

Legislative Education Study Committee

April 15, 2016



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Secretary of Education

Interim Priorities

- **Establish a standard for charters**
- **Enhance and support the educator ecosystem where teachers can thrive**
- **Expand Personalized Learning Opportunities**
- **Implement and monitor New Mexico's Educator Equity Plan**

Establish a Standard for Charters

- **Reward high-performing charters**
 - 10-year charter terms
 - Create a pathway for replication
- **Establish long-term facilities solution**
- **Close low-performing charters**
 - Automatic closure language for chronically low-performing charters

Enhance and Support the Educator Ecosystem

- **Recruitment**
- **Preparation**
- **Evaluation**
- **Placement**
- **Training and Support**
- **Pay and Licensure**

Enhance and Support the Educator Ecosystem

- **Recruitment**

- How do we get New Mexico's best into the classroom?

- **Preparation**

- How do we train them to be successful?

- **Evaluation**

- How do we leverage NMTEACH to empower all teachers' success?

Enhance and Support the Educator Ecosystem

- **Placement**
 - How do we match teachers to students to allow for maximum impact?
- **Training and Support**
 - How do we support teachers to become the best they can be?
- **Pay and Licensure**
 - How do we differentiate compensation and licensure pathways to keep our best performers and attract more teachers?

Expand Personalized Learning Opportunities

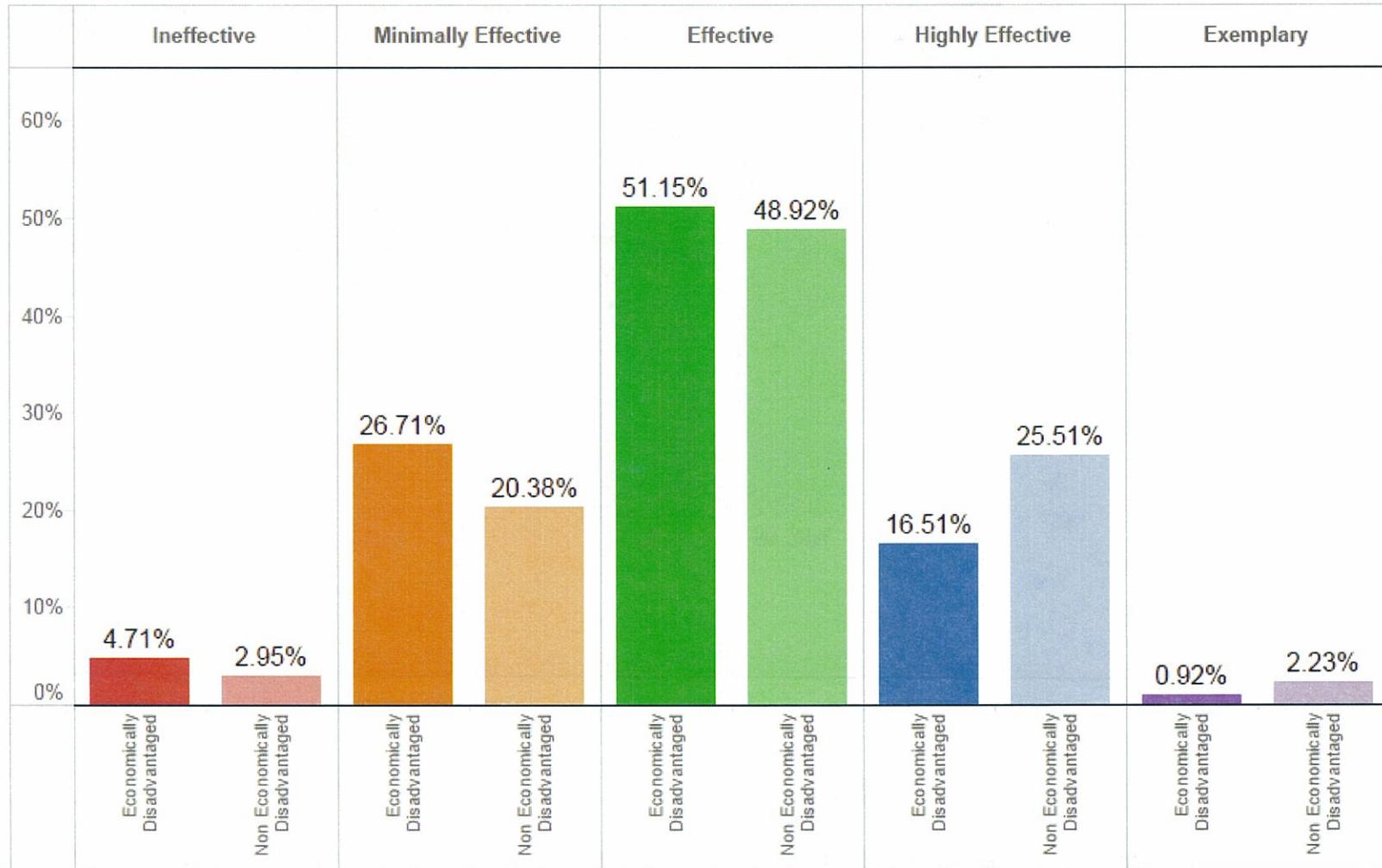
- **Grow current programs**
- **Provide more options for students**

NM Educator Equity Plan

- Educator Equity Plan submitted to the U.S. Department of Education on June 1, 2015 and finalized on November 18, 2015
 - In a press release from the U.S. Department of Education, New Mexico was praised for including a teacher preparation report card and for providing incentives for exceptional teachers and encourage them to remain in the classroom
- The plan will be used to facilitate conversations on our progress in closing equity gaps
- PED will provide annual updates on progress to the public

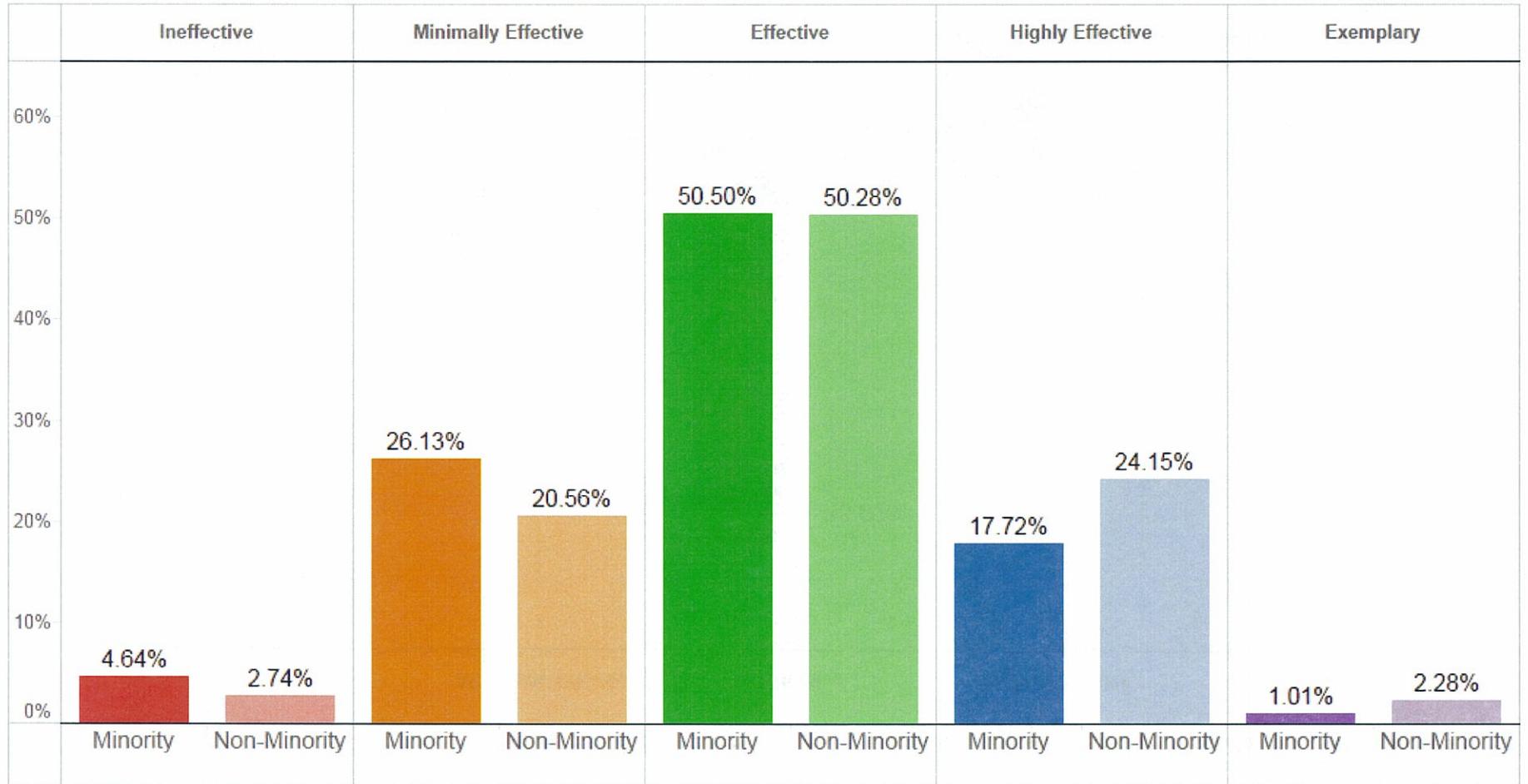
New Mexico's Equity Gaps

Between Economically Disadvantaged and Non Economically Disadvantaged Students



New Mexico's Equity Gaps

Between Minority and Non-Minority Students



New Mexico's Equity Gaps

These themes have devastating consequences for our state:

- 3rd Grade Reading
- Graduation Rate:
 - 1/3 of Hispanic students do not graduate in 4 years (67.6% graduate)
 - Nearly 40% of native students do not graduate in 4 years (61.7% graduate)
- Long-term New Mexico Rankings:
 - 46th in 6 year college graduation rate for Hispanic Students (35.4%)
 - 45th in 6-year college graduation rate for Native students (25.2%)
 - 41st in adults with at least an Associate's Degree (33.1%)

Creating Equity

We have a number of tools at our disposal to ensure all students are served well in New Mexico:

- Highly-qualified teacher waiver
- Class size waiver
- Hard-to-staff stipends
- Pay for Performance Pilot
- Teachers Pursuing Excellence

Resources for Equity and Teacher Ecosystem

- Charter Best Practice
 - National Association of Charter School Authorizers (NACSA)
 - Public Impact/Tim Field
- Teacher Ecosystem
 - National Council on Teacher Quality (NCTQ)/ Sandy Jacobs
 - Public Impact/Stephanie Dean and Tim Field
- Teacher Equity
 - EdTrust/Kati Haycock
 - Public Impact/Stephanie Dean
 - United State Department of Education (USED)/Meredith Morelle and Alicia Perez-Katz