

Proposed Rule Abstract

1. **Agency:** Public Education Department
2. **Rule Citation:** 6.60.3 NMAC, Alternative Licensure
3. **Rulemaking Action:** Repeal and Replace
4. **Register Issue and Date of Notice of Proposed Rulemaking:** Volume 30, Issue 12, June 25, 2019
5. **Effective Date:** August 13, 2019
6. **Citation to Specific Legal Authority:** Sections 22-2-1, 22-2-2, 22-10A-6, and 22-10A-8 NMSA 1978
7. **Short Explanation of the Rule's Purpose:** To update the pathways and requirements for seeking an alternative level 1 teaching license, alternative administrative license, and alternative student success advisor license.
8. **Link to Full Text of the Rule:** https://webnew.ped.state.nm.us/wp-content/uploads/2019/06/6.60.3_Alt-Licensure-proposed-strikethrough_web.docx
9. **How Information on the Rule Can Be Obtained:** <https://webnew.ped.state.nm.us/bureaus/policy-innovation-measurement/rule-notification/>
10. **Comment Period and Deadlines:** June 25, 2019 to July 26, 2019 at 5:00 p.m. Written comments may be submitted to John Sena, Policy Division, New Mexico Public Education Department, 300 Don Gaspar, Room 101, Santa Fe, NM 87501, rule.feedback@state.nm.us, or by fax to (505) 827-6520.
11. **Rule Hearing:** July 26, 2019 from 1:00 p.m. to 4:00 p.m. at 300 Don Gaspar Avenue in Mabry Hall, Santa Fe, NM 87501
12. **Link to Permanent Agency Rulemaking Record:** http://statenm.force.com/public/SSP_RuleHearingSearchPublic

Summary of Proposed Rule

The June 25, 2019 issue of the *New Mexico Register* contained a Notice of Proposed Rulemaking to repeal and replace Part 3 of 6.60 NMAC, Alternative Licensure, which currently establishes three pathways to obtain an alternative level 1 teaching license. Both, the current and the proposed rule, also include requirements for an alternative administrator license and for an alternative student success advisor license. The proposed rule represents the vision of the current Public Education Department (PED) for alternative licensure without including references to the contentious NMTEACH educator evaluation system that was in place during the previous administration. See **Attachment, 6.60.3 NMAC, Alternative Licensure Proposed Strikethrough**.

Analysis

For the proposed rule, PED cites as authority for the rulemaking, Sections 22-2-1 and 22-2-2 NMSA 1978, which give the department their general rulemaking power. The department also cites 22-10A-6 and 22-10A-8 NMSA 1978, which outline the educational requirements for licensure and alternative level 1 licensure respectively.

The proposed rule takes into consideration many of the stakeholder-identified issues that were voiced before the current version of the rule became effective on November 27, 2018. The proposed rule would no longer require educator preparation programs to implement a minimum grade point average (GPA) requirement for candidates pursuing an alternative level 1 teaching license. The proposed rule strikes all references to the “NMTEACH educator effectiveness system” and replaces them with “department-approved educator effectiveness system.” Additionally, the proposed rule includes updated information to align with recently enacted legislation. Pursuant to Subsection A of 6.60.3.10 NMAC, “All years completed on an alternative license shall count toward advancement to a level 2 license.” This provision aligns with Laws 2019, Chapter 191 (House Bill 240) — an LESC-endorsed bill which eliminated barriers for teachers with an alternative level 1 license to advance to a level 2 teaching license. The department may wish to add Chapter 191 as statutory authority for the proposed rule.

Requirements for Alternative Teaching Licensure Consistent with current rule, the proposed rule provides teacher candidates with three pathways to obtain an alternative level 1 license — alternative educator preparation program pathway, alternative educator effectiveness pathway, and alternative postsecondary experience pathway. A substantive change from the rule as it currently stands is that current rule outlines an “alternative NMTEACH pathway”, whereas the proposed rule outlines an “alternative educator effectiveness pathway.”

Consistent with current rule, candidates will be granted an alternative level 1 license after providing PED with specific documentation required for their chosen pathway. When candidates receive their alternative level 1 teaching license, they will be able to serve as the teacher of record while concurrently fulfilling the testing and coursework requirements of the pathway. Candidates enrolled in an alternative educator preparation program and those pursuing the alternative educator effectiveness pathway will receive an alternative level 1 license for a two-year period, while candidates pursuing the alternative postsecondary experience pathway will receive an alternative level 1 license for a one-year period. All alternative pathways included in both the current and proposed rule will result in a standard teaching license upon completion of requirements. Candidates enrolled in an alternative educator preparation program or pursuing the alternative educator effectiveness pathway will be issued a level 1 teaching license, while alternative postsecondary experience pathway candidates will be issued a level 2 or a level 3-A teaching license depending on years of experience teaching in higher education.

The rulemaking proposes to repeal and replace the current rule, meaning the department has stricken the current rule in its entirety and redrafted the proposed rule. As a result, many components of the current rule were removed. It is unclear if

the department meant to remove these provisions or if they were removed as a result of error or oversight. Although these issues may be technical, the implications are substantive. Most notably, for individuals pursuing the alternative educator effectiveness pathway, the application section and the requirement for completion of New Mexico Teacher Assessments were removed.

Alternative Educator Preparation Program Pathway. Consistent with current rule, candidates pursuing the alternative educator preparation program pathway would be required to complete required coursework in the teaching of reading and submit to PED a letter of acceptance into a PED-approved alternative educator preparation program.

Different from current rule, the proposed rule would require candidates to pass all department-approved New Mexico teacher assessments during the two-year alternative licensure term. Current rule indicates candidates must pass the New Mexico Teacher Assessment essential skills tests prior to acceptance into an educator preparation program. PED has indicated this change would lessen barriers to teacher licensure. The Deans and Directors have noted many teacher candidates struggle to pass the New Mexico Teacher Assessments even when given the flexibility to complete them at the end of the two-year alternative licensure term, bringing to question whether or not these individuals should be the teacher of record for two or three years before leaving the profession due to the inability to pass licensure tests.

In alignment with current rule, candidates pursuing the alternative educator preparation program pathway may be issued a one-year extension to allow additional time to complete coursework and testing requirements if they can demonstrate good standing with their local educational agency or educator preparation program. This may cause an administrative burden for lead educational agencies and educator preparation programs because they will need to verify the individual's status to determine if they are in good standing.

The proposed rule includes one additional requirement not in current rule. Candidates pursuing the alternative educator preparation program pathway would be required to complete a student-teaching or field-based component course as provided by the educator preparation program. It is unclear when the candidate would be able to complete this requirement as the candidate is required to serve as the teacher of record during their alternative licensure term. The department may wish to provide clear parameters for this field-based requirement as it applies to alternative licensure. It is unclear if time spent serving as the teacher of record will meet this requirement.

Alternative Educator Effectiveness Pathway. Consistent with current rule, candidates who wish to use their educator evaluation scores in lieu of educator preparation program coursework to obtain a license will continue to have this option. Candidates who select this option must receive two consecutive ratings of effective or higher on the summative report (See "Technical Issues") and complete the required coursework in the teaching of reading. The department may wish to delay implementation of the alternative educator effectiveness pathway as an educator effectiveness system has not yet been adopted by the current administration.

PED is currently working to adopt a new educator effectiveness system. After engaging with stakeholders across the state, the department will create a taskforce that will make recommendations to PED on a framework for a "re-envisioned summative educator effectiveness report."

Different from current rule, candidates pursuing the alternative educator effectiveness pathway would not be required to pass all department-approved New Mexico teacher assessments. It is unclear if the department intended to remove this requirement for alternatively licensed teachers who pursue this pathway. This may be a substantive issue or a technical drafting error. If intentional, the proposed rule would be overlooking statutory requirements for alternative level 1 licensure under Section 22-10A-8 NMSA 1978, which requires the department to issue an alternative level 1 license to a person who has passed the New Mexico teacher assessments examination.

Additionally, the proposed rule does not have a dedicated Section in 6.60.3.10 NMAC, Application for Alternative Teaching License for individuals wishing to apply for alternative licensure through the educator effectiveness pathway. Although this may be another technical issue, it is substantive in that a large amount of information is not outlined for the alternative educator effectiveness pathway.

Alternative Postsecondary Experience Pathway. Most of the provisions outlined for the alternative postsecondary experience pathway mirror what is in current rule. Candidates pursuing this pathway will be required to complete the required teaching of reading coursework and serve as a teacher of record for one full year. Candidates must submit to PED evidence of at least five full years of experience teaching at a college or university. Candidates will not be required to complete licensure assessments, consistent with current rule. These candidates will be granted a one-year alternative level 1 license. Upon completion of all postsecondary experience pathway requirements, candidates will be eligible to transfer to a level 2 or 3-A teaching license. Current rule does not outline how PED will determine the level of licensure for a given candidate. The proposed rule indicates applicants with at least five full school years of experience teaching at the postsecondary level would be issued a level 2 license and applicants with six or more years of experience teaching at the postsecondary level would be issued a level 3-A license.

The proposed rule indicates postsecondary administration includes but is not limited to deans, presidents, and vice presidents.

Alternative Administrator License. The requirements for an alternative administrator license in the proposed rule are almost identical to those in current rule. PED will grant a one-year alternative administrator license if an individual holds a level 2 or 3-A teaching license, has at least six full years of postsecondary administration experience, and is working toward the completion of an administrator internship of at least 180 hours. Similar to the alternative level 1 teaching license, a level 3-B administrator license will be granted once the candidate completes all of the alternative administrator licensure requirements.

Alternative Student Success Advisor License. The requirements for an alternative student success advisor license in the proposed rule are identical to those in current rule. The alternative student success advisor license allows candidates to complete the requirements for a school counselor license while concurrently being employed in a school and carrying out certain duties. Candidates will be granted a five-year alternative student success advisor license if they have a bachelor's degree and pass a background check in accordance with Part 8 of 6.60 NMAC. The student success

advisor will not be able to provide mental health services and must sign an ethical agreement to that effect as a part of the license requirements.

Technical Issues

As noted previously, there are many technical issues throughout the proposed rule. Paragraph 2 of the definition for “alternative license” is missing the word “licensure” at the end of the provision. Paragraph 3 of the definition notes a “temporary, one-year administrator certificate or license” although an administrator certificate does not exist and is not referred to in any other part of the rule. Paragraph 4 of the same definition includes the word “rule” which is superfluous when making a reference to the New Mexico Administrative Code. This same error occurs again in the definitions for “competencies for licensure” and “department-approved EPP.” The definition for “mental health services” should have the word “outlined” rather than “outlines” and an “s” added to “Subsection” as the definition refers to two subsections.

Throughout the rule, references are made to evaluation “ratings of effective or higher on the summative report.” Although PED has not yet adopted a new educator effectiveness system, it is unclear the department will continue to rate teachers on the same scale and with the same terminology. Other recently proposed rules from PED have suggested “meets the necessary performance level as defined by the department on their educator effectiveness report” in place of a teacher’s “rating of effective or higher.” PED may wish to change the language to ensure all rules proposed under the current administration have consistent language when referring to educator evaluations. Additionally, the department should clearly define the performance objectives and levels, and use consistent language once an educator effectiveness system is adopted.

Pursuant to Subsection A of 6.60.3.11 (1) NMAC, a candidate for alternative administrator licensure must hold a “level 2 or 3 teaching license.” A level 3 teaching license should be denoted as “level 3-A teaching license.”

Pursuant to Subsection B of 6.60.3.12 NMAC, a reference is made to 6.60.3.13 NMAC, although this section does not exist. The reference should be made to 6.60.3.12 NMAC.

Alternative Student Success Advisors will be able to serve a number of functions, such as:

- Maintaining accurate and complete records and reports;
- Analyzing transcripts;
- Guiding students and parents with regard to programing;
- Supporting students with college applications, admission procedures, and financial aid options;
- Scheduling;
- Planning and conducting activities focused on career awareness;
- Test coordination; and
- Supporting students in meeting graduation requirements.

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TITLE 6 PRIMARY AND SECONDARY EDUCATION
CHAPTER 60 SCHOOL PERSONNEL - GENERAL PROVISIONS
PART 3 ALTERNATIVE LICENSURE

6.60.3.1 ~~ISSUING AGENCY:~~ Public Education Department, herein after the department.
 [6.60.3.1 NMAC ~~Rp, 6.60.3.1 NMAC, 11/27/2018~~]

6.60.3.2 ~~SCOPE:~~ Applicants for alternative teaching licensure alternative administrative licensure, or student success advisor licensure.
 [6.60.3.2 NMAC ~~Rp, 6.60.3.2 NMAC, 11/27/2018~~]

6.60.3.3 ~~STATUTORY AUTHORITY:~~ Sections 22-2-1, 22-2-2, 22-10A-6, and 22-10A-8 NMSA 1978.
 [6.60.3.3 NMAC ~~Rp, 6.60.3.3 NMAC, 11/27/2018~~]

6.60.3.4 ~~DURATION:~~ Permanent
 [6.60.3.4 NMAC ~~Rp, 6.60.3.4 NMAC, 11/27/2018~~]

6.60.3.5 ~~EFFECTIVE DATE:~~ November 27, 2018 unless a later date is cited in the history note at the end of a section.
 [6.60.3.5 NMAC ~~Rp, 6.60.3.5 NMAC, 11/27/2018~~]

6.60.3.6 ~~OBJECTIVE:~~ To define the requirements for obtaining an alternative teaching license, alternative administrator license, or student success advisor license.
 [6.60.3.6 NMAC ~~Rp, 6.60.3.6 NMAC, 11/27/2018~~]

6.60.3.7 ~~DEFINITIONS:~~

- ~~A. "Alternative license" means:~~
- ~~(1) a temporary, two year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to licensure as defined in Subsections B and C of 6.60.3.9 NMAC; or~~
 - ~~(2) a temporary, one year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to licensure as defined in Subsection D of 6.60.3.9 NMAC; or~~
 - ~~(3) a temporary, one year administrator certificate or license issued by the department to a candidate who does not yet meet the requirements for a level 3B administrator license but is participating in an alternative route to licensure as defined in 6.60.3.11 NMAC; or~~
 - ~~(4) a temporary, five year alternative student success advisor license issued by the department to a candidate who does not yet meet the requirements for school counselor licensure but is working toward meeting the requirements established in 6.63.6 NMAC.~~
- ~~B. "Competencies for licensure" means the content knowledge and skills a teacher shall know and apply in order to demonstrate competency in a particular content area as defined in Title 6, Chapter 64, Competencies for Licensure, Parts 2 through 18 NMAC.~~
- ~~C. "Department approved educator preparation program" or "department approved EPP" means an educational program approved by the department pursuant to 6.65.3 NMAC that offers coursework intended to lead to teacher licensure upon a candidate's successful completion of program requirements.~~
- ~~D. "Full school year" means a minimum of 160 instructional days or equivalent number of days in schools or local education agencies on alternative schedules over multiple school years of full-time or part-time teaching during which the teacher is the teacher of record or serves as an instructional coach or resource teacher in at least one class each school year while holding a standard teaching license. An equivalent number of instructional hours may be accepted for those teachers who do not teach every day. Instructional days may include teaching in summer school or similar educational setting.~~
- ~~E. "Internship" means an official program with practical experience in which candidates for administrative licensure assume all responsibilities of a school administrator under the guidance of a mentor for a minimum of 180 clock hours throughout one full school year, including those responsibilities that are unique to the beginning and end of the school year. Internships shall be served at a public school, private school, or state educational institution.~~

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~~_____ F. “Local education agency” or “LEA” means a school district or a state-chartered charter school.~~

~~_____ G. “Mental health services” means the responsibilities of a school counselor as outlined in Subsection D and E of 6.63.6.9 NMAC.~~

~~_____ H. “New Mexico teacher assessments” or “NMTA” means the tests required for individuals seeking initial New Mexico licensure.~~

~~_____ I. “NMTEACH” means the department approved educator effectiveness evaluation system defined in 6.69.8 NMAC that measures teacher performance using the five components:~~

- ~~_____ (1) improved student achievement;~~
- ~~_____ (2) classroom observation;~~
- ~~_____ (3) planning, preparation, and professionalism;~~
- ~~_____ (4) student or parent surveys; and~~
- ~~_____ (5) teacher attendance.~~

~~_____ J. “Standard teaching license” means a certificate or license issued by the department at five and nine year intervals authorizing a person to teach, supervise an instructional program, counsel, provide special instructional services, or serve as an administrator in a New Mexico public school.~~

~~_____ K. “Teacher of record” means the recipient of an alternative teaching license named in an employment contract with an LEA responsible for teaching students and managing a classroom the majority of the time. The teacher of record is responsible for lesson planning, assigning grades, meeting with parents, and completing all duties of a classroom teacher with a standard teaching license.~~
~~[6.60.3.7 NMAC – Rp, 6.60.3.7 NMAC, 11/27/2018]~~

6.60.3.8 PATHWAYS FOR ALTERNATIVE TEACHING LICENSURE: Three pathways shall be available for candidates seeking to obtain an alternative teaching license in New Mexico.

~~_____ A. **Alternative EPP pathway.** A two-year alternative teaching license may be granted to candidates who simultaneously complete face-to-face or online courses through a department-approved EPP while serving as a teacher of record for two years. Candidates who complete the EPP and meet coursework and testing requirements at the conclusion of the two-year alternative license period shall be eligible to transfer to a level 1 standard teaching license.~~

~~_____ B. **Alternative NMTEACH pathway.** A two-year alternative teaching license may be granted to candidates who simultaneously complete required teaching of reading coursework and testing requirements while serving as a teacher of record. Candidates who complete coursework and testing requirements and who earn two consecutive ratings of effective or higher on NMTEACH at the completion of the two-year alternative license period shall be eligible to transfer to a level 1 standard teaching license.~~

~~_____ C. **Alternative post-secondary experience pathway.** A one-year alternative license may be granted to candidates who have obtained a bachelor’s and master’s degree in a field outside education and who have taught at an accredited college or university for a minimum of five years. Candidates who serve as the teacher of record for one full school year who earn an effective or higher rating on NMTEACH and who satisfactorily demonstrate teaching competencies for the type and level of licensure being sought, as determined by the LEA, shall be eligible to transfer to a level 2 or level 3A standard teaching license. Candidates following the alternative post-secondary experience pathway shall not be required to complete testing requirements.~~
~~[6.60.3.8 NMAC – Rp, 6.60.3.8 NMAC, 11/27/2018]~~

6.60.3.9 REQUIREMENTS FOR ALTERNATIVE TEACHING LICENSURE:

~~_____ A. **General requirements.** All applicants for alternative teaching licensure shall:~~

- ~~_____ (1) be at least 18 years of age;~~
- ~~_____ (2) hold either a bachelor of arts or science degree, master of arts or science degree, or doctorate degree from a regionally accredited college or university with a minimum grade point average of 2.75;~~
- ~~_____ (3) complete a background check in accordance with 6.60.8 NMAC; and~~
- ~~_____ (4) have no licensure requirements waived on an emergency or temporary basis, or for any other reason; and~~
- ~~_____ (5) meet the application requirements for the license being sought.~~

~~_____ B. **Alternative EPP pathway.** Applicants following the alternative EPP pathway shall:~~

- ~~_____ (1) pass the required NMTA essential academic skills tests defined in 6.60.5 NMAC prior to receiving alternative licensure at any level;~~
- ~~_____ (2) participate in a department-approved EPP with an alternative licensure program;~~
- ~~_____ (3) serve as a teacher of record for two full school years; and~~

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_____ (4) _____ complete no fewer than six semester hours including required hours of coursework in the teaching of reading aligned with the competencies for licensure for entry-level teachers for the type of license being sought.

_____ **C. Alternative NMTEACH pathway.** Applicants following the alternative NMTEACH pathway shall:

_____ (1) _____ pass the required NMTA essential academic skills tests defined in 6.60.5 NMAC prior to receiving alternative licensure at any level;

_____ (2) _____ serve as a teacher of record for two full school years;

_____ (3) _____ receive two consecutive ratings of effective or higher on the NMTEACH summative evaluation; and

_____ (4) _____ complete required coursework in the teaching of reading.

_____ (a) _____ Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre-K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.

_____ (b) _____ Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre-K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.

_____ **D. Alternative post-secondary experience pathway.** Applicants following the post-secondary experience pathway shall:

_____ (1) _____ provide documentation of at least five full school years' experience teaching at an accredited college or university;

_____ (2) _____ complete at least one full school year as a teacher of record while holding an alternative license; and

_____ (3) _____ complete required coursework in the teaching of reading.

_____ (a) _____ Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre-K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.

_____ (b) _____ Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre-K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.

[6.60.3.9 NMAC – Rp, 6.60.3.9 NMAC, 11/27/2018]

6.60.3.10 APPLICATION FOR ALTERNATIVE TEACHING LICENSURE:

_____ **A. Alternative EPP pathway.** Applicants following the alternative EPP pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a two-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. The licensee shall complete coursework requirements within the two-year period and shall provide the department with documentation of coursework completion. Candidates with alternative licensure may be issued a one-year extension to allow additional time for completing coursework and testing requirements if they can demonstrate good standing with the LEA or EPP. Applicants for alternative licensure via the alternative EPP pathway shall provide:

_____ (1) _____ official sealed bachelor's degree transcript with at least 30 semester hours in the license subject area, a master's degree transcript with at least 12 graduate hours in the license subject area, or a doctoral degree in the license subject area;

_____ (2) _____ a letter of acceptance into a department approved EPP; and

_____ (3) _____ proof of passage of required NMTA essential academic skills tests.

_____ **B. Alternative NMTEACH pathway.** Applicants following the alternative NMTEACH pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a two-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. The licensee shall complete coursework requirements within the two-year period and shall provide the department with documentation of coursework completion. Candidates with alternative licensure following the NMTEACH pathway who are not successful in demonstrating competency by way of NMTEACH summative evaluations shall not have their alternative license extended or renewed. Applicants for alternative licensure via the alternative NMTEACH pathway shall provide:

_____ (1) _____ official sealed transcript for a bachelor's degree transcript with at least 30 semester hours in the license subject area, a master's degree transcript with at least 12 graduate hours in the license subject area, or a doctoral degree in the license subject area;

_____ (2) _____ proof of registration to complete required coursework in the teaching of reading;

_____ (3) _____ proof of passage of required NMTA essential academic skills tests;

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- _____ (4) _____ a letter of support from the LEA requesting that the applicant follow the alternative NMTEACH pathway; and
- _____ (5) _____ a letter of interest from the applicant requesting to follow the alternative NMTEACH pathway.

_____ **C. _____ Alternative post-secondary experience pathway.** Applicants following the alternative post-secondary experience pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a one-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. Applicants shall provide:

- _____ (1) _____ proof of registration to complete required coursework in the teaching of reading; and
 - _____ (2) _____ verification of five years' teaching experience at an accredited college or university.
- [6.60.3.10 NMAC – Rp, 6.60.3.11 NMAC, 11/27/2018]

6.60.3.11 _____ REQUIREMENTS FOR ALTERNATIVE ADMINISTRATOR LICENSURE:

- _____ **A. _____** A one-year alternative license in educational administration may be issued to any candidate who:
 - _____ (1) _____ holds a level 2 or level 3 teaching license; and
 - _____ (2) _____ has at least six full school years of experience in administration at an accredited college or university. Administrators shall be in a position of supervision which shall include:
 - _____ (a) _____ dean;
 - _____ (b) _____ president; and
 - _____ (c) _____ vice president.

_____ **B. _____** Alternatively licensed educational administrators shall complete an internship of at least 180 hours. Upon completion of the internship, the candidate shall be issued a level 3B administrator license so long as they have met the administrator licensure competencies and indicators outlined in 6.62.2.10 NMAC, as verified to the department by the candidate's employer.

[6.60.3.11 NMAC – Rp, 6.60.3.11 NMAC, 11/27/2018]

6.60.3.12 _____ REQUIREMENTS FOR ALTERNATIVE STUDENT SUCCESS ADVISOR LICENSURE:

- _____ **A. _____** Applicants for an alternative student success advisor license shall:
 - _____ (1) _____ be at least 18 years of age;
 - _____ (2) _____ hold either a bachelor of arts or science degree from a regionally accredited college or university; and
 - _____ (3) _____ complete a background check in accordance with 6.60.8 NMAC.
- _____ **B. _____** Applicants who meet the criteria established in Subsection A of 6.60.3.13 NMAC shall be issued a five-year alternative license to serve as a student success advisor. Student success advisors shall:
 - _____ (1) _____ work with students in grades seven through 12; and
 - _____ (2) _____ sign an ethical statement, prescribed by the department, stating that the licensee shall not provide mental health services while employed as a student success advisor.
- _____ **C. _____** Alternative student success advisor licenses shall be non-renewable. Student success advisors shall complete the requirements to earn a school counselor license defined in 6.63.6 NMAC within the five-year term of their alternative license to maintain employment in the role of a student advisor or to transition into the role of school counselor.
- _____ **D. _____** Responsibilities of the student success advisor may include any of the following:
 - _____ (1) _____ maintaining accurate and complete records and reports as required by federal and state law and regulation, department guidance, and district and charter school policies;
 - _____ (2) _____ analyzing transcripts;
 - _____ (3) _____ guiding student and parent decision making regarding courses and graduation pathways;
 - _____ (4) _____ supporting students with the college application and admission process, including preparation for college admissions tests;
 - _____ (5) _____ developing master schedules;
 - _____ (6) _____ arranging for dual or concurrent enrollment, career technical education, and advanced placement course offerings;
 - _____ (7) _____ informing students about postsecondary financing options such as the free application for federal student aid that can be used to support advanced education and training;
 - _____ (8) _____ supporting student documentation of career preparedness, including industry recognized credentials or certificates, test results, grades, samples of student work, resumes, and cover letters to prospective employers;

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~~(9) planning and conducting activities focused on increasing career awareness;~~
~~(10) conducting orientation and training programs for students, parents, and staff;~~
~~(11) serving as a district or school test coordinator or administrator as defined in 6.10.7 NMAC; and~~
~~(12) supporting students in meeting the requirements for a New Mexico diploma of excellence by providing guidance on coursework and demonstration of competency requirements.~~
E. Responsibilities of the student success advisor shall not include providing mental health services.
 [6.60.3.12 NMAC - Rp, 6.60.3.12 NMAC, 11/27/2018]

HISTORY OF 6.60.3 NMAC:

PRE-NMAC HISTORY: The material in this part was derived from that previously filed with State Records Center and Archives under:

SBE Regulation No. 86-6, Alternative Licensure, filed July 14, 1986; and
 SBE Regulation No. 86-6, Amendment No. 1, Alternative Licensure filed December 4, 1990.

HISTORY OF REPEALED MATERIAL:

6 NMAC 4.2.2.1, Alternative Licensure, was repealed by the State Board of Education effective July 1, 2000 and repromulgated effective July 1, 2000.

6.60.3 NMAC, Alternative Licensure, filed June 1, 2001 was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 10/31/2007.

6.60.3 NMAC, Alternative Licensure, filed 10/31/2007 was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 11/27/2018.

6.60.3.1 ISSUING AGENCY: Public Education Department, herein after the department.
 [6.60.3.1 NMAC - Rp, 6.60.3.1 NMAC, 8/13/2019]

6.60.3.2 SCOPE: Applicants for alternative teaching licensure, alternative administrative licensure, or student success advisor licensure.
 [6.60.3.2 NMAC - Rp, 6.60.3.2 NMAC, 8/13/2019]

6.60.3.3 STATUTORY AUTHORITY: Sections 22-2-1, 22-2-2, 22-10A-6, and 22-10A-8 NMSA 1978.
 [6.60.3.3 NMAC - Rp, 6.60.3.3 NMAC, 8/13/2019]

6.60.3.4 DURATION: Permanent
 [6.60.3.4 NMAC - Rp, 6.60.3.4 NMAC, 8/13/2019]

6.60.3.5 EFFECTIVE DATE: August 13, 2019 unless a later date is cited in the history note at the end of a section.
 [6.60.3.5 NMAC - Rp, 6.60.3.5 NMAC, 8/13/2019]

6.60.3.6 OBJECTIVE: To define the requirements for obtaining an alternative teaching license, alternative administrator license, or student success advisor license.
 [6.60.3.6 NMAC - Rp, 6.60.3.6 NMAC, 8/13/2019]

6.60.3.7 DEFINITIONS:**A. "Alternative license" means:**

- (1) a temporary, two-year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to licensure;
- (2) a temporary, one-year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to;
- (3) a temporary, one-year administrator certificate or license issued by the department to a candidate who does not yet meet the requirements for a level 3B administrator license but is participating in an alternative route to licensure; or
- (4) a temporary, five-year alternative student success advisor license issued by the department to a candidate who does not yet meet the requirements for school counselor licensure but is working toward meeting the requirements established in Rule 6.63.6 NMAC.

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B. “Competencies for licensure” means the content knowledge and skills a teacher shall know and apply in order to demonstrate competency in a particular content area as defined in Rules 6.64.2 through 6.64.18 NMAC.

C. “EPP” means an educator preparation program that offers coursework intended to lead to teacher or administration licensure upon a candidate’s successful completion of the program requirements.

D. “Department-approved EPP” means an EPP that has been approved by the department pursuant to Rule 6.65.3 NMAC.

E. “Educator effectiveness system” means the department-approved educator evaluation system.

F. “Full school year” means, for the purposes of this rule and as used herein, for K-12 schools, a minimum of 160 instructional days or, for post-secondary institutions, two consecutive semesters commencing in the fall. An equivalent number of instructional hours may be accepted for those teachers who do not teach every day. Instructional days may include teaching in summer school or similar educational setting.

G. “Internship” means an official program with practical experience in which candidates for administrative licensure assume all responsibilities of a school administrator under the guidance of a mentor for a minimum of 180 clock hours throughout one full school year, including those responsibilities that are unique to the beginning and end of the school year. A candidate’s internship must be served at a public school, private school, or state educational institution.

H. “LEA” means a local educational agency as defined in 34 CFR Sec. 300.28.

I. “Mental health services” means the responsibilities of a school counselor as outlines in Subsection D and E of 6.63.6.9 NMAC.

J. “New Mexico teacher assessments” means the department-approved tests required for individuals seeking initial New Mexico licensure.

K. “Regionally accredited college or university” means a higher education institution accredited by one of several regional organizations recognized by the United States department of education.

L. “Standard teaching license” means a certificate or license issued by the department at five-year and nine-year intervals authorizing a person to teach, supervise an instructional program, counsel, provide special instructional services, or serve as an administrator in a New Mexico public school.

M. “Teacher of record” means the recipient of an alternative teaching license named in an employment contract with an LEA responsible for teaching students and managing a classroom the majority of the time. The teacher of record is responsible for lesson planning, assigning grades, meeting with parents, and completing all duties of a classroom teacher with a standard teaching license.

[6.60.3.7 NMAC - Rp, 6.60.3.7 NMAC, 8/13/2019]

6.60.3.8 ALTERNATIVE PATHWAYS FOR TEACHING LICENSURE: Three alternative pathways shall be available for candidates seeking to obtain a teaching license in New Mexico.

A. Alternative EPP pathway. A two-year alternative teaching license may be granted to candidates who simultaneously complete face-to-face or online courses through a department-approved EPP while serving as a teacher of record for two years. Candidates who complete the EPP and meet coursework and testing requirements at the conclusion of the two-year alternative license period shall be eligible to apply for a level 1 standard teaching license.

B. Alternative educator effectiveness pathway. A two-year alternative teaching license may be granted to candidates who simultaneously complete required teaching of reading coursework and testing requirements while serving as a teacher of record. Candidates who complete coursework and testing requirements and who earn two consecutive ratings of effective or higher on the summative report at the completion of the two-year alternative license period shall be eligible to apply for a level 1 standard teaching license.

C. Alternative post-secondary experience pathway. A one-year alternative teaching license may be granted to candidates who have obtained a bachelor’s and master’s degree in a field outside education and who have taught at a regionally accredited college or university for at least five full school years. Candidates who serve as the teacher of record for one full school year and who satisfactorily demonstrate teaching competencies for the type and level of licensure being sought, as determined by the LEA, shall be eligible to apply for a level 2 or level 3A standard teaching license. Candidates following the alternative post-secondary experience pathway shall not be required to complete testing requirements.

[6.60.3.8 NMAC - Rp, 6.60.3.8 NMAC, 8/13/2019]

6.60.3.9 REQUIREMENTS FOR ALTERNATIVE TEACHING LICENSURE:

A. General requirements. All applicants for alternative teaching licensure shall:

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- (1) be at least 18 years of age;
- (2) hold either a bachelor of arts or science degree, master of arts or science degree, or doctorate degree from a regionally accredited college or university;
- (3) complete a background check in accordance with 6.60.8 NMAC;
- (4) have no licensure requirements waived on an emergency or temporary basis, or for any other reason; and

B. Alternative EPP pathway. Applicants following the alternative EPP pathway shall:

- (1) participate in a department-approved EPP with an alternative licensure program;
- (2) serve as a teacher of record for two full school years;
- (3) complete no fewer than six semester hours including required hours of coursework in the teaching of reading aligned with the competencies for licensure for entry-level teachers for the type of license being sought;
- (4) complete a student-teaching or field-based component course as provided by the program; and
- (5) pass all department-approved New Mexico teacher assessments within two years.

C. Alternative educator effectiveness pathway. Applicants following the alternative educator effectiveness pathway shall:

- (1) serve as a teacher of record for two full school years;
- (2) receive two consecutive ratings of effective or higher on the summative report; and
- (3) complete required coursework in the teaching of reading.
 - (a) Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.
 - (b) Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.

D. Alternative post-secondary experience pathway. Applicants following the post-secondary experience pathway shall:

- (1) provide documentation of at least five full school years' experience teaching at a regionally accredited college or university;
 - (a) Applicants with at least five full school years' experience shall be issued a level 2 license upon completion of the alternative post-secondary experience pathway.
 - (b) Applicants with six or more years shall be issued a level 3A license upon completion of the alternative post-secondary experience pathway.
 - (2) complete at least one full school year as a teacher of record while holding an alternative license; and
 - (3) complete required coursework in the teaching of reading.
 - (a) Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.
 - (b) Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.
- [6.60.3.9 NMAC - Rp, 6.60.3.9 NMAC, 8/13/2019]

6.60.3.10 APPLICATION FOR ALTERNATIVE TEACHING LICENSURE:

A. Alternative EPP pathway. Applicants following the alternative EPP pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a two-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. The licensee shall complete coursework requirements within the two-year period and shall provide the department with documentation of coursework completion. All years completed on an alternative license shall count toward advancement to a level 2 license. Candidates with alternative licensure may be issued a one-year extension to allow additional time for completing coursework and testing requirements if they can demonstrate good standing with the LEA or EPP. Applicants for alternative licensure via the alternative EPP pathway shall provide:

- (1) official sealed bachelor's degree transcript with at least 30 semester hours in the license subject area of instruction to include language arts, mathematics, science, social studies, fine or performing arts, foreign language or humanities;

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(2) master's degree transcript with at least 12 graduate hours in the license subject area of instruction to include language arts, mathematics, science, social studies, fine or performing arts, foreign language or humanities;

(3) doctoral degree in the license subject area of instruction to include language arts, mathematics, science, social studies, fine or performing arts, foreign language or humanities; and

(4) a letter of acceptance into a department-approved EPP.

B. Alternative post-secondary experience pathway. Applicants following the alternative post-secondary experience pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a one-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. Applicants shall provide verification of at least five-years' teaching experience at a regionally accredited college or university.

[6.60.3.10 NMAC - Rp, 6.60.3.11 NMAC, 8/13/2019]

6.60.3.11 REQUIREMENTS FOR ALTERNATIVE ADMINISTRATOR LICENSURE:

A. A one-year alternative license in educational administration may be issued to any candidate who:

(1) holds a level 2 or level 3 teaching license; and

(2) has at least six full school years of experience in administration at a regionally accredited college or university. Administrators shall be in a position of supervision which shall include but are not limited to:

(a) dean;

(b) president; or

(c) vice president.

B. Alternatively licensed educational administrators shall complete an internship of at least 180 hours. Upon completion of the internship, the candidate shall be issued a level 3B administrator license so long as they have met the administrator licensure competencies and indicators outlined in 6.62.2.10 NMAC, as verified to the department by the candidate's employer.

[6.60.3.11 NMAC - Rp, 6.60.3.11 NMAC, 8/13/2019]

6.60.3.12 REQUIREMENTS FOR ALTERNATIVE STUDENT SUCCESS ADVISOR LICENSURE:

A. Applicants for an alternative student success advisor license shall:

(1) be at least 18 years of age;

(2) hold either a bachelor of arts or science degree from a regionally accredited college or university; and

(3) complete a background check in accordance with 6.60.8 NMAC.

B. Applicants who meet the criteria established in Subsection A of 6.60.3.13 NMAC shall be issued a five-year alternative license to serve as a student success advisor. Student success advisors shall:

(1) work with students in grades seven through 12; and

(2) sign an ethical statement, prescribed by the department, stating that the licensee shall not provide mental health services while employed as a student success advisor.

C. Alternative student success advisor licenses shall be non-renewable. Student success advisors shall complete the requirements to earn a school counselor license defined in 6.63.6 NMAC within the five-year term of their alternative license to maintain employment in the role of a student advisor or to transition into the role of school counselor.

D. Responsibilities of the student success advisor may include any of the following:

(1) maintaining accurate and complete records and reports as required by federal and state law and regulation, department guidance, and district and charter school policies;

(2) analyzing transcripts;

(3) guiding student and parent decision making regarding courses and graduation pathways;

(4) supporting students with the college application and admission process, including preparation for college admissions tests;

(5) developing master schedules;

(6) arranging for dual or concurrent enrollment, career technical education, and advanced placement course offerings;

(7) informing students about postsecondary financing options such as the free application for federal student aid that can be used to support advanced education and training;

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(8) supporting student documentation of career preparedness, including industry-recognized credentials or certificates, test results, grades, samples of student work, resumes, and cover letters to prospective employers;

(9) planning and conducting activities focused on increasing career awareness;

(10) conducting orientation and training programs for students, parents, and staff;

(11) serving as a district or school test coordinator or administrator as defined in 6.10.7

NMAC; and

(12) supporting students in meeting the requirements for a New Mexico diploma of excellence by providing guidance on coursework and demonstration of competency requirements.

E. Responsibilities of the student success advisor shall not include providing mental health services. [6.60.3.12 NMAC - Rp, 6.60.3.12 NMAC, 8/13/2019]

HISTORY OF 6.60.3 NMAC:

PRE-NMAC HISTORY: The material in this part was derived from that previously filed with State Records Center and Archives under:

SBE Regulation No. 86-6, Alternative Licensure, filed July 14, 1986; and

SBE Regulation No. 86-6, Amendment No. 1, Alternative Licensure filed December 4, 1990.

HISTORY OF REPEALED MATERIAL:

6 NMAC 4.2.2.1, Alternative Licensure, was repealed by the State Board of Education effective July 1, 2000 and repromulgated effective July 1, 2000.

6.60.3 NMAC, Alternative Licensure, filed June 1, 2001 - was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 10/31/2007.

6.60.3 NMAC, Alternative Licensure, filed 10/31/2007 - was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 11/27/2018.

6.60.3 NMAC, Alternative Licensure, filed 11/27/2018 - was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 8/13/2019.