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Through the Years...

Carol Wood began her career with the New Mexico Coalition of Educational Leaders in 1998. She has worked with four directors and several colleagues through the years. She has survived three office moves, 17 summer conferences and retreats and many meetings both with NMCEL and NMSSA. Carol knows administrators throughout the State, having worked with many who served on the NMCEL Board, and if she hasn’t worked with them directly, she knows their names through the extensive database she has developed year after year. She is the person behind the friendly voice you hear when you call the office. Carol has worked hard to support and build the Coalition.

Thank you for your hard work and dedication through the years—you will be missed. Best wishes in your retirement!

Continued on page 6
From the Executive Director

Dear Colleagues:

Carol’s is the face and voice associated with NMCEL (formerly NMCSA) for the last 17 years. It’s difficult to think of or talk about the Coalition without also thinking of her. She came to the organization knowing little about the organization or about school administrators but her knowledge about education sometimes surpasses even those of us who have been in education most of our careers. For all these years, Carol has served as the Office Manager. She has seen Executive Directors come and go and was fiercely loyal to each one of us, providing assistance and advice (some of this whether we wanted it or not!). She worked with numerous Presidents of both the Coalition and the Superintendents’ Association, and through it all, she has always been the consummate professional.

Throughout the years, we’ve shared stories about our families, about growing up but mostly about faith. Carol has more faith than any person I know. When she tells you that she’ll pray for you, she’s not just “saying it”, she means it! That’s the thing about Carol, what you see is what you get. There are no pretenses, or half-truths with her. She is as honest and open as a person can be. We have been not only coworkers, but we’ve become friends as well, and together we’ve worked at not only moving the organization forward but we’ve watched our families grow as well. About a year and a half ago, Carol informed us that she had met a very special man, and although Barbara and I felt very apprehensive and protective of her, she proceeded with a relationship that eventually led to marriage to her soul mate, Glen Chupp, a year ago this January. We knew then that it wouldn’t be long before Carol left us to spend more time with her new husband and the rest of their family.

That brings us to the present, and with heavy hearts we find ourselves reluctantly looking for her replacement and having to bid adieu to our friend and colleague Carol.

There’s no denying that we’re going to miss her—she is the keeper of the organization’s institutional knowledge, she has helped organize 17 summer conferences, and that many retreats and has lamented with each Executive Director during the legislative session for all those years. We’ll miss her organizational skills, her can-do attitude and her efficiency in everything she does. More importantly, we’re going to miss her encouragement and our conversations. We know that many school and district leaders will miss her friendly voice and helpful manner.

Continued on page 6
NMCEL Board Proposed Agenda

December 10, 2015

- Call Meeting to Order
- Approval of Agenda
- Introduction of Board Members/Recognition of Affiliates & Announcements
- Discussion Items:
  - Update: LESC, LFC Meetings
  - Update on other meetings — Legislative Primer
  - Update on Upcoming Legislative Session
  - Mid Year Budget Review
  - Conference Update — Theme
- Action Items:
  - Request to Approve Minutes of October 22, 2015
  - Request to Approve Financial Statements
  - Request to Approve Theme for 2016 Summer Conference
- Reports:
  - Affiliates, Executive Director, Communication & Leadership Coordinator, Office Administrator, Legislative

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 (NMABE)
- New Mexico Association of Educational Retirees (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 (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)

High Plains Regional Education Cooperative #3 is partnered with the following professional and reputable contractors providing pre-bid contracts for architectural design, general contracting, environmental remediation, furnishings, energy solutions, food services, and security systems for school districts, state agencies, and local public bodies:

- Access Technologies, Inc.
- Amec Foster Wheeler Environment & Infrastructure, Inc.
- Atkin Olshin Schade Architects
- Energy Control, Inc.
- FacilityBUILD, Inc.
- MIRADOR Enterprises, Inc.
- PLAY!
- School Furnishings Unlimited
- SLA Management, LLC.
- SMPC Architects
- Southwest Abatement, Inc.
- STOVEN Construction
- The Hartman+Majewski Design Group
- Vigil & Associates Architectural Group

For more information, contact High Plains REC at 575-445-7090.
2016 NMCEL Scholarship Announcement

NMCEL is pleased to announce a scholarship opportunity for seniors who will graduate in May of 2016. 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 2016.

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 12, 2016

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
What can I say about Carol? Four words would sum it up: A force of nature. I have to say that after working with Carol we became quite close in a very short time. She is nurturing, kind, considerate and direct. I appreciated her directness, it is one of her greatest assets. Every leader needs someone by their side who isn’t going to let them walk off a cliff. Carol was a great sounding board and I believe she was vested in my success and the success of each leader she worked with at the Coalition. Not only did she nurture the professional relationship she also took a special interest and was concerned about my personal well-being.

I’ve had the good fortune to work with many people over my long career. I can tell you, it takes a real effort to stay in contact. I give all the credit to Carol for making that effort. She always remembers birthdays and sends a card or makes a call. There’s always a Christmas card in the mail. And a special note when things noteworthy or not so noteworthy arise. Not too many people make that kind of effort, but Carol certainly does.

She truly cares about the work and the mission of the Coalition and she gave it 150%. She’s a dedicated and hard worker and the consummate professional. She has been the best public relations agent the organization could ever want. She remembers names and details regarding her colleagues and the staff’s families. She inquires with genuine care and interest, “how’s your hubby doing; when is your daughter’s wedding; does your son like his new job; is your Mom out of the hospital, etc.?”

One of the things that I enjoyed the most was her playfulness and fantastic sense of humor. I can see her sparkly big brown eyes, wide grin, and I can hear her unforgettable laugh as I write this. What follows is one of my favorite Carol stories. Somehow, we got started talking and reminiscing about the Carol Burnett Show. For those of you that don’t know me, I’m prone to assign nicknames. Well before long, Carol became Eunice and I became Mama. When I needed her, I’d holler down the hall “Eunice!” And she’d respond, “what Mama?” We continue to use the nick names to this day. At the time when we were working together, people probably thought we were crazy but it’s that sort of thing that makes going to work fun. And Carol made sure we had plenty of fun and plenty of spirit, be it wearing reindeer head gear at Christmas or playing along when we all wore red wax lips for Halloween.

Lastly, what I admire the most about Carol is she is genuine, the real McCoy. What you see, is what you get. And in my opinion, it doesn’t get much better than that! Carol deserves a hard earned rest, I can’t say I can imagine Carol retiring and riding off into the sunset. Whatever her next adventure will bring I know that she will embrace it with enthusiasm. From the very bottom of my heart, I wish her the very best and God’s speed.
Although, we’re sorry to see her go, we also wish her nothing but the best. We know she’s been looking forward to her retirement, and it’s all the sweeter because she now has a wonderful husband to share her new life. We wish her all of God’s blessings and we look forward to hearing all about her new adventures as I’m sure she’ll continue to post her beautiful pictures to Facebook.

We wish you well Carol (Wood) Chupp—You will be missed!

Sincerely,

Dr. Gloria O. Rendón, NMCEL Executive Director
Congratulations to Carol Wood on Her Retirement from New Mexico Coalition of Educational Leaders

Erik Bose, NMCEL President —
I have had the opportunity and the pleasure to work with and learn from Carol Wood for the last eight years and I cannot express enough how professional and personable she has been throughout. Her shoes are going to be difficult to fill because of the work she has been able to accomplish. I am and have been continually impressed by her ability to pull off a fantastic conference and summer retreat year after year, while at the same time keeping the organization running smoothly, preparing for meetings and always doing it with a smile on her face. I want to personally thank her for years of support she has given me and want to wish her the best as she transitions into her next experience.

Kirk Carpenter, NMSSA President —
You told us several months ago this day was coming and even though you were looking forward to it selfishly no one else in our organization was, because we are going to miss you. It is not enough to say thank you, because words alone can never express how much we appreciate all you have done over the years for our Association. For these many years you have been an integral part of the important work we do as educators. You have seen dozens of Superintendents come and go over the years and have developed many strong friendships that will last a lifetime. You need to know that when it comes to passion and commitment for doing a job, one needs to look no further than you. You have for years led by example and many lessons can be and have been taken by the words you have spoken, but more importantly by your actions over the years. Thank you for your years of dedicated service and for making a difference. We will miss you; but know that we are happy for you and wish you much happiness.

Crit Caton, NMCEL Past President —
Congratulations on your upcoming retirement! Thank you for your years of service to both the New Mexico Coalition of Educational Leaders and the New Mexico Superintendent’s Association. You have been a tremendous asset to both organizations. Your tireless efforts, organization and efficiency through the years have allowed both organizations to grow in strength and number. Your historical knowledge of both organizations always kept us in compliance, and your knowledge and presence will be sorely missed. (I’m glad you will be just a phone call away if we need assistance.) Thank you for always “Keeping Kids First” and for your genuine concern for “Every” student in New Mexico! Enjoy your well-deserved retirement; I hope that you have many wonderful days to come!

Michael Moorehead, NMCEL Board Member —
Carol, it was a pleasure getting to know you and working with you over the past several years. My time on the Board was made special because you always provided a professional and supportive environment for the board members. You were responsive when we had a question and often answered some of my questions twice or three times, and I really appreciated your patience and understanding. In addition and most importantly you always wanted to know how things were going at NMSU and always asked about my family. Because of your caring style and approach you made my experience with the organization very special. I wish you the best in the future and hope that you have an enjoyable, healthy and rewarding retirement, you have certainly earned it!!! Best wishes from Jan and me.

Toby H. Herrera, Retired Educator and former NMCEL Coordinator
I had the opportunity and pleasure to work with Carol from May 2000 through September 2003. It was during the Fred Pomeroy and Veronica Garcia years. Carol was the main cog which kept the NMCSA (now NMCEL) machine going. She always kept the best interest of NM Districts, Schools and especially Children as her main focus. Each letter, email message, newsletter, leaflet, program or project in which Carol was involved was always handled with professionalism and care. I enjoyed the sharing and caring nature of Carol as well. We had great times getting to know each other and sharing about our families and lives outside of the NMCSA. I always admired Carol’s spirituality and love of God. Best wishes and God’s Blessings upon you, Carol, as you enjoy this next stage of life.
The Educational Leaders of New Mexico are eager to assist in growing and improving New Mexico’s economy which can and will happen when we invest in preparing EVERY CHILD for their future in college and careers. A robust economy is the result of strong, effective public schools preparing EVERY CHILD for college and careers.

Educational Leaders are problem solvers and can help with solutions. They want to and can be part of the solution. The improvement of our schools and our economy is everyone’s business and responsibility. Schools are responsible for improvement if they are sufficiently funded and with support from both their school community and the larger community of the state of New Mexico. Positive economic development and great schools go hand in hand; and well funded schools can be one solution to Economic Growth.

Educational Leaders request a seat at the table to contribute their expertise and ideas to improve both our schools and New Mexico’s economy. Our leaders request they be part of the team to examine the points below and to work on a solutions-based plan to successfully prepare students and build a strong economy.

**Our constitution requires that we provide a sufficient education for each child in New Mexico.**

What is the true cost of this goal? What is meant by “sufficient”? Does it or should it mean…

- A Certified/highly qualified teacher in every classroom?
- A nurse in every school?
- A counselor in every school?
- A certified/highly qualified principal in every school
- Maximum class sizes?
- Minimum salary requirements?
- Pre-K programs for all children?
- Intervention programs?
- Funding for timely instructional materials?

Until we know what is meant by “sufficient” we cannot know how to fund pre-K 12 education.

Currently, the state allocates funding for education based on a set unit value. What is not widely known or understood is…

- True per pupil allocation differs from district to district.
- Fixed costs (insurance, utility costs, etc.) reduce the per pupil allocation
- Lack of timeliness in providing reimbursements to districts means districts are not receiving all the money to which they are entitled; thus, state funds are used for federal programs, creating a cash flow problem.

The true per pupil allocation must be determined to assure that students are treated equitably.
We encourage the Legislature to consider the following requests for the immediate future and during the 2016 Legislative session:

**Funding**

New Mexico’s educational leaders request that of any new funding available for the 2016-17 school year, 50% be appropriated for K-12 public education.

Educational Leaders request that **All** new money allocated to public education be placed “above the line”.

Money placed below the line does not fund education for all children. Although funding is provided for some children, the effect further disequalizes the per pupil allocation in our schools.

Districts and school communities are held accountable for student performance, and districts should be trusted to make the best decisions for their students.

Place a moratorium on any new schools

Districts continue to see reductions based on the T & E factor

Should every child in New Mexico have access to technology in their school and classrooms? If so, what is the true cost of such a goal? Initiatives like the Education Superhighway will support this goal.

**The Teacher and Leader Shortage is a Reality**—we must work together to recruit and retain Highly Qualified Teachers and Leaders to provide an excellent education to every child in New Mexico.

How can this be accomplished? Quality requires sufficient funding!

Salary base for most teachers has been in place for ten + years; other than minimal increases for beginning teachers, salaries have remained stagnant for many years.

Salaries must be competitive with other professions. Entry level positions in other professions are more lucrative and are luring away many of our best and brightest candidates.

Salaries must be competitive with neighboring states; otherwise, our teachers will simply cross state lines to earn more money.

Novel strategies are necessary to recruit and retain the best people to become teachers and principals. Competitive salaries, quality mentor programs and appropriate classroom support and resources contribute to increased student achievement.

Effective mentoring programs. Fund effective mentoring programs and appropriate professional development programs to provide support while new teachers are learning and gaining confidence in their ability to provide effective instruction.
As a subscriber to the *Education Week* newsletter, I receive emails with stories and information regarding topics relevant to today's educational world. A most recent email included a link to a story that I found most compelling—*The School Kindness Project*. I hope you find this project of value in the work you do every day with educators and students.

—Barbara Vigil-Lowder

### The School Kindness Project

by Adam Sherman, Teacher, Spoto High School, Hillsborough County, FL

“If you had asked me three years ago about kindness in my classroom, I would have responded like many teachers.

‘Of course there’s kindness in my room! I expect all of my students to treat each other—and myself—with respect.’

That’s the kind of thing we say on the first day of school, put on our syllabi, or mention in conversations with parents. But I didn’t realize how much impact kindness truly can have on the culture of classrooms, schools, communities, and districts until my students and I truly challenged one another to grow.”

---

**2016 New Mexico ACT State Organization Conference**

*Developing New Mexico’s Workforce to Achieve Global Competitiveness*

Monday, March 21, 2016

Hyatt Regency, Albuquerque

Save $30 by registering before Monday, February 8, 2016. The cost is $130 per person through Monday, February 8, 2016; $160 per person thereafter. Conference registration includes continental breakfast, breaks, lunch and conference materials.

**Why You Should Attend:**

- Learn about key education strategies that will foster positive change in your school and district throughout New Mexico.
- Learn about student success best practices used by other institutions.
- Participate in meaningful conversations about shaping the future of New Mexico’s workforce.

To register for the conference, [click here](#).
NM School Boards Association Assists with Mock Interviews for the Aspiring Superintendents Academy

NMCEL’s Aspiring Superintendents’ Academy has entered its seventh 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 5, 2015.

School board members from across the state volunteered their time to conduct mock interviews with each of our five participants. The Premier Prospects Portfolio containing resumes and associated documents of each of the ASA participants was made available to the mock board with 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
Jeff Atencio, Pojoaque School Board Member
Lucas Fresquez, Española School Board Member
Emily Hunt-Dailey, Grants School Board Member
David Peercy, Albuquerque School Board Member
Toby Velasquez, Pojoaque School Board Member

PARCC Restructures Allows States to Customize Tests

By Catherine Gewertz, as reported in Ed Week, November 19, 2015

PARCC announced Thursday that it will now offer states the option of buying parts of its testing system and choosing their own vendor. Previously, states could purchase only the entire system, and they had to use Pearson for test administration.

To read entire article, click here.
### Upcoming Events

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<td>• Foundation Scholarship Applications Due, February 2, 2016</td>
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<td>• Board of Directors Meeting, February 17, 2016</td>
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<td>• Hall of Fame Banquet, March 10, 2016</td>
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<td>• Commission Meeting, May 18, 2016</td>
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<td>• Board of Directors Meeting, June 1, 2016</td>
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<td>• Board Meeting, December 17, 2015</td>
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<td>• Winter Conference, February 10-12, 2016, Embassy Suites, Albuquerque</td>
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<td>• Board Meeting, February 11, 2016, Embassy Suites, Albuquerque</td>
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<td>• ASBO International Executive Leadership Forum, February 18-21, 2016, Las Vegas, NV</td>
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<td>• Strategic Planning Meeting, March 4-5, 2016, Hotel Albuquerque</td>
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<td>• Spring Budget Workshop, March 30-April 1, 2016, Hotel Albuquerque</td>
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<td>• Board Meeting, March 31, 2016, Hotel Albuquerque</td>
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<td>• Board Meeting, May 12, 2016, Web Conference Call</td>
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<td>• Board Meeting, June 9, 2016, Web Conference Call</td>
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<td>• Board Meeting, December 10, 2015, NMAA</td>
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<td>• Board Meeting, February 4, 2016, Online</td>
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<td>• February 12, 2016, Scholarship Applications Deadline</td>
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<td>• Board Meeting April 14, 2016, CES</td>
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<td>• Board Retreat, June 6-7, 2016, TBD</td>
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<td>• Summer Conference, July 20-22, 2016, Embassy Suites, Albuquerque</td>
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<tr>
<td>• Meeting at NMSBA Board Institute, February 12, 2016, Santa Fe</td>
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<td>• Meeting at Spring Budget Workshop, March 31, 2016, Hotel Albuquerque</td>
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<td>• Meeting at NMSBA Law Conference, June 3, 2016, Tentative Date</td>
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<td>• Meeting at NMCEL Conference, July 21, 2016, Embassy Suites</td>
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<td>• Related Service Provider Meeting, December 15, 2015, CREC</td>
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<th><strong>AASA</strong></th>
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<td>• <a href="#">National Conference</a>, February 11-13, 2016, Phoenix</td>
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**2016 Legislative Session Dates:**

- **January 19**: Opening Day
- **February 3**: Deadline, Introduction of Legislation
- **February 18**: Session Ends

Leadership is ... Honoring the greatness—and uniqueness—in others.
The Every Child Achieves Act Summary
(Reauthorization of ESEA)
Congress has released the Every Student Succeeds Act (ESSA) a bipartisan, bicameral proposal to reauthorize ESEA that reconciles the differences between the House and Senate proposals voted on earlier this summer.

The Senate voted 85-12 to pass the Every Student Succeeds Act, to reauthorize the Elementary and Secondary Act. The bill will now go to the President’s desk, potentially as early as Thursday, December 10—and he’s expected to sign it.

This bill reauthorizes and amends the Elementary and Secondary Education Act of 1965 (ESEA). The bill addresses issues such as assessment, standards, accountability and testing requirements, distribution and requirements for grants, fiscal accountability requirements, and the evaluation.

The bill provides states with increased flexibility and responsibility for developing accountability systems, deciding how federally required tests should be weighed, selecting additional measures of student and school performance, and implementing teacher evaluation systems.

It includes grants for providing language instruction educational programs, improving low-performing schools, and developing programs for American Indian and Alaska Native students. The bill provides rural school districts with increased flexibility in using federal funding. It also revises the Impact Aid formula.

The bill requires school districts to consult stakeholders in planning and implementing programs to improve student safety, health, well-being, and academic achievement.

It combines two existing charter school programs into one program that includes grants for high-quality charter schools, facilities financing assistance, and replication and expansion.

The bill provides states with flexibility in meeting maintenance of effort requirements for state and local education funding to supplement federal assistance.

The bill prohibits the Department of Education from imposing certain requirements on states or school districts seeking waivers from federal laws.

It provides that ESEA dollars may be used to improve early childhood education programs and specifies requirements to ensure that homeless youth have access to all services provided by the states and school districts.

Click here to see what is in the ESSA regarding accountability, testing, programs and how it compares to NCLB and waivers.

Click here to see additional information about this legislation, including sponsors, amendments, actions.

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Cathy Carr, PhD 602.284.1514 ccarr@amplify.com
Eric Howey 972-341-1594 ehowey@amplify.com
Andrew Benesh 469-616-9112 abenesh@amplify.com

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✓ Letter of Introduction to every school district in the state.

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Contact the office or visit the website.

505-277-6986

www.nmcel.org

Happy Holidays!
Jim Collins, student and teacher of leadership and what “makes great companies tick,” will keynote Quality New Mexico’s National Learning Summit “Excellence by Choice” on April 12-13 at Isleta Resort in Albuquerque. Registration is available at www.qualitynewmexico.org.

Jim Collins has authored or co-authored six books that have sold in total more than ten million copies worldwide. GOOD TO GREAT, the #1 bestseller, examines why some companies and leaders make the leap to superior results. His most recent book, GREAT BY CHOICE, is about thriving in chaos – why some do, and others don’t – and the leadership behaviors needed in a world beset by turbulence, disruption, uncertainty, and dramatic change.

The National Learning Summit also features “best practices” from national role model organizations that have achieved the nation’s highest level of recognition for performance excellence, the Malcolm Baldrige National Quality Award: Elevations Credit Union (CO), Hill Country Memorial (TX), Park Place Lexus (TX), Pewaukee School District (WI), St. David’s Healthcare (TX), and VA Cooperative Studies Program Clinical Research Pharmacy Coordinating Center (NM).

Quality New Mexico’s mission is to drive performance excellence in New Mexico. The non-profit, 501(c)3, organization provides performance excellence training, assessments, coaching, and public recognition to those organizations that have achieved various levels of improvement on their excellence journey. Quality New Mexico is the official administrator of the New Mexico Performance Excellence Awards, in accordance with NM Executive Order 2012-003. For information about Quality New Mexico or the 2016 National Learning Summit, visit www.qualitynewmexico.org or contact 505-944-2001.