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May 25, 2011

**MEMORANDUM**

**TO:** Legislative Education Study Committee

**FR:** Pamela Herman, J.D.

**RE:** ***EXECUTIVE ORDER 2011-024, FORMATION OF THE NEW MEXICO EFFECTIVE TEACHING TASK FORCE***

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In April 2011, Governor Susana Martinez issued *Executive Order 2011-024, Formation of the New Mexico Effective Teaching Task Force* (see Attachment 1).

The Executive Order:

- creates the New Mexico Effective Teaching Task Force; and
- provides that the task force consist of up to 15 members appointed by and serving at the pleasure of the Governor, consisting of individuals who represent the geographic distribution and cultural diversity of the state:
  - the Secretary of Public Education, who is to chair the task force;
  - the Director of the Legislative Finance Committee (LFC);
  - the Executive Director [*sic*] of the Legislative Education Study Committee (LESC);
  - other members, including:
    - ✓ school leaders;
    - ✓ teachers;
    - ✓ administrators;

- ✓ members of the business community;
- ✓ charter school representatives;
- ✓ parents;
- ✓ an expert on teacher evaluation models;
- ✓ an expert on value-added models;
- ✓ representation from minority communities; and
- ✓ representation from the special needs community.

In its other provisions, *Executive Order 2011-024*:

- charges the task force to present recommendations to the Governor, no later than August 22, 2011, regarding how best to measure the effectiveness of teachers and school leaders based on specific parameters, which must include:
  - identified measures of student achievement, representing at least 50 percent of the teacher evaluation, to be used for evaluating teacher performance;
  - identification of demonstrated best practices of effective teachers and teaching, to comprise the remaining basis of the evaluation;
  - how these measures should be weighted; and
  - how the state can transition to a performance-based compensation system acknowledging student growth and progress;
- provides that the Public Education Department (PED) staff the task force;
- permits the task force to consult with additional education stakeholders, practitioners, and experts in the public or private sector on any aspect of its mission and recommendations; and
- requires that the final report of the task force be provided to the Legislature and made available to the public.

On May 19, 2011, the Governor's Office issued a press release identifying the 12 gubernatorial appointees to the task force (see Attachment 2).

## **Background**

In 2011, the Legislature considered, but did not pass, SB 502, *School Teacher and Principal Evaluation System*. Among its provisions, the bill required PED to convene a work group to develop and make recommendations for a highly objective uniform statewide evaluation framework for school district and charter school teacher evaluation models and school principal evaluations, and to propose a performance-based compensation system that provided incentives for effective teachers and school principals.

Had SB 502 been enacted, it would have required that the work group:

- reflect the geographic distribution and cultural diversity of the state and be composed of:

- the Secretary of Public Education or designee, who would serve as chair;
- the director of the LESC;
- the director of the LFC;
- other members appointed by the Secretary, including:
  - ✓ a representative nominated by an organization of school administrators;
  - ✓ a representative nominated by each public school teacher organization;
  - ✓ a representative nominated by a public school parent organization;
  - ✓ a representative nominated by charter schools;
  - ✓ two representatives from the business community;
  - ✓ a representative nominated by the New Mexico School Boards Association;
  - ✓ a representative nominated by the Hispanic Education Advisory Council;
  - ✓ a representative nominated by the Indian Education Advisory Council;
  - ✓ at least four representatives from public elementary, middle, and high school teachers and principals;
  - ✓ a parent of a public school student;
  - ✓ an expert on value-added teacher evaluation models; and
  - ✓ an expert on value-added models; and
- conduct seven public hearings across the state to gather input from parents, students, school personnel, and other constituencies.

The legislation would also have required that PED report to the Governor, the LESC, and the LFC no later than August 2012 on the highly objective uniform statewide evaluation framework, and present a final report, with recommendations for legislative changes as necessary, to the same entities by December 1, 2012.

The new evaluation process contemplated in SB 502 would have been operational beginning with school year 2012-2013.



## State of New Mexico

Susana Martinez  
*Governor*

### EXECUTIVE ORDER 2011-024

#### FORMATION OF THE NEW MEXICO EFFECTIVE TEACHING TASK FORCE

**WHEREAS**, the State of New Mexico is committed to ensuring every child has access to a high quality education;

**WHEREAS**, research has consistently shown that one of the most critical factors to a student's educational achievement is the quality of his or her teacher;

**WHEREAS**, while there are many outstanding, effective and hardworking teachers and school leaders throughout New Mexico, the State does not have an effective system for recognizing and rewarding their achievements in the classroom;

**WHEREAS**, the current method for evaluating teacher and school leader performance has proven to be ineffective and inadequate;

**WHEREAS**, the absence of a framework to fully and fairly assess teacher and school leader quality has resulted in the failure to effectively assess performance, reward excellence and establish real accountability;

**WHEREAS**, one of the chief priorities of the Governor of New Mexico is creating a comprehensive strategy to identify, recruit, retain and reward effective teachers and school leaders;

**WHEREAS**, the Administration believes that improving methods of evaluating teachers and school leaders in this State will lead to greater academic outcomes for students, accountability and allow teachers and school leaders to reach higher levels of success and performance;

**WHEREAS**, with a new evaluation framework to measure teacher effectiveness based on student achievement, districts will be better able to address and improve school personnel policies concerning professional development, promotion, compensation, performance pay and tenure;

**WHEREAS**, any new evaluation framework shall identify teachers and school leaders who are most effective at helping students succeed, provide targeted assistance and professional development opportunities for teachers and school leaders, improve the match between teacher assignments and student and school needs, and enhance incentives for effective teachers and school leaders; and

**WHEREAS**, New Mexico recognizes the need to honor excellence within the teaching profession, a Task Force comprised of a broad range of education practitioners and experts shall be established to explore evaluation models, a performance pay structure, value-added determinations and tenure, and recommend a statewide teacher and school leader evaluation framework that will inform decisions about which teachers and school leaders are most effective at helping students succeed, provide targeted assistance and professional development opportunities for teachers and school leaders, improve the match between teacher assignments and student and school needs, and enhance incentives for effective teachers and school leaders.

**NOW THEREFORE**, I, Susana Martinez, Governor of the State of New Mexico, by the authority vested in me by the Constitution of the State of New Mexico and by its statutes do hereby ORDER and DIRECT:

1. The creation of the New Mexico Effective Teaching Task Force, hereinafter referred to as the "Task Force."
2. The Task Force shall consist of up to fifteen (15) members appointed by the Governor who shall serve at her pleasure. The Secretary of Education shall serve as the Chair of the Task Force. The Task Force shall consist of individuals who represent the geographic distribution and cultural diversity of the State and shall be composed of:
  - a. The Secretary of Education;
  - b. The Director of the Legislative Finance Committee;
  - c. The Executive Director of the Legislative Education Study Committee; and
  - d. Other members appointed by the Governor, including:
    - i. School leaders;
    - ii. Teachers;
    - iii. Administrators;
    - iv. Members of the business community;
    - v. Charter school representatives;

- vi. Parents;
  - vii. An expert on teacher evaluation models;
  - viii. An expert on value-added models; and
  - ix. Representation from minority communities
  - x. Representation from the special needs community
3. The Task Force is charged with presenting recommendations to the Governor regarding how best to measure the effectiveness of teachers and school leaders based on specific parameters. The recommendations must include:
  - a. Identified measures of student achievement – representing at least 50 percent of the teacher evaluation – which shall be used for evaluating educator performance;
  - b. Identification of demonstrated best practices of effective teachers and teaching, which should comprise the remaining basis for such evaluation;
  - c. How these measures of effective practice should be weighted; and
  - d. How the State can transition to a performance-based compensation system, whereby acknowledging student growth and progress.
4. The Public Education Department shall provide staff support to the Task Force.
5. The Task Force may consult with additional education stakeholders, practitioners, and experts in the public or private sector on any aspect of its mission and recommendations.
6. The Task Force shall issue a report and recommendations on the implementation of a teacher effectiveness and evaluation system to the Governor no later than August 22, 2011.
7. The final report of the Task Force shall be provided to the Legislature and shall be made available to the public.

**THIS ORDER** supersedes any other previous orders, proclamations or directives to the extent they are in conflict. This Executive Order shall take effect immediately.

ATTEST



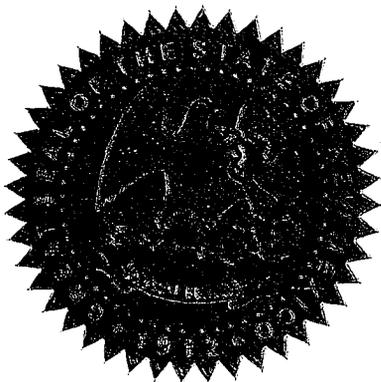
DIANNA J. DURAN  
SECRETARY OF STATE

SIGNED AT THE EXECUTIVE OFFICE  
THIS 25<sup>TH</sup> DAY OF APRIL, 2011.

WITNESS MY HAND AND THE GREAT  
SEAL OF THE STATE OF NEW  
MEXICO.



SUSANA MARTINEZ  
GOVERNOR



**State of New Mexico**  
*Office of the Governor*

**Susana Martinez**  
*Governor*

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For Immediate Release  
May 19, 2011

**GOVERNOR SUSANA MARTINEZ ANNOUNCES APPOINTMENTS  
TO NEW MEXICO EFFECTIVE TEACHING TASK FORCE**

**SANTA FE** – Governor Susana Martinez announced today that she has made appointments to the New Mexico Effective Teaching Task Force. The task force was created by an Executive Order issued by Governor Martinez with the direction to develop and propose policies to identify, recruit, reward, and retain outstanding teachers and educators.

“In order to provide the best possible education for New Mexico children, we must bring excellent teachers into our classrooms and we must keep them there,” said Governor Martinez. “This task force brings together talented and committed people from a wide array of backgrounds and perspectives in order to help my administration develop policies that will make a real difference in the lives of New Mexico's young people.”

The task force is comprised of twelve people, in addition to Public Education Secretary-designate Hanna Skandera and leaders from the Legislative Finance Committee and Legislative Education Study Committee. Of the twelve appointed members, nine are current or former teachers, eight represent minority or special needs communities, seven are school administrators, and six are parents. Representatives from the business community and organized labor have also been appointed.

“It’s time for a change of course in New Mexico’s schools. Throwing money at a subpar system simply has not produced the results that our students, teachers, and parents deserve,” Governor Martinez continued. “I have asked this task force to develop a plan to find, reward, and retain great teachers who can give our students an education that will prepare them for success in college, in the workforce, and in life.”

“Our goal is to attract talented people to the teaching profession and reward New Mexico's great teachers with the recognition they deserve,” added Skandera. “Those teachers can serve as role models as we work to provide an education that gives our students every opportunity to succeed.”

The members of the New Mexico Effective Teaching Task Force are:

- **Charles Bowyer**, Albuquerque; Executive Director of the National Education Association – New Mexico
- **Lindsey Cross**, Gallup; Managing Director, Teacher Support and Development at Teach for America
- **Tammy Davis**, Artesia; Principal at Central Elementary School in Artesia
- **James Gallegos**, Cimarron; Superintendent at Cimarron Municipal Schools
- **Nyeta Haines**, Las Cruces; Principal at Las Cruces High School
- **Cherie Love**, Las Cruces; Second grade general education teacher at Conlee Elementary School in Las Cruces
- **Lillian Montoya-Rael**, Santa Fe; Principal at Flywheel Ventures
- **Dennis Roch**, Texico; Assistant Superintendent at Texico Municipal Schools and Member of the New Mexico House of Representatives serving on the House Education Committee
- **Dr. Karen Sanchez-Griego**, Albuquerque; Principal of Atrisco Heritage Academy High School in Albuquerque
- **Katherine Sandoval-Snider**, Albuquerque; Director at Albuquerque Institute for Mathematics and Science
- **Dr. Suchint Sarangarm, Roswell**; Assistant Superintendent for Assessment, Evaluation and Technology at Roswell Independent Schools
- **Carlotta Thode**, Kirtland; Legal Secretary at Farmington City Attorney’s Office

Per the Governor’s Executive Order, Public Education Secretary-designate Skandera, Legislative Finance Committee Director David Abbey, and Legislative Education Study Committee Executive Director Frances Ramírez-Maestas will also serve on the task force.

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