



ESEA Flexibility

Presented to the Legislative Education Study Committee

Representative Dennis Roch, Chair

Senator John Sapien, Vice-Chair

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# Highly Qualified Teacher Flexibility

# What is it?

- A formal application process for districts to use effectiveness of proven teachers to support courses requiring highly qualified status
- A support process for districts to utilize their proven resources to provide necessary instruction to students
- A systemic approach for districts to staff courses, relying more on data to support staff placements

# What is it?

- Better opportunity for districts/charters to create equitable access to effective teachers
- Opportunity for districts/charters to leverage talent already in their classrooms to impact more students
- Allow teachers to expand professional practice without requiring unnecessary barriers

# Application Process

- Cover Page
- Workbook (excel spreadsheet)
  - LEA (district/charter name)
  - School name
  - HQT Teacher name
  - Teacher License number
  - NMTEACH rating
  - STAM number
  - Current subject area
  - Flexibility subject area
  - Time frame for PD in PDP

# Application Process

- Application Checklist
- Completed Signature form
  - Superintendent
  - Principal
  - HQT teacher

# Establish Criteria for Effective/Highly Effective/Exemplary in New Mexico

## Who Qualifies?

- Effective, Highly Effective, or Exemplary Teachers
  - Must be rated Eff, HE, or Ex using the multiple measures of NMTEACH
  - Must have earned at least 50% of possible points on Student Achievement Measure (STAM)

# STEM Teachers

## Secondary Math/Science Teachers

- Generalist endorsement
  - Are able to teach all math or subjects in grades 7-12
    - Currently ineligible to teach grade 6 math or science
- Provide eligibility based on NMTEACH ratings
  - Must be within STEM content
  - Teacher acknowledges/accepts assignment
  - PDP must reflect targeting support and development to enhance performance in this area

# Flexibility for STEM

- Highly Qualified Math teacher
  - May instruct grade 5 or 6 math
  - May instruct science or engineering content
  - Must meet NMTEACH effectiveness requirement
- Highly Qualified Science teacher
  - May instruct grade 5 or 6 science
  - May instruct math content
  - Must meet NMTEACH effectiveness requirement

# Humanities Teachers

## Secondary Language Arts/Social Studies Teachers/Other Humanities

- Generalist endorsement
  - Are able to teach all ELA/SS in grades 7-12
    - Currently ineligible to teach grade 6 ELA/SS
- Provide eligibility based on NMTEACH ratings
  - Must be within ELA/SS content
  - Teacher acknowledges/accepts assignment
  - PDP must reflect targeting support and development to enhance performance in this area

# Flexibility for Humanities

- Highly Qualified Language Arts teacher
  - May instruct grade 5 or 6 Language Arts
  - May also instruct Social Studies 7-12
  - Must meet NMTEACH requirement
- Highly Qualified Social Studies teacher
  - May instruct grade 5 or 6 Social Studies
  - May instruct Language Arts 7-12
  - Must meet NMTEACH requirement
- Highly Qualified Humanities (Languages, etc.)
  - May instruct grade 5 or 6 Languages
  - May instruct Languages 7-12
  - Must meet NMTEACH requirement

# Special Education Teacher

May teach STEM to students without disabilities

- Grades K-12
- Meet NMTEACH requirements
  - Must have met at least 50% of STAM
    - In specific content area (STEM, ELA, Social Studies)
    - Must have earned STAM in grades 6 or above

# Flexibility for Special Education Teacher

- Highly Qualified Math, Science, Language Arts or Social Studies teacher
  - May instruct core content grades K-12
  - May instruct Inclusion or General Education class
  - May teach special education class in core content
  - Must meet NMTEACH effectiveness requirement

# Flexibility for Career Technical Education

- CTE teachers
  - Teach STEM classes that relate to their field
    - Agriculture
      - Botany
      - Biology
      - Anatomy and Physiology (for science credit)
    - Business
      - Algebra 1
      - Financial Literacy (for Math credit)
      - Possibly other courses that relate

# Districts/Charters

12 Districts/Charters for 24 teachers

- Roswell (Goddard HS) – 1 teacher
- Las Vegas City Schools – 2 teachers
- Raton – 1 teacher
- Santa Rosa – 4 teachers
- Texico – 1 teacher
- Mesa Vista – 1 teacher
- Eunice – 1 teacher

# District/Charters

- PAPA – 1 teacher
- Taos Anansi – 1 teacher
- AIMS – 8 teachers\*
- Taos Academy – 2 teachers
- Alma d' Arte – 1 teacher

\* 6 of 8 teachers will be “gifted” case managers