Although the number is on a very slight decline, there are hundreds of educator vacancies in New Mexico’s 89 school districts. This is verified by the 2019 New Mexico Educator Vacancy Report recently published by NMSU’s College of Education SOAR: Southwest Outreach Academic Research Evaluation & Policy Center. The report can be accessed by clicking here.

Under the leadership of Director Rachel Boren, Ph.D., and her many researchers, there are approximately 1,054 vacancies spread across the state, which includes 644 empty teacher seats. Compared to the previous year, that is a 13% decrease. You’ll also read about this data in Stan Rounds’ Straight Talk on p. 3.

The NMSU report warns that the data from this year does not include as many categories as in 2018 and that the final total “is still substantial.” This year’s numbers do not include charter schools and private schools. The data was collected in late September, 2019.

Math continues to be the hardest vacancy to fill with 62 openings, followed by ELA (46), science (46), music (34) and social studies (25), and others.

The report also states that nearly all subject areas had an increase in vacancies. See the chart on p.7 for a more indepth look at special education vacancies.

The need for Educational Assistants is also up 30% — a total of 258 empty jobs.

Los Lunas Strives for Well-Rounded Opportunities for Students

The motto of the Los Lunas School District is Every student matters. Every moment counts. Those are not mere words, but the focus of everyone in our District from the Board of Education to every employee. We know that first impressions are important, and that is why when you contact our administration office, the first thing you hear is “Los Lunas Schools Premier District of New Mexico.” We are committed to ensuring our students have the best education available to them. Safety, innovative programs, meaningful collaboration, professional development, and an abundance of technology experiences for our students all contribute to the well-rounded education that Los Lunas Schools provides.

Before students can learn, they have to feel safe. Our District has armed SROs in every school, — continued p. 8

The hunt for math teachers tops the list of vacancies in NM.
MeTEOR Education™ strives to stay at the forefront of innovation for New Mexico schools. Through support for rural communities and strategic partnerships, MeTEOR Education offers affordable options and relationships to schools in order to create High Impact Learning Environments that not only help support student engagement but also increase collaboration.

With two dedicated Learning Environment Specialists serving the state of New Mexico, you will find unparalleled local expertise to support your needs.

To learn more about engaging your students and transforming their environments into experiences, let us help with your journey and success story.

For more information contact your local Studio Managing Director, Sue Ann Highland at (970) 215-8034.

Meteor Education, LLC, Texas Headquarters
5000 Quorum Drive, Ste. 625
Dallas, TX 75254

meteoreducation.com
This work has been our “weather-vane” for staffing trends and the trends for teacher educator enrollment and completion. This year’s results show a 13% decrease in total vacancies over last year. This year, total vacancies totaled 1,054. Of these there were still 644 teacher vacancies statewide. By region, the teacher vacancies were as follows: Central Region – 309; Northeast Region – 27; Northwest Region – 96; Southeast – 147; Southwest – 65. When we review the “heatmap” of identified openings we find that the most openings are for Elementary Teachers (173), Special Education Teachers (151), High School Teachers (122), and Middle School Teachers (112).

When we view the need by subject area the results are not dissimilar from last year with the following openings specific to subject: Math (62); ELA (46); Science (46); Music (34); Social Studies (25); General Education (17); Health/PE (17); Visual and Performing Arts (13); Technology/Media (12); Multiple Subjects (10); Spanish (6); FACS (6).

As we look forward to teacher availability, I am concerned with the continuing downturn of both enrollment admissions and completions from our colleges of education in total (including alternative and traditional). Admits have decreased 4% over last year (-47) and, significantly, completers have decreased 12% (-97) from last year. Over the last 10 years, the number of completers has decreased 43%. This trend is likely to continue and signals an ongoing crisis for New Mexico Public Schools. We urge you to become active in assisting us to find solutions. Our children deserve nothing less.

Additionally, we continue to see high turnover of our superintendents throughout New Mexico. So far, in this last turnover cycle, we have seen the turnover of 32/89 superintendents. That is a turnover rate of 35.9%. This trend, if unchecked, is sure to cause a significant impediment to maintain consistency of planning, growth, and stability for New Mexico schools. The NMSSA continues to work to support new superintendents through an intentionally —continued on p. 7

**2019/20 NMSSA EXECUTIVE BOARD**

*Back Row, L-R:* Robert Brown (Region 5), Dennis Roch (President-Elect), Stacy Diller (Region 3), Ann Lynn McIlroy (Region 6), Ricky Williams (Rural South) and Loren Cushman (Region 8). *Front Row, L-R:* Lillian Torrez (Past-President), Jo Lynn Gallegos (Business Manager), Travis Dempsey (President), Stan Rounds (Executive Director), Bonnie Lightfoot (Rural North) and Sue Cleveland (Region 4). *Not pictured:* Eugene Schmidt (Region 1), Anthony Casados (Region 2), Raquel Reedy (At Large Districts: ABQ), Karen Trujillo (At Large Districts: Las Cruces), and Kim Mize (Secretary – newly elected).
NMCEL Affiliates

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

NMSPCA Conference Registration Open

Cindy Sims, NMSPA President

The New Mexico School Personnel Association is a state organization dedicated to meeting the human resource and personnel needs of districts across the state by providing timely communication from public education and sharing of best practices and resources, and through professional development activities. Our mission is to provide every member with services, resources and information vital to successful school HR practices.

NMSPA serves as a resource to both administrators and the support staff serving in Personnel and HR across the state. Because the work of support staff plays such a vital role in onboarding, processing, and serving all school personnel, the Association makes sure the annual conference includes topics to promote the success of HR support staff as well as administrators.

Current conference topics such as interviewing and hiring practices, licensure pathways, investigations, employee discipline techniques, teacher mentoring and induction, training high quality substitutes, teacher recruiting, labor management relations, legal updates, HR 101, navigating STARS, employee wellness, working in a multi-generational workforce, maintaining a balance between work and life, and working with different personalities topics are tailored to address both administrative and support staff needs.

The NMSPA website, which is in the process of transferring to a new web-service host and is still under development, should be up and running in its entirety in the coming months; however, registration for the 2nd annual conference, scheduled for February 4 & 5, 2020, is open online now. Once fully developed, the website, https://nmschoolpersonnel.org, will serve as a conduit of information on topics such as recruiting, interviewing, licensure, evaluation, etc.

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.

SEE PAGE 14

NMAA Summarizes Championships

Trying to keep track of the fall sports championship games with everything from brackets, to locations, ticket prices and all the rest? NMAA has summarized the cross-country, football, soccer and volleyball information for you. Click here to download the 2019 State Championship Information. See you at the game!
NIET – Experts in School Improvement Solutions for More Than 20 Years

Our staff all have successful experience in working and coaching in high-needs schools to improve student achievement.

NIET will work shoulder-to-shoulder with you to build capacity around the following strategies:

• Teachers leading their own development
• Investing in people to build a positive, collegial culture
• Strengthening effective leadership—district leaders, principals, and teacher leaders
• 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
EDUStaff

Seeking More Substitute Teachers?

EDUCATIONAL STAFFING
EDUStaff provides quality educational staffing and Human Resource services to create efficiencies.

www.EDUStaff.org
877.974.6338
designed mentoring process. This process brings seasoned, veteran superintendents as mentors. We seek to build the professional relationships and networks of support to assure that the superintendents in New Mexico are successful.

Recruitment and retention of our teacher corps and our administrative corps must continue to be a top priority for us. We need to assure that we rebuild the foundation of quality instructional and leadership personnel. When placed in terms that the Courts have ordered in Yazzie/Martinez, the constitutional imperative is clear.

—Best Regards, Stan

As a trusted partner to more than 36,000 institutions, Cognia (formerly AdvancED | Measured Progress) provides the knowledge and expertise to help you move forward with energizing your staff and maximizing potential.

Learn more about our professional learning opportunities to assist you with:

- Student Engagement
- Instructional Effectiveness
- Leadership Capacity
- Assessment and Data Literacy
- Preparation for Accreditation and Certification
- Comprehensive Target and Support
- STEM Teaching and Learning

Knowledge is Opportunity. Visit us at: https://www.cognia.org/
Los Lunas (cont. from p.1)
as well as, ongoing trainings and collaborate agreements
with local and state law enforcement agencies to ensure
that our students, district employees and visitors are able
to go about their day in a safe and secure environment.
The Board, administrators, and all staff are required to
view safety videos as a provision of their employment.
Monthly meetings are held with law enforcement and fire
and rescue agencies to share best practices and run drills.
The District also utilizes a visitor check-in system
called Raptor. When visitors sign in, they submit an ID
and the information is instantly run through a database
to ensure that there is no background that would give
rise for concern. Most students have an app on their cell
phones called STOPIT. This app allows students to
anonymously report drugs, weapons, self-harm or any
other concern that they may have regarding their safety
or the safety of others.
Students who have been suspended from the regular
school setting are almost always allowed to continue to
attend school through our ATLS — Alternative to Long-
Term Suspension — Program. The program is housed at
Century High School. CHS also offers alternative school
offerings, as well as the GRADs program for our teen
parents and a nursery for their children and a distance-
learning component. CHS students have multiple options
and access to both state-of-the-art online class offerings
as well as instructors for classwork.

The MacBook roll-out at the three high schools.

The K-5+ Program in full swing in Los Lunas.

The District is constantly looking for ways to enhance
course offerings for high school students through
collaboration with colleges. Students are able to graduate
with multiple college credits, as well as certification
through programs such as the nursing assistant program.
In addition, staff are reimbursed up to six credits per
semester in their educational pursuits. This practice has
allowed employees to take advantage of this offering,
resulting in more advanced degrees.

Students at
Valencia and Los
Lunas Middle
Schools receive
iPads to use in
and out of their
classrooms.

Our District also provides opportunities for ongoing,
concentrated and meaningful professional development,
integral to developing good instructional practices.
Professional Development is offered in mass at the
beginning of each year as an institute. Each school has an
academic coach who then is expected to continue training
at each site. The District knows that collaboration with
peers is vital to best practices. To that end, professional
learning communities have been established through
grade levels, throughout the district, inclusive of adminis-
trator PLC groups.
The District knows that technology is a key to success
and survival in a global world. Smart boards and Apple TVs
are in every classroom and iPads have been distributed to
all elementary and middle school students. Beginning this
school year, MacBooks were given to all high school
students. This has changed classroom instruction and the
learning of students. Training has been developed for
teachers and students alike. The high schools have
students who are part of the SWAT Team (Students
Working to Advance Technology) who are trained and
available for speedy assistance and problem resolution for
staff as well as students. The use of virtual playgrounds
and coding start in preschool and kindergarten, and
robotics clubs are in place to expand the knowledge base
for our students.

All of our efforts would not be possible without the
leadership that oversees our finances. We are fiscally
responsible with focused efforts and collaboration that
drives how we spend our money. We share a vision for our
students, preparing, empowering, and inspiring all
students to reach their maximum potential. We are all
committed to doing whatever it takes to ensure its fruition
because Every student matters. Every moment counts.
—Dana Sanders, Superintendent
Go Beyond
Take learning beyond the classroom and into the real world.

Ignite student curiosity and inspire educators to reimagine learning
Unlock the power of discovery with standards-aligned, digital curriculum resources and easy-to-use technology.

Solutions
Explore award-winning core and supplementary resources for your classroom.

DEN Community
Share ideas and resources, access professional development experiences, and collaborate with a network of educators.

Professional Development
Strengthen teacher effectiveness, empower school leaders, and increase student engagement.

STEM
Engage with a variety of powerful resources designed to fuel a cultural shift around STEM teaching and learning.

Contact us

Mary Anne Guy
Senior Manager | Education Partnerships
505-304-1963
MGuy@discoveryed.com

Learn more at DiscoveryEducation.com
CREATING Equitable Learning Opportunities for All

LITERACY INSTRUCTION
Scholastic Education publishes research-informed print and digital literacy solutions for Grades PreK-12. Our programs and authentic texts support whole-class, small-group, and independent learning to help every student become a lifelong reader, writer, and thinker.

- Core Curriculum
- Supplementary Instruction
- Independent Reading and Learning
- Summer and Extended Day

PROFESSIONAL LEARNING
Our professional learning helps to raise literacy achievement, expand leadership and teacher expertise, increase instructional effectiveness, and foster collaboration. We work side by side with your teachers, coaches, and administrators to deliver systemic solutions and sustainable results.

- Consulting
- Courses
- Job-Embedded Coaching
- Professional Books

FAMILY & COMMUNITY ENGAGEMENT
Children perform better in school when their families build a strong literacy foundation at home. Scholastic Education can help you empower families to become literacy advocates for their children, in and out of school.

- Take-Home Books
- Professional Learning
- Family Workshops and Resources

For more information, contact your local Scholastic Education Account Executive:
David Martinez  |  505-208-2505  |  DavidMartinez@Scholastic.com
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.

• **JOHN ROSS NULL** is the new Superintendent for **Artesia Public Schools**, but is not new to the district. In 1991 he was a science and English teacher, and was a coach, for Artesia and Floyd. After seven years, he was named Principal of Artesia’s Yeso Elementary School, where he served for six years. He became the Principal of Artesia Intermediate School in 2004. He moved to the administration offices in 2012 when he was appointed Assistant Superintendent for Curriculum and Personnel where he stayed until his current assignment in 2019 as Superintendent. To get in touch with him: jrnnull@bulldogs.org

• **KAREN SANCHEZ-GRIEGO** is the Superintendent of the **Cuba Independent School District**. She is an educational reformist and author who has worked statewide and across the country on educational issues; including constituent work on educational reform issues in Washington D.C. Her background includes CEO of a charter school and Superintendent of schools for the Navajo Nation. She was also the PED’s Assistant Director of Educator Quality, the Asst. Supt. of Curriculum and Instruction for Arlington Public schools, and was the first principal of the new Southwest High School (now Atrisco Heritage Academy High). Sanchez-Griego was a former Exec. Director of ENLACE and was a former middle and high school teacher with APS. Her books “From the Boardroom to the Classroom” and “Latina Leadership: Born to Lead” are scheduled for publication next spring. To wish her well: ksanchez-griego@cuba.k12.nm.us

• **KAMAU TURNER** is the Superintendent for the **Roy Municipal Schools**. He was born in Chicago, Illinois and lived in Milwaukee, Wisconsin and Eufaula, Oklahoma while growing up. Kamau attended York College (Neb.) and played basketball for four years while earning a degree in physical education. He moved to New Mexico after accepting a teaching and coaching position at San Jon schools in 2001. After stops in Newcomb, Elkhart (KS), and Coronado High School, Kamau finished his teaching and coaching career at Gallup High School. While at Gallup, Kamau won a basketball state championship in 2011, was named New Mexico girls basketball coach of the year, and had three teams finish ranked in the top 50 in the nation. After earning a Master’s Degree in Educational Administration in 2016, Kamau began his journey into administration as the Principal at Des Moines Schools, and began his current position as Roy’s Superintendent in 2019. To congratulate him: supt@royschools.org

---

**NMAA Recognizes 2019 Distinguished Service Award Recipients**

The New Mexico Activities Association Distinguished Service Awards were bestowed on individuals who contributed significantly toward the good of the Association in one form or another. Each recipient has supported interscholastic activities for numerous years. The 2019 honorees are: • **Debbie Coffman**, formerly of the NMAA and Asst. Athletic Director with the Albuquerque Academy; **Mark Geiger**, practices law in civil litigation and appeals involving sports law among other areas. He has represented NMMA in state and federal courts; and **Dana Lehner**, Executive Director of the Sun Country Golf House, comprised of golf’s governing bodies for amateur, professional and junior golf in NM and West Texas.

They were recognized with commemorative plaques during the NMAA & NMADA Fall Leadership Conference.
National Geographic Learning has CTE and K–12 Math solutions for New Mexico educators!

For more information, contact your New Mexico Sales Consultant team:

Mark Alvarado  
Grades K–8 Sales Consultant  
mark.alvarado@cengage.com  
512-992-7942

Sally Newcomb  
Grades 9–12 Sales Consultant  
sally.newcomb@cengage.com  
505-401-3700

NGL.Cengage.com/NewMexico

Big Ideas Math® and Big Ideas Learning® are registered trademarks of Larson Texts, Inc.  
*National Geographic*, *National Geographic Society* and the Yellow Border Design are registered trademarks of the National Geographic Society. *Marcas Registradas.*
GET A CLEAR PICTURE OF STUDENT LEARNING

map SUITE

The MAP® Suite is all about measuring what matters—so you can support growth, skills mastery, and reading fluency for every student. This cohesive assessment system from NWEA® illuminates every student’s learning needs, helps teachers target instruction, and gives administrators what they need to help their districts thrive.

Start measuring what matters at NWEA.org

© 2018 NWEA. NWEA and MAP are registered trademarks of NWEA in the US and in other countries.
Please sign up for the 2020 NMSPA Conference to be held February 4-5, 2020 at Embassy Suites in Albuquerque. This conference will have topics for everyone involved with human resources. You can sign up online at [https://nmschoolpersonnel.org](https://nmschoolpersonnel.org).

If you want to register using a PO, please contact Kelley Jimenez at kelley.jimenez@estancia.k12.nm.us

The New Mexico School Personnel Association is seeking individuals with expertise in Human Resources to submit proposals to speak at the 2020 NMSPA Conference to be held February 4-5, 2020 at Embassy Suites in Albuquerque. We are seeking proposals that highlight the many facets of human resources.

- Employee Discipline
- EEOC / Discrimination
- Labor Relations
- Employee relations
- Customer service
- Benefits
- Retaining
- Onboarding
- Social Media
- Legal Updates
- Board Policy Revisions

If you have any questions or need assistance, please feel free to contact:

Chris Pash
Executive Director of Human Resources
Farmington Municipal Schools
3401 E. 30th St. Suite A
Farmington, NM 87402
505-599-0789
cpash@fms.k12.nm.us
**HMH Into Math: A Vision for Student Growth**

Imagine a math classroom filled with students who are ready to tackle any problem, supported by a teacher who has the tools and instructional techniques needed to ensure success. *HMH Into Math™* uses an approach focused on a growth mindset for students and real feedback from teachers to drive growth for each and every learner.

**Co-Author: Juli Dixon, Ph.D.**

Juli Dixon is professor of mathematics education at the University of Central Florida (UCF). Dr. Dixon is focused on improving teachers’ mathematics knowledge for teaching so that they support their students to communicate and justify mathematical ideas. She is a prolific writer who has published numerous books, textbooks, and articles. Dr. Dixon delivers keynotes and other presentations throughout North America.

Especially important to Dr. Dixon is the need to teach each and every student. She often shares her personal story of supporting her own children with special needs to learn mathematics in an inclusive setting. Juli published *A Stroke of Luck: A Girl's Second Chance at Life* about her older daughter Alex, which she wrote with her daughter Jessica Dixon.

Dr. Dixon is a K–12 co-author of *HMH Into Math K–8* and *HMH AGA* and numerous previous programs.

Dr. Dixon received a bachelor’s degree in mathematics and education from SUNY Potsdam, a master’s degree in mathematics education from Syracuse University, and a doctorate in curriculum and instruction (with an emphasis in mathematics education) from the University of Florida.

Get a closer look at *HMH Into Math*. Visit hmhco.com/intomath or contact us today to get started.

Anna Ishihara, Account Executive, Professional Learning | anna.ishihara@hmhco.com
Heather Pillman, Account Executive, Core Solutions | heather.pillman@hmhco.com
Mica McCreary, Account Executive, Intervention Solutions | mica.mccreary@hmhco.com

**Houghton Mifflin Harcourt.**

*The Learning Company™*

As The Learning Company™, HMH is committed to supporting all students in achieving more with personalized instruction, world-class intervention resources, and professional learning for teachers.
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

**Principals’ To-Do List – a helpful resource to download, courtesy of EDUCATION WEEK**

This fill-in-the-blank resource from EdWeek is simple, and may be just what someone in your school or department needs. A little organization can sometimes guide someone and save their sanity!

▶ FEATURED VIDEOS

**E-cigarettes and vaping is found on campuses across the nation. This is a must-watch video.**

Every educator needs to understand what vaping is and how to spot it at school. This video includes conversations with students and administrators about “juuling”.

▶ GOOD READS

**Ditch That Textbook: Free Your Teaching and Revolutionize Your Classroom**

http://ditchthattextbook.com/

**Teacher Matt Miller** encourages you to ditch old mindsets and methods. He shows how to choose and incorporate teaching practices that are different, creative and hands-on. His words will encourage relevant teaching that gets students’ buy-in. Paperback: $20; Kindle $10

Upcoming Events

**NMCEL**

Dec. 12: Executive Board Meeting, 10 a.m.-1 p.m., NMAA Conf. Room A

**NMASBO**

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

**NMSPA**

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

**Veterans Day**

Nov. 11, Monday

**Thanksgiving**

Nov. 28, Thursday

**NEA’s American Education Week**

Nov. 18-22

NMCEL STAFF

Stan Rounds
Executive Director
stan@nmcel.org

Jo Lynn Gallegos
Business Manager
jolynn@nmcel.org

Joshua Groening
Office Assistant
joshua@nmcel.org

Jo Galván Nash
Editor, The Advocate
jonash@nmcel.org

NMCEL 6600 Palomas Ave., NE
Albuquerque, NM 87109
info@nmcel.org
505.217.2345
www.nmcel.org
No matter what they build, they always build confidence.

From preschool to high school, LEGO® Education has a hands-on STEAM solution to help every learner become a confident learner. Learn more at LEGOeducation.com
McComas Sales Company opened its doors in 1950, as a family-owned business serving the grocery industry. In 1957 our company started doing business in the food service industry and our commitment continues today. Our markets include all commercial & school kitchens in the state of New Mexico.

We offer one of the largest inventories in New Mexico. With a showroom and warehouse exceeding 25,000 sq. ft., we give our customers the best choice possible in selecting what they need. Our qualified staff offers over 100 years of combined experience, including a School Specialist, Contract Department and a friendly front-of-the-house sales team.

McComas Sales Company is proud to carry the High Plains Regional Education Cooperative #3 Pre-Bid Contract. Feel free to contact us:

Rosalind Esquibel  
School Specialist  
505-243-5263 ext. 216  
505-450-3694 cell  
resquibel@mccomassales.com

Greater gains. Gigantic grins.  
i-Ready instruction leads to remarkable gains for diverse populations of students.

For more information, please contact your local sales representative:  
Robin McMath, M.Ed. • RMcMath@csinc.com • (408) 272-0491

Check out our latest research at CurriculumAssociates.com/ESSAResearch