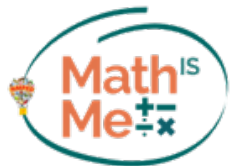


# FY24 Public School Support Recommendation

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

December 6, 2022



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# Presentation Overview – Public School Support

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## Topics 1.1. Where are we today?

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

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3. Where do we want to go?

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4. Q&A

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# 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**



# Education by the numbers

## 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

## Schools

- 875 Schools
- 228 High Schools Serving Grade 12
- 710 Title 1 Schools
- 58 State-chartered Charter Schools
- 43 District-chartered Charter Schools
- 52 State-funded Community Schools
- 39 Self-reported Community Schools

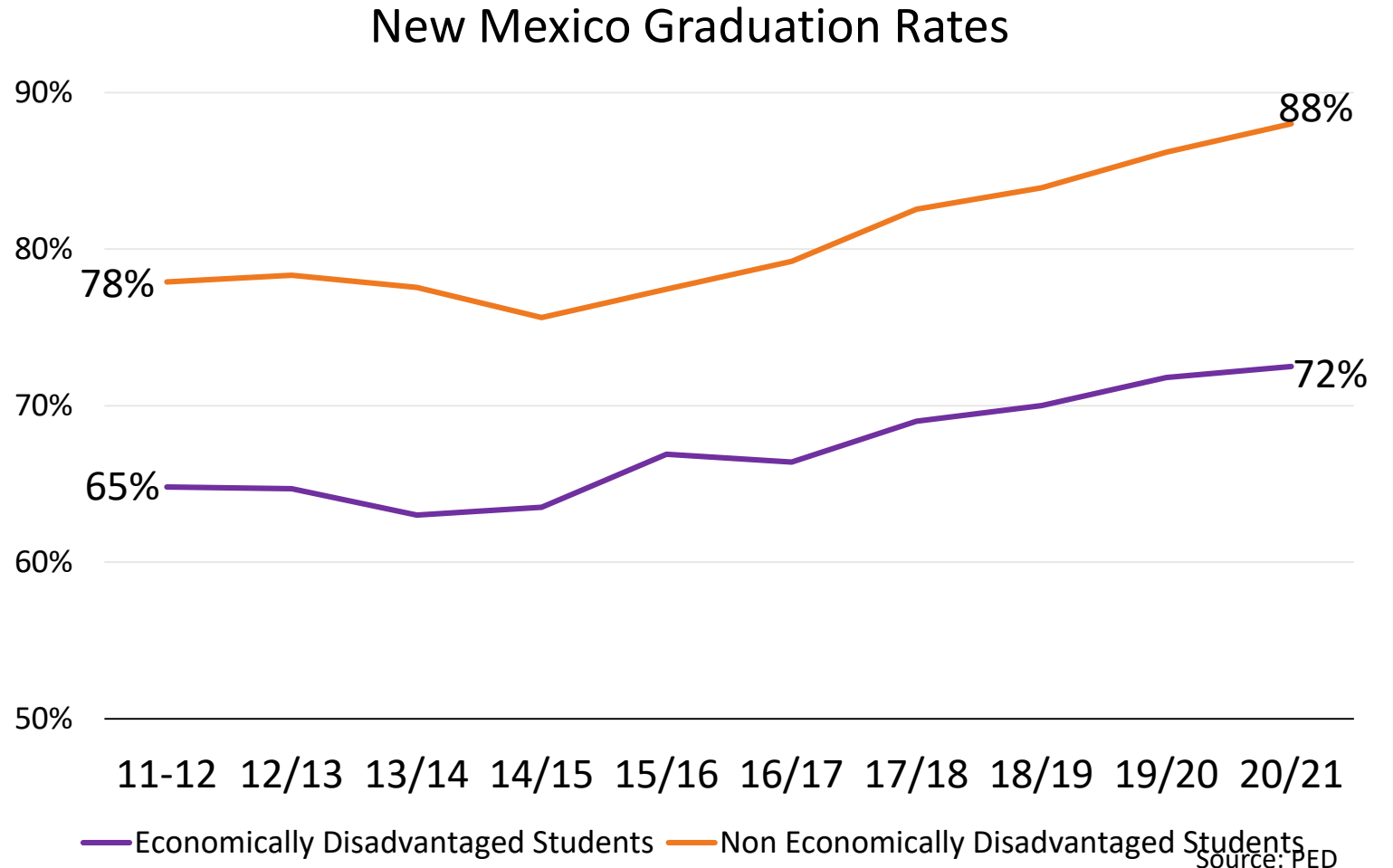
## Staff

- 21,682 Teachers
- 1,110 Principals
- 529 Assistant Principals
- 6,525 Educational Assistants
- 762 School Counselors
- 416:1 Student-to-Counselor Ratio

# Moving the Needle: Attainment

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



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

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.

## Pre-Employment Transition Services

1. Job exploration counseling
2. Work-based learning experiences
3. Counseling
4. Workplace readiness training
5. Instruction in self-advocacy

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



# Growth Mind Set and Assets-based Approach

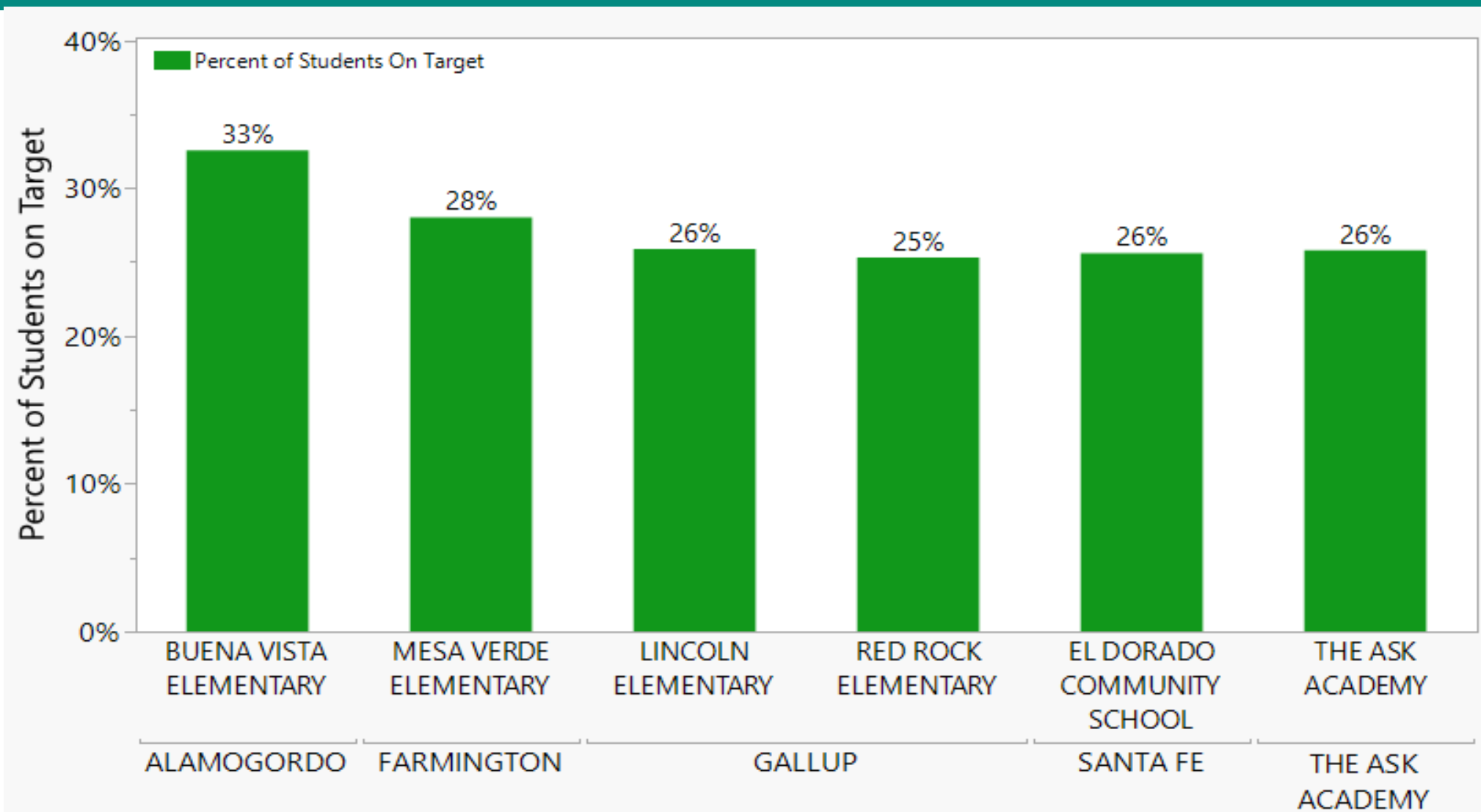
## iMSSA Beginning of Year 2023 for Grades 3-8

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



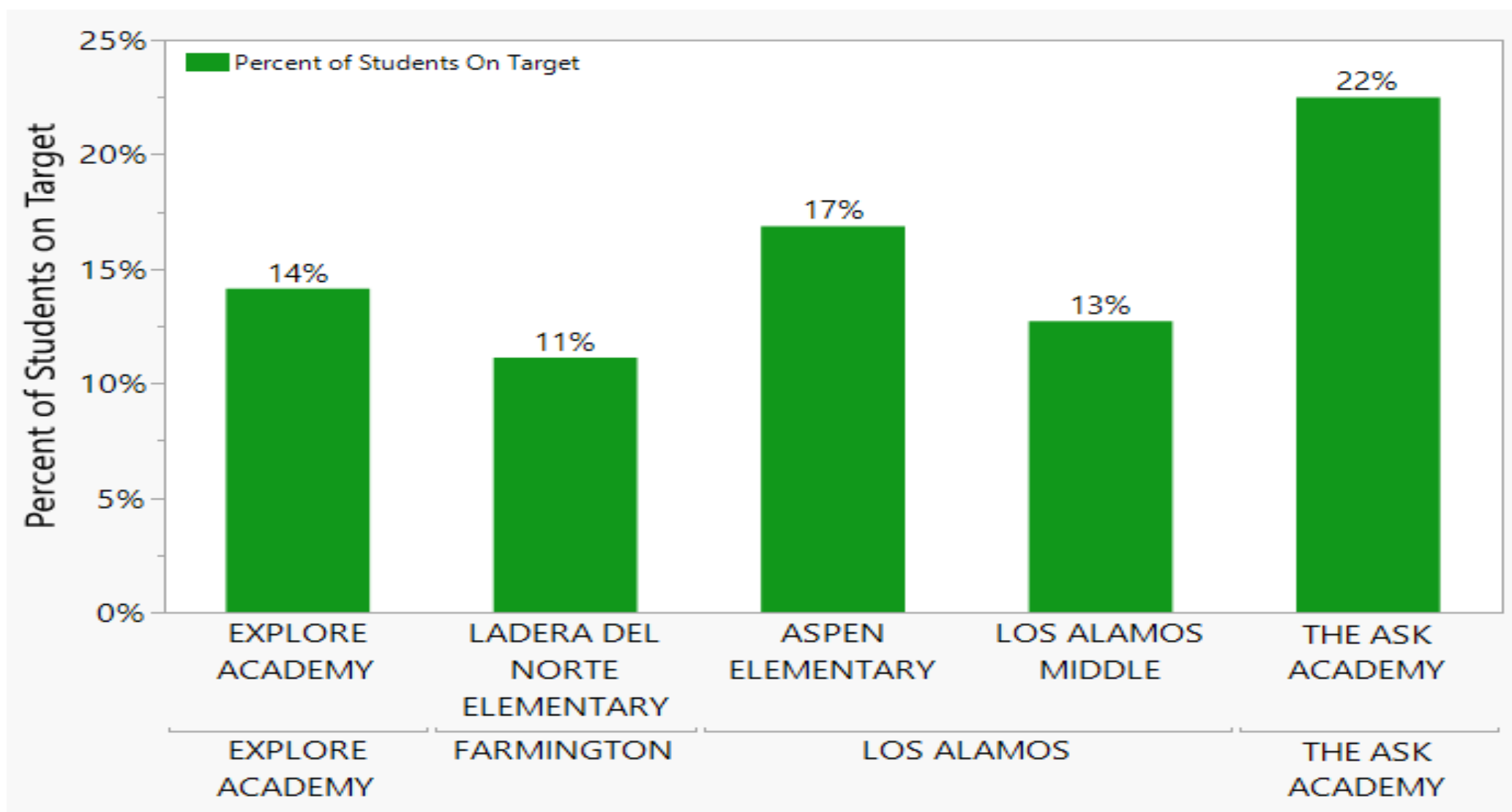


# Economically Disadvantaged Students



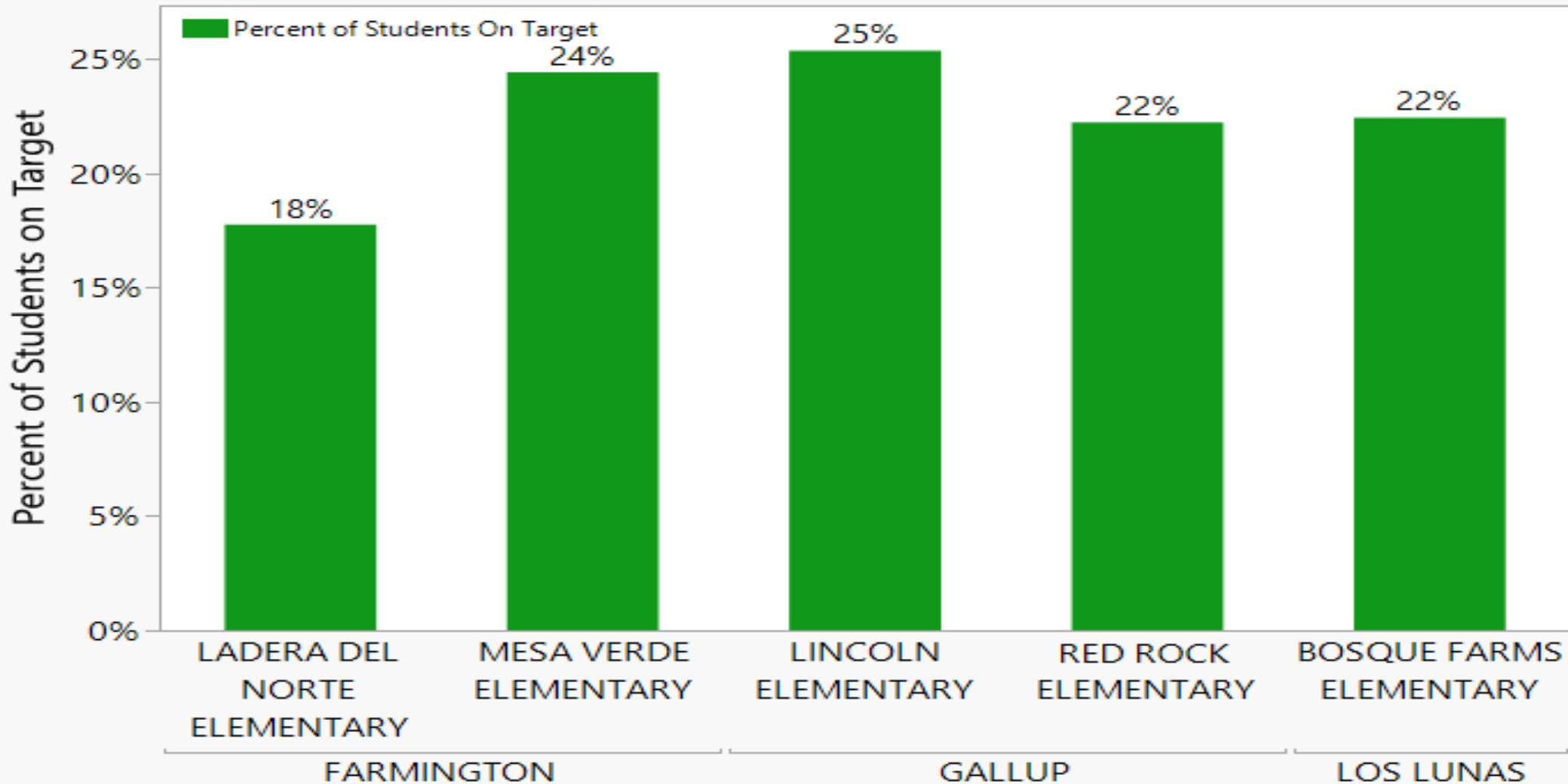
iMSSA  
Beginning  
of Year  
2022-23 for  
Grades 3-8

# Students with Disabilities



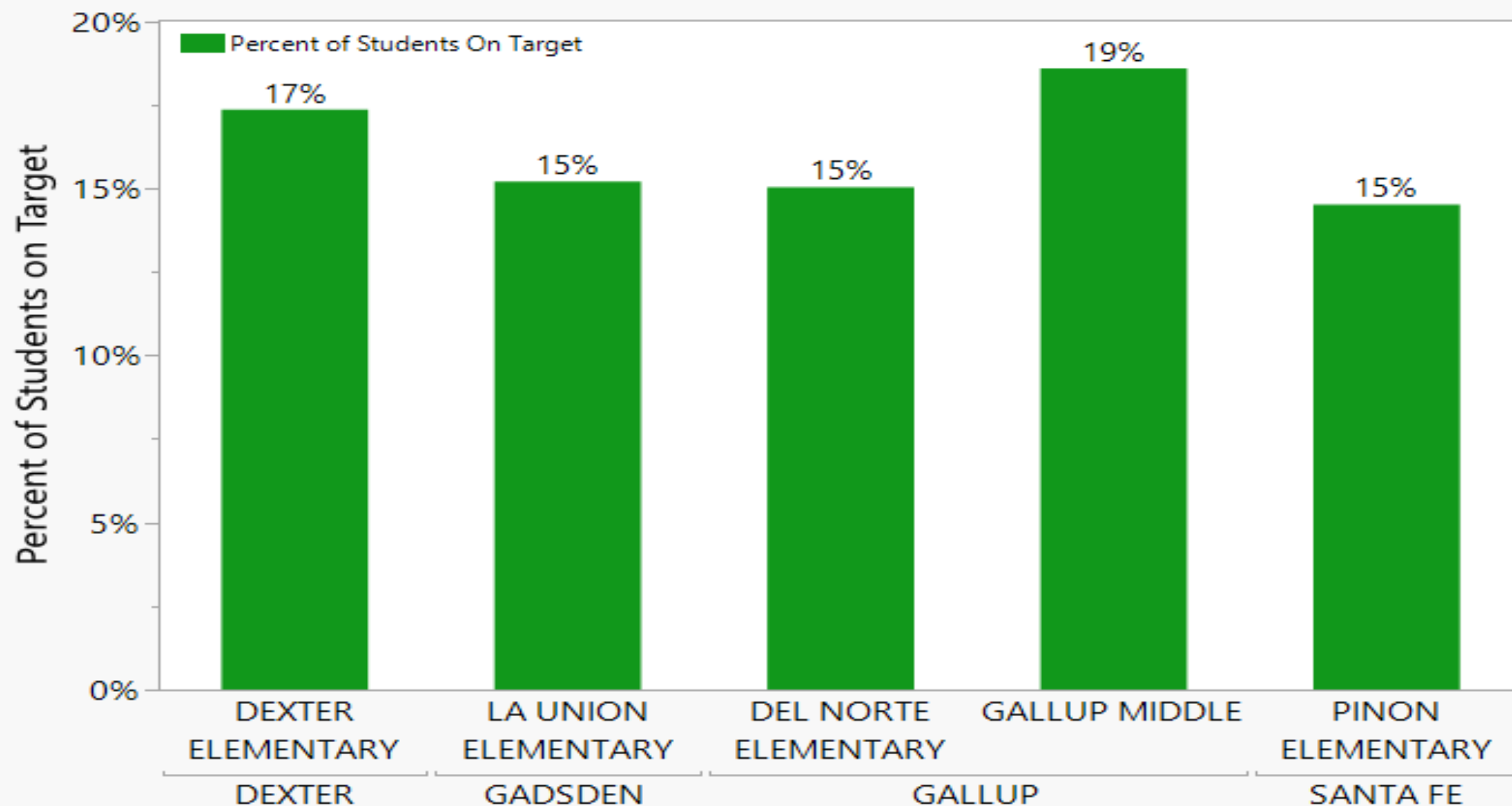
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# Native American Students



iMSSA  
Beginning  
of Year  
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# English Language Learners

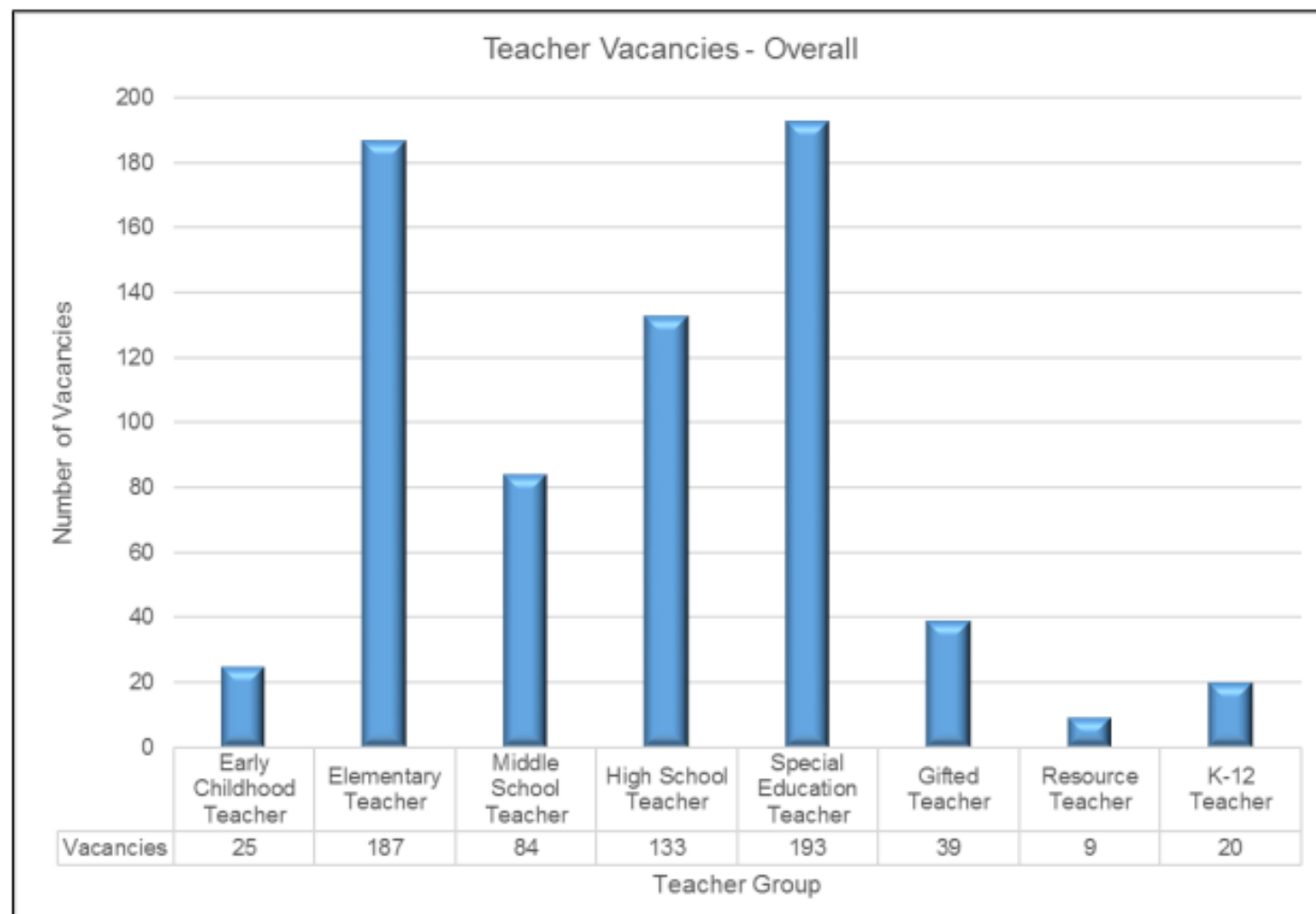


iMSSA  
Beginning  
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2022-23 for  
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# Building on Positive Momentum – Educator Workforce

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

# 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

### 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

### Whole Child

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

### 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

# Workforce: Increase Diversity and Reduce Vacancies

## 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



# FY24 Public School Support Recommendation

## 3. Time



**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

