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HOUSE BILL 481

51ST LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2013

INTRODUCED BY

Sheryl Williams Stapleton

AN ACT

RELATING TO PUBLIC EDUCATION; REQUIRING EVIDENCE OF TEACHER
COMPETENCY FOR ADVANCEMENT IN THE THREE-TIER LICENSURE SYSTEM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. Section 22-10A-10 NMSA 1978 (being Laws 2003,
Chapter 153, Section 41, as amended by Laws 2005, Chapter 315,
Section 7 and by Laws 2005, Chapter 316, Section 4) is amended
to read:

"22-10A-10. LEVEL TWO LICENSURE.--

A. A level two license is a nine-year license
granted to a teacher who meets the qualifications for that
level and who annually demonstrates essential competency to
teach. If a level two teacher does not demonstrate essential
competency in a given school year, the school district shall
provide the teacher with additional professional development

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1 and peer intervention during the following school year. If by
2 the end of that school year the teacher fails to demonstrate
3 essential competency, a school district may choose not to
4 contract with the teacher to teach in the classroom.

5 B. The department shall issue a level two license
6 to an applicant who successfully completes the level one
7 license or is granted reciprocity as provided by department
8 rules; demonstrates essential competency required by the
9 department as verified by the local superintendent through the
10 highly objective uniform statewide standard of evaluation; and
11 ~~[meets other qualifications as required by the department]~~
12 provides a professional development dossier that includes:

13 (1) evidence of competence, collected over
14 multiple years;

15 (2) evidence that the teacher has met the
16 competency requirements for advancement to the next higher
17 level of licensure;

18 (3) the teacher's annual evaluations for each
19 of the prior two years;

20 (4) the local superintendent's recommendation
21 for the teacher's advancement to the next licensure level; and

22 (5) verification:

23 (a) of the teacher's participation in
24 the school district's formal mentorship program;

25 (b) of three years or more of successful

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1 level one teaching; and
2 (c) that the professional development
3 dossier contains the work product of the teacher, as affirmed
4 by the superintendent.

5 C. The department shall provide for qualifications
6 for specific grade levels, types and subject areas of level two
7 licensure, including early childhood, elementary, middle,
8 secondary, special education and vocational education.

9 D. With the adoption by the department of the
10 statewide objective performance evaluation for level two
11 teachers, the minimum salary for a level two teacher for a
12 standard nine and one-half month contract shall be as follows:

13 (1) for the 2003-2004 school year,
14 thirty thousand dollars (\$30,000);

15 (2) for the 2004-2005 school year,
16 thirty-five thousand dollars (\$35,000); and

17 (3) for the 2005-2006 school year,
18 forty thousand dollars (\$40,000)."

19 SECTION 2. Section 22-10A-11 NMSA 1978 (being Laws 2003,
20 Chapter 153, Section 42, as amended) is amended to read:

21 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR TEACHERS,
22 COUNSELORS AND SCHOOL ADMINISTRATORS.--

23 A. A level three-A license is a nine-year license
24 granted to a teacher who meets the qualifications for that
25 level and who annually demonstrates instructional leader

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1 competencies. If a level three-A teacher does not demonstrate
2 essential competency in a given school year, the school
3 district shall provide the teacher with additional professional
4 development and peer intervention during the following school
5 year. If by the end of that school year the teacher fails to
6 demonstrate essential competency, a school district may choose
7 not to contract with the teacher to teach in the classroom.

8 B. The department shall grant a level three-A
9 license to an applicant who has been a level two teacher for at
10 least three years and holds a [~~post-baccalaureate degree or~~]
11 national board for professional teaching standards
12 certification or:

13 (1) holds a post-baccalaureate degree;

14 (2) demonstrates instructional leader
15 competence as required by the department and verified by the
16 local superintendent through the highly objective uniform
17 statewide standard of evaluation; and [~~meets other~~
18 ~~qualifications for the license~~]

19 (3) provides a professional development
20 dossier that includes:

21 (a) evidence of competence, collected
22 over multiple years;

23 (b) evidence that the teacher has met
24 the competency requirements for advancement to the next higher
25 level of licensure;

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1 (c) the teacher's annual evaluations for
2 each of the prior two years;

3 (d) the local superintendent's
4 recommendation for the teacher's advancement to the next
5 licensure level; and

6 (e) verification: 1) of a post-
7 baccalaureate degree or national board for professional
8 teaching standards certification; 2) of three years or more of
9 successful level two teaching experience; and 3) that the
10 professional development dossier contains the work product of
11 the teacher, as affirmed by the superintendent.

12 C. With the adoption by the department of a highly
13 objective uniform statewide standard of evaluation for level
14 three-A teachers, the minimum salary for a level three-A
15 teacher for a standard nine and one-half month contract shall
16 be as follows:

17 (1) for the 2003-2004 school year, thirty
18 thousand dollars (\$30,000);

19 (2) for the 2004-2005 school year,
20 thirty-five thousand dollars (\$35,000);

21 (3) for the 2005-2006 school year, forty
22 thousand dollars (\$40,000);

23 (4) for the 2006-2007 school year,
24 forty-five thousand dollars (\$45,000); and

25 (5) for the 2007-2008 school year, fifty

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1 thousand dollars (\$50,000).

2 D. A level three-B license is a nine-year license
3 granted to a school administrator who meets the qualifications
4 for that level. Licenses may be renewed upon satisfactory
5 annual demonstration of instructional leader and administrative
6 competency.

7 E. The department shall grant a level three-B
8 license to an applicant who:

9 (1) holds a level two license and meets the
10 requirements for a level three-A license or who holds a current
11 level two teacher's license and, for at least four years, has
12 held the highest-ranked counselor license as provided in
13 Chapter 22, Article 10A NMSA 1978 and rules promulgated by the
14 department;

15 (2) holds a post-baccalaureate degree or
16 national board for professional teaching standards
17 certification;

18 (3) has satisfactorily completed department-
19 approved courses in administration and a department-approved
20 administration apprenticeship program; and

21 (4) demonstrates instructional leader
22 competence required by the department and verified by the local
23 superintendent through the highly objective uniform statewide
24 standard of evaluation.

25 F. Beginning with the 2007-2008 school year, the

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1 minimum annual salary for a level three-B school principal or
2 assistant school principal shall be fifty thousand dollars
3 (\$50,000) multiplied by the applicable responsibility factor.

4 G. By the beginning of the 2008-2009 school year,
5 the department shall adopt a highly objective uniform statewide
6 standard of evaluation, which includes data sources linked to
7 student achievement and educational plan for student success
8 progress, for level three-B school principals and assistant
9 school principals and rules for the implementation of that
10 evaluation system linked to the level of responsibility at each
11 school level."

12 SECTION 3. A new section of Chapter 22, Article 10A NMSA
13 1978 is enacted to read:

14 "[NEW MATERIAL] DEFINITION--COMPETENCY REQUIREMENTS FOR
15 ADVANCEMENT.--As used in Chapter 22, Article 10A NMSA 1978,
16 "competency requirements for advancement" includes:

17 A. an instruction strand that includes evidence
18 developed through certification by the national board for
19 professional teaching standards or:

- 20 (1) evidence of student learning;
- 21 (2) assessment techniques and procedures;
- 22 (3) instructional plans and materials;
- 23 (4) examples of student work and performance;

24 and

- 25 (5) evidence of implementation of the state

1 standards for each grade level and subject area pursuant to
2 Section 22-13-1.6 NMSA 1978;

3 B. a student learning strand that:

4 (1) includes evidence developed through
5 certification by the national board for professional teaching
6 standards or:

7 (a) evidence of adaptations or
8 modifications for diverse learners;

9 (b) evidence of effective classroom
10 management strategies and procedures;

11 (c) classroom observation reports; and

12 (d) evidence of communication with
13 students and parents; and

14 (2) may include:

15 (a) student surveys; or

16 (b) videos with reflections and
17 analysis; and

18 C. a professional learning strand that includes
19 evidence developed through certification by the national board
20 for professional teaching standards or evidence of at least one
21 of the following:

22 (1) professional development activities
23 associated with the teacher's annual professional development
24 plan;

25 (2) collaboration with the professional

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community;

(3) parent surveys;

(4) research publications; or

(5) professional presentations."

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