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AN ACT

RELATING TO SCHOOL PERSONNEL; REQUIRING SCHOOL DISTRICTS AND
CHARTER SCHOOLS TO HAVE FORMAL TEACHER MENTORSHIP PROGRAMS
THAT ARE APPROVED ANNUALLY BY THE PUBLIC EDUCATION
DEPARTMENT; CREATING THE BEGINNING TEACHER MENTORSHIP FUND.

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

SECTION 1. A new section of the Public School Finance
Act is enacted to read:

"BEGINNING TEACHER MENTORSHIP FUND--CREATED.--The
"beginning teacher mentorship fund" is created as a
nonreverting fund in the state treasury. The fund consists
of appropriations, gifts, grants and donations. Money in the
fund is subject to appropriation by the legislature to
provide funding to school districts and charter schools for
their beginning teacher mentorship programs. The fund shall
be administered by the public education department, and
expenditures from the fund shall be by warrant of the
secretary of finance and administration pursuant to vouchers
signed by the secretary of public education or the
secretary's authorized representative."

SECTION 2. Section 22-10A-9 NMSA 1978 (being Laws 2003,
Chapter 153, Section 40, as amended) is amended to read:

"22-10A-9. TEACHER MENTORSHIP PROGRAM FOR BEGINNING
TEACHERS--PURPOSE--DEPARTMENT DUTIES.--

1 A. The purpose of the teacher mentorship program
2 is to provide beginning teachers with an effective transition
3 into the teaching field, to build on their initial
4 preparation and to ensure their success in teaching; to
5 improve the achievement of students; and to retain capable
6 teachers in the classroom and to remove teachers who show
7 little promise of success.

8 B. The department shall develop a framework for a
9 teacher mentorship program for all beginning teachers. The
10 program shall provide mentorship services by level two or
11 level three mentors to the beginning teacher for the full
12 school year.

13 C. The department shall work with licensed school
14 employees, representatives from teacher preparation programs
15 and the higher education department to establish the
16 framework.

17 D. The framework shall include:

18 (1) individual support and assistance for
19 each beginning teacher from a designated mentor;

20 (2) structured training for mentors;

21 (3) an ongoing, formative evaluation that is
22 used for the improvement of teaching practice;

23 (4) procedures for a summative evaluation of
24 beginning teachers' performance during at least the first
25 three years of teaching, including annual assessment of

1 suitability for license renewal, and for final assessment of
2 beginning teachers seeking level two licensure;

3 (5) support from local school boards or
4 governing bodies of charter schools, school administrators
5 and other school district or charter school personnel; and

6 (6) regular review and evaluation of the
7 teacher mentorship program.

8 E. The department shall:

9 (1) require annual submission and approval
10 of each school district's and charter school's teacher
11 mentorship program;

12 (2) provide technical assistance to school
13 districts and charter schools that do not have a well-
14 developed teacher mentorship program in place;

15 (3) encourage school districts and charter
16 schools to collaborate with teacher preparation program
17 administrators at institutions of higher education, career
18 educators, educational organizations, regional educational
19 cooperatives and other state and community leaders in the
20 teacher mentorship program; and

21 (4) distribute up to two thousand dollars
22 (\$2,000) per year per beginning teacher from the beginning
23 teacher mentorship fund for mentorship programs to school
24 districts and charter schools; provided that no less than
25 fifty percent of available funds shall be distributed on or

1 before September 15 of each fiscal year according to the
2 estimated number of teachers eligible to participate in their
3 mentorship programs and, on or before January 15 of each
4 fiscal year, distribute funding based on the actual number of
5 eligible teachers participating in a mentorship program on
6 the first reporting date of the school year, adjusted for any
7 over- or under-estimation made in the first allocation.

8 F. Each school district and charter school shall
9 submit as part of its teacher mentorship program submission:

10 (1) the number of teachers that have
11 completed each of their mentorship programs the previous
12 spring or summer and have been hired by the school district
13 or charter school for the following school year; and

14 (2) a description of the mentorship services
15 that will be provided to each of its teachers, including the
16 name of the teacher, the grade level the teacher has been
17 hired to teach and the name of the public school and, if
18 applicable, school district where the teacher has been hired."

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