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## FISCAL IMPACT REPORT

ORIGINAL DATE 02/04/14  
 SPONSOR Moores LAST UPDATED 02/08/14 **HB** \_\_\_\_\_  
 SHORT TITLE Streamline Teacher Administrative Licensure **SB** 104  
 ANALYST Gudgel

### REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY14	FY15	FY16		
	\$0.0 to \$26.0	\$0.0 to \$26.0	Recurring	PED Operating Budget

(Parenthesis ( ) Indicate Revenue Decreases)

Duplicates SB104; Conflicts with SB105, HB67

### SOURCES OF INFORMATION

LFC Files

#### Responses Received From

University of New Mexico (UNM)  
 Public Education Department (PED)  
 Eastern New Mexico University (ENMU)

### SUMMARY

#### Synopsis of Bill

Senate Bill 104 amends the School Personnel Act making changes to the three tiered licensure system for administrator licenses (level three-b). The changes decrease the administrator license from a nine-year license to a five year license and establish a new pathway to an administrator license for an applicant who has completed or is participating in a PED-approved administrative preparation program, completed at least two years of teaching, and received an annual evaluation rating of effective or higher for a two year period prior to applying. Currently, an applicant must hold a level two license, meet the requirements for a level three-a teacher license or hold a current level two license and, for at least four years, held the highest-ranked counselor license as provided in PED rules.

### FISCAL IMPLICATIONS

The bill shortens the length of time an administrator license is valid from nine to five years which may result in PED receiving increased revenues generated for license renewals. Assuming license renewal fees remain the same - \$95 – PED could collect up to \$26 thousand in additional fees annually. If fees are pro-rated for the shorter license period the department will not see increased license renewal revenues.

## **SIGNIFICANT ISSUES**

Currently, an individual must teach for at least six years before they are eligible to apply for a level three-b administrator license; many teachers spend five years teaching with a level one license, extending this time to eight years. Additionally, current statute requires an applicant to have a post-baccalaureate degree to be eligible for a level three-b administrator license.

The bill significantly shortens the time it would take qualifying applicants to reach administrative licensure. A teacher who has completed or is participating in a PED-approved administrative preparation program and has taught for two years and received annual evaluation ratings of effective or higher for two years would be able to apply, reducing from six years to two the time it would take a teacher to be eligible to apply for an administrator license. This means that as early as a teachers second year of teaching they would be eligible to apply for an administrator license (assuming they meet the criteria established in the bill).

Teachers and school leaders are the top two school-related factors influencing student achievement. Research has shown that teacher quality is the most important school-related factor influencing student achievement, while school leaders are the second most important school related factor contributing to student learning. School leadership plays a key role in improving student outcomes by influencing the motivations and capacities of teachers, promoting school and community visions and goals, as well as influencing the school climate and environment and ensuring resources and process are in place to enable teachers to be effective.

PED notes that the states surrounding New Mexico require two or three years of teaching experience before becoming eligible for an administrator's license. New Mexico's current requirement of six years makes the state uncompetitive when compared to other states in the region; many qualified individuals leave education prior to meeting the time criteria as other leadership opportunities arise.

The criteria established in the bill would only apply to licensure; school districts will still be able to impose additional requirements if they choose when hiring for school principals and assistant principals. Additionally, PED indicates the bill will allow school districts to establish a recruitment strategy for highly qualified entry-level teachers with an interest in leadership.

## **ADMINISTRATIVE IMPLICATIONS**

PED will be required to process increased applications for licenses, depending on the number of applications submitted pursuant to this bill.

## **CONFLICT, DUPLICATION**

The following bills amend Section 22-10A-11 NMSA 1978 – HB67, HB148, HB276, HB289, HB294, HB352, SB105, and SB214. These bills should be considered together to ensure consistent and compatible changes to Section 22-10A-11 NMSA 1978.

## **TECHNICAL ISSUES**

It is unclear if a teacher must have an effective evaluation for the two years immediately prior to applying for an administrator license or if the teacher must have had an effective rating for any two consecutive years in order to apply for an administrator license, pursuant to the new language proposed in Paragraph B (1) of Section 2 (page 4 line 25 through page 5 line 4). If the

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intent is that the teacher must have an effective evaluation for the two years immediately prior to applying for an administrator license this should be clarified.

The definitions found in Section 2, Paragraph E (page 5, line 21 through page 6, line7) would be more appropriately placed in Section 22-10A-2 (Definitions).

RSG/jl