

1 A JOINT MEMORIAL

2 REQUESTING THE OFFICE OF EDUCATION ACCOUNTABILITY OF THE
3 DEPARTMENT OF FINANCE AND ADMINISTRATION, THE PUBLIC
4 EDUCATION DEPARTMENT AND THE HIGHER EDUCATION DEPARTMENT TO
5 DEVELOP A PLAN TO ENHANCE THE RECRUITMENT, PREPARATION,
6 MENTORING, EVALUATION, PROFESSIONAL DEVELOPMENT AND SUPPORT
7 FOR SCHOOL PRINCIPALS AND OTHER SCHOOL LEADERS.

8
9 WHEREAS, the 2003 school reform legislation placed more
10 responsibility for personnel and instruction upon principals
11 and superintendents; and

12 WHEREAS, more recent legislation in 2007 increased the
13 minimum salaries of school principals and assistant
14 principals according to a responsibility factor; and

15 WHEREAS, research shows that the influence of effective
16 school leadership is second only to classroom instruction
17 among school-related factors affecting student learning; and

18 WHEREAS, recruitment, preparation, mentoring,
19 evaluation, professional development and support are as
20 important for school leaders as they are for teachers, and
21 New Mexico does not have a statewide, coordinated approach
22 for the recruitment and retention of school leaders or their
23 professional development; and

24 WHEREAS, a joint study during the 2007 interim by the
25 legislative education study committee, the legislative

1 finance committee and the office of education accountability
2 of the department of finance and administration identified a
3 number of challenges for school leadership and recommended
4 the creation of a systematic plan for the recruitment,
5 preparation, mentoring, evaluation, professional development
6 and support for school principals and other school leaders;
7 and

8 WHEREAS, this joint study found that one-half of New
9 Mexico schools have had three or more principals in the last
10 ten years and thirty-five percent of districts have had three
11 or more superintendents in the last four years; and

12 WHEREAS, this study also found that, according to the
13 education commission of the states, New Mexico requires more
14 years of teaching experience to obtain an administrator's
15 license than other states;

16 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
17 STATE OF NEW MEXICO that the office of education
18 accountability of the department of finance and
19 administration, the public education department and the
20 higher education department be requested to collaborate with
21 school districts and institutions of higher education to
22 develop a plan to enhance the recruitment, preparation,
23 mentoring, evaluation, professional development and support
24 for school principals and other school leaders in order to
25 ensure an adequate supply of effective school leaders; and

1 BE IT FURTHER RESOLVED that the plan include such
2 components as a review of successful strategies used in other
3 states for the identification and recruitment of individuals
4 with leadership potential; an examination of whether existing
5 requirements for school administrator licenses limit the pool
6 of potential school leaders; and the development of ongoing
7 procedures to monitor, coordinate and strengthen professional
8 development for school leaders, with a focus on professional
9 development for principals of schools in need of improvement;
10 and

11 BE IT FURTHER RESOLVED that the office of education
12 accountability of the department of finance and
13 administration, the public education department and the
14 higher education department report their findings and
15 recommendations to the legislative education study committee
16 by November 1, 2008; and

17 BE IT FURTHER RESOLVED that, before the plan is
18 implemented, it be reviewed by the legislative education
19 study committee; and

20 BE IT FURTHER RESOLVED that copies of this memorial be
21 transmitted to the secretary of public education, the
22 secretary of higher education, the secretary of finance and
23 administration and the director of the legislative education
24 study committee.
