The New Mexico Coalition of Educational Leaders’ Annual Conference is scheduled for Wednesday, Thursday and Friday, July 22-24, 2015. This year’s conference will be held at the Embassy Suites in Albuquerque. The hotel and spa provides ample parking, with comfortable accommodations. Two very dynamic speakers will join us this year to share insights and personal stories about their journey to leadership.

Veteran and author, Consuelo Castillo Kickbusch, is a renowned, charismatic, passionate and influential speaker with a mission to empower leaders. Throughout her career, Consuelo has shared her personal knowledge on becoming an effective leader in today’s global marketplace with hundreds of schools, colleges, universities, organizations, corporations and government institutions both in the United States and abroad.

Born and raised along the border in Laredo, Texas, Consuelo is all too familiar with the challenges of poverty, discrimination and illiteracy. Although she grew up without material wealth, she was taught by her immigrant parents that she was rich in culture, tradition, values and faith.

After graduating from Hardin Simmons University, Consuelo entered the U.S. Army as an officer and served for two decades. During that time, she broke barriers and set records in the military where she became the highest-ranking Hispanic woman in the Combat Field of the U.S. Army. to fulfill her mission of preparing tomorrow’s leaders.

Visit the NMCEL website for information on:

- 2015 Summer Conference
- Aspiring Superintendents’ Academy
- Aspiring Principals’ Academy
From the Executive Director—Rendón’s Reflections

Dear Colleagues:

I hope that the April newsletter finds you refreshed after Spring Break sessions and the many challenges you’ve dealt with in the past few weeks. As you all know, we have been busy with the 2015 Legislative Session that just concluded. The good news about this session is that there are no new legislative initiatives or mandates that school districts must implement during the next school year. The bad news is that other than salary increases for beginning teachers, there is no new funding for any other salary increase this year. Additionally, those districts who were hoping to receive some additional funds for capital improvements may have to wait several weeks or months to find out if that funding becomes available.

Meanwhile, on the national front, it appears that discussions regarding the reauthorization of ESEA are also stalled. We are watching, however, the budget proceedings because changes there could mean cuts to education funding in New Mexico. To that end, Congresswoman Michelle Lujan Grisham is scheduled to speak to school superintendents during their meeting on April 9 at the Spring Budget conference. She always allows time for Q and A, so we may get a little more information about what’s happening in Washington.

Many of you know that a few years ago NMCEL implemented an Aspiring Superintendents Academy (ASA) in response to concerns about the large number of Superintendent vacancies and turnover in New Mexico. Cohort Six is completing their yearlong course of study and already some of them have applied for current openings. Twelve people who participated in ASA became superintendents, several others acquired other promotions and several made the conscious decision to not pursue a superintendent position. Of the 12 who became superintendents, nine are still in their positions and have been for several years. Only three have left the position, two of whom retired. The data demonstrates that this program has had a positive effect on the Superintendency in New Mexico.

We’ve had a conversation for a few years now about the critical need for well qualified applicants for School Principal positions. In speaking with several people who work with Turnaround School principals, we’ve learned that sometimes candidates lack both the skill set and the confidence to do the job well. To that end, NMCEL, in partnership with CES, has been developing an Aspiring Principals Academy following the model of the successful ASA. In this issue of the newsletter you’ll find more information about the Academy as well as an application...
NMCEL Board Scheduled to Meet April 8, 2015

April 8, 2015, Proposed Agenda

- Call Meeting to Order
- Approval of Agenda
- Introduction of Board Members/Recognition of Affiliates & Announcements
- Discussion Items:
  - Legislative Update
  - Update on Scholarship Process
  - Conference Update
  - Update on Aspiring Principals Academy
  - NMCEL Retreat—Planning
  - Hall of Fame/Earl Nunn Memorial Nominations
  - Executive Director Evaluation
- Action Items:
  - Request to Approve February 9, 2015 Minutes
  - Request to Approve Financial Statements for March 2015
- Reports:
  - Reports from Affiliates
  - Executive Director Report
  - Communication & Leadership Coordinator Report
  - Office Manager Report

Affiliates

- New Mexico School Superintendents Association (NMSSA)
- Albuquerque Public Schools Principals Association (APSPA)
- Alliance for the Advancement of Teaching & Learning (NMSU)
- Cooperative Educational Services (CES)
- Eastern New Mexico Educational Resource Center (ENMERC)
- New Mexico Activities Association (NMAA)
- New Mexico Association of Bilingual Educators (NMABE)
- New Mexico Educational Retirees Association (NMAER)
- New Mexico Association of Elementary School Principals (NMAESP)
- New Mexico Association of Secondary School Principals (NMASSP)
- New Mexico Association of School Business Officials (NMASBO)
- New Mexico Association for Supervision and Curriculum Development (NMAASC)
- New Mexico School Personnel Association (NMSPA)
- New Mexico Society for Technology in Education (NMSTE)
- Regional Educational Cooperatives Association (RECA)
- Southeastern New Mexico Educational Resource Center (SNMERC)
- New Mexico Council of Administrators of Special Education (NMCASE)

High Plains Regional Education Cooperative’s Special Education Law Conference: What’s New, What’s Hot, and What Do You Need to Know

Melinda Jacobs, Esq
Embassy Suites Hotel
Albuquerque, New Mexico
September 28 - 29, 2015
To register and for more information, visit: www.hprec.com
Rendón’s Reflections cont’d.

form. Because this newsletter doesn’t always get into the teachers’ hands, we are asking that you share the information with those teachers whom you’ve identified as potential school leaders and, who, with just a little more support and a few more skills, would be ready to take on a principal position. We all know that the school principal position is important and critical to increasing student achievement. We are confident that through this Academy we can increase the numbers in the applicant pool and provide both support and information to these Aspiring leaders. With funding from CES and the facilitation skills of Sheila Hyde, we are prepared to launch this program in the 2015-16 school year. We look forward to your assistance.

Sincerely,

Dr. Gloria O. Rendón, NMCEL Executive Director

AASA Connect, or “Where School Leaders Link to Success,” is an informative and accessible online resource that offers insight and reaction to contemporary issues facing our nation’s school administrators.

From success stories to member blogs and latest expert advice on the most difficult issues, experience this online community by going to: www.AASAconnect.com for more information.

Make Plans To Attend the
NMCEL Summer Conference

“Effective Leadership — Keeping Kids First!”

Featuring

Consuelo Kickbusch, July 23, 2015
John Draper, July 24, 2015

Member — $225 Non-Member — $350

Embassy Suites, Albuquerque

Visit the NMCEL website for
Conference and Hotel Registration
(Registration Form Included)
You know the slogan and the company: “Ford: built to last.”

You also know the acronym: Found On Road Dead. Which is right?

According to Forbes magazine, Ford has dramatically improved and redesigned their cars and trucks, making them built to last 250,000 miles or more. If this is true, then the days of foreign car dealerships talking about American made cars built for the balance of their lease, versus the lasting of an owner’s lifetime, is no longer valid. And if that’s true, then Ford has learned something we in education haven’t yet: accountability as an overall approach to education doesn’t work. Sustainability does.

Wait a minute, you say. Don’t Boards of Education need to be accountable to their stakeholders? Don’t central office administrators need to be accountable to their Board of Education? Aren’t teachers accountable to their students?

Yes. Yes. And, yes.

But accountability models, in their current state, do not allow for long-term growth. Let’s look at it on a grassroots level — the classroom.

When teachers create classroom rules with their students and set group norms for the way students will interact with each other, they don’t expect instantaneous mastery. Learning doesn’t work that way. Learning takes time, allows for mistakes, and expects refinement over time. Many teachers know that students will learn at their developmental pace, and that the best thing a teacher can do is to create the best conditions for learning. If that is done, then there is a better chance for good learning to occur more than during the course of the year.

But, nothing’s perfect, and educators know that, too. So, teachers get the fact that many of the concepts and approaches to learning they try to cultivate in their learners may not take shape in them for many years after student educational experiences are over. The problem with that is how do you account for that?

How do you use grades, standardized test scores, and other measurables of this like as evidence of learning outcomes when they are something that really shouldn’t be measured in the short-term? How about flipping the narrative, so the education system districts put into place are built to last, like the Ford motto states?

Continued on page 7
Aspiring Superintendents’ Academy

The Aspiring Superintendents’ Academy (ASA) is entering its seventh year of working with administrators who aspire to become superintendents in New Mexico school districts. This comprehensive and beneficial program allows participants to experience a curriculum designed to provide them with the requisites for success in a superintendent’s position. Participants in Cohort 6 were able to interact with experts covering an array of topics from building budgets to building solid relationships with board members and their communities. As a result, during their mock interviews with volunteer board members from various districts, they were touted as being exceptionally well prepared. Their program of study will be completed in June of this year. Past participants who have since become superintendents around New Mexico include Travis Dempsey, Cloudcroft; Susan Wilkinson-Davis, Vaughn; Ricky Williams, Hagerman; Lesa Dodd, Dexter; Richard Perea, Santa Rosa, Lillian Torrez, Taos.

Applications are now available for the 2015-2016 school year. Interested individuals are required to complete the application and submit it electronically to NMCEL at asa2015-16@nmcel.org. A panel of administrators including members of previous cohorts will interview prospective candidates.

Applications are due by close of business on May 8, 2015

and applicants will be selected and notified by June 12, 2015.

Qualifying Criteria — Applicants must:

- Be a practicing school administrator in a New Mexico school;
- Have had five years successful administrative experience;
- Hold a valid New Mexico administrator’s license;
- Have the concurrence and support of the applicant’s superintendent;
- Commit to participating fully in all aspects of the program;
- Complete the application form and submit required documents;
- Participate in a panel interview prior to final selection mid June;
- If selected, pay the $250 registration fee.

The application is available on the NMCEL website. Interested parties may call the NMCEL office at 505-277-6986 for further information or if you have questions.
What I’m asking people to do is to think long-term, and that’s hard to do. I get it. Board of Education positions are one, two, or three year terms. There’s a reason people who run for positions don’t use slogans like “If I do my job right, we should see growth during my second three-year term?”

Superintendent contracts might run two or three years, but they will know whether they’re getting extended or not. The impetus is clear to them, too—results now. How can central office administrators, many with families of their own, be expected to put their job on the line and preach patience, when stakeholders clamor for immediate change and evidence of growth. There are no bootleg videos on YouTube of stakeholders and constituencies giving the slow applause to a superintendent who says, “We’ll get there. Give me ten years. Let me build something that’s foundationally solid, research-based, and good for kids. We’ll see a dip for a few years while we’re retraining our staff and reframing how we connect with our students, but in the end, everyone will be better. Trust me.”

The thing is, if we’re ever going to win in education everywhere, we need to change in order to grow. Our accountability models can’t look for quick wins. Institutional change takes time. We need to account for all when flipping our narrative. And, when things get hard, because they will, we need to stick with our script. Backbones aren’t built overnight. But, they can be easily stripped away if we allow others to operate on us. How do we change from a short-term accountability driven model to a long-term sustainable environment so our new and recent initiatives aren’t ‘Found on Road Dead’ with our other recent and new initiatives:

1. **The Eitner Rule.** Jay Eitner, who puts the super in superintendent once stated, ‘Growth and change takes time. It’s like cooking food in the crockpot. You need to go low and slow.’ For change to work, we need to follow the analogy Super Jay aptly said. ‘Take time, evaluate often, revise as needed, and get it right.’

2. **Focus on the Whole Child.** In a recent webinar I did for *Education Week* on social-emotional-learning, I stated ‘We don’t test drive cars and only make right turns. If we buy a car with all the options, we use them; otherwise, we’re not getting the most out of what we purchased.’ With students it’s the same thing. If our primary focus is only on delivering the academic content to students, we’ve lost the entire battle. Students are entire people, with an entire set of needs. We need to understand each one on our class roster and let them know we care about them as people first, and learners second. When students believe that message, they will achieve for you.

3. **Focus on the Whole Teacher.** Successful business models cited in *The Chronicle of Higher Education* focus on their hiring practice on always looking to add value to their organization. What can a potential new employee bring to us that we don’t already have? How can they make us as an organization better? When we look to not only add people who can move our entire organization forward, but leverage the strengths of the people we already have to do the same, we are building for long-term success. There’s a reason (besides videotaping sidelines and deflating footballs) the New England Patriots win so much. They look to add value to all areas of their organization, and leverage those strengths week after week, year after year.

4. **Remember Rule #1.** I do want you to remember—change is a process, personally investing in people will be challenging but worthwhile, and remembering we’re in it for kids will prove helpful when something doesn’t go right and you feel you’ve been punched in the gut.

We aim as educators to create students who will be successful in a society that doesn’t exist yet. We do this through teaching students and communicating to families the importance of communication, collaboration, working as a member of a group, being a problem solver, being willing to fail and learn from it, and more. As educators, we need to model and live what we tell others. And, we need to do it when it’s uncomfortable to do. Many can talk this talk and walk this walk when it’s easy. There are fewer that will stick to this mindset when the work gets hard. **That’s what makes you special — and ‘build to last’.**
The Benefits of

Corporate Sponsorship with NMCEL

Select from a cafeteria style menu of benefits which may include:

✓ Full color ads in our Electronic Newsletter, *The Advocate*.
✓ Prominent Exposure at the Annual Conference including agenda ad and exhibit table.
✓ Business link to your website from the [NMCEL website](http://www.nmcel.org).
✓ Letter of Introduction to every school district in the state.

Additional options available.

Full corporate sponsorship is available for $5,000, a 30% discount over purchasing options separately.

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Contact the office or visit the website.

505-277-6986

[www.nmcel.org](http://www.nmcel.org)

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Cathy Carr, PhD  
602.286.1514  
carr@amplify.com

Cynthia Jones  
702-286-7534  
cyjones@amplify.com

[Amplify Assessment](http://www.amplify.com)
Consuelo Castillo Kickbusch to Keynote at NMCEL Conference cont’d.

When the opportunity arose to assume a command post, Consuelo shocked the military by deciding to retire. She chose to honor her mother’s dying wish—for her to return to her roots and become a community leader. In 1996, Consuelo Castillo Kickbusch founded the human development company, Educational Achievement Services, Inc., to fulfill her mission of preparing tomorrow’s leaders.

Consuelo Castillo Kickbusch has produced several materials as trademarked tools to reinforce her messages. They include two videos titled, ¿Por Que No — Why Not? and Journey to the Future. She has also produced two audio CD’s, Shared Leadership and Mensaje a Mi Gente (Message to My People). She also published a book titled, Journey to the Future: A Roadmap for Success for Youth, which provides practical techniques for children to develop higher self-esteem and achieve personal goals while establishing a framework for early leadership development.

Make Your Plans To Attend!

In an effort to present a dynamic conference with topics that are at the forefront of educating our New Mexico children, we are already seeking presenters for the breakout sessions on July 23 & 24. Sample topics to consider:

- Strategies for Raising Student Achievement
- Strategies for District-wide Success for All Students
- Distributed Leadership to Meet Needs of Every Student, Every Day
- Next Generation Leadership: Building a Pipeline of Great School Leaders

Please submit your proposal for consideration no later than April 24, 2015. The conference Presenter Proposal Form can be accessed on the NMCEL website.
Visit Us
We're on the Web!

www.nmcel.org

Upcoming Events

NMASBO (www.nmasbo.org)
- Spring Budget Workshop, April 8-10, 2015 Hotel Albuquerque

NMABE (www.nmabe.net)
- State Bilingual Education Conference, April 22-25, 2015, Embassy Suites, Albuquerque

NMSSA (www.nmssa.org)
- Meeting at Spring Budget Workshop, April 9, 2015, Hotel Albuquerque
- Meeting at NMSBA Law Conference, May 29, 2015, Albuquerque
- Meeting at NMCEL Conference, July 23, 2015, Embassy Suites

NMSTE (www.nmste.com)
- Tech Support Conference, April 9-10, 2015, Las Cruces

NMCEL
- Executive Board Meetings:
  - April 8, 2015, Hotel Albuquerque
  - July 22, 2015, Embassy Suites
- Board Retreat, June 1-2, 2015, Elephant Butte Conference Center
- Summer Conference, July 22-24, Embassy Suites, Albuquerque

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New Mexico Coalition of Educational Leaders and Cooperative Educational Services proudly announce a new venture . . .

2015-16 Aspiring Principals’ Academy

We are pleased to share this good news with all of our colleagues and believe the time is right for building on the success of the Aspiring Superintendents’ Academy, now in its 6th year of support. It’s clear that the role of the principal is a key factor in student success and New Mexico must make it a priority to foster a deep and dynamic pool of principal candidates. Based on the needs of our districts and schools, the first Aspiring Principals’ Academy is open for applications. The application is included in this newsletter and on the NMCEL website.

NMCEL and CES believe that, by selecting, training, and mentoring a carefully selected group of teacher leaders, we will encourage this group of teachers to realize their potential and gain the confidence to aspire to a principal position in the future.

The Academy aspires to:

• give participants an in-depth look at skills and personal human resources necessary to do the job of the principal.
• allow participants to interact with and learn from experienced and proven principals and other leaders.
• build the confidence of leaders who have an administrative credential but have not yet ventured into the field of administration.
• provide participants the opportunity to experience real life duties in a project based learning environment.
• build the pool of principal candidates with people who are better prepared and better informed about the principal role.

And, more amazing news for cohort participants . . .

• $2000 scholarships to cover travel and time
• books, conference fees, meals, and other resources

The message is clear: we value these new leaders and are investing in their future.

Take a look at the application and spread the word.

Application deadline: May 18, 2015

For additional information contact:
Sheila Hyde at shyde@ces.org or the NMCEL Office at 505-277-6986
Aspiring Principals’ Academy
Co-Sponsored by the New Mexico Coalition of Educational Leaders and Cooperative Educational Services

Overview and Application

Purpose: The Academy, now in its first year, has been created to support the aspirations of those who seek to or who are considering the principalship in New Mexico; to guarantee the strongest outcomes for students through effective school leadership; and, to build a pool of potential candidates who are prepared and clear about the role of an effective principal. It is designed to provide the participants with a carefully structured yearlong program where the participants explore and experience the skills and attributes necessary to be a successful principal.

Program: Participants will be active learners in a course of study designed to explore and experience the real-world skills necessary for effective school leadership. The program helps aspiring leaders build their capacity to become principals. Cohort members meet four times during the year in Face-to-Face settings for full day seminar experiences where strategies, skills, attributes, reflections, and promising practices will be introduced and facilitated by a cadre of experienced principals and professionals. In addition, current principals and other educational leaders will facilitate bi-monthly sessions using online technology. Additionally, participants will be expected to undertake a practical field experience outside his or her normal job responsibilities under the supervision of a mentor principal. Relevant and related writing assignments are a significant component of the program. Upon successful completion of the Academy, Cohort Members will have the option of placing their portfolios on the New Mexico Coalition of Educational Leaders’ website and CES website.

Qualifying Criteria: Applicants must:

- Be a Highly Effective or Exemplary educator in a New Mexico school (as determined by the NMPED Teacher Evaluation System)
- Have had 3 years successful teacher leader experience
- Hold a valid New Mexico administrator’s license or be eligible to apply for license
- Have the concurrence and support of the applicant’s principal
- Participate in an interview prior to final selection
- Commit to participating fully in all aspects of the program
- Complete the attached application form
- Agree to attend the NMCEL Annual Conference on July 22-24, 2015 in Albuquerque

Scholarships and Support:

- Each Cohort Member will receive a $2,000 Scholarship to cover costs for the face-to-face meetings and meals will be provided
- Each Cohort Member will have their NMCEL Conference Fees paid for
- Books and other resources will be provided
- Access to NMCEL’s Talking Communities will be provided (virtual conferencing)

Application Process: Applicants for the Aspiring Principals’ Academy may be nominated by current superintendents, current principals, or may self nominate for the Academy by completing the form below. Applications must be received by May 18, 2015. Initial applicants will be interviewed in Albuquerque in early June and will be notified of the interview date/time. Candidates will be selected and notified of selection by June 19, 2015.
Aspiring Principals’ Academy
Application for the 2015-2016 Program
Co-Sponsored by NMCEL/CES

Complete this form electronically and return it no later than May 18, 2015 to apa2015@nmcel.org.

Applicant Name:

Applicant Position:

School Address:

Phone:
  Work:
  Home:
  Mobile:

E-mail:
  Work:
  Personal:

Teaching experience (positions held, school, district, and dates employed from current to initial entry):

Teacher leader experience (role, responsibility, school, district, and dates that you served in each role)

Names and contact information (phone and email) for three references:
Attach:

- a current resume (include list of awards, certificates, presentations, etc.)
- a one page personal vision statement stating why you are exploring the principalship,
- a copy of your teaching license
- a copy of your administrative license (or application if pending or evidence of eligibility to apply)
- a letter from your current principal affirming your application, your status as a Highly Effective or Exemplary Teacher in New Mexico, and his/her willingness to serve as your mentor and support you during your participation in the Academy.
Thoughts on Leadership

excerpt from Dr. Frank DePasquale, Education Consultant

Leadership is discussed often when people meet as a group. Many leaders are born; but most have to work at it. There are a few basic concepts that can serve as a guide. They are simple; but sometimes in simplicity you find wisdom.

• Surround yourself with good people and listen to them.
• Always keep your word; the first time you don’t, you will have lost your credibility.
• Treat people with dignity, compassion and respect. Even if they don’t agree with you (and especially if they do not agree with you).
• Keep your sense of humor; it is most effective when it comes to recognizing your own foibles.
• Work as hard as you can every day; then make sure to find time to play.
Presentation Proposal

NMCEL SUMMER CONFERENCE 2015
Effective Leadership – Keeping Kids First!
July 22 - July 24, 2015

Name__________________________________________________________Title________________________________

Organization / Affiliate_____________________________________________________________________________________

Address______________________________________________________________________________________________________

Phone________________ FAX___________________ E-mail____________________________________

Title of presentation:

Give a brief description of your presentation:  (50 to 60 words please)

Other pertinent information:

AV Equipment: Presenters will provide own laptop and LCD projector.

***** PLEASE SUBMIT BY APRIL 24, 2015 *****

Email form to: 2015presentations@nmcel.org or
Fax to: 505-277-5496
Effective Leadership... Keeping Kids First!

NMCEL 2015 SUMMER CONFERENCE REGISTRATION
JULY 22 – 24, 2015
Embassy Suites, 1000 Woodward Pl. NE, Albuquerque, NM
Mail or fax this form to contact above or register online at: nmcel.org

NAME (please print): _____________________________ District _____________________________

MAILING ADDRESS: ________________________________________________________________

__________________________________________________________

POSITION: __________________ E-MAIL: ______________ PHONE ____________

EARLY REGISTRATION (received by July 1, 2015)

Members* $225.00  Non-Members $350.00
All cancellations must be received in writing, fax or email.
A fee of $75.00 will be charged for cancellations received after July 1, 2015
No-shows will be billed full amount of registration fee.

LATE REGISTRATION FEE (after July 1, 2015 – including walk-ins):
ADD $75.00 TO APPROPRIATE FEE ABOVE!
My conference fee is $ ______________ Method of Payment: [] PO# __________________
[] Please invoice. [] Check Enclosed

* Contact your superintendent’s office or the NMCEL office to check for membership status if you are not sure.
After July 15th, only on-site registration accepted.

HOTEL RESERVATIONS

Call Embassy Suites at 505-353-5381 and identify yourself as an attendee to the NM Coalition of Educational Leaders Conference in order to qualify for conference room rates of $115.

or

should you wish to reserve your room online please visit
https://aws.passkey.com/event/12901822/owner/11533819/home before July 01, 2015!