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HOUSE BILL 71

49TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2010

INTRODUCED BY

Sheryl Williams Stapleton

FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

AN ACT

RELATING TO SCHOOL PERSONNEL; CHANGING REQUIREMENTS FOR
MENTORSHIP OF LEVEL ONE TEACHERS; PROVIDING FOR FUNDING FOR
MENTORSHIP BEYOND THE FIRST YEAR IN CERTAIN CIRCUMSTANCES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

Section 1. Section 22-10A-7 NMSA 1978 (being Laws 2003,
Chapter 153, Section 38, as amended by Laws 2005, Chapter 315,
Section 5 and by Laws 2005, Chapter 316, Section 2) is amended
to read:

"22-10A-7. LEVEL ONE LICENSURE.--

A. A level one license is a provisional five-year
license for beginning teachers that requires as a condition of
licensure that the licensee undergo a formal mentorship program
for at least one full school year and an annual intensive
performance evaluation by a school administrator for at least

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1 three full school years before applying for a level two
2 license.

3 B. Each school district, in accordance with
4 department rules, shall provide for the mentorship and
5 evaluation of level one teachers. At the end of each year and
6 at the end of the license period, the level one teacher shall
7 be evaluated for competency. If the teacher fails to
8 demonstrate satisfactory progress and competence annually, the
9 teacher may be terminated as provided in Section 22-10A-24 NMSA
10 1978. If the teacher has not demonstrated satisfactory
11 progress and competence by the end of the five-year period, the
12 teacher shall not be granted a level two license.

13 C. Except in exigent circumstances defined by
14 department rule, a level one license shall not be extended
15 beyond the initial period.

16 D. The department shall issue a standard level one
17 license to an applicant who is at least eighteen years of age
18 who:

19 (1) holds a baccalaureate degree from an
20 accredited educational institution;

21 (2) has successfully completed a
22 department-approved teacher preparation program from a
23 nationally accredited or state-approved educational
24 institution;

25 (3) has passed the New Mexico teacher

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1 assessments examination; and

2 (4) meets other qualifications for level one
3 licensure, including clearance of the required background
4 check.

5 E. The department shall issue an alternative level
6 one license to an applicant who meets the requirements of
7 Section 22-10A-8 NMSA 1978.

8 F. The department shall establish competencies and
9 qualifications for specific grade levels, types and subject
10 areas of level one licensure, including early childhood,
11 elementary, middle school, secondary, special education and
12 vocational education.

13 G. Beginning with the 2003-2004 school year, with
14 the adoption by the department of a highly objective uniform
15 statewide standard of evaluation for level one teachers, the
16 minimum salary for a level one teacher shall be thirty thousand
17 dollars (\$30,000) for a standard nine and one-half month
18 contract.

19 H. Teachers who hold level one licenses on the
20 effective date of the 2003 act must be evaluated by the end of
21 the 2006-2007 school year."

22 Section 2. Section 22-10A-9 NMSA 1978 (being Laws 2003,
23 Chapter 153, Section 40, as amended) is amended to read:

24 "22-10A-9. TEACHER MENTORSHIP PROGRAM FOR [~~LEVEL ONE~~]
25 BEGINNING TEACHERS--PURPOSE--DEPARTMENT DUTIES.--

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1 A. The purpose of the teacher mentorship program is
2 to provide beginning teachers with an effective transition into
3 the teaching field, to build on their initial preparation and
4 to ensure their success in teaching; to improve the achievement
5 of students; and to retain capable teachers in the classroom
6 and to remove teachers who show little promise of success.

7 B. The department shall develop a framework for a
8 teacher mentorship program for all [~~level one~~] first-year
9 teachers. The program shall provide mentorship services to the
10 first-year teacher for the full school year. If sufficient
11 mentorship funds are available, the department may provide
12 funding for mentorship services that extend beyond the first
13 year if the local superintendent or charter school
14 administrator certifies to the secretary that further formal
15 mentorship of a beginning teacher will accomplish the purposes
16 of Subsection A of this section; provided that the state shall
17 not pay for more than three years' mentorship for any beginning
18 teacher.

19 C. The department shall work with licensed school
20 employees, representatives from teacher preparation programs
21 and the higher education department to establish the framework.

22 [~~C.~~] D. The framework shall include:

23 (1) individual support and assistance for each
24 beginning teacher from a designated mentor;

25 (2) structured training for mentors;

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1 (3) an ongoing, formative evaluation that is
2 used for the improvement of teaching practice;

3 (4) procedures for a summative evaluation of
4 beginning teachers' performance during at least the first three
5 years of teaching, including annual assessment of suitability
6 for license renewal, and for final assessment of beginning
7 teachers seeking level two licensure;

8 (5) support from local school boards, school
9 administrators and other school district personnel; and

10 (6) regular review and evaluation of the
11 teacher mentorship program.

12 [~~D.~~] E. The department shall:

13 (1) require submission and approval of each
14 school district's teacher mentorship program;

15 (2) provide technical assistance to school
16 districts that do not have a well-developed teacher mentorship
17 program in place;

18 (3) encourage school districts to collaborate
19 with teacher preparation program administrators at institutions
20 of higher education, career educators, educational
21 organizations, regional service centers and other state and
22 community leaders in the teacher mentorship program; and

23 (4) distribute no less than fifty percent of
24 available funds for mentorship programs to school districts on
25 or before September 15 of each fiscal year according to the

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1 estimated number of [~~beginning~~] teachers eligible to
2 participate in a mentorship program on the fortieth day of the
3 school year and, on or before January 15 of each fiscal year,
4 distribute the balance of the available funds based on the
5 actual number of [~~beginning~~] eligible teachers participating in
6 a mentorship program on the fortieth day of the school year,
7 adjusted for any over- or under-estimation made in the first
8 allocation.

9 [E-] F. The department shall require that teacher
10 preparation programs collaborate with colleges of arts and
11 sciences and high schools to develop a model to provide
12 mentorship services with structured supervision and feedback to
13 each of their graduates who have obtained a teaching position
14 in a public high school, including charter schools; develop
15 cost estimates; and provide recommendations to the legislative
16 education study committee by November 1, 2007. The model shall
17 provide for the following:

18 (1) mentorship services for the first year as
19 a level one teacher to each of their graduates who has obtained
20 a teaching position in any New Mexico public high school,
21 including charter schools; provided that teacher preparation
22 programs may enter into contracts or memoranda of agreement
23 with each other or with level three teachers in providing
24 services to their students;

25 (2) an annual report to the department of the

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1 number of teachers that have completed each of their programs
2 the previous spring or summer and have been hired by public
3 high schools, including charter schools, for the following
4 school year; and

5 (3) an annual report providing a description
6 of the mentorship services that will be provided to each of
7 their teachers, including the name of the teacher, the grade
8 level the teacher has been hired to teach and the name of the
9 school and district where the teacher has been hired."

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