

Making a Plan for New Mexico

1. Gather a Leadership Team of Policymakers & State Officials
2. Collaborate with Tribal Leaders, Students, Educators, Districts, Local Experts, and Plaintiffs
3. Create a Shared Vision Based on Principles and Core Values
4. Identify Student Needs
5. Set Goals and Action Steps (Short- and Long-term)
6. Determine Funding Needs & Responsible Parties
7. Evaluate Progress and Conduct Ongoing Consultation

Examples from the Comprehensive Remedial Plan in *Leandro v. State of North Carolina*

The following excerpts are taken from the “Comprehensive Remedial Plan” developed in March 2021 by the State Defendants and Plaintiffs in the North Carolina education sufficiency lawsuit, *Leandro v. State of North Carolina*.

The Plan identifies programs and individual action steps to be implemented by 2028 in order to meet the goal of providing a sound basic education to all children by 2030. Each action is aligned to one of the seven key areas outlined by the court in prior orders.

The Appendix details the implementation timeline for each action step, as well as the estimated additional cost necessary for each of the actions described in the Plan.

I. A Well Prepared, High Quality, and Supported Teacher in Every Classroom

This section of the Action Plan addresses

A system of teacher development and recruitment that ensures each classroom is staffed with a high-quality teacher who is supported with early and ongoing professional learning and provided competitive pay.



A. Increase the pipeline of diverse, well-prepared teachers who enter through high-retention pathways and meet the needs of the State’s public schools.

North Carolina had a very robust system for developing and supporting its teacher workforce through reforms and investments in the 1980s and 1990s, including incentives for strong candidates to prepare for, enter, and stay in teaching; rigorous standards for educator preparation; mentoring and induction for beginning teachers; rich professional development offerings; and teacher compensation approaching the national average.

- i. **Goal:** NC’s public and private educator preparation programs will prepare 5,000 teachers per year.
- ii. **Action Steps to be Initiated in Fiscal Year 2022:**
 1. Expand the staff of the Professional Educator Preparation and Standards Commission to increase their capacity to coordinate efforts to recruit, prepare, retain, and support the State’s teaching workforce on behalf of the NC State Board of Education and the NC Department of Public Instruction. This action step requires a recurring appropriation through 2028 to achieve the stated goal.
 - a. **Responsible Parties:** NC General Assembly, NC Office of the Governor, NC State Board of Education, NC Department of Public Instruction

The full “Comprehensive Remedial Plan” is available here: https://www.ncforum.org/wp-content/uploads/2021/03/Leandro-Comprehensive-Remedial-Plan-2021-28_03152021_final.pdf

Appendix: Implementation Timeline and Estimated Costs, Fiscal Year 2021-2028

Key:

- [Blank] No action planned for this fiscal year.
- [\$ Amount] Additional funding required above Fiscal Year 2020 funding levels.
- N/A There are no costs associated with this action step.
- \$0 This action step is achievable within existing funds.
- TBD Cost estimates for this action step will be determined on the basis of a study, analysis, or pilot implementation.

I. A Well Prepared, High Quality, and Supported Teacher in Every Classroom										
A. Increase the pipeline of diverse, well-prepared teachers who enter through high-retention pathways and meet the needs of the State's public schools.										
Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Funding to support the work of the Professional Educator Preparation and Standards Commission (I.A.ii.1.)		\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$0	\$200,000
Develop a plan for implementing a licensure and compensation reform model designed offer early, inclusive, clear pathways into the profession, reward excellence and advancement, and encourage retention. (I.A.ii.2.)		\$50,000							\$50,000	\$0
Analysis of resources and structures necessary for the State's EPPs to increase their production (I.A.ii.3.)		\$25,000							\$25,000	\$0

The full "Appendix: Implementation Timeline and Estimated Costs, Fiscal Year 2021-2028 is available here: https://everychildnc.org/wp-content/uploads/2021/03/Appendix_Leandro-Implementation-Cost-Tables-Fiscal-Year-2021-2028_03152021_final.pdf