

AN ACT

RELATING TO PUBLIC EDUCATION; REQUIRING EVIDENCE OF TEACHER
COMPETENCY FOR ADVANCEMENT IN THE THREE-TIER LICENSURE SYSTEM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. Section 22-10A-10 NMSA 1978 (being Laws
2003, Chapter 153, Section 41, as amended by Laws 2005,
Chapter 315, Section 7 and by Laws 2005, Chapter 316, Section
4) is amended to read:

"22-10A-10. LEVEL TWO LICENSURE.--

A. A level two license is a nine-year license
granted to a teacher who meets the qualifications for that
level and who annually demonstrates essential competency to
teach. If a level two teacher does not demonstrate essential
competency in a given school year, the school district shall
provide the teacher with additional professional development
and peer intervention during the following school year. If by
the end of that school year the teacher fails to demonstrate
essential competency, a school district may choose not to
contract with the teacher to teach in the classroom.

B. The department shall issue a level two license
to an applicant who successfully completes the level one
license or is granted reciprocity as provided by department
rules; demonstrates essential competency required by the
department as verified by the local superintendent through the

highly objective uniform statewide standard of evaluation; and

(1) provides a professional development dossier that includes:

(a) evidence of competence, collected over multiple years;

(b) evidence that the teacher has met the competency requirements for advancement to the next higher level of licensure;

(c) the teacher's annual evaluations for each of the prior two years;

(d) the local superintendent's recommendation for the teacher's advancement to the next licensure level; and

(e) verification: 1) of the teacher's participation in the school district's formal mentorship program; 2) of three years or more of successful level one teaching; and 3) that the professional development dossier contains the work product of the teacher, as affirmed by the local superintendent; or

(2) submits an electronic recording of moving images and sound depicting the following competencies according to level two licensure indicators as defined in department rule:

(a) an instruction competency strand demonstrating that the teacher: 1) accurately demonstrates

knowledge of the content area and approved curriculum; 2) appropriately uses a variety of teaching methods and resources for each subject the teacher instructs; and 3) effectively employs student assessment techniques and procedures;

(b) a student learning competency strand demonstrating that the teacher: 1) communicates with and obtains feedback from students in a manner that enhances student learning and understanding; 2) comprehends the principles of student growth, development and learning and applies them appropriately; 3) manages the educational setting in a manner that promotes positive student behavior and a safe and healthy environment; and 4) recognizes student diversity and creates an atmosphere conducive to the promotion of positive student involvement and self-concept; and

(c) a professional learning competency strand demonstrating that the teacher: 1) demonstrates a willingness to examine and implement change, as appropriate; and 2) works productively with colleagues, parents and community members; or

(3) receives:

(a) one of the two highest teacher evaluation ratings after teaching for three years with a level one license; or

(b) a satisfactory teacher evaluation rating after teaching for five years with a level one license.

C. The department shall provide for qualifications for specific grade levels, types and subject areas of level two licensure, including early childhood, elementary, middle, secondary, special education and vocational education.

D. With the adoption by the department of the statewide objective performance evaluation for level two teachers, the minimum salary for a level two teacher for a standard nine and one-half month contract shall be as follows:

(1) for the 2003-2004 school year, thirty thousand dollars (\$30,000);

(2) for the 2004-2005 school year, thirty-five thousand dollars (\$35,000); and

(3) for the 2005-2006 school year, forty thousand dollars (\$40,000)."

SECTION 2. Section 22-10A-11 NMSA 1978 (being Laws 2003, Chapter 153, Section 42, as amended) is amended to read:

"22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS, COUNSELORS AND SCHOOL ADMINISTRATORS.--

A. A level three-A license is a nine-year license granted to a teacher who meets the qualifications for that level and who annually demonstrates instructional leader competencies. If a level three-A teacher does not demonstrate essential competency in a given school year, the school district shall provide the teacher with additional professional development and peer intervention during the

following school year. If by the end of that school year the teacher fails to demonstrate essential competency, a school district may choose not to contract with the teacher to teach in the classroom.

B. The department shall grant a level three-A license to an applicant who has been a level two teacher for at least three years and holds a national board for professional teaching standards certification or:

(1) holds a post-baccalaureate degree; and

(2) demonstrates instructional leader competence as required by the department and verified by the local superintendent through the highly objective uniform statewide standard of evaluation; and one of the following:

(3) provides a professional development dossier that includes:

(a) evidence of competence, collected over multiple years;

(b) evidence that the teacher has met the competency requirements for advancement to the next higher level of licensure;

(c) the teacher's annual evaluations for each of the prior two years;

(d) the local superintendent's recommendation for the teacher's advancement to the next licensure level; and

(e) verification: 1) of a post-baccalaureate degree; 2) of three years or more of successful level two teaching experience; and 3) that the professional development dossier contains the work product of the teacher, as affirmed by the local superintendent; or

(4) submits an electronic recording of moving images and sound depicting the following competencies according to level three licensure indicators as defined in department rule:

(a) an instruction competency strand demonstrating that the teacher: 1) accurately demonstrates knowledge of the content area and approved curriculum; 2) appropriately uses a variety of teaching methods and resources for each subject the teacher instructs; and 3) effectively employs student assessment techniques and procedures;

(b) a student learning competency strand demonstrating that the teacher: 1) communicates with and obtains feedback from students in a manner that enhances student learning and understanding; 2) comprehends the principles of student growth, development and learning and applies them appropriately; 3) manages the educational setting in a manner that promotes positive student behavior and a safe and healthy environment; and 4) recognizes student diversity and creates an atmosphere conducive to the promotion of positive student involvement and self-concept; and

(c) a professional learning competency strand demonstrating that the teacher: 1) demonstrates a willingness to examine and implement change, as appropriate; and 2) works productively with colleagues, parents and community members; or

(5) receives the highest teacher evaluation rating for at least two of the prior three years.

C. With the adoption by the department of a highly objective uniform statewide standard of evaluation for level three-A teachers, the minimum salary for a level three-A teacher for a standard nine and one-half month contract shall be as follows:

(1) for the 2003-2004 school year, thirty thousand dollars (\$30,000);

(2) for the 2004-2005 school year, thirty-five thousand dollars (\$35,000);

(3) for the 2005-2006 school year, forty thousand dollars (\$40,000);

(4) for the 2006-2007 school year, forty-five thousand dollars (\$45,000); and

(5) for the 2007-2008 school year, fifty thousand dollars (\$50,000).

D. A level three-B license is a nine-year license granted to a school administrator who meets the qualifications for that level. Licenses may be renewed upon satisfactory

annual demonstration of instructional leader and administrative competency.

E. The department shall grant a level three-B license to an applicant who:

(1) holds a level two license and meets the requirements for a level three-A license or who holds a current level two teacher's license and, for at least four years, has held the highest-ranked counselor license as provided in Chapter 22, Article 10A NMSA 1978 and rules promulgated by the department;

(2) holds a post-baccalaureate degree or national board for professional teaching standards certification;

(3) has satisfactorily completed department-approved courses in administration and a department-approved administration apprenticeship program; and

(4) demonstrates instructional leader competence required by the department and verified by the local superintendent through the highly objective uniform statewide standard of evaluation.

F. Beginning with the 2007-2008 school year, the minimum annual salary for a level three-B school principal or assistant school principal shall be fifty thousand dollars (\$50,000) multiplied by the applicable responsibility factor.

G. By the beginning of the 2008-2009 school year,

the department shall adopt a highly objective uniform statewide standard of evaluation, which includes data sources linked to student achievement and educational plan for student success progress, for level three-B school principals and assistant school principals and rules for the implementation of that evaluation system linked to the level of responsibility at each school level."

SECTION 3. A new section of the School Personnel Act is enacted to read:

"DEFINITION--COMPETENCY REQUIREMENTS FOR ADVANCEMENT.--
As used in the School Personnel Act, "competency requirements for advancement" includes:

A. an instruction strand that includes evidence developed through certification by the national board for professional teaching standards or:

- (1) evidence of student learning;
- (2) assessment techniques and procedures;
- (3) instructional plans and materials;
- (4) examples of student work and

performance; and

(5) evidence of implementation of the state standards for each grade level and subject area pursuant to Section 22-13-1.6 NMSA 1978;

B. a student learning strand that:

- (1) includes evidence developed through

