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AN ACT
RELATING TO SCHOOL PERSONNEL; CREATING NEW LICENSES FOR SITE
ADMINISTRATORS, SUPERINTENDENTS AND OTHER SCHOOL
ADMINISTRATORS; PROVIDING ENHANCED QUALIFICATIONS AND
REQUIREMENTS; ENACTING THE SCHOOL ADMINISTRATOR DEVELOPMENT
ACT; PROVIDING POWERS AND DUTIES; SETTING CRITERIA; PROVIDING
FOR A DELAYED REPEAL OF CURRENT SCHOOL ADMINISTRATOR
LICENSES; AMENDING, REPEALING AND ENACTING SECTIONS OF THE
NMSA 1978.

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

SECTION 1. Section 22-10A-2 NMSA 1978 (being Laws 2019,
Chapter 238, Section 1, as amended by Laws 2023, Chapter 148,
Section 3 and by Laws 2023, Chapter 177, Section 1) is
amended to read:

"22-10A-2. DEFINITIONS.--As used in the School
Personnel Act:

A. "child abuse" means a child:

(1) who has suffered or who is at risk of
suffering serious harm because of the action or inaction of
the child's parent, guardian, custodian or other adult;

(2) who has suffered physical abuse,
emotional abuse or psychological abuse inflicted or caused by
the child's parent, guardian, custodian or other adult;

(3) who has suffered sexual abuse or sexual

1 exploitation inflicted by the child's parent, guardian,
2 custodian or other adult;

3 (4) whose parent, guardian, custodian or
4 other adult has knowingly, intentionally or negligently
5 placed the child in a situation that may endanger the child's
6 life or health; or

7 (5) whose parent, guardian, custodian or
8 other adult has knowingly or intentionally tortured, cruelly
9 confined or cruelly punished the child;

10 B. "constitutional special school" means the
11 New Mexico military institute, New Mexico school for the deaf
12 and New Mexico school for the blind and visually impaired;

13 C. "contractor" means a person who is under
14 contract with a public school and is hired to provide
15 services to the public school, but does not include a general
16 contractor or a building or maintenance contractor who is
17 supervised and has no access to students at the public
18 school;

19 D. "discharge" means the act of severing the
20 employment relationship with a licensed school employee prior
21 to the expiration of the current employment contract;

22 E. "employed for three consecutive school years"
23 means a licensed school employee has been offered and
24 accepted in writing a notice of reemployment for the third
25 consecutive school year;

1 F. "ethical misconduct" means the following
2 behavior or conduct by school district personnel, school
3 employees, school volunteers, contractors or contractors'
4 employees:

5 (1) discriminatory practice based on race,
6 age, color, national origin, ethnicity, sex, pregnancy,
7 sexual orientation, gender identity, mental or physical
8 disability, marital status, religion, citizenship, domestic
9 abuse reporting status or serious medical condition;

10 (2) sexual misconduct or any sexual offense
11 prohibited by Chapter 30, Article 6A or 9 NMSA 1978 involving
12 an adult or child, regardless of a child's enrollment status;

13 (3) fondling a child or student, including
14 touching private body parts, such as breasts, buttocks,
15 genitals, inner thighs, groin or anus; or

16 (4) any other behavior, including
17 licentious, enticing or solicitous behavior, that is
18 reasonably apparent to result in inappropriate sexual contact
19 with a child or student or to induce a child or student into
20 engaging in illegal, immoral or other prohibited behavior;

21 G. "governing authority" means the policy-setting
22 body of a school district, charter school, constitutional
23 special school or regional education cooperative, or the
24 final decision maker of a state agency that provides
25 educational services to a school-aged person;

1 H. "instructional support provider" means a person
2 who is employed to support the instructional program of a
3 public school, including educational assistant, school
4 counselor, social worker, school nurse, speech-language
5 pathologist, psychologist, physical therapist, occupational
6 therapist, recreational therapist, marriage and family
7 therapist, interpreter for the deaf, diagnostician,
8 attendance coach, practical nurse, school health assistant,
9 school business official, rehabilitation counselor, athletic
10 coach, educational alcohol and drug abuse counselor and
11 substance abuse associate;

12 I. "just cause" means a reason that is rationally
13 related to a school employee's competence or turpitude or the
14 proper performance of the school employee's duties and that
15 is not in violation of the school employee's civil or
16 constitutional rights;

17 J. "military service member" means a person who
18 is:

19 (1) serving in the armed forces of the
20 United States as an active duty member or in an active
21 reserve component of the armed forces of the United States,
22 including the national guard;

23 (2) the spouse of a person who is serving in
24 the armed forces of the United States as an active duty
25 member or in an active reserve component of the armed forces

1 of the United States, including the national guard; or a
2 surviving spouse of a member who at the time of death was
3 serving on active duty; or

4 (3) the child of a person who is serving in
5 the armed forces of the United States as an active duty
6 member or in an active reserve component of the armed forces
7 of the United States, including the national guard; provided
8 that child is also a dependent of that person for federal
9 income tax purposes;

10 K. "moral turpitude" means an act or behavior that
11 gravely violates the accepted standards of moral conduct,
12 justice or honesty and may include ethical misconduct;

13 L. "public school" means a school district,
14 charter school, constitutional special school, regional
15 education cooperative or the educational program of another
16 state agency;

17 M. "sabbatical leave" means leave of absence with
18 pay as approved by the governing authority during all or part
19 of a regular school term for purposes of study or travel
20 related to a licensed school employee's duties and of direct
21 benefit to the instructional program;

22 N. "school administrator" means a person licensed
23 to administer in a school district, charter school,
24 constitutional special school or regional education
25 cooperative or a person employed with another state agency

1 who administers an educational program and includes local
2 superintendents, school principals, central district
3 administrators, business managers, charter school head
4 administrators and state agency education supervisors;

5 O. "school employee" includes licensed and
6 unlicensed employees of a public school;

7 P. "school premises" means:

8 (1) the buildings and grounds, including
9 playgrounds, playing fields and parking areas and a school
10 bus of a public school, in or on which school or school-
11 related activities are being operated under the supervision
12 of a local school board, charter school or state agency; or

13 (2) any other public buildings or grounds,
14 including playing fields and parking areas that are not
15 public school property, in or on which public school-related
16 and -sanctioned activities are being performed;

17 Q. "school volunteer" means a person, including a
18 relative of a student, who commits to serve on a regular
19 basis at a school district, charter school or other
20 educational entity without compensation;

21 R. "site administrator" means an assistant
22 principal, a principal or a charter school head
23 administrator;

24 S. "state agency" means a regional education
25 cooperative or state institution;

1 T. "state institution" means the juvenile
2 detention centers operated by the children, youth and
3 families department, including the New Mexico youth
4 diagnostic and development center; the John Paul Taylor
5 center; the Sequoyah adolescent treatment center; the Carrie
6 Tingley crippled children's hospital; the New Mexico
7 behavioral health institute at Las Vegas; and any other state
8 agency responsible for educating resident children;

9 U. "substitute teacher" means a person who holds a
10 certificate to substitute for a teacher in the classroom;

11 V. "superintendent" means a local superintendent,
12 head administrator of a charter school or regional education
13 cooperative, superintendent or commandant of a special school
14 or head administrator of the educational program of a state
15 agency;

16 W. "teacher" means a person who holds a level one,
17 level two or level three-A license and whose primary job is
18 classroom instruction or the supervision, below the school
19 principal level, of an instructional program or whose duties
20 include curriculum development, peer intervention, peer
21 coaching or mentoring, or serving as a resource teacher for
22 other teachers;

23 X. "terminate" means the act of severing the
24 employment relationship with a school employee;

25 Y. "unsupervised contact with children or

1 students" means access to or contact with, or the opportunity
2 to have access to or contact with, a child or student for any
3 length of time in the absence of:

4 (1) a licensed staff person from the same
5 school or institution;

6 (2) a school volunteer who has undergone a
7 background check pursuant to Section 22-10A-5 NMSA 1978; or

8 (3) any adult relative or guardian of the
9 child or student;

10 Z. "veteran" means a person who has received an
11 honorable discharge or separation from military service in
12 the armed forces of the United States or in an active reserve
13 component of the armed forces of the United States, including
14 the national guard; and

15 AA. "working day" means every school calendar day,
16 excluding Saturdays, Sundays and legal holidays."

17 **SECTION 2.** Section 22-10A-3 NMSA 1978 (being Laws 2003,
18 Chapter 153, Section 34, as amended) is amended to read:

19 "22-10A-3. LICENSE OR CERTIFICATE REQUIRED--APPLICATION
20 FEE--CRIMINAL HISTORY RECORD CHECKS--GENERAL DUTIES.--

21 A. Except as otherwise provided in this
22 subsection, any person teaching, supervising an instructional
23 program or providing instructional support services in a
24 public school; any person administering in a public school;
25 and any person providing health care and administering

1 medications or performing medical procedures in a public
2 school shall hold a valid license or certificate from the
3 department authorizing the person to perform that function.

4 A person applying for a license or certificate from the
5 department shall undergo a criminal history record check
6 pursuant to Section 22-10A-5 NMSA 1978. The criminal history
7 record check requirement shall apply to the following
8 applicants:

9 (1) applicants for level one licensure
10 pursuant to Section 22-10A-7 NMSA 1978;

11 (2) applicants for an alternative level one
12 license pursuant to Section 22-10A-8 NMSA 1978;

13 (3) applicants for level two licensure
14 pursuant to Section 22-10A-10 NMSA 1978;

15 (4) applicants for level three licensure
16 pursuant to Section 22-10A-11 NMSA 1978;

17 (5) applicants for an alternative level two
18 or level three license pursuant to Section 22-10A-11.1
19 NMSA 1978;

20 (6) applicants for alternative licensure
21 pursuant to Section 22-10A-11.2 NMSA 1978;

22 (7) applicants for level three-B provisional
23 licensure for school principals pursuant to Section
24 22-10A-11.3 NMSA 1978;

25 (8) applicants for level three-B

1 administrator's licensure pursuant to Section 22-10A-11.4

2 NMSA 1978;

3 (9) applicants for provisional site
4 administrator licensure pursuant to Section 22-10A-11.5 NMSA
5 1978;

6 (10) applicants for initial site
7 administrator licensure pursuant to Section 22-10A-11.6 NMSA
8 1978;

9 (11) applicants for professional site
10 administrator licensure pursuant to Section 22-10A-11.7 NMSA
11 1978;

12 (12) applicants for provisional
13 superintendent licensure pursuant to Section 22-10A-11.8 NMSA
14 1978;

15 (13) applicants for superintendent licensure
16 pursuant to Section 22-10A-11.9 NMSA 1978;

17 (14) applicants for licenses granted on the
18 basis of reciprocity pursuant to Section 22-10A-12 NMSA 1978;

19 (15) applicants for expedited licensure
20 pursuant to Section 22-10A-12.1 NMSA 1978;

21 (16) applicants for Native American language
22 and culture certificates pursuant to Section 22-10A-13 NMSA
23 1978;

24 (17) applicants for substitute teacher
25 certificates pursuant to Section 22-10A-15 NMSA 1978;

1 (18) applicants for instructional support
2 provider licenses pursuant to Section 22-10A-17 NMSA 1978;

3 (19) applicants for educational assistant
4 licensure pursuant to Section 22-10A-17.1 NMSA 1978;

5 (20) applicants for alternative level three-
6 B licensure pursuant to Section 22-10A-17.2 NMSA 1978; and

7 (21) applicants for licensure for student
8 teachers still in a teacher preparation program or a teacher
9 residency pursuant to Section 22-10B-5 NMSA 1978.

10 B. In the event that the statutory section numbers
11 referring to the licenses and certificates in Subsection A of
12 this section are amended, the licensure and criminal history
13 record check requirement shall remain in effect for the
14 applicants. The department may require a federal bureau of
15 investigation criminal history record check of a current
16 licensee to analyze whether the department has good and just
17 cause for suspension or revocation of a department-issued
18 license. Applicants and current licensees shall pay the cost
19 of obtaining a federal bureau of investigation criminal
20 history record check. The department shall not share
21 criminal history record check information with another entity
22 unless expressly permitted by applicable federal law or
23 federal regulation.

24 C. Except as provided in Subsection D of this
25 section, the department shall charge a reasonable fee for

1 each application for or the renewal of a license or
2 certificate. The application fee may be waived if the
3 applicant meets a standard of indigency established by the
4 department.

5 D. No licensing or certificate fee shall be
6 charged for the first three years a license or certificate
7 required by this section is valid if the licensee or
8 certificate holder is a military service member or a veteran.

9 E. A person performing the duties of a licensed
10 school employee who does not hold a valid license or
11 certificate or has not submitted a complete application for
12 licensure or certification within the first three months from
13 beginning employment duties shall not be compensated
14 thereafter for services rendered until the person
15 demonstrates that the person holds a valid license or
16 certificate. This section does not apply to practice
17 teachers or teaching interns as defined by rules of the
18 department.

19 F. Each licensed school employee shall:

20 (1) enforce all laws and rules applicable to
21 the employee's public school;

22 (2) if teaching, teach the prescribed
23 courses of instruction;

24 (3) exercise supervision over students on
25 public school premises and while the students are under the

1 control of the public school; and

2 (4) furnish reports as required."

3 SECTION 3. Section 22-10A-4 NMSA 1978 (being Laws 2003,
4 Chapter 153, Section 35, as amended by Laws 2005, Chapter
5 315, Section 4 and by Laws 2005, Chapter 316, Section 1) is
6 amended to read:

7 "22-10A-4. TEACHERS AND SCHOOL ADMINISTRATORS--
8 PROFESSIONAL STATUS--LICENSURE LEVELS--SALARY ALIGNMENT.--

9 A. Teaching and school administration are
10 recognized as professions, with all the rights,
11 responsibilities and privileges accorded professions, having
12 their first responsibility to the public they serve. The
13 primary responsibilities of the teaching and site
14 administration professions are to educate the children of
15 this state and to improve the professional practices and
16 ethical conduct of their members.

17 B. The New Mexico licensure framework for teachers
18 and school administrators is a progressive career system in
19 which licensees are required to demonstrate increased
20 competencies and undertake increased duties as they progress
21 through the licensure levels. The minimum salary provided as
22 part of the career system shall not take effect until the
23 department has adopted increased competencies for the
24 particular level of licensure and a highly objective uniform
25 statewide standard of evaluation.

1 C. A level one license is a provisional license
2 that gives a beginning teacher the opportunity, through a
3 formal mentorship program, for additional preparation to be a
4 quality teacher. A level two license is given to a teacher
5 who is a fully qualified professional who is primarily
6 responsible for ensuring that students meet and exceed
7 department-adopted academic content and performance
8 standards; a teacher may choose to remain at level two for
9 the remainder of the teacher's career. A level three-A
10 license is the highest level of teaching licensure for those
11 teachers who choose to advance as instructional leaders in
12 the teaching profession and undertake greater
13 responsibilities such as curriculum development, peer
14 intervention and mentoring.

15 D. An initial site administrator license is for
16 teachers and instructional support providers who commence a
17 new career path in site administration by becoming assistant
18 school principals, school principals or charter school
19 administrators. A professional site administrator license is
20 given to an assistant school principal, school principal or
21 charter school head administrator who is a fully qualified
22 professional who may choose to remain at this level for the
23 remainder of the assistant school principal's, school
24 principal's or charter school head administrator's career.

25 E. A superintendent license is the highest level

1 of administrative licensure for those administrators who
2 choose to undertake the responsibilities of leading a school
3 district. Charter school governing bodies may choose to
4 require head administrators to hold a superintendent license
5 based on the needs of the school.

6 F. All teacher and school administrator salary
7 systems shall be aligned with the licensure framework in a
8 professional educator licensing and salary system.

9 G. A licensed school employee who holds a valid
10 three-B license on July 1, 2029 shall be granted a
11 professional site administrator license and a superintendent
12 license."

13 SECTION 4. A new section of the School Personnel Act,
14 Section 22-10A-11.5 NMSA 1978, is enacted to read:

15 "22-10A-11.5. PROVISIONAL SITE ADMINISTRATOR
16 LICENSURE.--

17 A. A provisional site administrator license is a
18 one-year license granted to a level two or three-A teacher
19 who meets the qualifications for that license.

20 B. To qualify for a provisional site administrator
21 license, the candidate shall:

22 (1) meet the requirements for a level two or
23 three-A license;

24 (2) be enrolled in a department-approved
25 site administrator induction and mentoring program in the

1 school district; and

2 (3) be accepted into a department-approved
3 site administrator preparation program.

4 C. The provisional license is renewable up to
5 three times upon annual proof of enrollment in a
6 department-approved site administrator preparation program
7 and satisfactory evaluations each year from the school
8 district's mentoring program. After successful completion of
9 the department-approved site administrator preparation
10 program and satisfactory evaluations, the provisional license
11 may be converted to a professional site administrator license
12 if the candidate completes the requirements for that
13 license."

14 SECTION 5. A new section of the School Personnel Act,
15 Section 22-10A-11.6 NMSA 1978, is enacted to read:

16 "22-10A-11.6. INITIAL SITE ADMINISTRATOR LICENSE.--

17 A. As used in this section, "responsibility
18 factor" means a value of 1.25 for an elementary school
19 principal, 1.45 for a middle school or junior high school
20 principal, 1.65 for a high school principal, 1.15 for an
21 assistant elementary school principal, 1.20 for an assistant
22 middle school or assistant junior high school principal and
23 1.30 for an assistant high school principal.

24 B. An initial site administrator license is a
25 three-year license granted to an applicant who meets the

1 qualifications for that license. Up to two one-year renewals
2 may be granted upon request by the local superintendent.

3 C. The department shall grant an initial site
4 administrator license to an applicant who:

5 (1) has successfully completed a department-
6 approved site administrator preparation program or an out-of-
7 state council for the accreditation of educator preparation-
8 or association for advancing quality in educator preparation-
9 accredited administrator preparation program and a
10 department-approved clinical experience in New Mexico;

11 (2) has at least three years of experience
12 as a teacher or instructional support provider;

13 (3) holds a post-baccalaureate degree or
14 national board for professional teaching standards
15 certification; and

16 (4) meets any additional requirements as
17 determined by the department.

18 D. The minimum annual salary for a licensed site
19 administrator serving as a school principal or assistant
20 school principal is the minimum salary for a level three-A
21 teacher multiplied by the applicable responsibility factor.

22 E. The department shall adopt a highly objective
23 uniform statewide standard of evaluation, including data
24 sources linked to student achievement and an educational plan
25 for student success progress, for school principals and

1 assistant school principals and rules for the implementation
2 of that evaluation system linked to the level of
3 responsibility at each school level."

4 SECTION 6. A new section of the School Personnel Act,
5 Section 22-10A-11.7 NMSA 1978, is enacted to read:

6 "22-10A-11.7. PROFESSIONAL SITE ADMINISTRATOR
7 LICENSURE.--

8 A. A professional site administrator license is a
9 five-year license granted to an applicant who meets the
10 qualifications for that license.

11 B. The department shall grant a professional site
12 administrator license to an applicant who:

13 (1) holds a post-baccalaureate degree or
14 national board for professional teaching standards
15 certification;

16 (2) has successfully completed a department-
17 approved site administrator preparation program;

18 (3) has at least one year of experience as a
19 site administrator;

20 (4) has successfully completed a department-
21 approved site administrator induction program; and

22 (5) meets any additional requirements as
23 determined by the department.

24 C. Licenses may be renewed on successful
25 completion of department-required professional development

1 and satisfactory annual performance evaluations."

2 SECTION 7. A new section of the School Personnel Act,
3 Section 22-10A-11.8 NMSA 1978, is enacted to read:

4 "22-10A-11.8. PROVISIONAL SUPERINTENDENT LICENSURE.--

5 A. A provisional superintendent license is a
6 one-year license granted to an applicant who meets the
7 qualifications for that license. A provisional license may
8 be renewed up to three times with annual proof of enrollment
9 in a department-approved aspiring superintendent academy and
10 the recommendation of an induction coach.

11 B. The department shall grant a provisional
12 superintendent license to an applicant who:

13 (1) has at least one year of experience as a
14 school administrator;

15 (2) is enrolled in a department-approved
16 superintendent induction and mentoring program; and

17 (3) meets any additional requirements as
18 determined by the department."

19 SECTION 8. A new section of the School Personnel Act,
20 Section 22-10A-11.9 NMSA 1978, is enacted to read:

21 "22-10A-11.9. SUPERINTENDENT LICENSURE.--

22 A. A superintendent license is a five-year license
23 granted to an applicant who meets the qualifications for that
24 license.

25 B. The department shall grant a superintendent

1 license to an applicant who:

2 (1) has at least one year of experience as a
3 site administrator;

4 (2) has successfully completed a department-
5 approved aspiring superintendent academy;

6 (3) is enrolled in a department-approved
7 superintendent induction and mentoring program, which must be
8 successfully completed before license renewal; and

9 (4) meets any additional requirements as
10 determined by the department.

11 C. Licenses may be renewed upon successful
12 completion of department-required professional development."

13 **SECTION 9.** A new section of the School Personnel Act,
14 Section 22-10A-11.10 NMSA 1978, is enacted to read:

15 "22-10A-11.10. LICENSURE FOR SCHOOL ADMINISTRATORS NOT
16 LICENSED AS SITE ADMINISTRATORS OR SUPERINTENDENTS.--The
17 department may establish new licensure requirements for
18 school administrators who are not licensed as site
19 administrators or superintendents."

20 **SECTION 10.** Section 22-10A-12 NMSA 1978 (being Laws
21 2003, Chapter 153, Section 43, as amended) is amended to
22 read:

23 "22-10A-12. LIMITED RECIPROCITY.--

24 A. A teacher or school principal licensed in
25 another state may be granted a level two, level three-A or

1 site administrator license if the teacher or site
2 administrator has teaching experience, demonstrates the
3 required competencies and meets other requirements and
4 qualifications for the license for which the teacher or
5 school principal applies, including clearance of the required
6 background check. The local superintendent may require a
7 mentorship period for the licensee if the superintendent
8 deems it necessary. A teacher or site administrator who
9 holds an out-of-state license may apply for a lower level
10 license if the teacher or site administrator does not meet
11 the requirements for the higher level.

12 B. The department may grant an initial site
13 administrator license to an out-of-state candidate who does
14 not meet the other requirements and qualifications of that
15 license if the candidate:

16 (1) has a standard, valid, unencumbered
17 school administrator license from another state;

18 (2) has worked as a site administrator for
19 at least three years;

20 (3) has a recent satisfactory performance
21 evaluation;

22 (4) is enrolled in a department-approved
23 site administrator induction program; and

24 (5) meets other requirements of the
25 department.

1 C. The department may grant a superintendent
2 license to an out-of-state candidate who does not meet the
3 other requirements and qualifications of that license if the
4 candidate:

5 (1) has a standard, valid, unencumbered
6 school administrator license from another state;

7 (2) has worked as a superintendent for at
8 least three years;

9 (3) is enrolled in a department-approved
10 superintendent induction program; and

11 (4) meets other requirements of the
12 department."

13 SECTION 11. Section 22-10A-14 NMSA 1978 (being Laws
14 2003, Chapter 153, Section 45, as amended) is amended to read:

15 "22-10A-14. CERTIFICATES OF WAIVER.--

16 A. If a local superintendent or governing
17 authority of a state agency certifies to the department that
18 an emergency exists in the hiring of a qualified person, the
19 department may issue a certificate of teaching waiver or
20 assignment waiver.

21 B. The department may issue a certificate of
22 teaching waiver to a person who holds a baccalaureate degree
23 but does not meet other requirements for licensure as a level
24 one teacher. Certificates of teaching waivers are one-year
25 waivers and may be renewed only if the holder provides

1 satisfactory evidence of continued progress toward a level one
2 license.

3 C. At the request of a local superintendent, the
4 department may issue a certificate of assignment waiver to a
5 licensed teacher who is assigned to teach outside the
6 teacher's teaching endorsement area. A certificate of
7 assignment waiver may be renewed each school year if the
8 teacher provides satisfactory evidence of continued progress
9 toward meeting the requirements for endorsement.

10 D. If a local superintendent or governing
11 authority certifies to the department that an emergency exists
12 in the hiring of a qualified site administrator, the
13 department may issue a certificate of principalship waiver to
14 a person who holds a level two or level three-A license but
15 does not meet the other requirements for a site administrator
16 license. Certificates of principalship waivers are one-year
17 waivers and are not renewable.

18 E. If a local school board certifies to the
19 department that an emergency exists in the hiring of a
20 qualified local superintendent, the department may issue a
21 certificate of superintendency waiver to a person who holds a
22 professional site administrator license but does not meet the
23 other requirements for a superintendent license. Certificates
24 of superintendency waivers are one-year waivers and are not
25 renewable."

1 SECTION 12. A new section of the Public School Code,
2 Section 22-10D-1 NMSA 1978, is enacted to read:

3 "22-10D-1. SHORT TITLE.--Chapter 22, Article 10D NMSA
4 1978 may be cited as the "School Administrator Development
5 Act"."

6 SECTION 13. A new section of the Public School Code,
7 Section 22-10D-2 NMSA 1978, is enacted to read:

8 "22-10D-2. DEFINITIONS.--As used in the School
9 Administrator Development Act:

10 A. "program" means a department-approved school
11 administrator preparation program; and

12 B. "site administrator" means a school principal,
13 assistant school principal or charter school head
14 administrator."

15 SECTION 14. A new section of the Public School Code,
16 Section 22-10D-3 NMSA 1978, is enacted to read:

17 "22-10D-3. STANDARDS-BASED SITE ADMINISTRATOR
18 PREPARATION PROGRAMS--REQUIREMENTS--DEPARTMENT APPROVAL.--

19 A. A public post-secondary education institution,
20 tribal college or other qualified entity that wants to offer a
21 school administrator preparation program is required to have
22 the program approved by the department in accordance with
23 criteria set forth in the School Administrator Development
24 Act. The department shall promulgate rules to implement the
25 provisions of the School Administrator Development Act.

1 B. The department shall promulgate rules to
2 establish criteria for programs that include the following
3 research-based features of effective leader preparation
4 programs:

5 (1) comprehensive curriculum aligned to
6 national and state standards;

7 (2) deliberate candidate recruitment and
8 selection;

9 (3) robust clinical experience;

10 (4) cohort structure with trained coaches;
11 and

12 (5) formal partnerships between programs and
13 school districts and charter schools.

14 C. The department shall convene a task force of
15 site administrators, local superintendents and representatives
16 of educator preparation programs to develop common performance
17 tasks and rubrics that shall be completed by applicants for
18 initial or professional site administrator licenses and
19 superintendent licenses.

20 D. No later than July 1, 2027, programs shall be
21 approved by the department before enrolling new students
22 seeking site administrator licensure. Students enrolled
23 before the effective date of the School Administrator
24 Development Act may be granted licensure in accordance with
25 existing program approvals.

1 E. The department shall provide by rule a process
2 for approving new and revised programs. The department shall
3 consult the professional practices and standards council and
4 publish a manual outlining the requirements for program
5 approval. The process shall be aligned with the School
6 Administrator Development Act and meet the general
7 requirements of the program as determined by the department.

8 F. All programs seeking approval pursuant to the
9 School Administrator Development Act, including those approved
10 prior to the effective date of that act, shall submit an
11 application to the department by January 15, 2027.

12 Applications shall provide the information outlined in the
13 school administrator preparation professional practices and
14 standards manual published in accordance with Subsection E of
15 this section.

16 G. The department shall monitor program success
17 and candidate outcomes through educator accountability report
18 indicators, including data tracking of graduates through a
19 completer survey issued to all graduates within one year of
20 program completion that measures completers' perception of
21 their own readiness and individual effectiveness in the
22 position, the number of people licensed through each licensure
23 pathway and through each clinical experience type and the
24 number and types of licenses held by each school and school
25 district leader.

1 H. Nothing in this section shall preclude the
2 department from establishing or accepting equivalent
3 requirements for the purposes of reciprocal licensure for out-
4 of-state school administrators as provided in Section
5 22-10A-12 NMSA 1978."

6 **SECTION 15. DELAYED REPEAL.**--Sections 22-10A-11.3,
7 22-10A-11.4 and 22-10A-17.2 NMSA 1978 (being Laws 2009,
8 Chapter 117, Section 2, Laws 2015, Chapter 74, Section 2 and
9 Laws 2017, Chapter 68, Section 1, as amended) are repealed
10 effective July 1, 2029.

11 **SECTION 16. EFFECTIVE DATE.**--The effective date of the
12 provisions of this act is July 1, 2025. _____

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