Math, Literacy and Leadership Summit

by Barbara Vigil-Lowder, NMCEL Leadership Coordinator

Dr. Gloria Rendón, NMCEL Executive Director, and I attended a week-long Math and Literacy Summit sponsored by Scholastic. The Summit included several presentations from outstanding speakers. We interacted with educational leaders from across the country, as well as, leaders from Hobbs Municipal Schools and Belen Schools. The discussions that ensued after each speaker were valuable as we continue the work here in New Mexico to develop leadership throughout the state to improve math and literacy skills for our students.

Amanda Ripley, author and investigative journalist for TIME Magazine spoke about the “Global Quest to Save America’s Schools” with an emphasis on information in her latest book “The Smartest Kids in the World—and How They Got That Way”.

She posed the question: “What Matters Most?” and her response was RIGOR. She also asked “Where Does RIGOR Come From?” and provided the following:

- Delaying Tracking
- Focus
- Intense Coaching, Coherent Standards
- Parental Involvement . . . at Home

An early morning breakfast session with Dr. Harold Asturias, Director of the Center for Mathematics Excellence and Equity (CeMEE) at the Lawrence Hall of Science at the University of California, Berkeley, proved to be an extremely informative session. Dr. Asturias shared strategies to support students for whom English is a second language—developing the academic language necessary to participate effectively in math discussions and developing understanding of concepts, problem solving strategies and math skills in their second language. Dr. Asturias also recommended visiting map.mathshell.org/materials/trumath.php for additional information on teaching for robust understanding of mathematics.

On Thursday, Heather Staker, Senior Research Fellow, Education, Clayton Christensen Institute for Disruptive Innovation presented a session entitled, Blended: Using Disruptive Innovation to Improve Schools. She presented evidence that schools are blending online learning into their programs at unprecedented rates. In many cases, the trend is emerging as a true disruptive innovation, destined to change the fundamentals of how schools operate. The common intent behind the growing variety of programs is to leverage online resources to enable personalized learning pathways for each student without draining the budget. Several models of blended learning are taking shape across the K-12 sector, including the Flipped Classroom, Flex, and Station Rotation. School leaders must take a few critical, sometimes counterintuitive steps to design a bulletproof blended-learning strategy that inspires and lifts students to their highest potential. For more information regarding disruptive innovation visit the Clayton Christensen Institute for Disruptive Innovation.
From the Executive Director

Dear Colleagues:

As the old year slips away and a new year looms on the horizon we reflect on the past year and count, not only our blessings, but all the things you do to improve the lives of children and to help them achieve. December always brings a time of respite for educators—it’s a time to reflect on the first few months of school and regroup for the next semester. Many of us are also looking ahead to the upcoming legislative session—not necessarily with dread, as some might think, but rather with hope that the next year will be one in which people find more and better ways to work together.

In the past few weeks, I’ve heard several heartbreaking stories about teen suicides and teen pregnancy—not statistics, but real stories affecting real districts and real people in our state. With each story I’ve also heard not only how the individual communities pull together but about how other districts are offering each other support—if only to say we’re thinking of you and please let me know if we can help. Those relationships are what make our state great and they are what will help us to work together to improve student achievement. Yes, we have lots of challenges and in some cases, more than others, but what I know is that every state is dealing with huge issues and problems; and I, for one, wouldn’t want some of those problems in New Mexico.

If we make an effort to understand that each of us is in public education because we truly care about children, and that we choose to work in New Mexico’s public schools because we want to help shape the lives of the children of New Mexico and see New Mexico improve, then we might also be able to put aside our differences and our suspicions about each other’s motives or intentions.

We must strive to understand that we are not always going to work using the same approach, at the same pace or even with the same attitude, but if we can also strive to see the good in each other and that each of us is working toward the same end—to make better the lives of the children we serve, then I believe we can create a more harmonious working relationship in our schools, our districts and our state.

As we wrap up another year and get ready to welcome a new one, let’s pledge to try to see the issues from each other’s perspective and think about ways in which we can best work together rather than not. You’ve heard me say this many times through this forum, but it bears repeating: the children of New Mexico are counting on us, the adults, to do the best we can to improve their lives. As adults, we can walk away from any situation that isn’t comfortable or appealing or rewarding; our children can’t—they are counting on us! In this coming year let’s make sure we don’t let down any of the children in our great state.

Best wishes for a joyous holiday season and a productive new year.

Sincerely,

Dr. Gloria O. Rendón, NMCEL Executive Director
NMCEL Board Minutes in Brief

December 11, 2014 Agenda

- Meeting was called to order
- Board approved Agenda
- Introduction of Board Members/Recognition of Affiliates & Announcements
- Discussion Items:
  - Update: LESC, LFC Meetings
  - Update on other meetings — Mini Data Conference; Public School Campaign
  - Update on Aspiring Principals Planning Meeting
  - Update on Upcoming Legislative Session
  - Conference Update — Theme
- Action Items:
  - Approval of the October 30, 2014 minutes
  - Approval of Financial Statements for October, November 2014
  - Approval of 2015 Summer Conference Theme
- Reports:
  - Affiliates, Executive Director, Leadership Coordinator, Office Administrator

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 (NMAAA)
- New Mexico Association of Bilingual Educators (NMAEB)
- New Mexico Educational Retirees Association (NMAER)
- New Mexico Association of Elementary School Principals (NMAESP)
- New Mexico Association of Secondary School Principals (NMASPP)
- New Mexico Association of School Business Officials (NMASBO)
- New Mexico Association for Supervision and Curriculum Development (NMASCD)
- 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)

Need Construction? Architectural Design?

High Plains Regional Education Cooperative #3 is partnered with FacilityBUILD and Stoven Construction to provide pre-bid contracts for architectural design, general contracting, construction management, and design build services for public and government sector clients.

We are dedicated to:
- Open communication between facilities team and JOC contracting team
- Fast and timely delivery of projects
- Low overhead costs of construction procurement and delivery
- Development of a partner relationship based on work performance
- Elimination of change orders
- Standard pricing and specification

For more information, contact High Plains REC at 575-445-7090.
2015 NMCEL Scholarship Announcement

NMCEL is pleased to announce a scholarship opportunity for seniors who will graduate in May of 2015. The NMCEL Board has allocated funding for two $3,000 scholarships to be awarded to current seniors who will enroll in a college or university in the Fall of 2015.

Criteria:

1. Candidate must be a graduating senior from any public high school in the state of New Mexico.
2. Candidate must have a GPA of 3.0 or better for consideration.
3. Preference will be given to those entering the field of education (teacher, counselor, school business official, human resources, etc.).

Applications available on the NMCEL website and high school counseling offices.

Applications must be emailed to the NMCEL office no later than: February 14, 2015

Applicants must submit the following completed documents:

1. The Scholarship Application Form (signed by a high school official).
2. Two letters of recommendation from teachers and/or school administrators.
3. A written essay (at least 300 words) outlining reasons for entering the field of education.

Finalists must submit an Official High School Transcript prior to the interview process.

Email to: scholarship@nmcel.org (preferred method of submission)

or

Mail to: NMCEL
COE, MSC05 3040
1 UNM
Albuquerque, NM 87131

Phone: 505-277-6986

www.nmcel.org
The New Mexico Coalition of Educational Leaders (NMCEL), the New Mexico School Superintendents Association (NMSSA) and the New Mexico School Boards Association (NMSBA) are committed to improving education for all New Mexico’s public school students. Each Association provides an effective foundation for proactive educational advocacy for public education in New Mexico and leadership to promote exemplary educational opportunities for all students. Our membership urges the 2015 Legislature to address the funding and programmatic concerns of New Mexico’s school leaders who are directly responsible for student success. We urge the legislature to utilize their authority and provide appropriate/pertinent legislation for education in New Mexico to:

**FUNDING**

Allocate no less than 50% of new money ABOVE THE LINE to K-12 public school support.

**Unit Value:**

09-15 average increase: less than $20 per year

Below the line funding increases: More than double since 09

**EVALUATION**

Institute/legislate a moratorium for one year on the use of PARCC testing regarding decisions on teacher or principal hiring and licensure.

Clean accurate data is a non-negotiable.

Current lag time between receiving test data and using data for decision making is unacceptable.

**TESTING**

Mandate a moratorium of at least one year before using the PARCC assessment results for teacher evaluation, school grading and student promotion purposes.

Exclude 2015 PARCC results for school grades and evaluation purposes.

Institute a uniform system of reporting and recording data.

Teachers and administrators have embraced the new evaluation rubrics and observation protocol. Teach-scape training is viewed as beneficial to spur professional dialogue regarding student work and the sharing of best practices. The data must be accurate before an evaluation system is used to make decisions on licensure or employment.

- Provide ongoing, systemic, transparent and consistent training at the local and regional levels.
- Adjust the rubric scoring system for the Teacher Evaluation System and place greater emphasis on the Observation protocol.
- Institute mandated timelines by July 1 for the upcoming year to provide enough lead time for districts to verify data.
- Do not implement a compensation or merit pay system tied to the new PARCC evaluation, before directing PED to conduct a research-based analysis that includes input from all stakeholders, teachers, administrators, higher ed., etc.

Tests must be used to adjust the curriculum, find gaps in student learning and determine changes that should/need to be made to close the achievement gap. One data point should not keep students from receiving diplomas or teachers from obtaining licensure.

- The PARCC assessment still presents many unknown factors—sufficient and appropriate devices, infrastructure capability, students’ tech skills.
- Request a fully staffed assessment department at PED with expertise in the area of instruction.
- Fully fund short cycle assessments.
- Make Cut scores and targets transparent and public in a timely manner.
- Provide timely test data/results so teachers can conduct appropriate diagnosis of student learning needs.

New Mexico school districts continue to make cuts to budgets.

- Fixed costs are not fixed; utility costs and insurance costs fluctuate and/or increase annually.
- The per pupil funding ranges from a high of $13,586 (Wagon Mound) to a low of $6,538 (Hobbs) not including charter schools (highest charter school per pupil is $16,945).
- SEG dollars are used to help meet underfunded categorical costs; i.e. transportation, instructional materials.
- Under and Unfunded state mandates affect the budget each year; i.e. art, music, PE, tier migration.
- Increases to funding below the line disequalize the funding for basic programs.
  - Reading programs
  - K-3 programs
  - Pre-school programs

Continued on page 6
**DIPLOMA/GRADUATION**
Define in statute that local school board policies determine proficiency based on board requirements and completion of required credits.

Without the flexibility of the Alternative Demonstration of competency (ADC), one third of New Mexico students would not receive diplomas.

State statute charges districts with the responsibility to determine requirements for a district diploma. If students meet those requirements, they should not be penalized for failure to pass one test.

A student assessment system that allows students to acquire an AA degree, pass AP exams, or be accepted to college, yet withholds the High School diploma, requires further evaluation.

- Changes to graduation requirements will NOT be made after a cohort enters the 9th grade.
- Create a system which accounts for any additional certification, awards, etc. which become part of the official transcript. Passing the SBA/PARCC assessment should be one of those credentials.

**EDUCATOR RECRUITMENT/RETENTION**
Appropriate funding for the purpose of recruiting and retaining high quality staff.

Increased vacancies in districts. Salary structure stagnant for ten years. Salaries must be competitive: Nurse, $59K; Neighboring states, $42-$48K; NM Teacher, $32K.

New Mexico must seek methods to recruit and retain high quality staff.

- Fund Pre-service recruitment efforts.
  - Scholarships for STEM, SPED, Bilingual
  - Loan forgiveness
  - Credit programs for EAs
  - State funded scholarships
- Fund mentoring programs.
- Support changes to education programs—preparation of new teachers and school leaders.
- Create a positive image of public education.
- Provide funding to raise the minimum teacher salaries (fully implemented by 2018):
  - Level I - $40,000
  - Level II - $50,000
  - Level III - $60,000
- Provide funding for school leaders recruitment and retention.

2015 Legislative Session

| January 20 | Opening Day (noon) |
| February 19 | Deadline for Introduction |
| March 21 | Session Ends |
| April 10 | Legislation not acted upon by Governor is pocket vetoed |
| June 19 | Effective date of legislation not a general appropriation bill or carrying an emergency clause or other specified date |

The NMCEL, NMSSA and NMSBA Legislative Priorities document in the original format is located on the [NMCEL website](http://www.nmlegis.gov) on the Legislative Updates slider. Information on pages 5 & 7 have been reformatted for optimum use of space within this newsletter.
The NMCEL/NMSSA Data Conference A Success

NMCEL and NMSSA teamed up to present the first of what we hope will be many conferences which allow our districts to share their best practice in the area of using and interpreting data. The data conference presented on the afternoon of December 9th and a full day on December 10th featured four New Mexico districts. Tim Hand, Director of Assessment, Analysis and Research in the Las Cruces Public Schools presented information on the NMTeach Value Added Model and how it relates to increased student achievement; Sandra Montoya Boswell an instructional coach with Albuquerque Public Schools focused her presentation on the practical application and understanding of the NMPED school grade report at the classroom level; Dr. Happy Miller, Director of Research, Assessment, Data and Accountability in Rio Rancho Public Schools showed how data from the A-F School Grade Report can be combined with other data to shed light on instructional strengths and opportunities for improvement; and Adan Delgado, Superintendent and Dr. Mel Morgan, Assistant Superintendent in Pojoaque shared, among other things, how the STAR course codes are tied to the Student achievement category of Teacher Evaluation.

More than 100 participants cycled through all four two-hour presentations with their school teams which also included more than 20 superintendents. District teams were grouped regionally where possible. Each presentation allowed for a period of Q and A, and the small setting provided an opportunity to dialogue with the presenter. This particular setting assured that every participant received all the information presented by every speaker. More importantly, participants either learned new information or received validation that their understanding and their interpretation of school grades, the VAM model and the use of new teacher evaluation system is accurate.

Each presenter included analyses of data which in many cases was new information for many participants; for example, Tim Hand demonstrated through a variety of charts and graphs that every child does enter school at some level of proficiency, however once a student is in school, regardless of poverty levels, parent involvement, etc., those outside forces really do not impact growth; instead, the quality of instruction is what will make the greatest difference in how much growth a student achieves. Dr. Morgan and Superintendent Delgado shared how they are maintaining control of the use of course codes, thus assuring that at least from here on out, they can accurately track each of their students to the appropriate teacher providing for more accuracy in how a teacher is evaluated.

All of the presentations were available for participants to download during the conference and can be found on the NMCEL website. Participants requested that NMCEL/NMSSA consider hosting a similar conference either later in the spring or in the fall after we receive PARCC results. In addition, participants would like to see a similar conference in the southern part of the state. We’ve encouraged school or district leaders to give us feedback after they return to their districts. In addition, if others feel that this is a worthwhile activity, we would like to hear from you both as participants and potential presenters.

We are grateful to the five presenters who assisted in putting on a successful first data conference during a very busy time of year. Thanks to everyone who helped make this conference a success.
NMCEL's Aspiring Superintendents' Academy has entered its sixth year of providing professional development to school administrators interested in someday becoming school superintendents. In cooperation with the NM School Boards Association, the Aspiring Superintendents participated in mock interviews on December 4, 2014.

Three school board members from the, Los Lunas, Hatch and Española school districts volunteered their time to conduct mock interviews with each of our eight participants. School board members were presented with the Premier Prospects Portfolio containing resumes and associated documents of each of the ASA participants, a description of a school district and associated questions.

NMCEL extends a Thank You to the following for assisting with this process:

Joe Guillen, NMSBA Executive Director
Paul Dulin, Hatch School Board Member
David Ortiz, Española School Board Member
Charles Tabet, Los Lunas School Board Member

Do you have a vision for Education and life-long learning in New Mexico?

TEDxABQ is now accepting speaker applications for the 2015 EDUCATION event.

More details and the online speaker application at TEDxABQ.com.

The deadline for speaker applications for the 2015 EDUCATION event is Dec 15.

TEDxABQ is a project of the non-profit Rio Grande Community Development Corporation.

TEDxABQ
x = independently organized TED event

Ces
Your New Mexico Purchasing Cooperative
Since 1979

Local
Compliant
Easy

Use CES and be a Procurement Superhero

Procurement 300 + Contacts
Supplemental Benefits
Recruitment Services
Ancillary Staff

Professional Consulting Staff
Common Core
Food
Medicaid
Dedicated to serving our New Mexico public school clients.
Understanding of the diverse issues facing New Mexico’s school districts.
Largest municipal market practice in New Mexico.

### Upcoming Events

<table>
<thead>
<tr>
<th>NMASBO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winter Conference, February 11-13, 2014, Crowne Plaza, Albuquerque</td>
</tr>
<tr>
<td>Spring Budget Workshop, April 8-12, Hotel Albuquerque</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NMABE</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Conference For Bilingual Education, April 23-26, 2014, Albuquerque</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NMSSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Superintendents’ Meetings</td>
</tr>
<tr>
<td>February 20, 2015, Santa Fe, at NMSBA Board Institute</td>
</tr>
<tr>
<td>April 9, 2015, Hotel Albuquerque, at Spring Budget Conference</td>
</tr>
<tr>
<td>June 5, 2015, Albuquerque, at NMSBA Law Conference</td>
</tr>
<tr>
<td>July 23, 2015, Embassy Suites - Albuquerque, at NMCEL Conference</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AASA</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Conference, February 26 –28, 2015, San Diego</td>
</tr>
</tbody>
</table>

**Visit Us**

**We’re on the Web!**

www.nmcel.org

---

**Expertise you can trust.**
The rewarding relationship you deserve.

**RBC Capital Markets**

Paul J. Cassidy, Managing Director
6301 Uptown Blvd. NE, Suite 110
Albuquerque, NM 87110

505-862-5999 paul.cassidy@rbccm.com
The Advocate

Dan Domenech

Executive Director, AASA, The School Superintendents Association

The mid-term elections are over and anticipated changes in Congress have taken place. The Republicans now control both houses. What are the implications for education?

Last July, at AASA’s Legislative Advocacy Conference in Washington D.C., U.S. Sen. Lamar Alexander spoke to our group. Alexander will be the next chair of the Senate’s Health, Education, Labor and Pensions Committee. During his presentation, he referred to the U.S. Department of Education as the National School Board. This was a not very subtle reference to the increased intrusion into local school affairs that we have witnessed during the current administration.

During the current Congress, which expires at the end of the year, both the House and Senate made serious progress toward ESEA reauthorization. The House moved its bill (which AASA endorsed) through both the Education & Workforce Committee and the full House floor. The Senate moved its version through committee, but momentum stalled and the bill has yet to go to the floor. The bills are expected to expire at the end of this Congress without any additional action.

It’s expected that during the remainder of the current administration’s term, we will see efforts by Congress to curtail the dominance that the Department of Education has exerted over local affairs. Sen. Alexander has already indicated that reauthorizing ESEA will be a priority. We anticipate the House to move a bill much like the one they moved this Congress, and for the Senate to consider a bill similar to one Alexander floated in the chamber a few years ago.

We can anticipate that both the House and Senate will continue to rail against the administration’s continued reliance on waivers as a way to deliver limited relief from NCLB. Both chambers will complement this effort with a proposal to reauthorize ESEA and tighten language around how the Secretary can (and cannot!) use waivers and will be devoid of reference to Race to the Top and other

Continued on page 12
NMCEL Recognizes Our Corporate Sponsor

Scholastic is a proud NMCEL Corporate Sponsor.

Scholastic is the most trusted name in learning with a brand that is synonymous with quality. Scholastic Education provides technology solutions and supplemental instructional programs that support student achievement in PreK-12. Grounded in scientific research, the company develops technology programs and services that include intervention, instruction, universal screening, assessment, data management and professional learning. Scholastic Achievement Partners—the professional services arm of Scholastic Education—brings together the International Center for Leadership in Education (ICLE), Math Solutions, and Scholastic’s Implementation Services team to offer a full range of professional services in human capital development across content areas, comprehensive services in human capital development across content areas, comprehensive services.

www.scholastic.com

You, too, can enjoy 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.

✓ 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.

NMCEL can custom tailor a package that meets your corporate needs.

Contact the office or visit the website.

505-277-6986

www.nmcel.org
competitive programs that the Department has instituted that we have opposed. We could also expect the bill would return the responsibility for accountability and assessment back to the states—positions we have supported.

Our problem will undoubtedly be with elements of the bill that will be favorable to the growth of charters, vouchers (including portability) and choice. We will be watching closely for any effort to provide Title I portability that would enable children leaving public schools to take their Title I allocation. Whatever happens to Title I as it relates to vouchers and portability is likely to be what will happen to funding in other major K-12 education programs, including IDEA and Perkins.

The legislative process has always been about compromise, something that has been in short supply in recent legislative sessions. As we develop our strategies for the upcoming legislative session, it will be important for us to know our priorities as defined by you, our members.

Do we want pooled Federal dollars giving us greater discretion in how to spend them but with the risk of reducing the pot, as will undoubtedly be the case as the Republicans cut the budget?

Can we hold our noses and go along with charters, vouchers and choice in exchange for lessening Federal intrusion in local affairs? Are we ready to support changes to NCLB accountability framework and current mandates for teacher and principal evaluation?

Let us know what you think. Email me at ddomenech@aasa.org with your ideas. Thank you. I look forward to hearing from you.
2nd Annual Ensuring Capacity Mini-Conference
for the School Administrator

Getting Families into Our Corner
Creating Positive Family Engagement in Schools

Wednesday, January 28, 2015
8:30 a.m. – 4:00 p.m.
Las Cruces Convention Center
680 E University Ave
Las Cruces, New Mexico

Hosted by

Sponsored by

FEATURED PRESENTERS
- Dr. Joni Samples, Family Friendly Schools
- Dr. Michelle Valverde, NMSU COE BoCES
- Dr. Judith Flores Carmona, NMSU COE C&I
- Dr. Michelle Salazar Perez, NMSU COE C&I
- Dr. Juan Freire, NMSU COE C&I

CONFERENCE CONTENT
- Explore research supporting importance of family and community engagement
- Provide a tool kit of important how-tos:
  - Creating/improving a welcoming environment
  - Communicating effectively with parents
  - Engaging ALL families in the school
- Create the outline of a plan of Family Engagement for district discussion and/or implementation
- Introduce strategies and tools that capitalize on the strengths of parents and families
- Recognize strengths of the historically underserved
- Explore tools and strategies in a supportive and interactive environment
- Increase awareness of the Asset Framework

Each Mini-Conference is aimed at keeping school administrators and leaders up-to-date in skills and information currently relevant to their work.

REGISTER ONLINE at
http://tinyurl.com/EnsuringCapacity2015

Registration Fee of $105
includes
Continental Breakfast and Full Lunch

Late Registration Fee of $145
applies after January 7, 2015

SPACE IS LIMITED – RESERVE YOUR SPACE TODAY!