It was an honor to speak to many superintendents and school board members recently at a meeting of the New Mexico School Boards Association about our efforts under the Identity, Equity, and Transformation section of the NMPED. In my role as a Director in this relatively new section of the department under Governor Lujan Grisham, I presented on how we will move forward into 2020 and the second semester of the school year. It was important to talk first about our vision, which is ensuring “students in New Mexico are engaged in a culturally and linguistically responsive (CLR) educational system that meets the social, emotional and academic needs of ALL students.” Our focus will be on operationalizing the vision so that we have schools that are CLR and meet the social, emotional and academic needs of ALL students.

Of course, our mission, core values and goals are aligned to the vision and although we have been doing work on CLR, it is now at the center of what we do as the NMPED.

Given that the NMPED’s vision includes CLR, the shared definition in the agency is validating and affirming an individual’s home culture and language to create connections with other cultures and languages in various social contexts. We use CLR as an adjective to refer to CLR assessments, instructional materials, instruction, etc.

To understand CLR we have to understand culture and language. Culture is like an iceberg and at the NMPED we see it as deep patterns of values, beliefs, practices and traditions that have been compiled and normalized over a period of time, setting the standard for what is normal and expected. This is socially acquired knowledge that we learn from each other, and we use this definition because it is inclusive of the home, community or institutions. We have a specific culture in the NMPED, districts and schools.

Understanding the complex dynamics of culture plays a critical role in CLR. As represented in an iceberg concept of culture and the levels of culture, there are practices and behaviors associated with surface, shallow and deep culture. Surface-level cultural practices are most easily seen, and the emotional impact is low. Shallow cultural practices are governed by unspoken rules and the emotional impact is intense.
Our staff all have successful experience in working and coaching in high-needs schools to improve student achievement.

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• Creating high expectations coupled with strong, meaningful support

For more information about NIET services, please contact: Patrice Pujol at ppujol@niet.org, or visit niet.org
Colleagues:

First, a time of reflection and support. Since our last Straight Talk members of our “family” have suffered loss. Superintendent Kirk Carpenter’s wife Teresa has lost her health battle and has passed. Secondly, Business Manager for NMCEL/NMSSA, Jo Lynn Gallegos, has suffered a second recent loss (losing her son earlier this fall) as her mother was lost to a head injury resulting in death. And, a note of the loss of Superintendent LeeAnn Gandy’s son earlier this fall, also. We ask that you keep all three families in your prayers.

At this time of joy and anticipation I ask that you remember the impact that losses such as these have on each of these “family members.”

We at NMCEL/NMSSA wish each of you and your families the Merriest of Christmases and the Happiest of New Years. We pause and pray for your peace and joy.

As we prepare for the upcoming legislative session — a 30-day session beginning in late January — we have worked hard organizationally to reach meaningful recommendations for the Legislature to consider. A 30-day session is focused primarily on funding issues and, therefore, has been largely our focus. Emerging for our consideration are significant issues that have arisen after the unprecedented funding increase (some 16%) that came from the Legislature in 2019. Among those of significance are K-5+ and Extended Learning Time (ELT); staying competitive in the recruitment and retention of teachers and other educational personnel; the IRS Rules and other impacts that have impacted the substitute pool for every district in New Mexico; maintaining “safe school” environment and dealing with capital outlay needs of districts; resolving the issues of credit taking and funding relative to Impact Aide; focusing on creating equity of opportunity for students, especially in the area of CTE (Career and Technical Education); and providing student support for and refining the services for students who have characteristics placing them at risk.

We have developed a draft platform that finally will be considered at this month’s board meetings for both the NMSSA and the NMCEL. We want to recognize the leadership of Superintendent Dennis Roch and the various superintendents and NMCEL Board members that have contributed to this conclusion.

The following are the recommendations of our Legislative Platform:

NMSSA/NMCEL Legislative Platform for 2020 Legislature

—continued on p. 10
Mission vs. Role, Superhero vs. Mere Mortal

NMASBO

In our schools, we need a lot of people in different roles to get the job done. Let’s make a list: We need teachers, principals, secretaries, educational assistants, counselors, librarians, coaches, maintenance, custodians, security, food service, IT, bus drivers, superintendent, and lastly, our loveable little School Business Officer. Each of these individuals have a different role but we are all follow the same mission and that is to educate our students.

What is the role as a School Business Officer? Our role is to “make it happen.” We keep our school in compliance with rules and regulations and off the front page of the newspaper. When we receive the legislative directives for budget, we translate the school’s educational direction and initiatives into numerical values and, hopefully, into an understandable budget. Have you ever considered how important your role is within your school? Have you ever considered how everyone in your district/charter is completely dependent upon you to “make it happen”? You’re kind of like a Superhero.

How do our actions compare to superhero work?
• Saving “damsels in distress” — processing payroll and no staff left behind.
• Saving people from a burning building - getting school supplies to the teachers.
• Leaping tall buildings in a single bound – reconciling the bank accounts.

However, there is one thing missing before the coronation of true Superhero status is bestowed upon you as the School Business Officer. To become a true Superhero, you must become an educator instead of an accountant or businessperson. How do we make this transition or “career” change? This change occurs when we focus on the mission. Yes, our role is still the numbers and budget and everything else that comes with getting the job done, but our primary focus is always, always, always the mission.

Perhaps the bottom line is leadership. As a leader, we always focus on the people, but we also focus on the mission. Leadership is hard work! It’s much easier to be relegated to the back office and be the accountant than it is to be a leader. Leadership is conveyed in small steps and is accumulated over time. So, what steps are you taking to become a leader in your school or district?

Without debate, the superintendent is a leader. However, there were times in my career that I had to privately and “gently” remind my superintendent that our attention had drifted, and we needed to refocus on the mission. Why was I able to address this issue with the boss when others were not? First, it was because my superintendent was willing to listen. But secondly, it was because my superintendent knew my heart was focused on our students even though my role was not necessarily the “instructional program.” And yes, it is difficult to approach the boss with such a hard message.

—continued p. 16
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Reminder: NMSPA Conference Registration Open

The New Mexico School Personnel Association continues to take registrations for the annual conference set for Feb. 4-5, 2020 at the Embassy Suites in Albuquerque. NMSPA serves as a resource to both administrators and the support staff serving in Personnel and HR across the state.

Because NMSPA knows that the work of support staff plays a vital role in onboarding, processing, and serving all school personnel, the Association will make sure the conference includes topics to promote the success of HR support staff as well as administrators.

You can expect conference topics to include interviewing and hiring practices, licensure pathways, investigations, employee discipline techniques, teacher mentoring and induction, training high quality substitutes, teacher recruiting, and labor management relations.

Registration for the 2nd Annual Conference is open online.

Click on “conference” at the top of the Association’s website: https://nmschoolpersonnel.org,

If you have questions regarding the Association, you may visit the website, or contact Dr. Cindy Sims, President of NMSPA, at cindy.sims@estancia.k12.nm.us, or Chris Pash, past president, at cpash@fms.k12.nm.us.

Registration Fees:
NMSPA Members —
Support Staff: $50
Administrative Staff: $150

Non-NMSPA members (registration fee includes membership) —
Support Staff: $100
Administrative Staff: $250

To register online:
https://nmschoolpersonnel.org/registration-form/
Developing a Culturally and Linguistically Responsive Ed. System (cont. from p.1)

In my team’s work we specifically discuss the cultural practices or behaviors that are more likely to be observed in the classroom and that may cause misunderstandings. We have our teachers and educators consider if a behavior is cultural or is naughty. One of the most common examples is eye contact. The beliefs and practices on eye contact in communication vary from one culture to another.

At the NMPED we see language as something that first and foremost allows us to communicate. Language is audible, articulate, meaningful sound as produced by the action of the vocal organs — a systematic means of communicating ideas or feelings by the use of conventionalized signs, sounds, gestures, or marks having understood meanings. There is a formal system of signs and symbols including rules for the formation and transformation of admissible expressions. Our students toggle between their home language – the language utilized by family members in the home and others in the community that is different enough from the parameters defined by language from Standard English – and school language – the language utilized in the context of school that commonly associated with Standard English. Within school, students also have to master academic language or the language used in textbooks, in classrooms, and on tests; different in structure (e.g. heavier on compound, complex, and compound-complex sentences) and vocabulary (e.g. technical terms and common words with specialized meanings) from Standard English.

We often hear that language and culture are connected; we like to make it clear that this is because like culture, language is also socially acquired knowledge that we learn from each other and because it is inclusive of the home, community or institutions.

These rings of culture (on the right) represent our identity. Ethnic culture is at the center and informs other rings of culture. It is important that we know our identity, and that we often hold expectations on cultural behaviors due to what we perceive as normal. This includes disability, as well, because this is part of our identity and who we are.

We must focus on the validation and affirmation of students’ identities. But, this is not enough. This is simply multicultural education.

The responsive piece in CLR is when we build and bridge and set up our schools and classrooms for students to learn how to toggle between contexts and expected behaviors and language use. The goal is global dexterity so that our students can be anywhere in NM, the US and the world and fit in and participate without giving up who they are — their identities.

The state seal of bilingualism-biliteracy on the diploma of excellence is a capstone that is attached to the high school diploma of excellence that represents college and career readiness and as an addition to the diploma, represents a student’s knowledge in language, culture and identity.

—Mayra Valtierrez, Director
NMPED Language and Culture Division

In the next issue of The Advocate, Mayra Valtierrez will give us the NMPED’s perspective under Kara Bobroff, Deputy Secretary of Identity, Equity, and Transformation, of the Yazzie/Martinez lawsuit.
1. **Adequate/Stable Funding to Support Profile of a New Mexico Graduate**
   a. Ensure sustainable funding is provided to cover current salaries and any future increases to ensure that districts can be regionally competitive.
   b. Provide state funding to both expand CTE opportunities and enhance existing programs with the local flexibility to allocate funding for facilities, materials, and/or staffing, and consider adding a CTE multiplier to the SEG (0.25).
   c. Allow local districts to determine which course sequence will satisfy each individual student’s requirement to successfully pass four years of math and revise 22-13-1,1(J)2 to codify this change.
   d. Review and modify the school transportation formula to address systemic shortfalls in district budgets.
   e. **If credits are changed, all districts must permanently be held harmless from any SEG reduction.**

2. **Improve educator recruitment and retention**
   a. Create a new tax credit (modeled after the Rural Health Care Practitioner Tax Credit) to incentivize licensed educators to consider serving in rural/or tribal schools.
   b. Increase the ERB pension multiplier to achieve consistency of retirement benefits between ERB and PERA.
   c. Support improving the solvency of the NM Retiree Health Care Fund through actions including the restoration of swept funds and the increasing of employee and employer contributions into the fund.

3. **Maintain a “Safe School” environment that values all students**
   a. Support and fund cybersecurity audits and infrastructure improvements to safeguard student data and district network capabilities.
   b. **Support a substantive increase in the guaranteed SB-9 match.**
   c. **Raise/expand adequacy standards and re-establish a Deficiency Corrections Unit at PSFA to address conditions below these revised standards.**

4. **Create an equity of opportunity**
   a. Foster growth in CTE coursework and programs to prepare students for careers beyond high school by funding CTSO staff and infrastructure, as well as by extending flexibility on credentialing requirements.

5. **Reconsider use of “at-risk” and the services provided to eligible students**
   a. Request specific formula/categorical funding to increase student access to ancillary service providers.

Those items in **Bold** represent the compromise agreements reached regarding the Impact Aide question. We were unable to resolve a number of the particular issues but have agreed on each of these items.

We have met with LFC staff, LESC staff, the Secretary of Education and the PED staff as well as the Education Partners in attempting to reach consensus on each of these major issues and we are experiencing a close alignment with the PED recommendation. Together we can move the needs of each of our districts and, therefore, our children with a close collaboration and pulling together as we enter this session.

— Best Regards, Stan

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*From the staff of NMCEL and NMSSA. have a joyous holiday and a safe New Year!*
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Let Us Introduce

Throughout this school year, the Advocate is featuring new superintendents throughout the state. These leaders are new to the profession, to their position or to their district.

• ALBERT MARTINEZ is the Superintendent of the Mesa Vista Consolidated Schools, which has schools in Ojo Caliente and El Rito, NM. Mr. Martinez is in his 22nd year in education. As an educational reformer, he has committed his life’s work to supporting districts across northern New Mexico and southern Colorado. His background experience includes Superintendent of Schools, Principal, Assistant Principal, Athletics Director, and Educator. In addition to his professional career in New Mexico, he previously taught and coached at the collegiate level with Regis University and Colorado College. For 10 years he taught elementary school on Fort Carson located in Colorado Springs. Mr. Martinez is a 1994 graduate of Taos High School and a 1998 graduate of New Mexico Highlands University. He holds two master’s degrees, one from the University of Phoenix and the other from Capella University. In the near future he hopes to complete his Doctoral studies in education. To wish him well: albert.martinez@mesavista.org

• DIANE M. VALLEJOS has been with the Belen Consolidated Schools for over two decades and is now the Superintendent. Prior to being named for the top position, her career expanded and developed as a teacher, IEP facilitator, principal, Director of Special Education, and Assistant Superintendent of Academics. She graduated from Belen High School and earned her Bachelor of Arts in Elementary and Special Education from NM Highlands University. Mrs. Vallejos interned in Sapello, N.M. and then went to Pojoaque Valley Schools where she taught for three years. After taking a few years off to start her family, she returned to her hometown of Belen to continue her career and her education. She earned her master’s degree in special education from the University of New Mexico with Administrative Licensure. As an active member of her community, she participates in various outreach and educational organizations throughout the state. Her vision is to be an educational model of excellence and she strives to reach these goals through her actions and intentions. To send her a note of encouragement: vallejosr@beleneagles.org

• MANUEL J. LUCERO, Ed.S., Superintendent at Springer Municipal Schools, is an educator working on his 25th year, five years in the classroom and 20 in administration. Mr. Lucero, a disabled army veteran, has served in many different roles from Superintendent, Principal, both elementary and secondary, Athletic Director and Special Education Director. He has worked in nine districts including Pojoaque, Pecos, Mesa Vista, Springer, West Las Vegas, Las Vegas City Schools, Belen, Vaughn and APS. Mr. Lucero was also a Charter School Director at San Diego Riverside and Terra Encantada Charter Schools, as well as Special Education Director at New Mexico International School in Albuquerque. He recently completed his Educational Specialist degree at Grand Canyon University in Organizational Leadership. He also completed the NM Coalition of School Administrators’ “Aspiring Superintendents Academy.” In his tenure, has worked with a multitude of populations, and as a native New Mexican is culturally sensitive and familiar with the traditions and customs that make NM’s students unique and strong. To contact him: mlucero@springerschools.org
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Wishing You Happy Holidays and a Joyful New Year

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So, what is your personal leadership philosophy? The NMASBO Winter Conference is scheduled for February 19-21, 2020, at the Embassy Suites in Albuquerque. During the conference, there will be an emphasis on leadership. Our keynote speaker will be Colonel Arthur Athens, USMC retired. He is one of the most amazing keynote speakers I have ever had the privilege to hear. We will also have a session on developing your leadership philosophy. I encourage you to attend the conference, develop your leadership philosophy and take steps to becoming the Superhero leader that your school or district needs.

—Terry Dean, Executive Director
NM Association of School Business Officials

The Society of Mayflower Descendants in the State of New Mexico is proud to announce its 1620 Scholarship for 2020. The monetary award is $1,620.

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◆ U.S. citizen and a resident of the State of New Mexico. Members of native pueblos or New Mexico tribes are included; or
◆ U.S. citizen related to a member of the Society of Mayflower Descendants, New Mexico. Proof of Mayflower ancestry is not required.
◆ Applicants must also plan to attend an accredited post-secondary vocational school, community college, college, or university in 2020.

Application is on our website: http://www.nmmayflower.org.

Due date: March 2, 2020.

Please contact me with any questions. Note: If you have questions from February 16 - March 1 please call Frankie Ewing at 505-764-8704. Leave a message and she will return the call.

Lorna Dyer
Scholarship Chairperson
Society of Mayflower Descendants in the State of New Mexico
LornaVDyer@aol.com
505-820-1778

The Class of 2020 NMAA Hall of Fame recipients have collectively given 116 years of service to New Mexico’s public school students.

—Tyler Dunkel, NMAA

The New Mexico Activities Association, in conjunction with the NMAA Hall of Fame Committee, announced the Class of 2020 for induction into the NMAA Hall of Fame. The NMAA Hall of Fame induction ceremony and luncheon will be in March. The ring ceremony, presented by Herff Jones, will take place during the State Basketball Championships also in March.

The inductees (pictured right to left) are Dr. Crit Caton of Artesia Public Schools who served in numerous capacities for 35 years, including teacher, coach, athletic director, principal, assistant superintendent and superintendent in both New Mexico and Texas; Tom Manning of St. Michael’s High School. He has been either a coach, teacher or athletic director at three different schools over 45 years; and Ernest Viramontes, Director of Athletics for Las Cruces Public Schools. He has served nearly 36 years at LCPS as a teacher, counselor, assistant principal and athletic director.

—Tyler Dunkel, NMAA
Staying Current
Here are this month’s suggestions from Stan’s desk, computer and mobile device. Send your “Staying Current” suggestions to info@nmcel.org:

▶ WHAT’S ONLINE
FOUR SIMPLE WAYS TO RE-ENERGIZE OVER CHRISTMAS BREAK
Do yourself a favor and take a few minutes a day to stop and smell the roses. Educators are among the hardest working people and sometimes forget to give themselves a break. Check out this website for good tips to follow over the holidays.

▶ FEATURED VIDEOS
How vast is YOUR vocabulary? Use this video for a kick-start to the 2nd semester with staff.
Need a team-builder for the first staff meeting in 2020? Use this as a fun exercise and get staff to work in teams. And, see if you need a Ph.D. to understand this vocabulary quiz!

▶ GOOD READS
Training in Motion – How to Use Movement to Create Engaging and Effective Learning
Mike Kuczala writes that the bosses wanting to maximize employees’ productivity and reach new levels of success would be wise to not ignore the innate human desire for motion. This book explains how movement enhances learning and introduces a unique and highly effective way to energize a team and increase retention through simple body-focused techniques.
Kindle: $22
Paperback: $23

Upcoming Events
NMCEL & NMSSA
Jan. 9: 8am-noon, Annual Legislative Primer at the State Capitol

NMAA
The offices will be closed Dec. 20 through Jan. 3. They will re-open Monday, Jan. 6 at 7:30 a.m.
NMAA offices also to be closed Jan. 20, 2020 for Dr. Martin Luther King, Jr. holiday.

NMASBO
December-January: Registration open for the NMASBO Winter Conference, Feb. 19-21, 2020, ABQ Embassy Suites

NMSPA
Registration Open for NMSPA 2nd Annual Personnel Conf., Feb. 4-5, ABQ Embassy Suites

NMSSA
Jan. 24: 2-5pm, Executive Council in conjunction with NMSBA; Santa Fe, Hotel El Dorado
Legislative Session: Jan. 21-Feb. 20, 2020

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NMCEL Scholarships Now Accepting Applications

One of the most rewarding services provided by the New Mexico Coalition of Educational Leaders is the awarding of scholarships to students across the state. The 2020 NMCEL Scholarship process is now underway and applications can be submitted no later than February 21, 2020.

NMCEL will award two $3,000 scholarships to NM high school seniors who will be entering a college or university. NMCEL Business Manager JoLynn Gallegos said the following criteria for candidates are:

• They must be a graduating senior from any public high school in New Mexico;
• They must have a GPA of 3.0 or better;
• Preference will be given to those entering the field of education. (This includes teacher, counselor, School Business Official, etc.)
• Interviews with each of the top five candidates will be conducted by a Selection Committee in April. The finalists must submit an Official High School Transcript prior to their interview.

The Application Process
1. The Scholarship Application Form must be completed and must be signed by a high school official;
2. Two letters of recommendation from teachers and/or school administrators must be submitted;
3. A typed essay (a minimum of 300 words) outlining the student’s reasons for entering the field of education must be submitted.

There are a number of guidelines that students should read here. In addition, the application form and other Information about the scholarship is also on the NMCEL website: [www.nmcel.org](http://www.nmcel.org)

Application packets can be emailed (preferred method of submission) to: jolynn@nmcel.org

Or, the packets can be mailed to:
NMCEL Scholarship
6600 Palomas Ave. NE
NMAA Building
Albuquerque, NM 87109

Contact JoLynn with questions:
505-217-2345 • jolynn@nmcel.org

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