



NEW MEXICO LEADERSHIP PREPARATION UPDATE FOR LESC

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SPECIAL THANKS TO GINA IKEMOTO OF EDUCATIONAL RESEARCH AND DESIGN

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PRESENTATION HIGHLIGHTS

Purpose

- Historical overview
- Deans and Directors Leadership Work Group
- Next steps

WHY: STUDENT OUTCOMES

The state of New Mexico is being compelled to make dramatic increases in education funding and to substantially improve the adequacy and equitability of education provided to students, especially at-risk students.

The state of New Mexico has failed to meet its constitutional obligation to provide an adequate, sufficient education to at-risk students (i.e., socioeconomically disadvantaged children, English learners, Native American students, and children with disabilities).

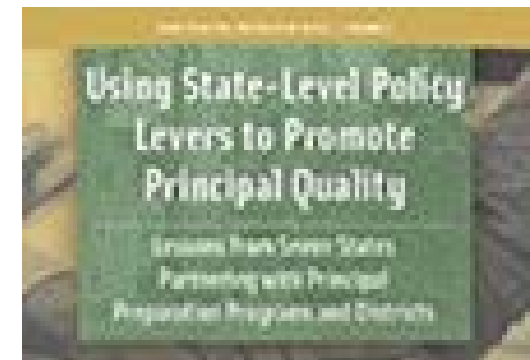
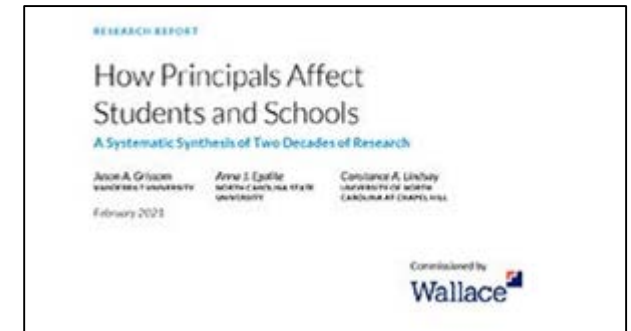
- Yazzie Martinez Court Ruling

HOW: SCHOOL LEADERSHIP

School leadership should be prioritized in the state's response to Yazzie Martinez because research has shown school leaders:

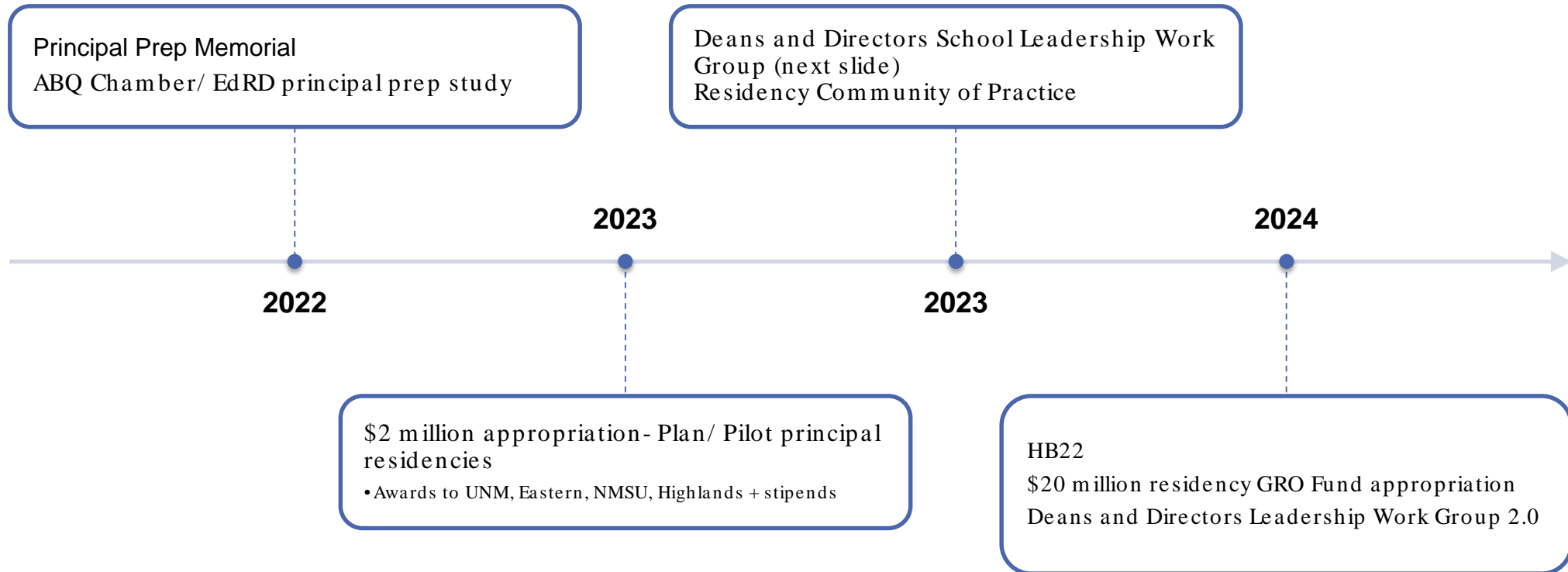
- Improve schools and student success
- Are an effective strategy for addressing teacher shortages and retention
- Are necessary to turn around failing schools
- Are a cost-effective strategy for improving student outcomes at scale
- Can be improved through state policies and practices

Sources:



* Note: See evidence citations in talking points

TIMELINE



SCHOOL LEADERSHIP WORK GROUP RECOMMENDATIONS

1. Program Approval Standards - Yearlong paid residency, district/ university partnerships, cohort model, coaching/ mentoring, standards -aligned curriculum

2. PED Capacity - Consolidate school leadership support and oversight within the School Leadership Institute (or similar Office of School Leadership).

Work Group Members:

- WNMU: Robert Neu
- ENMU: Kathie Good
- NMHU Sheree Jederberg (Co-chair)
- UNM: Russ Romans (Co-chair)
- USW: Sandra Johnson
- NMSU: Kristin Kew
- CES: LeAnne Gandy (Co-chair)

Observers:

- Phoebe Walendziak & Reid Wessels, PED
- Emily Hoxie & John Sena, LESC
- Michael Weinberg, Thornburg Foundation
- Sunny Liu, LFC
- Steven Heil, PED

Consultants:

- Gina Ikemoto & Erika Hunt, EdRD

NEXT STEPS: LEADERSHIP WORK GROUP 2.0

Rationale

- Current code references outdated leadership standards and is not aligned to PSEL/NELP.
- One license for both school and district leaders is too broad.
- Superintendents would be better served by development opportunities targeted to their needs and experience closer to the time they become a superintendent.

Recommendation #1 - Establish new school leader license or endorsement for APs and principals.

- Set an effective date at least two years in the future and grandfather the existing license.
- Consider criteria carefully with particular attention to preventing unintended consequences for charter schools, tribal schools or anything that would unintentionally narrow candidate pipeline.

Recommendation #2 - Consider adding additional licenses or endorsements for superintendents, district leaders, and teacher leaders in the future .