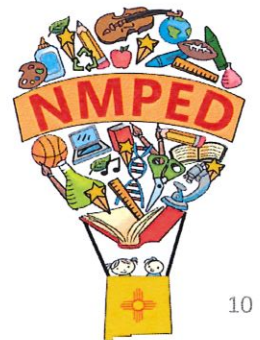
Whole Child Education - Strategies

Whole Child Education System	FY19 Funding	FY20 Funding
Bilingual Multicultural Education Programs <i>LEA Programs with PED Oversight and Support</i>	\$35M	\$42M
Bilingual Multicultural Education Act & Hispanic Education Act Support <i>Educator & Administrator Development and Support</i>	\$0	\$2.5M
Indigenous Education Initiative <i>Innovative Strategies and Support for Indigenous Students</i>	\$0	\$1M
Early Literacy Development and Support (Structured Literacy) <i>Curriculum and Early Literacy Intervention</i>	\$8.8M	Legislative Priority FY21
Special Education Research, Review, and Summit <i>Implement Programming to Meet the Special Needs of Students with Disabilities</i>	\$0	Legislative Priority FY21 ₉

Goal 2 – A Vibrant Educator Ecosystem

Initiatives

- Educator Pipeline
- Educator Preparation
- Educator Quality and Professional Learning
- Educational Leadership



Key Strategies

- Professional Educator Salaries
- Early Career Professional Development
- Educational Leadership Development and Support
- Educator and Administrator Recruitment, Retention, and Evaluation
- Teacher Supply Fund
- Teacher Residency and Educator Preparation Program Development

Outputs

- Increased minimum salaries, and equivalent increases for non-certified educators
- Established programming that supports teachers in the first five years of their career
- Established programming that develops administrators as instructional, community-focused leaders
- New educator evaluation system that integrates purposeful feedback, includes opportunities for reflection, incentivizes collaboration, and celebrates the profession
- Grow-your-own initiatives and marketing campaigns to honor and cultivate educators across NM
- Rebuilding the licensure system to incentivize ongoing professional learning, promote specialized competencies, and reflect cohesive pathways to educator leadership
- Establishing funds to support supplies for classroom success
- Establishing residency programs and providing stronger technical assistance, monitoring, and partnerships with existing educator prep programs

Outcomes

- Teacher vacancy rate minimized
- Number of candidates in teacher prep programs and residency programs increases
- % of Educators rated Applying or Innovating (level 3 or 4) increases
- % of Educators who are Native increases
- % of Educators who are African American and Hispanic increases
- % of early career teachers who are assigned a mentor increases
- Number of Native educators who are certified to teach Native American languages in the public schools increases
- Micro credentials embedded in licensure system

Impact

- Mitigating educator turnover, increasing retention and recruitment
- Increased successful classroom outcomes including academic metrics and stronger classroom culture
- Mitigating administrator turnover, increasing retention and targeted recruitment to grow our own administrators
- Reflective practitioners that demonstrate life-long learning, collaborate across schools and systems, and center students are the core of their work
- Clearly defined pathways and processes that support and honor educator growth and development
- Thriving classrooms with materials to support project-based, learner-centered practices
- Educator prep programs that are built around outcomes of success for all adults entering the profession and guided by a whole child, bilingual multicultural framework.

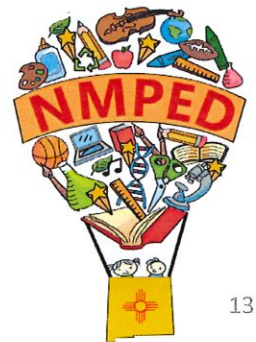
Educator Ecosystem - Strategies

Thriving Educator Ecosystem	FY19 Funding	FY20 Funding
Professional Educator Salaries and Wages <i>Increased Minimum salaries and raises for all educators</i>	+\$63M	+\$162M
Early Career Teacher Professional Development & Mentoring <i>Achieving Excellence Program for Teachers in the First Five Years</i>	\$2M	\$2.5M
Educational Leadership Development & Support <i>Principals Pursuing Excellence Program and Superintendent Development</i>	\$2M	\$2.5M
Educator Recruitment, Retention, & Evaluation <i>Difficult to Staff Stipends, Native American and Understaffed Educator Pipelines</i>	\$1M	\$1M
Teacher Supplies <i>Debit Cards for Classroom Supplies</i>	\$5M – Exec Rec	Legislative Priority FY21
Teacher Residency Program Funding <i>Stipends for Classroom Based Teacher Preparation</i>	\$0	\$1M

Goal 3 – Equitable Access to Educational Opportunities For Students and Families

Initiatives

- Extended Learning Opportunities
- Evidence Based Community Schools
- Targeted and Comprehensive Support for Struggling Schools
- New Mexico Multi-layered System of Supports for Students



Key Strategies

- K-5 Plus Program
- Extended Learning Time Program
- Community Schools & School Based Health Centers
- Increased At-Risk Funding and Accountability
- NM Multi-layered System of Supports
- GRADS Program
- End Childhood Hunger Campaign

Outputs

- Evidence-rich program that reflects an extended school calendar and focuses on building early literacy/numeracy skills through integrated curriculum
- Increased instructional days that are flexible and designed to incentivize innovation. Support for afterschool programming and increased professional development hours
- Programming and services that target students at-risk (i.e. counselors, support staff, wrap-around services, tutoring, afterschool support, and family guidance)
- Multi-layered, flexible intervention design that allows for students' varied needs to be met
- Early warning system and programming that supports dropout prevention
- Funding for teen students who are young parents
- Programs that target child nutrition, ameliorate hunger and provide NM grown produce

Outcomes

- Chronic absenteeism rates reduced for elementary, middle, and high schools
- Participation rates in K-5 Plus and Extended Learning Programs increase
- Average instructional hours increase across the state
- Academic achievement gaps for EL, SPED, Native America, Hispanic and African American students as well as students who are economically disadvantaged reduced

Impact

- Healthy, robust community schools providing integrated services and addressing holistic wellness and security for students and families
- Communities with access to ample opportunities for both academic enrichment and academic supports
- Students who are traditionally underserved find academic and social success that still allows them to be secure in their own identity

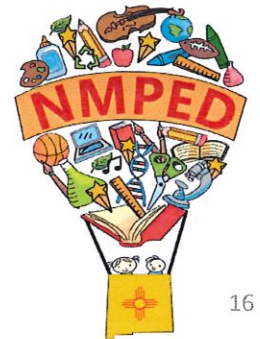
Opportunity Gap - Strategies

Closing the Opportunity Gap	FY19 Funding	FY20 Funding
K-5 Plus Extended School Year Program <i>Additional 25 Days added to the School Calendar</i>	\$30.2M	\$182M
Extended Learning Time Program <i>Increased Instructional Days, PD, Afterschool & Summer Enrichment</i>		
Community Schools Development and Implementation <i>Evidence Based Strategy for School Improvement and Student Success</i>	\$0	\$3.35M
Increase At-Risk Index <i>Increased Funding and Accountability for Services for At Risk Students</i>	+\$22.5M	+\$113M
Academic Engagement – Supports for Students and Struggling Schools <i>Response to Intervention, Early Warning System, Dropout Prevention, CSI, SEL</i>	\$4M	Legislative Priority FY21
GRADS Program <i>Support for Teen Student Pregnancies</i>	\$200K	\$200K
End Childhood Hunger in New Mexico Campaign <i>Breakfast after the Bell, NM Grown Produce, Student Nutrition</i>	\$1.8M	\$1.8M ¹⁵

Goal 4 – College and Career Pathways Aligned with the Profile of a New Mexico Graduate

Initiatives

- Profile of a New Mexico Graduate
- Universal Prekindergarten
- Family and Community Engagement
- Career and Technical Education Pathways
- Dual Credit, Advanced Placement, and College Pathways



Key Strategies

- College and Career Pathways
- STEAM Initiative
- Innovation in High School Design
- Family and Community Engagement
- Career and Technical Education Initiative
- Advanced Placement and Dual Credit Supports
- Universal Pre-Kindergarten

Outputs

- Developing the Profile of a New Mexican Graduate
- A multi-user friendly dashboard that provides transparency of school metrics and celebrates school identity
- Innovative High School design and programming that provides supports for college applications, career advisement, and mentorships
- Widespread Advanced Placement and Dual Credit programs with increased accessibility
- Curriculum and professional development that targets STEAM education
- Statewide STEM Coalition and partnerships that link STEAM and computer science initiatives with industry
- Strategic outreach, communications and feedback loops with all stakeholder groups including established networks to inform pathways across the system
- Vibrant career technical education programs across the state, informed by industry priority sectors and regional strengths
- Instructional materials that provide for student success in dual credit courses
- Increased slots and educators in high quality Pre-K classrooms

Outcomes

- 4-, 5-, and 6-year graduation cohort rates increase, particularly evidenced by disaggregation of EL, SPED, Native American, Hispanic, African American, and economically disadvantaged students
- % of students participating in Dual Credit, and AP course increases
- % of students as completers in CTE increases
- % of graduates entering a post-secondary pathway increases
- % of students completing Algebra 1 before 10th grade increases
- % and number of children served in state-funded pre-kindergarten increases

Impact

- A Profile of a New Mexican Graduate that becomes a touchstone for all education systems: assessment, curriculum and instruction, school redesign, social and emotional and integrated support systems, and most importantly, connectivity to career, college, and community.
- Cohesive pathways across the Pre-K -12 system that allow students and families to visualize success, understand how the education system functions holistically, and allows them to realize future achievement.

Pathways and Profiles – Strategies

Profiles and Pathways for Student Success	FY19 Funding	FY20 Funding
Innovation in High School Design Initiative <i>College Application Support, AP, Dual Credit, Dashboard, Academic Advising</i>	\$2.5M	\$1.5M
STEAM Initiative <i>Support for Science, Technology, Engineering, Art & Mathematics</i>	\$3M	\$5M
Family, Educator, & Community Engagement <i>Communications and Engagement Strategies for Families, Educators and Community</i>	\$0	Legislative Priority FY21
Career and Technical Education Initiative <i>CTE Program Development and Work-based Learning</i>	\$0	\$3M
Dual Credit Instructional Materials <i>Instructional Materials for Dual Credit Courses</i>	\$1M	\$1M

Regional Education Cooperatives	FY19 Funding	FY20 Funding
REC Operations	\$1.38M	\$1.39M
Other	FY19 Funding	FY20 Funding
Transportation	\$100M	\$114M
Indian Education Fund	\$1.8M	\$6M
Standards Based Assessment	\$6M	\$6M
Culturally and Linguistically Responsive Instructional Materials	\$12.5M	\$56.5M
PED Department Budget	\$11.2M	\$13.2M ₁₉

Non Recurring Appropriations	FY19 Funding	FY20 Funding
Teacher Residency	\$0	\$1M
Bilingual Multicultural Education Support	\$0	Legislative Priority FY21
Statewide Special Education Convening	\$0	Legislative Priority FY21
Research and Review of Special Needs and Special Education in Public Schools	\$0	Legislative Priority FY21
Emergency Supplemental and Legal Fees	\$2.3M	\$2.2M
Real Time Data System	\$0	\$600K