



Observation and Feedback: Educator Effectiveness System

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Talking Points

- NMSLI Past and Present
- NM TEACH and NMSLI
- Leadership for Effective Teaching: Observation and Feedback
- Next Steps

NM School Leadership Institute

- Opened in November 2009
- Codified in Statute in 2010 – NMSA § 21-1-44
- 2.5 +/- FTE
- Housed at the University of New Mexico

Since our inception, we have provided training or support to more than 221 schools across New Mexico.

What We Do

- Recruitment, preparation and mentoring of principals
 - Albuquerque Public Schools, UNM and NMSLI
 - Cited as a “promising clinical practice worth replicating across the state” by the LFC in December 2012
- On the ground training for sitting principals
 - Common Core State Standards
 - Data Training
 - 240 Side-by-Side Walkthroughs
 - Leadership Charter
- Central Office Capacity Building
 - Strategic planning
 - Data coaching

21-1-44. School leadership institute; created; purpose.

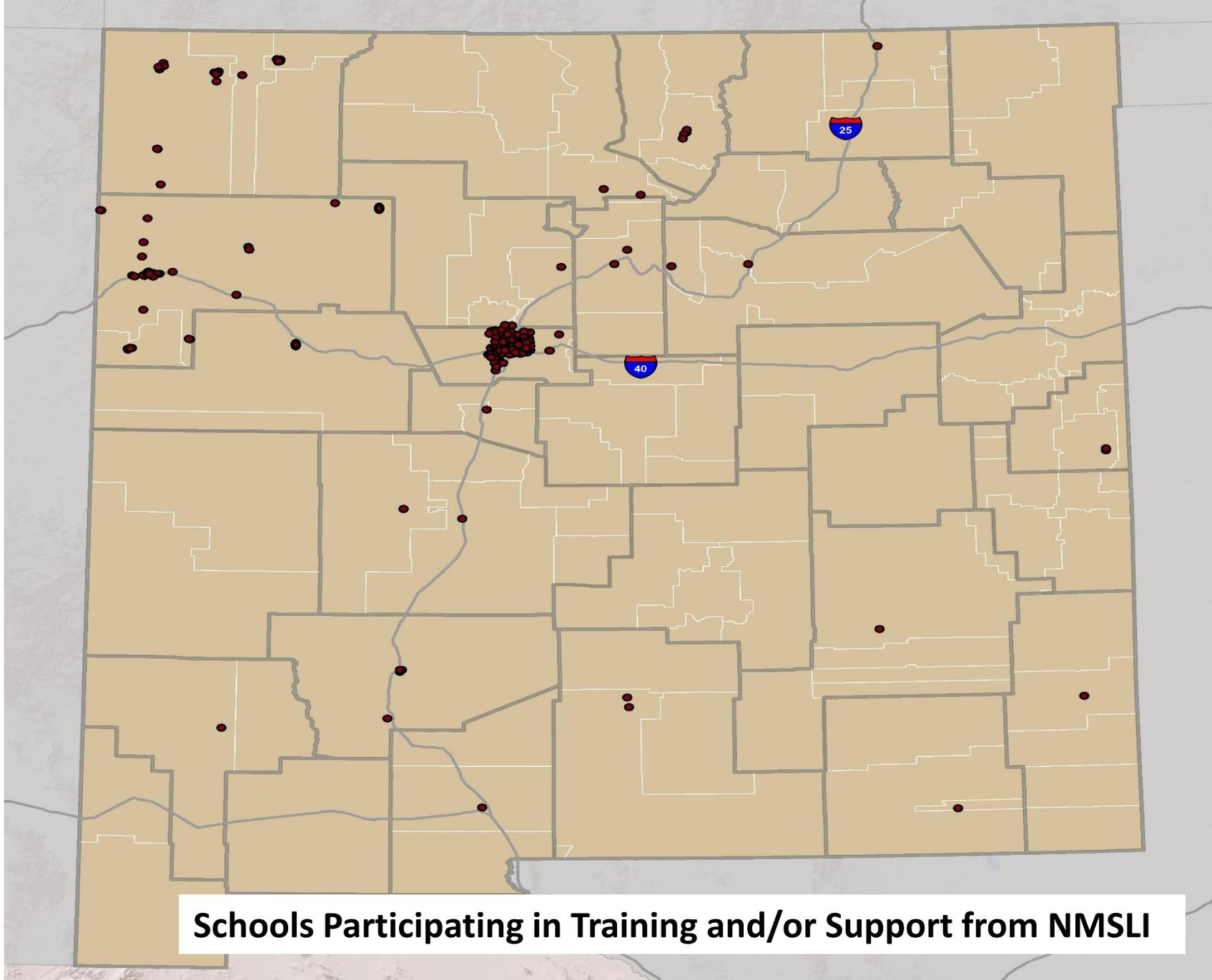
A. The "school leadership institute" is created and is administratively attached to the higher education department. The department shall provide administrative services for the institute. The institute shall provide a comprehensive and cohesive framework for preparing, mentoring and providing professional development for principals and other public school leaders.

B. The institute shall offer at least the following programs:

- (1) licensure preparation for aspiring principals;
- (2) mentoring for new principals and other public school leaders;
- (3) intensive support for principals at schools in need of improvement;
- (4) professional development for aspiring superintendents; and
- (5) mentoring for new superintendents.

C. The institute shall partner with state agencies, institutions of higher education and professional associations to identify and recruit candidates for the institute.

History: Laws 2010, ch. 65, § 1.



Schools Participating in Training and/or Support from NMSLI

NMSLI and NM TEACH



- NMSLI approved in September 2013 to deliver the two-day NM TEACH training.
- NMSLI approved in October 2013 to do NM TEACH Calibration.

Leadership for Effective Teaching: Observation and Feedback

- Principals have been school managers and monitored for compliance with district and state mandates.
- NM TEACH requires principals to *become* instructional leaders or *drastically increase* the time allotted to instructional leadership.
- Two major challenges: time and expertise
 - On average, urban school principals spend **8%-17% of their time on activities related to instructional leadership.**¹
 - Principals have **varying levels of expertise** in instructional leadership ranging from novice to expert.

¹Leading for Effective Teaching: How School Systems Can Support Principal Success, Bill & Melinda Gates Foundation

After 240 Classroom Walkthroughs in NM

To be fully successful with NM TEACH ...

- Teacher practice changes when teachers receive actionable feedback and follow-up.
- Providing actionable, effective feedback is a skill that takes study and practice.
- **We must give leaders the tools and ongoing support they need to facilitate improvement in teaching and learning.**



Next Steps

- Clarify the Principal's Role as an Instructional leader
- Develop Principals' Leadership Practices
- Enable Principals to Succeed as Instructional Leaders

NMSLI is uniquely positioned and has the experience to lead this work.

Leading for Effective Teaching: How School Systems Can Support Principal Success, Bill & Melinda Gates Foundation



**NEW MEXICO
SCHOOL LEADERSHIP INSTITUTE**

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