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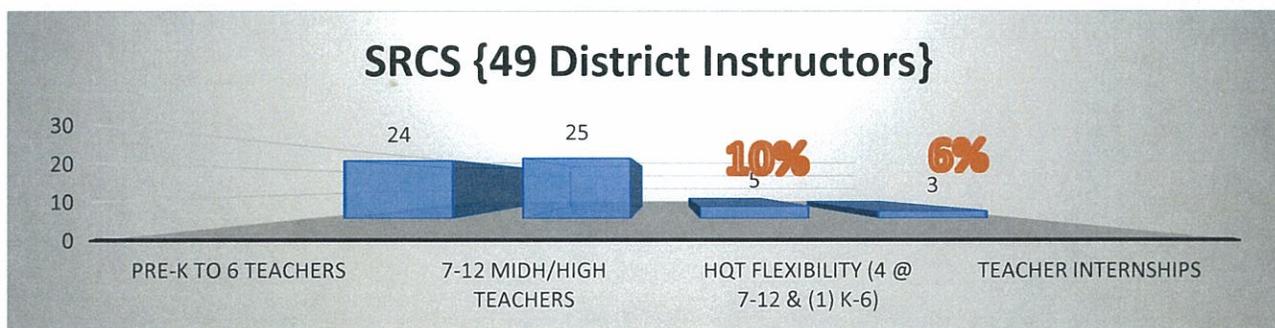
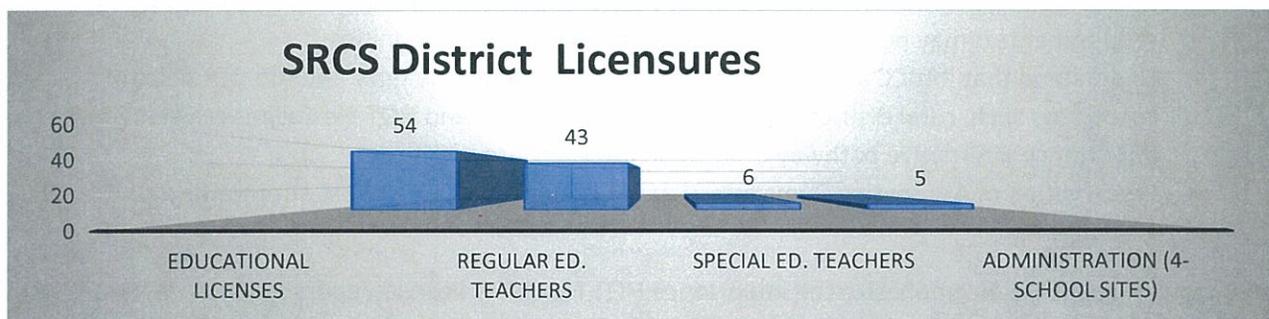
**Legislative Education Study Committee  
SRCS HQT Flexibility Presentation**

Santa Rosa Consolidated Schools is embracing the Highly Qualified Teacher Waiver process. Flexibility for effective teachers to teach subjects other than their endorsed area is a welcomed licensure sanction considering the teacher shortage crisis in New Mexico.

Over the years, our District enrollment has steadily declined due to socioeconomic and demographic trends attributed to a stale eastern New Mexico economy; consequently, we have been experiencing budget shortfalls that have led to curricula dilemmas when it comes to teacher scheduling and student course opportunities. In 1998 our K-12 District enrollment was over 900. At present, we have an enrollment of 628. Our drastic enrollment decline has put our District in a downsizing F.T.E. (Full-Time Equivalency) contingency on a year-to-year basis. With the HQT Waiver, our District has some leeway in providing the necessary courses for students. Our HQT Flexibility waiver requests were in grades 7 to 12 in the subjects of math, science, social studies and technology resulting from retirements and budget attrition strategies. In projecting our future teacher demands, math and social studies will be our subjects of most need with forthcoming retirements. Additionally, teacher recruitment and retention will be a task particular to rural schools like Santa Rosa. The pizzazz of teaching in rural New Mexico no longer is enticing. Most teachers prefer the conveniences and social lifestyle of urban areas.

HQT Flexibility Waiver requests clearly outlines that teachers must have an effective and above teacher evaluation rating with 50% plus student achievement scores. When we determined our requests, we vetted which teachers were capable of teaching the course content (STEM/Humanities) along with limiting the instruction to general ed. courses. Advanced Math and English courses are taught by fully licensed endorsed teachers.

The following is a snapshot of our District Staffing and Enrollment Declines:





From an administrative and teacher perspective, I would like to see the continuance of HQT Flexibility waivers. There are many dynamic challenges confronting our schools and teachers. The following are some licensure/endorsement suggestions or points of emphasis that the NMPED and LESC should consider:

- Expanding a secondary ed. licensure to a 6-12 instead of 7-12. Most schools have a school configuration of Elem. K-5, M.S. 6-8 & H.S. 9-12. This would alleviate some schedule glitches that schools confront.
- Address a K-8 a license where it specifies K-5 by virtue that a teacher cannot teach 6, 7 and 8 in a middle school setting. If a teacher passes a mid-level content area test it would expand their license to a mid-level 5-9 license, thus providing an opportunity for more schedule flexibility. Teachers can now teach 6th, 7th and 8th as well as 9<sup>th</sup> grade at a mid-high setting where credits toward high school graduation can be completed.
- NMPED professional development strictly for Flexibility license/endorsements.
- Rural teaching incentives. If teachers have a starting base above the minimum salary requirements it may potentially attract teachers to rural communities.
- Understand that PARCC and Common Core have increased the rigor and the dynamics of schools, as such, rural districts are taking on more interns and HQT Flexibility waivers. The importance alternative pathway or flexibility to licensure is critical.
- Preservation of Alternative Demonstration of Competency. This offers alternative path to graduation.

In closing, I would like to emphasize the importance HQT Flexibility licenses/endorsements. Without HQT our District would have a difficult time staffing positions along with adding budgetary constraint issues.