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HOUSE BILL 62

54TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2020

INTRODUCED BY

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FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

AN ACT

RELATING TO SCHOOL PERSONNEL; REQUIRING SCHOOL DISTRICTS AND
CHARTER SCHOOLS TO HAVE FORMAL TEACHER MENTORSHIP PROGRAMS THAT
ARE APPROVED ANNUALLY BY THE PUBLIC EDUCATION DEPARTMENT;
CREATING THE BEGINNING TEACHER MENTORSHIP FUND; MAKING AN
APPROPRIATION.

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

SECTION 1. A new section of the Public School Finance Act
is enacted to read:

"[NEW MATERIAL] BEGINNING TEACHER MENTORSHIP FUND--
CREATED.--The "beginning teacher mentorship fund" is created as
a nonreverting fund in the state treasury. The fund consists
of appropriations, gifts, grants and donations. Money in the
fund is subject to appropriation by the legislature to provide
funding to school districts and charter schools for their

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1 beginning teacher mentorship programs. Expenditures from the
2 fund shall be by warrant of the secretary of finance and
3 administration pursuant to vouchers signed by the secretary of
4 public education or the secretary's authorized representative."

5 SECTION 2. Section 22-10A-9 NMSA 1978 (being Laws 2003,
6 Chapter 153, Section 40, as amended) is amended to read:

7 "22-10A-9. TEACHER MENTORSHIP PROGRAM FOR BEGINNING
8 TEACHERS--PURPOSE--DEPARTMENT DUTIES.--

9 A. The purpose of the teacher mentorship program is
10 to provide beginning teachers with an effective transition into
11 the teaching field, to build on their initial preparation and
12 to ensure their success in teaching; to improve the achievement
13 of students; and to retain capable teachers in the classroom
14 and to remove teachers who show little promise of success.

15 B. The department shall develop a framework for a
16 teacher mentorship program for all ~~[first-year]~~ beginning
17 teachers. The program shall provide mentorship services by
18 level two or level three mentors to the ~~[first-year]~~ beginning
19 teacher for the full school year. ~~[If sufficient mentorship~~
20 ~~funds are available, the department may provide funding for~~
21 ~~mentorship services that extend beyond the first year if the~~
22 ~~local superintendent or charter school administrator certifies~~
23 ~~to the secretary that further formal mentorship of a beginning~~
24 ~~teacher will accomplish the purposes of Subsection A of this~~
25 ~~section; provided that the state shall not pay for more than~~

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1 ~~three years' mentorship for any beginning teacher.]~~

2 C. The department shall work with licensed school
3 employees, representatives from teacher preparation programs
4 and the higher education department to establish the framework.

5 D. The framework shall include:

6 (1) individual support and assistance for each
7 beginning teacher from a designated mentor;

8 (2) structured training for mentors;

9 (3) an ongoing, formative evaluation that is
10 used for the improvement of teaching practice;

11 (4) procedures for a summative evaluation of
12 beginning teachers' performance during at least the first three
13 years of teaching, including annual assessment of suitability
14 for license renewal, and for final assessment of beginning
15 teachers seeking level two licensure;

16 (5) support from local school boards or
17 governing bodies of charter schools, school administrators and
18 other school district or charter school personnel; and

19 (6) regular review and evaluation of the
20 teacher mentorship program.

21 E. The department shall:

22 (1) require annual submission and approval of
23 each school district's and charter school's teacher mentorship
24 program;

25 (2) provide technical assistance to school

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1 districts and charter schools that do not have a well-developed
2 teacher mentorship program in place;

3 (3) encourage school districts and charter
4 schools to collaborate with teacher preparation program
5 administrators at institutions of higher education, career
6 educators, educational organizations, regional [~~service~~
7 ~~centers~~] educational cooperatives and other state and community
8 leaders in the teacher mentorship program; and

9 (4) distribute [~~no less than fifty percent of~~
10 ~~available funds~~] up to two thousand dollars (\$2,000) per year
11 per beginning teacher from the beginning teacher mentorship
12 fund for mentorship programs to school districts and charter
13 schools; provided that no less than fifty percent of available
14 funds shall be distributed on or before September 15 of each
15 fiscal year according to the estimated number of teachers
16 eligible to participate in [~~a~~] their mentorship [~~program on the~~
17 ~~fortieth day of the school year~~] programs and, on or before
18 January 15 of each fiscal year, distribute [~~the balance of the~~
19 ~~available funds~~] funding based on the actual number of eligible
20 teachers participating in a mentorship program on the [~~fortieth~~
21 ~~day~~] first reporting date of the school year, adjusted for any
22 over- or under-estimation made in the first allocation.

23 [~~F. The department shall require that teacher~~
24 ~~preparation programs collaborate with colleges of arts and~~
25 ~~sciences and high schools to develop a model to provide~~

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1 ~~mentorship services with structured supervision and feedback to~~
2 ~~each of their graduates who have obtained a teaching position~~
3 ~~in a public high school, including charter schools; develop~~
4 ~~cost estimates; and provide recommendations to the legislative~~
5 ~~education study committee by November 1, 2007. The model shall~~
6 ~~provide for the following:~~

7 ~~(1) mentorship services for the first year as~~
8 ~~a level one teacher to each of their graduates who has obtained~~
9 ~~a teaching position in any New Mexico public high school,~~
10 ~~including charter schools; provided that teacher preparation~~
11 ~~programs may enter into contracts or memoranda of agreement~~
12 ~~with each other or with level three teachers in providing~~
13 ~~services to their students;~~

14 ~~(2) an annual report to the department of]~~

15 F. Each school district and charter school shall
16 submit as part of its teacher mentorship program submission:

17 (1) the number of teachers that have completed
18 each of their mentorship programs the previous spring or summer
19 and have been hired by [public high schools, including charter
20 schools] the school district or charter school for the
21 following school year; and

22 ~~[(3) an annual report providing]~~ (2) a
23 description of the mentorship services that will be provided to
24 each of [their] its teachers, including the name of the
25 teacher, the grade level the teacher has been hired to teach

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1 and the name of the public school and, if applicable, school
2 district where the teacher has been hired."

3 SECTION 3. APPROPRIATION.--Six million two hundred
4 thousand dollars (\$6,200,000) is appropriated from the general
5 fund to the beginning teacher mentorship fund for expenditure
6 in fiscal year 2021. Any unexpended or unencumbered balance
7 remaining at the end of a fiscal year shall not revert to the
8 general fund.

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