



School, Teacher, and Program Interventions

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Secretary of Education

Equity and Access

Vision:

Every student has access to an effective teacher that advances their learning towards the ultimate goal of being college and career ready.

Theory of Action:

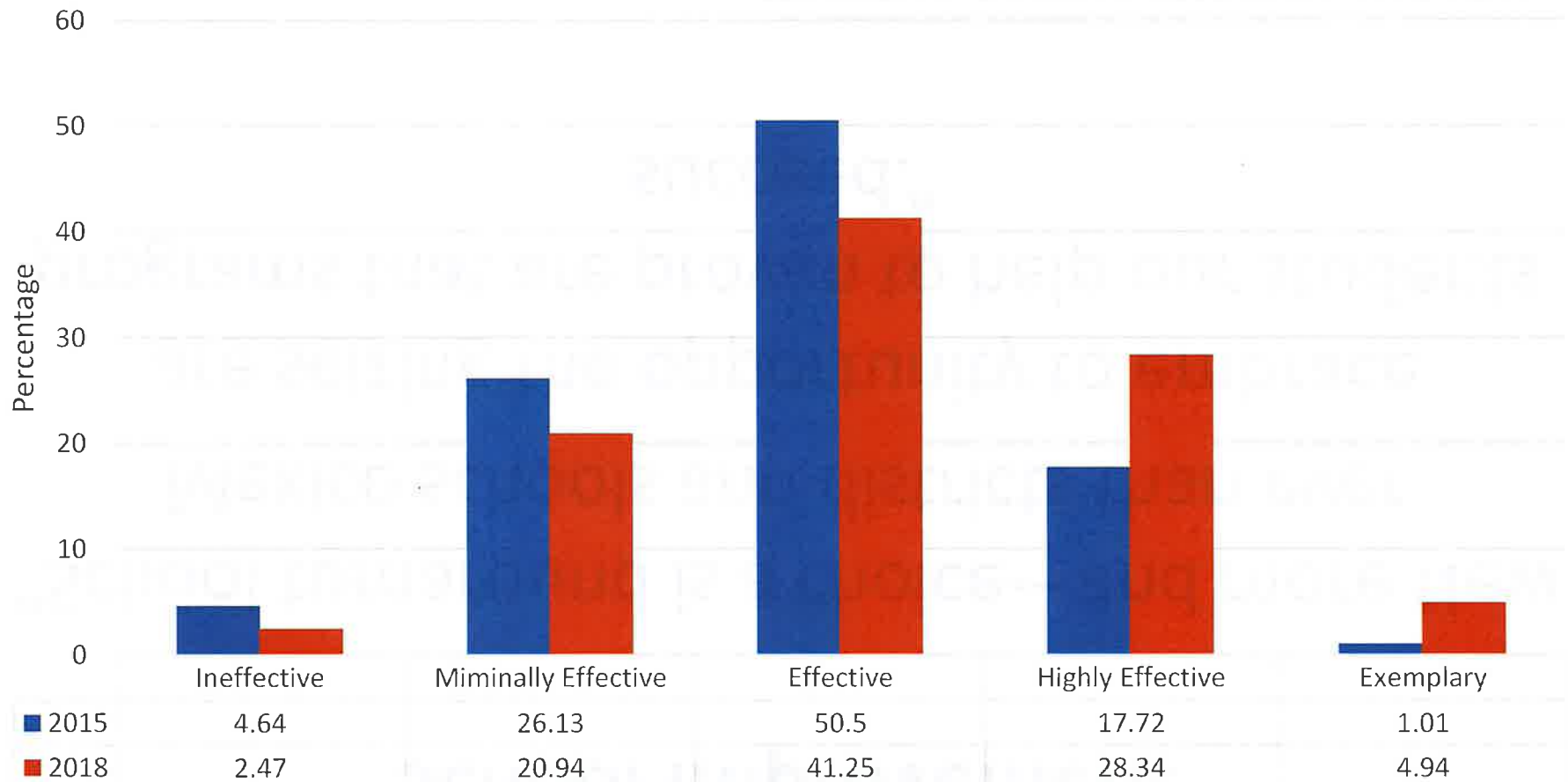
*If we prepare teachers to be successful in the classroom with the necessary pedagogical and cultural tools, **and if** we create an environment that strategically recruits, retains and rewards effective teachers who teach students in need of the most support,*

***Then** all teachers have the ability to be effective and we will prioritize our best teachers to serve in the areas of most need.*

2015 New Mexico Equity Plan

Increasing Access to Highly Effective and Exemplary Teachers

Teacher Effectiveness Ratings for **Minority Students**, 2015 and 2018



School Improvement

“School turnaround is a choice—and more New Mexico schools and districts than ever are seizing the opportunity to embrace programs that are proven to help our students succeed.”

Christopher N. Ruszkowski, NM Secretary of Education

Signature Programs



6 years
208 schools
75,219 (cohorts 1-5) students
48 districts & 9 state charters

4 years
12,643 students
1,065 teachers
31 schools
10 districts



Principals Pursuing Excellence (PPE)

Leveraging the expertise of New Mexico's educational leaders to support and empower our school leaders to dramatically improve student achievement in their schools.

- ✓ Performance-based Coaching
- ✓ Professional Development
- ✓ Instructional Leadership
- ✓ 90-day Plan
- ✓ Tools

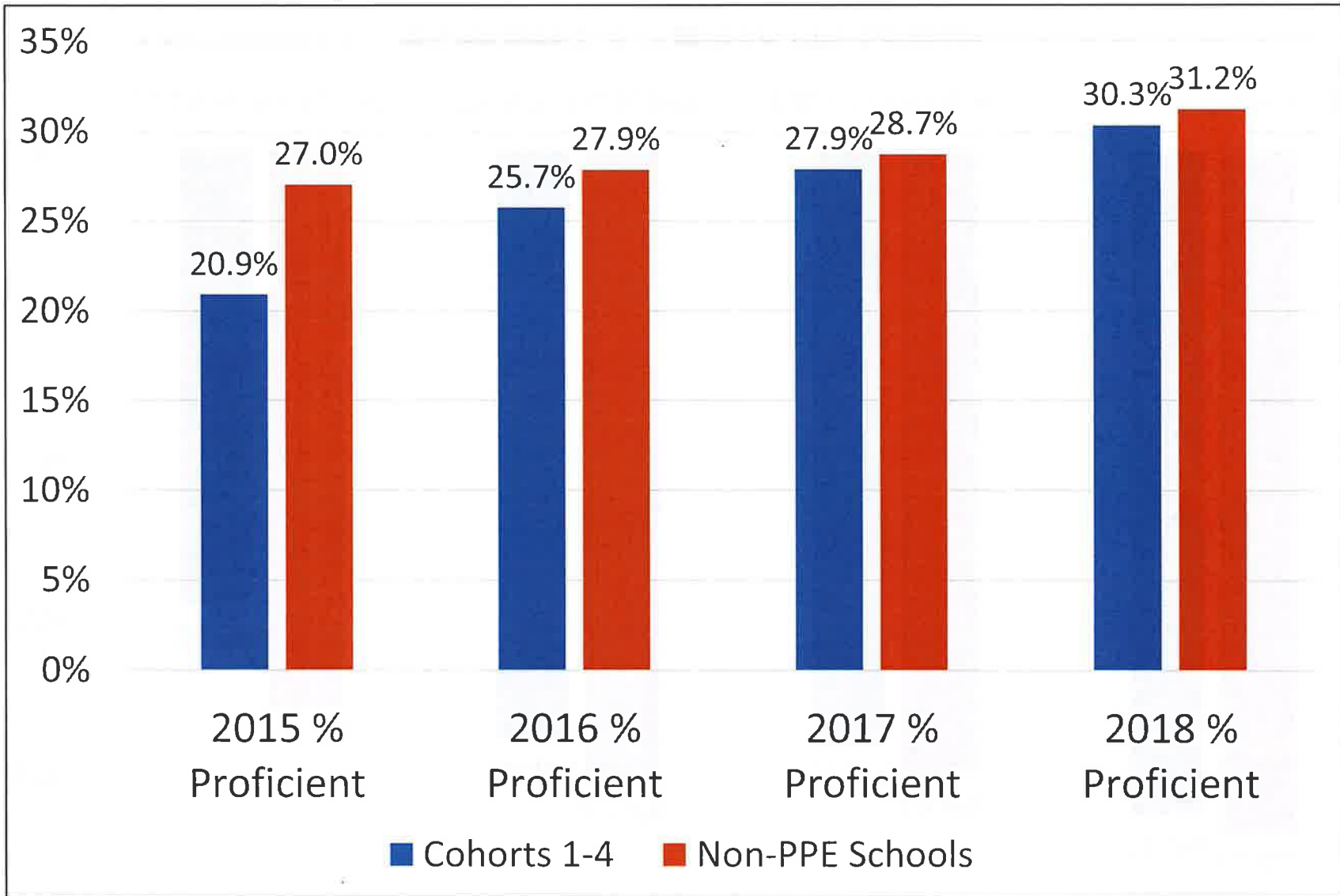
Principals Pursuing Excellence

PPE is an instructional leadership development program focused on coaching leaders to take high-impact, evidence-based actions to better support their teachers, foster a culture of learning at the school, and advance achievement for all students.

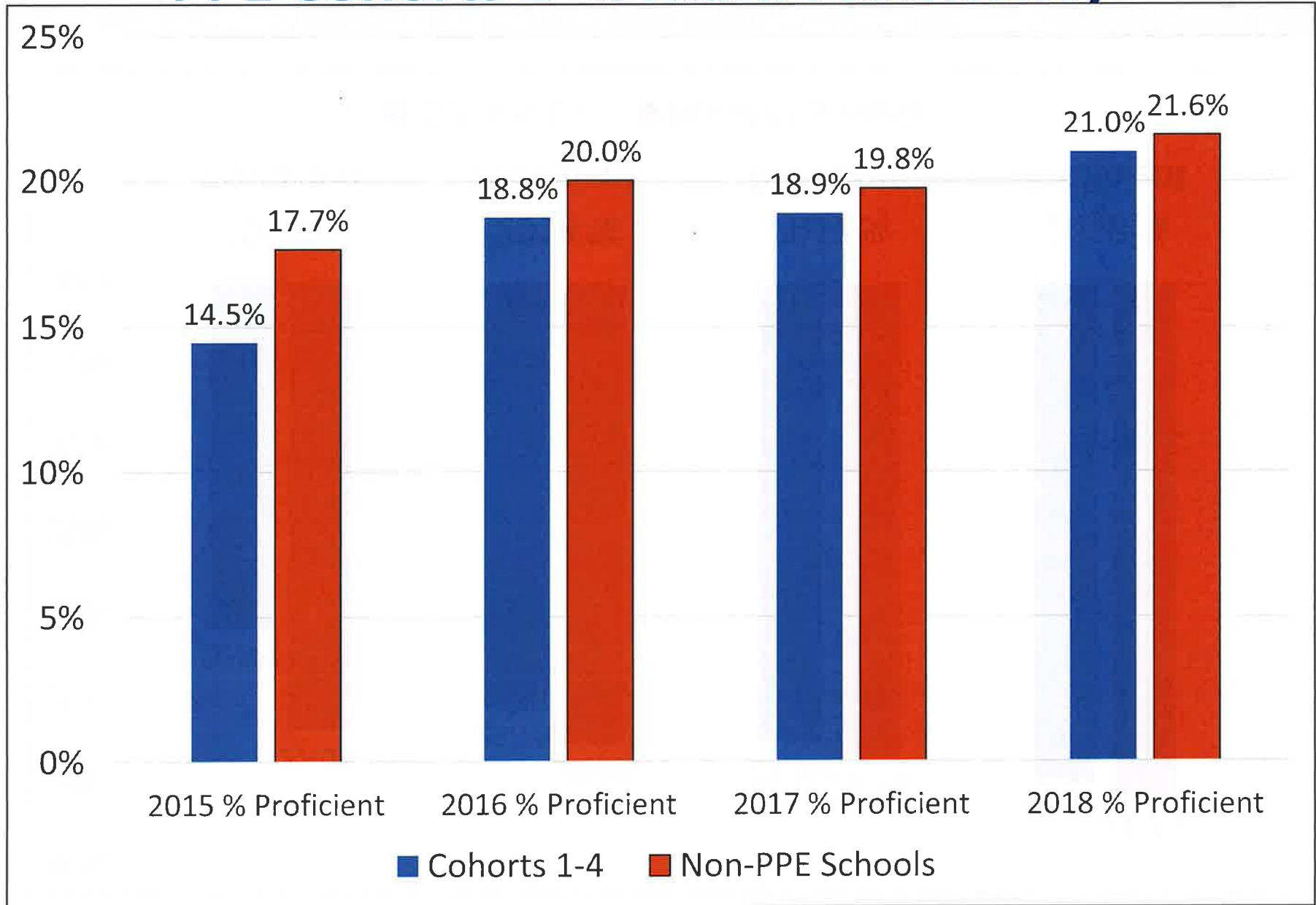
PPE: Closing the Achievement Gap

- In 3 school years, PPE cohort 1 through 4 schools representing nearly half of New Mexico's districts have **erased 85% of the achievement gap in reading proficiency** with non-PPE schools.
- PPE schools have also **erased 81% of the achievement gap in math proficiency** with non-PPE schools.
- PPE schools serve disproportionately more Native American students, students with disabilities, English Learners, and students from low-income communities.

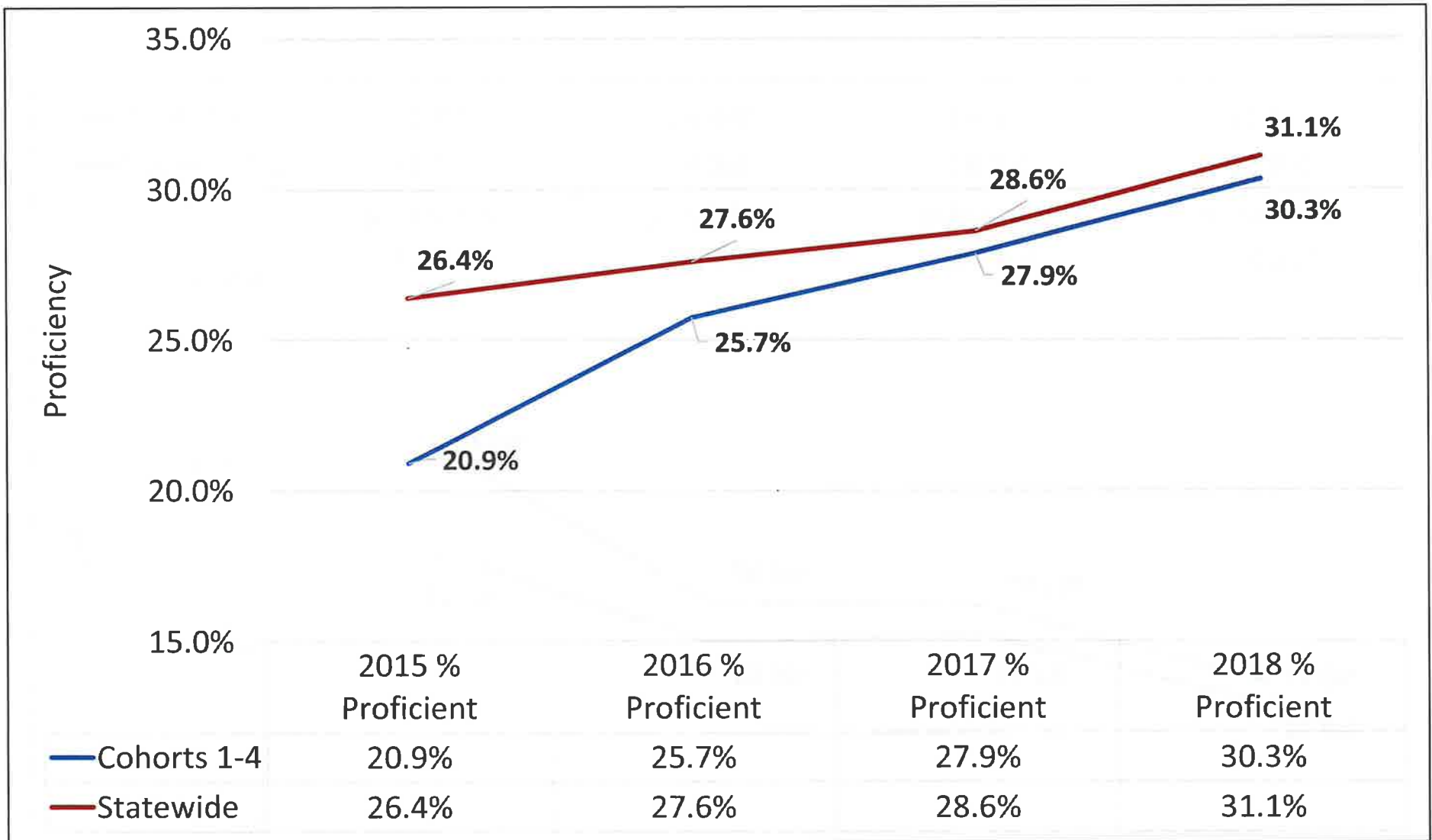
PPE Cohorts 1-4: English Language Arts Proficiency



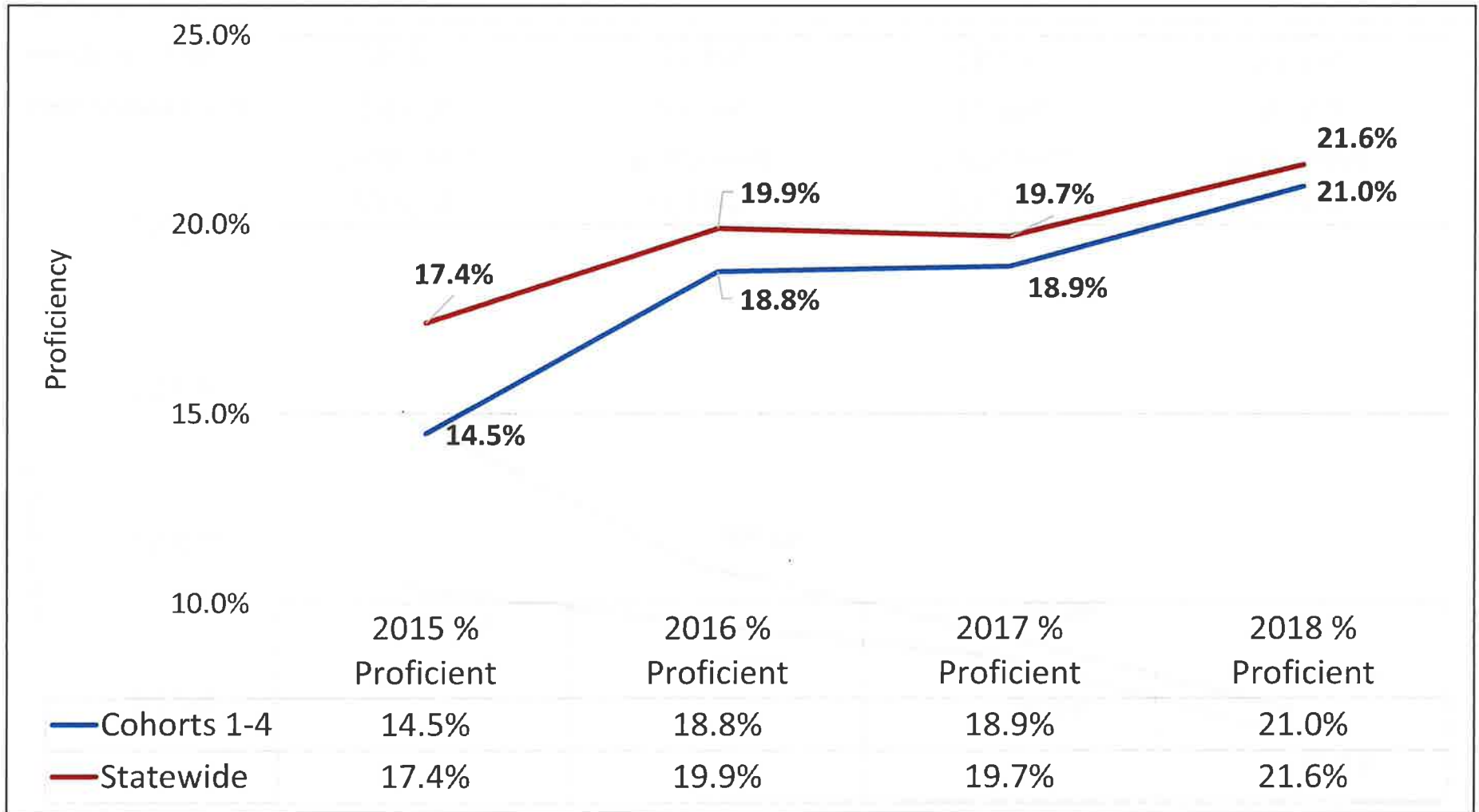
PPE Cohorts 1-4: Math Proficiency



PPE vs. Statewide Average: English Language Arts



PPE vs. Statewide Average: Math



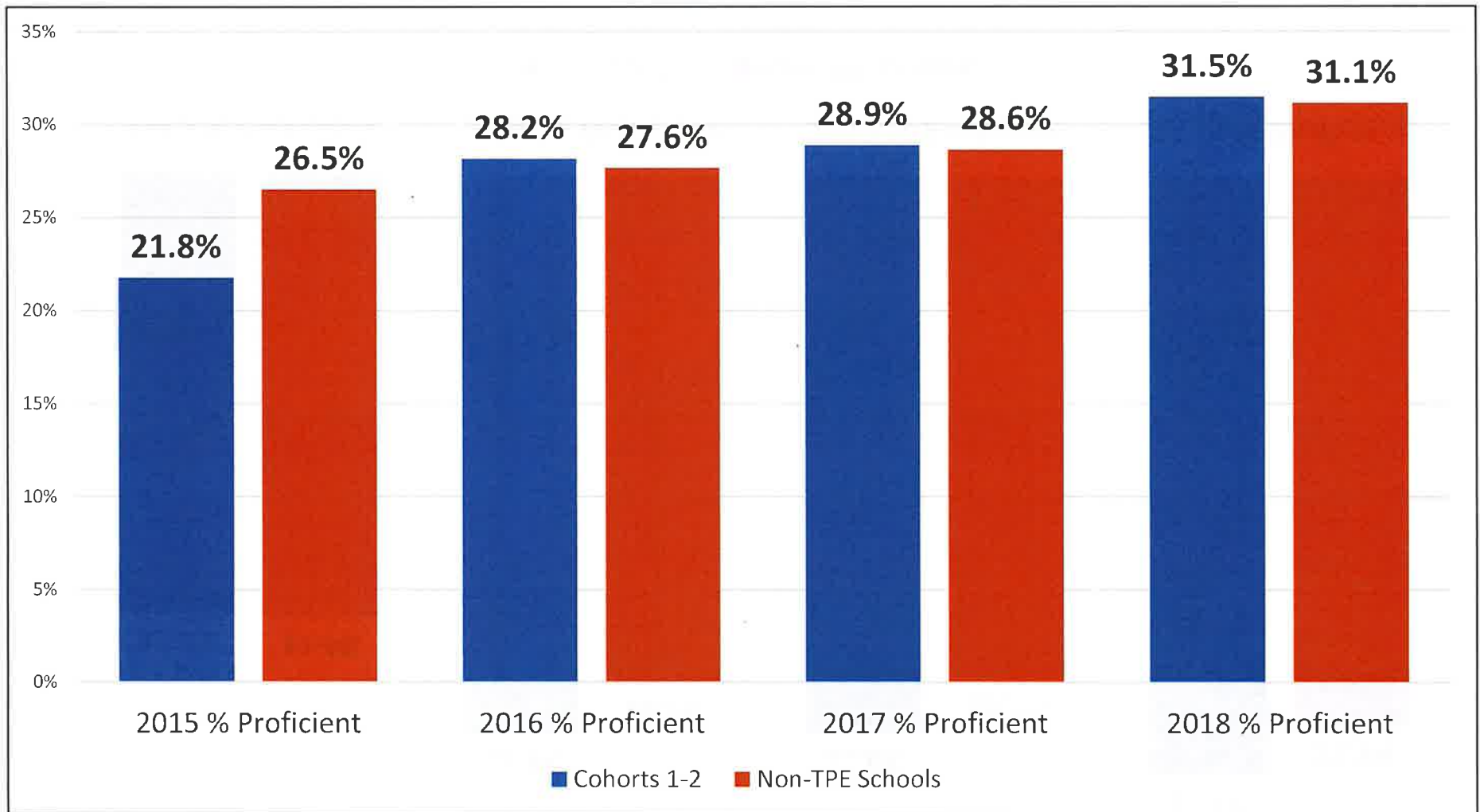
PPE: Closing the Achievement Gap

- When we look at growth in student performance in PPE Cohort 1 through 5 schools...
 - ✓ **3,249 more students** are proficient in reading
 - ✓ **2,271 more students** are proficient in math

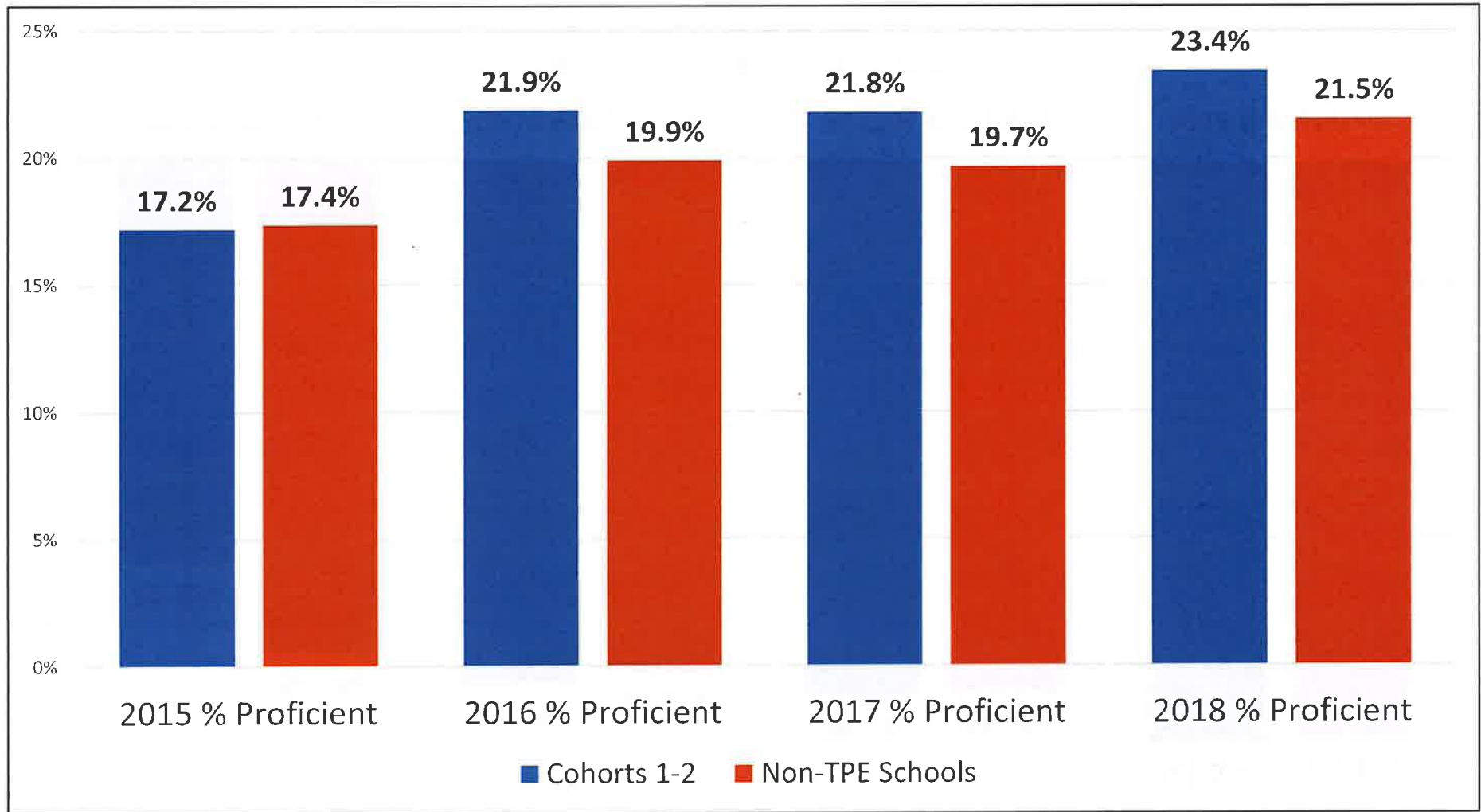
Teachers Pursuing Excellence

- A two-year program aimed at improving student achievement and teacher performance.
 - ✓ Coaching and support for Minimally Effective and Ineffective teachers by Highly Effective teachers
 - ✓ Schoolwide Professional development
 - ✓ Teacher Learning Plans

TPE Cohorts 1-2: ELA Proficiency



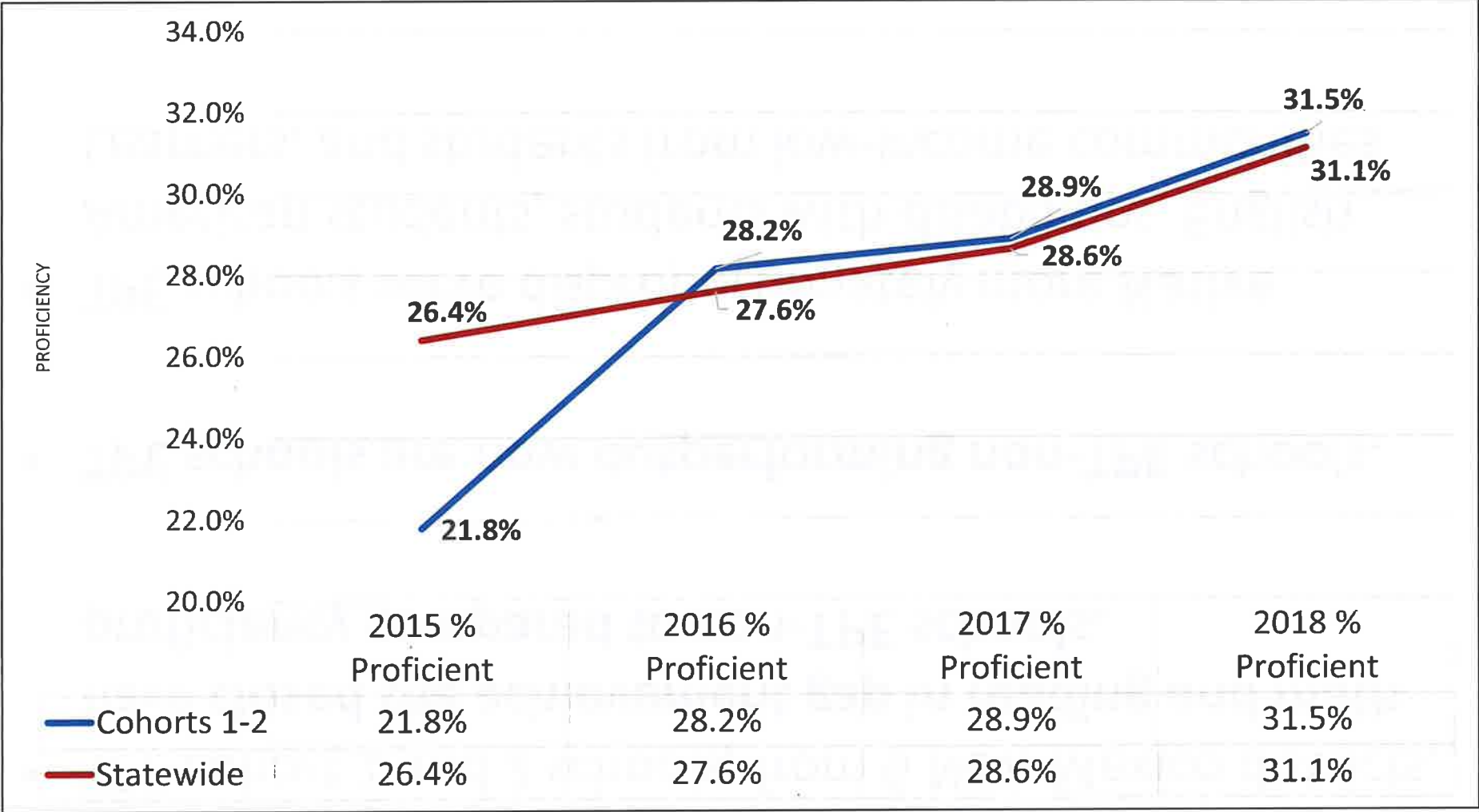
TPE Cohorts 1-2: Math Proficiency



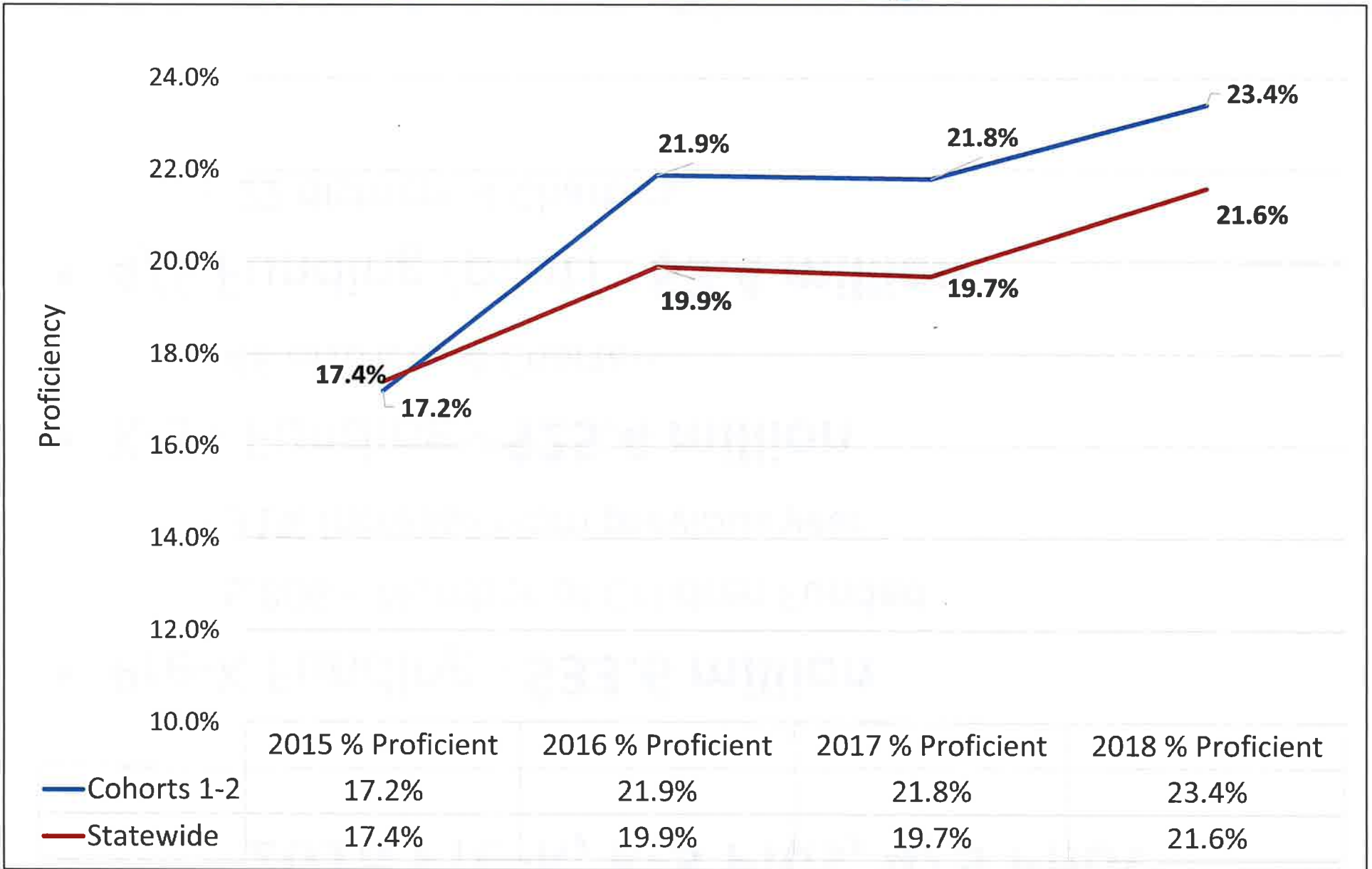
TPE: Closing the Achievement Gap

- TPE cohort 1 and 2 schools, from 6 New Mexico districts, have **closed the achievement gap in reading and math proficiency compared to non-TPE schools.**
- **TPE schools are now outperforming non-TPE schools.**
- TPE schools serve disproportionately more Native American students, students with disabilities, English Learners, and students from low-income communities.

TPE vs. Statewide Average: English Language Arts



TPE vs. Statewide Average: Math



2018 Pre-K, K-3 Plus, 4/5 Pilot

- Pre-K Funding - **\$33.6 million**
 - 6,806 – Number of Children Funded
 - 31% increase from previous year
- K-3+ Funding - **\$25.4 million**
 - 46 districts, 4 Charters
- 4/5 Funding (pilot) - **\$3.4 million**
 - 22 districts, 4 Charters

2015-2018 Math & ELA PARCC Data

PARCC Longitudinal Analysis – Statewide Performance 2-Year, 3-Year, and 4-Year Overall Change

	2018			2017			2016			2015		
	Total (N)	Proficient (%)	Proficient (N)	Total (N)	Proficient (%)	Proficient (N)	Total (N)	Proficient (%)	Proficient (N)	Total (N)	Proficient (%)	Proficient (N)
Math	213,797	21.6	46,087	213,692	19.7	42,052	212,569	19.9	42,347	201,992	17.4	35,075
ELA	214,685	31.1	66,832	214,870	28.6	61,479	211,485	27.6	58,454	202,433	26.4	53,524

High Performing Districts and Schools...

...Don't leave student support to chance!

- ✓ Provide clear and specific goals based on data
- ✓ Provide teachers with common curriculum, assignments, observation, and feedback
- ✓ Regularly assess their design for equity and conditions that promote student success
 - Funding, data, and talent