Professional Development Event

CES and NMCEL Present
14th Annual Educational Symposium
Tuesday, October 21, 2014, Embassy Suites Hotel

“Central Office Leadership as a Change Agent for Instructional Leadership”

Register Today at www.ces.org

Dr. Steven Broome, SREB, Director of State Development for High Schools and Middle Grades

Ivy Alford, SREB, Director of School Improvement Services in NM

Gene May, Teachscape, Professional Learning Director

As we are gearing up for the 2014 CES/NMCEL Symposium, the NM TEACH Training Team is excited to share updates on state activities and identify next steps to enhance teaching and learning across the state. As the state is entering Year 2 of the NM TEACH Observation Protocol, administrators were required to gain certification to support scoring of observations within the system. Certification required all observers to attend the three-day Year 2 NM TEACH Summer Training Sessions and to complete a Certification Test that was administered through an on-line testing system.

To date, over 1,400 administrators have participated in Year 2 NM TEACH Training. The focus of the training was to review barriers to the observation process and to identify key actions to enhance campus efforts to improve instruction. As of September 12, 2014, over 1,250 administrators have completed the review and scoring of the two videos associated with the certification process. In order to pass the on-line certification exam, observers were required to watch two videos and score all elements of the NM TEACH Rubric for Domains 2 and 3. The state has set accuracy levels to be defined as scoring within one scoring band of the state’s scoring committee. New Mexico observers are...
Dear Colleagues:

In just a few short weeks the citizens of New Mexico will once again go to the polls to elect a new Governor and members of the House of Representatives. Whatever the outcome of the election, we know that our job is to help our elected officials gain a better understanding of how public schools are funded and just how much districts and schools do with the public funds allocated to them. To that end the Executive Board of the NM Coalition of Educational Leaders and the Executive Council of the NM School Superintendents’ Association came together to determine their legislative priorities for the upcoming 60-day legislative session.

This past year, the two organizations formed one platform and then invited the NM School Boards Association to support the platform. These three major organizations spoke with one voice which made a huge impact during the 2014 legislative session. The platform contained five priorities: Increase funding for K-12 public education, provide funding for the micro-districts (those with 200 mem or less), increase and adjust the New Mexico teacher pay scale, reject any new unfunded mandates, and increase the distribution for the Land Grant Permanent Fund for public education. We made progress on four of the five areas, albeit not to the degree that we might want, but progress nonetheless. A very important point of clarification was the understanding of “above and below the line” funding. Because it is not clearly understood that only the funds above the line go directly to districts for their use and discretion, the general public does not understand why districts can’t make do with the much publicized increases to public education. You may recall that during the 2013 session, even the media outlets picked up this story which helped bring about a better understanding of how districts are funded.

Our legislative priorities work group has identified five key areas on which to focus requests for the upcoming session. Funding is and probably always will be one of the priorities; the other four include: issues around testing, teacher and principal evaluations, graduation and the diploma requirements and recruitment and retention of educators at all levels—both in the classroom and in the principalship.

In addition, PED staff is in discussion with groups of Superintendents on proposed legislation being drafted for the upcoming session. Thus far, these include bills from the 2013 session: Academic Success through Remediation, Educator Advancement, Administrator Eligibility and the Adjunct Teacher Bill.

Finally, the Legislative Education Study Council (LESC) has a sub group of its members working on Charter School issues. They have been meeting immediately after each LESC meeting since July. Most of their discussion to date has focused on the Charter School Act and necessary clean up language. They are now addressing and discussing issues of funding and governance. We should see some draft legislation beginning to emerge based on these discussions. We are lucky to have our own colleague, Logan Superintendent Dennis Roch as the vice chair of this subcommittee.

Continued on page 4
CES/NMCEL Symposium cont’d.

Meeting the passing rate at high levels; however, direct accuracy (exact agreement with the set target scores) of observers has been identified as a challenge. As individual scores in the system have been reviewed, the highest percentage of direct (exact scoring agreement) with the state target scores is 75 percent. The discrepancy in scoring highlights the need for additional district and site level work to support the Elements of NM TEACH Rubric.

The CES/NMCEL Symposium will offer yet another layer of support to districts. The focus of the one-day symposium will be to determine how districts can best support administrator effectiveness. District teams will be asked to review three critical district success factors. These factors have emerged as SREB has conducted over 25 years of research to determine district level best practices. The session will also focus on an essential question:

What are the conditions school districts can create that make it possible for principals to be more effective in leading school improvement?

The session will:

1. review district level best practices to enhance a continuous improvement focus;
2. provide strategies to use the classroom observation process to determine progress on improvement goals; and
3. identify support structures for both principals and teachers.

Continued on page 4
CES/NMCEL Symposium cont’d.

The first phase of the day will address strategies to support principals and assistant principals to be effective leaders of change, followed by a working session so school teams will exit with a communication system and a set of activities to support administrator effectiveness. Presenters will provide additional resources for administrators to support teacher effectiveness.

Attendees are asked to review the SREB publication, *The Three Essentials — Improving Schools Requires District Vision, District and State Support, and Principal Leadership* (available on the Cooperative Educational website at www.ces.org).

The SREB publication highlights district level actions to support quality educational experiences for students. As you read this publication, you are encouraged to focus on what successful districts do and think about strategies or actions that are currently in place within your own district. Although this is a long reading, it will serve as an opportunity to reflect upon current district practices while reviewing best practices that are currently in place in other districts.

A key focus question to think about as you read through the publication is:

*What are the actions that district leaders take that improve teaching and learning?*

From the Executive Director cont’d.

As we continue to flesh out our legislative platform and receive information about proposed legislation from other groups, that information will be shared through this newsletter and on our website. Please feel free to provide input via your superintendent or one of our Board members. It takes all of us working together to effect positive and useful legislation.

Sincerely,

NMCEL Is Looking For Success Stories

NMCEL is looking for new success stories that promote your district to include in the newsletters.

Success stories should include:
- Demographics
- Challenge
- Solutions
- Results
- Lessons learned
- Pictures or video (with appropriate permissions)

Please send your stories directly to Barbara Vigil-Lowder at barbara@nmcel.org.

NMCEL Executive Director and Leadership Coordinator have joined NMSBA, CES and NMAA to present information about the work of the organization at the Regional School Board Meetings. The team has already attended meetings in San Jon (Region V), Taos (Region II), Jal (Region VI) and Silver City (Region VIII). The following are the remaining 2014 Fall Region Meetings:

- Region I, Gallup, October 1
- Region IV, Grants, October 8
- Region III, Raton, October 20
- Region VII, Gadsden, October 28

Upcoming LESC Interim Meeting Schedule

- October 13-15 - Santa Fe
- November 17-20 - Santa Fe
- December 18-19 - Santa Fe
- January 19, 2014 - Santa Fe

Upcoming LFC Interim Meeting Schedule

- October 29-31 - Santa Fe
- November 18-21 - Santa Fe
- December 8-12 - Santa Fe
NMCEL Welcomes New Board Members

The New Mexico Coalition of Educational Leaders (NMCEL) is comprised of seventeen affiliates that represent administrators across the state. Each affiliate selects a person to represent their organization on the NMCEL Board. NMCEL welcomes the following individuals to the board for the 2014-2015 school year.

Nana Encinias

Instructional Manager, Language & Cultural Equity
Albuquerque Public Schools

Nana Encinias has been in education for 34 years, having served as an Elementary Principal, Director of Bilingual Education, and now the Instructional Manager for Bilingual Education and ESL Programs. Nana is the President of Southwest Canine Corps of Volunteers whose focus is pet therapy and Read to the Dogs program. She also works with her Australian Shepherd in agility practice.

Ms. Encinias’ goal serving on the Board is to work with the organizations to further the mission of NMCEL. NMCEL welcomes Ms. Nana Encinias.

Katherine House

Principal
Rio Rancho Schools

Katherine House has 16 years of experience as both a general education and special education teacher, Director of Education for a private school, special education instructional leader and most currently elementary principal with Rio Rancho Schools. Ms. House spends her time reading about current issues in education and historical fiction books.

As an NMCEL board member, she looks forward to learning about the issues within the realm of public school at all levels. She will work to establish relationships with educators statewide and develop a network of colleagues. NMCEL welcomes Ms. Katherine House.

Pamela Meyer

Principal
Albuquerque Public Schools

Pamela Meyer has worked in the Albuquerque Public Schools as a high school teacher, assistant principal and high school principal at several schools throughout the Albuquerque Public Schools District. She most recently was named the Principal at Cibola High School.

Ms. Meyer will work with the NMCEL Board on their leadership efforts. NMCEL welcomes Ms. Pamela Meyer.
Patricia Miller
Director of Adoptive Homes
A Mother’s Choice, a Division of NM Christian Children’s Home
Patricia Miller retired as a Superintendent of the Fort Sumner Municipal Schools, having served in that position for eight years. Prior to that she was Director of Technology, Special Education Coordinator and a Special Education teacher, all with the Las Cruces Schools. Patricia enjoys triathlon and distance running events, knitting, reading, writing and art, and Bible study. She finds joy in any job that gives her time to serve and work with children and parents.

Ms. Miller’s priority is public service. She will work with her organization and NMCEL to continue to speak with one voice in NM regarding the education and services for all children regardless of location, home life, ability or socio-economic status. NMCEL welcomes Ms. Patricia Miller.

T. J. Parks
Superintendent
Hobbs Municipal Schools
T. J. Parks has devoted his career to education for the last 30 years. He has worked as a teacher and coach in the Tatum Schools and then went on to serve in several administrative capacities in that district, including superintendent. After 22 years in that district, he had the opportunity to serve as the superintendent in the Hobbs School District and has held that position for the last eight years.

Mr. Parks states that his goal in the great state of New Mexico is to ensure EVERY child receives the academic, physical and emotional training to be competitive worldwide. NMCEL welcomes Mr. T. J. Parks.
Gary Perkowski  
Superintendent  
Carlsbad Municipal Schools  
Gary Perkowski has been in education for 34 years, first as a teacher at St. Francis School in Albuquerque and then as a teacher and coach in both Los Lunas and Carlsbad. He currently is the Superintendent in Carlsbad Schools. He and his wife of 41 years, a retired teacher, enjoy RVing, traveling and golf.

Mr. Perkowski will continue to represent the southeast New Mexico Districts through the SNMERC organization and work with the NMCEL Board to improve communication with Legislators to influence legislation and policies to improve education in the state. NMCEL welcomes Gary Perkowski.

Renee Saucedo  
Principal  
Rio Rancho Public Schools  
Renee Saucedo is currently an Assistant Principal at Cleveland High School in the Rio Rancho Schools. She fills many amazing roles in this position as the instructional leader, teacher coach and evaluator, facilities manager, student mentor and sometimes disciplinarian. Ms. Saucedo prides herself as a leader who collaborates with students, teachers and parents to address individual student needs.

In 2012, Ms. Saucedo was named the New Mexico’s Assistant Principal of the Year for demonstrating excellence in providing high-quality learning opportunities for students and for her exemplary contributions to the profession. NMCEL welcomes Renee Saucedo.

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NMCEL Welcomes Our New Corporate Sponsor
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Odysseyware is ideal as a complete, stand-alone curriculum or can be used for blended and flipped classrooms, alternative and special education, Career Technical Education, credit recovery, RTI, 1:1 and much more. Core subjects include math, history and geography, science and language arts. Electives include business, fine arts, health and world languages.

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- 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.

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505-277-6986
www.nmcel.org
Excerpt from Dave Weber’s book, *Leadership Redefined: The 12 X’s of Success for TODAY’S Leader*

**Building Hope → Becoming a Leader**

Dave Weber states that hope and being a leader go hand in hand. “Good leaders possess the ability to inspire hope in others. Leaders choose to focus not on the struggles and challenges of today, but rather the better things that lie ahead when we overcome those struggles and challenges... Good leaders at all levels... are adept at honing their vision and their actions toward a positive outcome... Why is it so critical to extract a dream, a goal or a target? The answer: because a dream, a goal, or target defines and clarifies what you’re putting your hopes on and working toward.”

**Five Ways Goals Can Enrich Your Life**

1. Goals help you clarify and concentrate your efforts.
2. Goals help you see your progress, which helps you progress even further.
3. Goals help you develop more self-confidence.
4. Goals help you become proactive, not reactive.
5. Goals help you recognize opportunities.
An advocate’s work is never done. Take the FCC and the changes to the E-Rate. Last July, thanks to the many letters, phone calls and personal visits that many of you made, we were able to thwart what would have been some damaging long-term changes. But the work is not over. There are still details to be worked out and much education and clarification that needs to take place due to the new FCC order.

Those of you in rural communities need to pay particular attention. I recently sent a letter to FCC Chairman Wheeler and to the other Commissioners regarding the FCC’s inquiry into the need to establish appropriate broadband speeds to meet the needs of schools, especially in rural areas as it relates to the use of Connect America Funds. We want our rural schools to have access to broadband connectivity that is comparable to that of our urban and suburban colleagues. As the use of digital devices by more and more of our students and faculty increases, thus placing greater demand on having the appropriate broadband, we do not want our rural students to be “left behind” by virtue of a digital gap.

The FCC has set an expectation that eligible telecommunications carriers will offer broadband to rural schools “at rates that are reasonably comparable to offerings to (schools) in urban areas.” To the extent that the Connect America Fund continues to expand connectivity, it is vital that the FCC require CAF fund recipients to serve rural schools. That is significantly different from the current language that “urges” CAF recipients to confer with schools when planning network design of CAF-supported infrastructure. “Requiring” is a necessary step that complements the recent efforts to modernize the E-Rate program to better support the President’s ConnectED initiative in all of our schools. Those of you in rural areas are urged to contact your congressional representatives and have them communicate with the FCC commissioners the need to require, not urge.

And while you’re at it, you should also mention how important the E-Rate has become to serving the needs of your students. It is a substantial source of support for technology in our schools, especially given the reduction in technology aid in the education budget. Realizing the President’s goal to have most of our schools connected will require additional funding. Lifting the E-Rate cap is out of the question prior to the November elections since it would be labeled as a tax increase. Nevertheless, the reality is that our schools will need the additional support. We will continue to advocate on your behalf.
Words to Change By
Principal Leadership, May 2014

NASSP’s Breaking Ranks: The Comprehensive Framework for School Improvement poses four key questions that school leaders need to consider when examining their school and planning for improvement:

- Why does your school need to improve?
- What needs to improve?
- How do we improve our school?
- Who? Do you and your team have what it takes to create a culture for change?

How these questions are answered gets to the core of a school’s values and beliefs, forming the foundation of its culture.

Principal James Johnston, Alice Ott Middle School in Portland, OR provides the following advice to these questions:

1. Know the principles and core values that you live by and what you know is right. Stand by these principles.
2. Identify what you are trying to accomplish.
3. Know where you currently stand in achievement with each student.
4. Identify what you would want for your own children if they were at grade level, a struggling learner or high achiever.
5. Work to develop that model. Have a clearly articulated infrastructure.
6. Use your staff leaders in a positive way. If you identify the right teachers, they will lead staff in a positive direction.
7. Don’t believe every shiny package or person that tells you something is great or failing.
8. Champions find a way!
20th Annual Search Underway for Nation’s Top Youth Volunteers

The 2014 Prudential Spirit of Community Awards

The Prudential Spirit of Community Awards Program, sponsored by Prudential Financial in partnership with the National Association of Secondary School Principals (NASSP) recognizes outstanding students annually in middle and high school grades who have demonstrated exemplary community service. The program recognizes honorees at the local, state and national level.

Qualifying students must:

- Be in grades 5-12 as of November 4, 2014, and a legal resident of the United States or the District of Columbia;
- Have participated in a volunteer activity that occurred at least in part after September 1, 2013;
- Complete an online application and submit to a school principal by November 4, 2014.

Applications are available online at http://spirit.prudential.com or www.nassp.org/spirit. Applications must be completed by November 4, 2014, and then submitted to a middle or high school principal, Girl Scout Council, County 4-H Agent, American Red Cross Chapter, YMCA or HandsOn Network affiliate. Paper version of the application form are available by calling 877-525-8491.

Encourage your students to apply for this prestigious honor.
"It's not so much what happens, it's more what you do." Easier said than done, especially when you face a change, challenge or conflict regarding someone or something important to you. It's about making good choices so that at the end of the day when you look back on your choices - what you did/said and how you did/said it - you feel content, not regret. Because sometimes you only get one chance; there's no "do-over." So if it's important, it's about being Congruent, by aligning your Attitudes (beliefs & values), with your Aptitudes (skills & abilities) and your Actions (words & deeds), and doing what you think is the right/best thing, and doing the best you can. This program is designed to help participants get inspired again about what you CAN do better, learn techniques to help you "Reframe the Situation" and "Manage your own Morale," and create a personal goal that helps you be even more congruent in your job, and relate even better with others.

One key way that Kim is unique is his "troubadour" style -- he skilfully uses his original music (singing and guitar) to emphasize key points, engage the audience, and energize the message. The customized songs help set the tone for the program as he gets started, and to summarize key points and end the program on an upbeat note. Along with Kim's stories and humor, the songs are what people remember most, plus it makes the program more interesting. Most importantly: because people are more engaged, and the nature of music, they hear the message differently when they listen to someone sing, which helps retain key points for recall later when it's needed.

"Tons of Tips & Tunes for Thrivers"

Keynote Speaker: Kim Ratz
Friday, November 7, 2014

Additional Presentations
- New Mexico Public Education Department
- Success Is Liking What You Do
- How to Thrive in a Radically Changing World
- People Don’t Leave Jobs—They Leave Bosses
- And More!
"Tons of Tips & Tunes for Thrivers"
Because sometimes you only get one chance; there's no "do-ever." So if it's important, it's about being Congruent, by aligning your Attitudes (beliefs & values), with your Aptitudes (skills & abilities) and your Actions (words & deeds), and doing what you think is the right/best thing, and doing the best you can.

Registration Form

Name: ___________________________ School: ___________________________

Address: ___________________________ City _______________ Zip __________

Email: ___________________________ Position ___________________________

(**Central Office staff and teacher leaders pay member’s registration fee if they are accompanied by a principal member.)

Member: (Circle One) Register Before 10/15 After 10/15

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(*No cancellations after 10/15/14)

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