FY24
Public School Support Recommendation

Prepared for the
Legislative Education Study Committee
Senator William “Bill” Soules, Chair
Representative Andrés Romero, Vice-Chair

December 6, 2022

Dr. Kurt Steinhaus
Secretary of Education
Kurt.Steinhaus@ped.nm.gov
Presentation Overview – Public School Support

Topics

1.1. Where are we today?

1.2. What do the data say about attainment, attendance and achievement in New Mexico?

3. Where do we want to go?

4. Q&A
Education has become more complex

**FY23 Budget** - $3.8 billion (HB2) - 45% of the state budget; $1.6 billion (federal American Rescue Plan, multi-year)

**Court Orders:** 1) Zuni – equity for school facilities, 2) Martinez & Yazzie – sufficiency and equity, 3) Technology - equity for home connectivity, homework gap

Requires greater collaboration and a stronger focus on students and families
## Students – 316,659

- 56,367 English Learners
- 56,230 Students with IEPs
- 11,626 Gifted Students
- 122,881 Economically Disadvantaged
- 127 Homebound students

## Students – Ethnic Distribution

- 1.4% Asian and Pacific Islander
- 1.8% Black
- 63.3% Hispanic
- 10.4% Native American
- 20.8% White
- 2.36% Multiracial
Education by the numbers

<table>
<thead>
<tr>
<th>Schools</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 875 Schools</td>
<td>• 21,682 Teachers</td>
</tr>
<tr>
<td>• 228 High Schools Serving Grade 12</td>
<td>• 1,110 Principals</td>
</tr>
<tr>
<td>• 710 Title 1 Schools</td>
<td>• 529 Assistant Principals</td>
</tr>
<tr>
<td>• 58 State-chartered Charter Schools</td>
<td>• 6,525 Educational Assistants</td>
</tr>
<tr>
<td>• 43 District-chartered Charter Schools</td>
<td>• 762 School Counselors</td>
</tr>
<tr>
<td>• 52 State-funded Community Schools</td>
<td>• 416:1 Student-to-Counselor Ratio</td>
</tr>
<tr>
<td>• 39 Self-reported Community Schools</td>
<td></td>
</tr>
</tbody>
</table>
Over the last five years, graduation rates have been steadily increasing. However, students from economically disadvantaged backgrounds are less likely to graduate than other peers.
Supporting Students with Disabilities: Attainment

Beginning at age 14, students with disabilities can connect with DVR for pre-employment transition services -- counselor works with students, their families & schools, and community partners to help make informed decisions about their future.

This school year, DVR has served 2,032 students with disabilities throughout New Mexico.

- Division of Vocational Rehabilitation is part of the Public Education Department
- Assists students transitioning from high school to college and/or job placement

Pre-Employment Transition Services
1. Job exploration counseling
2. Work-based learning experiences
3. Counseling
4. Workplace readiness training
5. Instruction in self-advocacy
Growth Mind Set and Assets-based Approach

iMSSA Beginning of Year 2023 for Grades 3-8

- Economically disadvantaged students
- Students receiving special education services
- Native American students
- English language learners
Economically Disadvantaged Students

iMSSA Beginning of Year 2022-23 for Grades 3-8

Percent of Students On Target

- BUENA VISTA ELEMENTARY: 33%
- MESA VERDE ELEMENTARY: 28%
- LINCOLN ELEMENTARY: 26%
- RED ROCK ELEMENTARY: 25%
- EL DORADO COMMUNITY SCHOOL: 26%
- THE ASK ACADEMY: 26%

ALAMOGORDO  FARMINGTON  GALLUP  SANTA FE  THE ASK ACADEMY
Students with Disabilities

Percent of Students on Target

EXPLORE ACADEMY: 14%
LADERA DEL NORTE ELEMENTARY: 11%
ASPEN ELEMENTARY: 17%
LOS ALAMOS MIDDLE: 13%
THE ASK ACADEMY: 22%

iMSSA
Beginning of Year 2022-23 for Grades 3-8
Native American Students

iMSSA Beginning of Year 2022-23 for Grades 3-8
English Language Learners

iMSSA Beginning of Year 2022-23 for Grades 3-8
New Mexico has 690 vacant teaching positions, a decrease from the 1,048 vacancies last year. Special education and elementary teachers are the largest need.

Source: NMSU Southwest Outreach Academic Research Evaluation & Policy Center, October 2022

<table>
<thead>
<tr>
<th>Teacher Group</th>
<th>Vacancies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood Teacher</td>
<td>25</td>
</tr>
<tr>
<td>Elementary Teacher</td>
<td>187</td>
</tr>
<tr>
<td>Middle School Teacher</td>
<td>84</td>
</tr>
<tr>
<td>High School Teacher</td>
<td>133</td>
</tr>
<tr>
<td>Special Education Teacher</td>
<td>193</td>
</tr>
<tr>
<td>Gifted Teacher</td>
<td>39</td>
</tr>
<tr>
<td>Resource Teacher</td>
<td>9</td>
</tr>
<tr>
<td>K-12 Teacher</td>
<td>20</td>
</tr>
</tbody>
</table>
Addressing the Educator Workforce Crisis

Recruiting, hiring, inducting, and developing a culturally and linguistically relevant teacher workforce

• Stand up a robust and comprehensive recruitment tool
• Focus on recruiting a culturally and linguistically relevant teacher workforce
• Expand the Educators Fellows program with on-the-job training
• Provide teacher residency grants and partner with higher education.
• Promote New Mexico’s Grow Your Own pathway, Teacher Preparation Affordability Scholarships, and Teacher Loan Repayment Program
Long-term Priorities for Continuous Improvement
Public Education Department Strategic Plan

Educator Ecosystem
• Educator Recruitment
• Educator Compensation
• Educator Career Ladders
• Supports for Educators and School Leaders

Whole Child
• Early Literacy
• Reading and Mathematics
• Social Emotional Learning
• Special Education
• Fine Arts, PE, and Extracurriculars
• Implementation of Key Acts

Profiles and Pathways
• Graduate Profiles
• Graduation Requirements
• Experiential Learning (career-technical education, work-based learning, project-based learning)

Support Structures
• Data and Cybersecurity
• Research and Evaluation
• Financial Oversight and Transparency
• Strategic Outreach

Supports and Opportunities
• Community Schools
• K-5 Plus and ELTP
• Closing the Digital Divide
Goal: Move the Needle for Student Achievement and Close the Gaps

Strategies

1. **Leadership** – strong focus on attendance, achievement, and graduation

2. **Workforce** - representative of the student population, fill 600 teacher vacancies, hard to fill positions and address salary compaction

3. **Time** – make *better use* of time in school; increase the required number of hours to 1,140 per year (currently 990 PreK-5 and 1,080 grades 6-12) – for students and staff work time; enhanced options beyond 1,140 hours - whole school or targeted
Leadership for Attendance, Achievement, and Graduation

1. Leadership

Strong Leadership: *leads to improvements in attendance, achievement, and graduation*

- **$3.3 million to increase minimum principal salaries (Funding Formula)**
  - Increase minimum salary of principals by $3,500 (projected to affect 64% of administrators)

- **$2 million for principal residencies**
  - Design, develop, and implement principal residency programs that allow 20-30 aspiring principals an intensive clinical experience in a school alongside a veteran mentor principal while receiving a salary

- **$5 million for intensive leadership training**
  - Support the recruitment, retention and development of up to 300 effective school leaders that are essential for ensuring that students have access to equitable educational opportunities
Leadership for Attendance, Achievement, and Graduation

- $4 million to keep students with disabilities in school
  - Funds for 59 high schools to identify students with disabilities at risk of dropping out and to provide interventions such as job exploration, work study, family engagement, and student advocacy

- $10 million for school safety infrastructure

- $60 million for CTE Infrastructure

- $15 million for Next Gen career technical education and innovation zones
  - Support for high-quality career technical education programs and career technical student organizations; Profile of a Graduate; workforce pipeline and paid work-based learning opportunities for students
Leadership for Attendance, Achievement, and Graduation

Achievement

• $16.5 million for early literacy and reading support
  • Phase in 4th-5th grade teachers and leaders in Structured Literacy (LETRS) training; hire additional regional literacy coaches; increase the number of Model and Literacy Support exemplar schools across the state

• $6.5 million for math initiatives
  • Professional development targeting 610 middle and elementary school teachers, inclusive of onsite instructional coaching, communities of practice, and family engagement activities

• $3.1 million for science, technology, engineering, arts, and math initiatives
  • STEAM learning inclusive of on-site coaching and collegial support communities to reach 650 educators
Leadership for Attendance, Achievement, and Graduation

Achievement

- $32.9 million for instructional materials (Funding Formula and Non-Recurring)
  - Core instructional material, replenishment of off-cycle consumables and digital subscriptions, dual-credit instructional materials, and supplementary cultural and linguistically relevant instructional materials

- $2 million to support inclusion for special education
  - Targeted professional development and technical assistance for schools, including general and special education staff

- $15 million to continue pilot of Family Income Index - at risk interventions
  - Funding for schools with the highest family income index to ensure all Martinez Yazzie student groups have research-based interventions to improve educational outcomes
Leadership for Attendance, Achievement, and Graduation

Attendance

• $17 million to support attendance for success and an attendance recovery program
  • Resources to implement attendance programs and drop out prevention. State level funds for a contract to support students and families who have not responded to school-level interventions

• $6.5 million for behavioral health supports
  • Social emotional learning educator’s portal
  • Recruit, train, and retain qualified behavioral health professionals
  • Expand participation in healthy schools programs (from 12 to 25)

• $11.5 million to expand community schools
  • Increase the number of funded community schools from 69 to 104
2. Workforce

- $109.3 million for 4% salary increase, all staff (Funding Formula)
  - Increase needed to fill 600 teacher vacancies, address cost of living increases, and regional competitiveness

- $56.4 million to address hard to fill positions (Funding Formula)
  - Flexible funding to address hard-to-fill positions and compaction

- $16.9 million for educator recruitment
  - The Educator Fellows Program will provide resources to districts and state charter schools to fund recruitment and retention for up to 500 educators

- $15.6 million for teacher residencies (recurring)
  - Provides up to 400 teacher candidates with a $35,000 stipend for a year-long residency at a partnering school district
Workforce: Increase Diversity and Reduce Vacancies

• $1.1 million for special education early literacy coaching
  • Coaching for teachers to use formative reading data to make instructional decisions (4 coaches at 80 schools)

• $1.5 million for special education best practice training
  • Partner with parent information centers to fund best practice training events for 2,819 educators and family members of students with disabilities
Address the need: 1) better use of time, 2) more hours for students engaged in learning and 3) increase staff collaborative work-time

- Options to customize for each unique community
- Enhance extended learning options, for example: near-peer tutoring, and hands-on learning
Time for Student Learning and Staff Collaboration

• $261.1 million for increasing instructional time (Funding Formula)
  • Transition instructional hours for all K-12 to at least 1,140 and ensure quality instruction supported by 60 funded hours of professional work time (collaboration, planning, targeted development, coaching, mentoring)

• $50 million for enhanced extended learning options
  • Provide optional whole school or targeted options for increasing student learning time

• $33.1 million for enhanced options for students with IEPs
  • Provide optional extended learning time programs for special education and gifted students

• $10 million for high-dosage tutoring
  • Provide 5,439 students with three hours of tutoring per week for 26 weeks
Thank you!

Q&A