

STATE OF NEW MEXICO
LEGISLATIVE EDUCATION STUDY COMMITTEE

REPRESENTATIVES

Rick Miera, Chair
Nora Espinoza
Mary Helen Garcia
Jimmie C. Hall
Dennis J. Roch
Mimi Stewart

State Capitol North, 325 Don Gaspar, Suite 200
Santa Fe, New Mexico 87501
Phone: (505) 986-4591 Fax: (505) 986-4338
<http://www.nmlegis.gov/lcs/lesc/lescdefault.aspx>

SENATORS

Cynthia Nava, Vice Chair
Mary Jane M. García
Gay G. Kernan
Lynda M. Lovejoy

ADVISORY

Alonzo Baldonado
Ray Begaye
Eleanor Chávez
George Dodge, Jr.
Roberto "Bobby" J. Gonzales
Tim D. Lewis
Sheryl M. Williams Stapleton
Shirley A. Tyler
Bob Wooley



ADVISORY

Vernon D. Asbill
Mark Boitano
Stephen H. Fischmann
Howie C. Morales
John Pinto
Sander Rue

Frances Ramírez-Maestas, Director
David Harrell, PhD, Deputy Director

July 25, 2011

MEMORANDUM

TO: Legislative Education Study Committee

FR: Pamela Herman, J.D.

**RE: UPDATES: PUBLIC EDUCATION DEPARTMENT (PED): NEW MEXICO
EFFECTIVE TEACHING TASK FORCE**

In 2011, the Legislature considered, but did not pass, SB 502, *School Teacher and Principal Evaluation System*. Among its provisions, the bill required the Public Education Department (PED) to convene a work group to develop and make recommendations for a highly objective uniform statewide evaluation framework for school district and charter school teacher evaluation models and school principal evaluations, and to propose a performance-based compensation system that provides incentives for effective teachers and school principals.

In April 2011, Governor Susana Martinez issued Executive Order 2011-024 creating the New Mexico Effective Teaching Task Force (see Attachment 1). The executive order called for a task force of up to 15 members appointed by and serving at the pleasure of the Governor, consisting of individuals who represent the geographic distribution and cultural diversity of the state, with the Secretary-designate of Public Education serving as chair, and the Directors of the Legislative Education Study Committee (LESC) and the Legislative Finance Committee (LFC) as *ex officio* members (see Attachment 2).

The LESL has scheduled regular updates on the progress of the task force in developing recommendations for the new accountability system on its 2011 Interim Workplan.

Task Force Meetings

The task force met six times between June 1 and July 19, 2011:

- June 1 in Santa Fe;
- June 14 at Atrisco Heritage High School in Albuquerque;
- June 21 at Bernalillo High School;
- June 30 in Santa Fe;
- July 12 in Texico; and
- July 19 at the AIMS Charter School in Albuquerque.

Additional meetings are scheduled for July 27 in Gallup, and August 2 and 3 at a location to be announced. The Secretary-designate has stated that the task force report and recommendations system design, but not an implementation plan, will be completed by August 2011 for presentation to the Governor.

Presenters

Each of the task force meetings has combined presentations by invited guests and discussion among task force members. Interested members of the public have been present at all but the first task force meeting; however, audience members have not been allowed to participate. The Secretary-designate has indicated that the public will have opportunities for input to the task force before the report and recommendations are drafted.

The following invited guests have made presentations to the task force since the June 2011 LESC meeting:

- **Ivy Alford**, Director, State Services for School Improvement, Southern Regional Education Board (SREB), regarding how to build school and district leadership capacity to implement reform, as exemplified by SREB's High Schools That Work program;
- **Dr. Linda M. Paul**, Executive Director, New Mexico School Leadership Institute, regarding models for principal evaluation, including the Vanderbilt Assessment of Leadership in Education;
- **Dr. R. L. Richards**, Superintendent, Texico Public Schools, regarding how the training and experience index (T&E index) of the New Mexico public school funding formula operates, and its relationship to the state's three-tiered educator licensure system;
- **Julie A. Radosolvich**, Head Teacher, South Valley Academy, and **Dr. Shelley Roberts**, Adjunct Assistant Professor of Language, Literacy and Sociocultural Studies, College of Education, University of New Mexico, regarding action research on the subject of building educator capacity with meaningful and relevant professional development; and
- **Larry Langley**, Executive Director, New Mexico Business Roundtable, regarding his organization's support of the goals of the task force and the importance of its work.

Mr. Langley has stated that the New Mexico Business Roundtable is providing funding for the costs of the task force and its expert presenters.

Task Force Web Page

According to PED, the documents and presentations provided to task force members, along with brief minutes of meetings and other information, can be accessed at <http://www.ped.state.nm.us/ttf/index.html>.



State of New Mexico

Susana Martinez
Governor

EXECUTIVE ORDER 2011-024

FORMATION OF THE NEW MEXICO EFFECTIVE TEACHING TASK FORCE

WHEREAS, the State of New Mexico is committed to ensuring every child has access to a high quality education;

WHEREAS, research has consistently shown that one of the most critical factors to a student's educational achievement is the quality of his or her teacher;

WHEREAS, while there are many outstanding, effective and hardworking teachers and school leaders throughout New Mexico, the State does not have an effective system for recognizing and rewarding their achievements in the classroom;

WHEREAS, the current method for evaluating teacher and school leader performance has proven to be ineffective and inadequate;

WHEREAS, the absence of a framework to fully and fairly assess teacher and school leader quality has resulted in the failure to effectively assess performance, reward excellence and establish real accountability;

WHEREAS, one of the chief priorities of the Governor of New Mexico is creating a comprehensive strategy to identify, recruit, retain and reward effective teachers and school leaders;

WHEREAS, the Administration believes that improving methods of evaluating teachers and school leaders in this State will lead to greater academic outcomes for students, accountability and allow teachers and school leaders to reach higher levels of success and performance;

WHEREAS, with a new evaluation framework to measure teacher effectiveness based on student achievement, districts will be better able to address and improve school personnel policies concerning professional development, promotion, compensation, performance pay and tenure;

WHEREAS, any new evaluation framework shall identify teachers and school leaders who are most effective at helping students succeed, provide targeted assistance and professional development opportunities for teachers and school leaders, improve the match between teacher assignments and student and school needs, and enhance incentives for effective teachers and school leaders; and

WHEREAS, New Mexico recognizes the need to honor excellence within the teaching profession, a Task Force comprised of a broad range of education practitioners and experts shall be established to explore evaluation models, a performance pay structure, value-added determinations and tenure, and recommend a statewide teacher and school leader evaluation framework that will inform decisions about which teachers and school leaders are most effective at helping students succeed, provide targeted assistance and professional development opportunities for teachers and school leaders, improve the match between teacher assignments and student and school needs, and enhance incentives for effective teachers and school leaders.

NOW THEREFORE, I, Susana Martinez, Governor of the State of New Mexico, by the authority vested in me by the Constitution of the State of New Mexico and by its statutes do hereby ORDER and DIRECT:

1. The creation of the New Mexico Effective Teaching Task Force, hereinafter referred to as the "Task Force."
2. The Task Force shall consist of up to fifteen (15) members appointed by the Governor who shall serve at her pleasure. The Secretary of Education shall serve as the Chair of the Task Force. The Task Force shall consist of individuals who represent the geographic distribution and cultural diversity of the State and shall be composed of:
 - a. The Secretary of Education;
 - b. The Director of the Legislative Finance Committee;
 - c. The Executive Director of the Legislative Education Study Committee; and
 - d. Other members appointed by the Governor, including:
 - i. School leaders;
 - ii. Teachers;
 - iii. Administrators;
 - iv. Members of the business community;
 - v. Charter school representatives;

- vi. Parents;
 - vii. An expert on teacher evaluation models;
 - viii. An expert on value-added models; and
 - ix. Representation from minority communities
 - x. Representation from the special needs community
3. The Task Force is charged with presenting recommendations to the Governor regarding how best to measure the effectiveness of teachers and school leaders based on specific parameters. The recommendations must include:
 - a. Identified measures of student achievement – representing at least 50 percent of the teacher evaluation – which shall be used for evaluating educator performance;
 - b. Identification of demonstrated best practices of effective teachers and teaching, which should comprise the remaining basis for such evaluation;
 - c. How these measures of effective practice should be weighted; and
 - d. How the State can transition to a performance-based compensation system, whereby acknowledging student growth and progress.
4. The Public Education Department shall provide staff support to the Task Force.
5. The Task Force may consult with additional education stakeholders, practitioners, and experts in the public or private sector on any aspect of its mission and recommendations.
6. The Task Force shall issue a report and recommendations on the implementation of a teacher effectiveness and evaluation system to the Governor no later than August 22, 2011.
7. The final report of the Task Force shall be provided to the Legislature and shall be made available to the public.

THIS ORDER supersedes any other previous orders, proclamations or directives to the extent they are in conflict. This Executive Order shall take effect immediately.

ATTEST



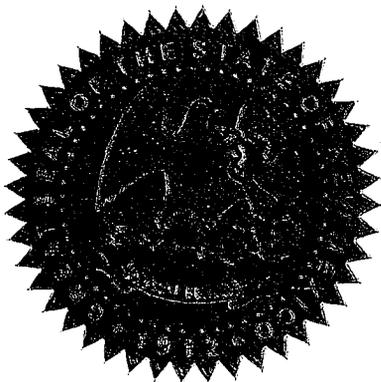
DIANNA J. DURAN
SECRETARY OF STATE

SIGNED AT THE EXECUTIVE OFFICE
THIS 25TH DAY OF APRIL, 2011.

WITNESS MY HAND AND THE GREAT
SEAL OF THE STATE OF NEW
MEXICO.



SUSANA MARTINEZ
GOVERNOR



State of New Mexico
Office of the Governor

Susana Martinez
Governor

Contact: Scott Darnell
(505) 819-1398
scott.darnell@state.nm.us

For Immediate Release
May 19, 2011

**GOVERNOR SUSANA MARTINEZ ANNOUNCES APPOINTMENTS
TO NEW MEXICO EFFECTIVE TEACHING TASK FORCE**

SANTA FE – Governor Susana Martinez announced today that she has made appointments to the New Mexico Effective Teaching Task Force. The task force was created by an Executive Order issued by Governor Martinez with the direction to develop and propose policies to identify, recruit, reward, and retain outstanding teachers and educators.

“In order to provide the best possible education for New Mexico children, we must bring excellent teachers into our classrooms and we must keep them there,” said Governor Martinez. “This task force brings together talented and committed people from a wide array of backgrounds and perspectives in order to help my administration develop policies that will make a real difference in the lives of New Mexico's young people.”

The task force is comprised of twelve people, in addition to Public Education Secretary-designate Hanna Skandera and leaders from the Legislative Finance Committee and Legislative Education Study Committee. Of the twelve appointed members, nine are current or former teachers, eight represent minority or special needs communities, seven are school administrators, and six are parents. Representatives from the business community and organized labor have also been appointed.

“It’s time for a change of course in New Mexico’s schools. Throwing money at a subpar system simply has not produced the results that our students, teachers, and parents deserve,” Governor Martinez continued. “I have asked this task force to develop a plan to find, reward, and retain great teachers who can give our students an education that will prepare them for success in college, in the workforce, and in life.”

“Our goal is to attract talented people to the teaching profession and reward New Mexico's great teachers with the recognition they deserve,” added Skandera. “Those teachers can serve as role models as we work to provide an education that gives our students every opportunity to succeed.”

The members of the New Mexico Effective Teaching Task Force are:

- **Charles Bowyer**, Albuquerque; Executive Director of the National Education Association – New Mexico
- **Lindsey Cross**, Gallup; Managing Director, Teacher Support and Development at Teach for America
- **Tammy Davis**, Artesia; Principal at Central Elementary School in Artesia
- **James Gallegos**, Cimarron; Superintendent at Cimarron Municipal Schools
- **Nyeta Haines**, Las Cruces; Principal at Las Cruces High School
- **Cherie Love**, Las Cruces; Second grade general education teacher at Conlee Elementary School in Las Cruces
- **Lillian Montoya-Rael**, Santa Fe; Principal at Flywheel Ventures
- **Dennis Roch**, Texico; Assistant Superintendent at Texico Municipal Schools and Member of the New Mexico House of Representatives serving on the House Education Committee
- **Dr. Karen Sanchez-Griego**, Albuquerque; Principal of Atrisco Heritage Academy High School in Albuquerque
- **Katherine Sandoval-Snider**, Albuquerque; Director at Albuquerque Institute for Mathematics and Science
- **Dr. Suchint Sarangarm, Roswell**; Assistant Superintendent for Assessment, Evaluation and Technology at Roswell Independent Schools
- **Carlotta Thode**, Kirtland; Legal Secretary at Farmington City Attorney’s Office

Per the Governor’s Executive Order, Public Education Secretary-designate Skandera, Legislative Finance Committee Director David Abbey, and Legislative Education Study Committee Executive Director Frances Ramírez-Maestas will also serve on the task force.

###