

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

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

B. The department shall issue a level two license
to an applicant who successfully completes the level one
license or is granted reciprocity as provided by department

1 rules; demonstrates essential competency required by the
2 department as verified by the local superintendent through
3 the highly objective uniform statewide standard of
4 evaluation; and either:

5 (1) provides a professional development
6 dossier that includes:

7 (a) evidence of competence, collected
8 over multiple years;

9 (b) evidence that the teacher has met
10 the competency requirements for advancement to the next
11 higher level of licensure;

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

14 (d) the local superintendent's
15 recommendation for the teacher's advancement to the next
16 licensure level; and

17 (e) verification: 1) of the teacher's
18 participation in the school district's formal mentorship
19 program; 2) of three years or more of successful level one
20 teaching; and 3) that the professional development dossier
21 contains the work product of the teacher, as affirmed by the
22 local superintendent;

23 (2) submits an electronic recording of
24 moving images and sound depicting the following competencies
25 according to level two licensure indicators as defined in

1 department rule:

2 (a) an instruction competency strand
3 demonstrating that the teacher: 1) accurately demonstrates
4 knowledge of the content area and approved curriculum; 2)
5 appropriately uses a variety of teaching methods and
6 resources for each subject the teacher instructs; and 3)
7 effectively employs student assessment techniques and
8 procedures;

9 (b) a student learning competency
10 strand demonstrating that the teacher: 1) communicates with
11 and obtains feedback from students in a manner that enhances
12 student learning and understanding; 2) comprehends the
13 principles of student growth, development and learning and
14 applies them appropriately; 3) manages the educational
15 setting in a manner that promotes positive student behavior
16 and a safe and healthy environment; and 4) recognizes student
17 diversity and creates an atmosphere conducive to the
18 promotion of positive student involvement and self-concept;
19 and

20 (c) a professional learning competency
21 strand demonstrating that the teacher: 1) demonstrates a
22 willingness to examine and implement change, as appropriate;
23 and 2) works productively with colleagues, parents and
24 community members; or

25 (3) receives:

1 (a) one of the two highest teacher
2 evaluation ratings in the teacher's most recent final
3 evaluation after having taught for three consecutive years
4 with a level one license; or

5 (b) a satisfactory teacher evaluation
6 rating after teaching for five years with a level one
7 license.

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

12 D. With the adoption by the department of the
13 statewide objective performance evaluation for level two
14 teachers, the minimum salary for a level two teacher for a
15 standard nine and one-half month contract shall be forty
16 thousand dollars (\$40,000)."

17 **SECTION 2.** Section 22-10A-11 NMSA 1978 (being Laws
18 2003, Chapter 153, Section 42, as amended by Laws 2015,
19 Chapter 74, Section 1 and by Laws 2015, Chapter 103, Section
20 1) is amended to read:

21 "22-10A-11. LEVEL THREE LICENSURE--TRACKS FOR
22 TEACHERS.--

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

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

9 B. The department shall grant a level three-A
10 license to an applicant who has been a level two teacher for
11 at least three years and holds a post-baccalaureate degree or
12 national board for professional teaching standards
13 certification or demonstrates instructional leader competence
14 as required by the department and verified by the local
15 superintendent through the highly objective uniform statewide
16 standard of evaluation and either:

17 (1) provides a professional development
18 dossier that includes:

19 (a) evidence of competence, collected
20 over multiple years;

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

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

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

4 (e) verification: 1) of a post-
5 baccalaureate degree; 2) of three years or more of successful
6 level two teaching experience; and 3) that the professional
7 development dossier contains the work product of the teacher,
8 as affirmed by the local superintendent;

9 (2) submits an electronic recording of
10 moving images and sound depicting the following competencies
11 according to level three licensure indicators as defined in
12 department rule:

13 (a) an instruction competency strand
14 demonstrating that the teacher: 1) accurately demonstrates
15 knowledge of the content area and approved curriculum; 2)
16 appropriately uses a variety of teaching methods and
17 resources for each subject the teacher instructs; and 3)
18 effectively employs student assessment techniques and
19 procedures;

20 (b) a student learning competency
21 strand demonstrating that the teacher: 1) communicates with
22 and obtains feedback from students in a manner that enhances
23 student learning and understanding; 2) comprehends the
24 principles of student growth, development and learning and
25 applies them appropriately; 3) manages the educational

1 setting in a manner that promotes positive student behavior
2 and a safe and healthy environment; and 4) recognizes student
3 diversity and creates an atmosphere conducive to the
4 promotion of positive student involvement and self-concept;
5 and

6 (c) a professional learning competency
7 strand demonstrating that the teacher: 1) demonstrates a
8 willingness to examine and implement change, as appropriate;
9 and 2) works productively with colleagues, parents and
10 community members; or

11 (3) receives the highest teacher evaluation
12 rating for at least two of the prior three years.

13 C. With the adoption by the department of a highly
14 objective uniform statewide standard of evaluation for level
15 three-A teachers, the minimum salary for a level three-A
16 teacher for a standard nine and one-half month contract shall
17 be fifty thousand dollars (\$50,000).

18 D. The minimum salary for a counselor who holds a
19 level three or three-A license as provided in the School
20 Personnel Act and rules promulgated by the department shall
21 be the same as provided for level three-A teachers pursuant
22 to Subsection C of this section."

23 **SECTION 3.** A new section of the School Personnel Act is
24 enacted to read:

25 "DEFINITION--COMPETENCY REQUIREMENTS FOR ADVANCEMENT.--

1 As used in the School Personnel Act, "competency requirements
2 for advancement" includes:

3 A. an instruction strand that includes evidence
4 developed through certification by the national board for
5 professional teaching standards or:

6 (1) evidence of student learning;

7 (2) assessment techniques and procedures;

8 (3) instructional plans and materials;

9 (4) examples of student work and

10 performance; and

11 (5) evidence of implementation of the state
12 standards for each grade level and subject area pursuant to
13 Section 22-13-1.6 NMSA 1978;

14 B. a student learning strand that:

15 (1) includes evidence developed through
16 certification by the national board for professional teaching
17 standards or:

18 (a) evidence of adaptations or
19 modifications for diverse learners;

20 (b) evidence of effective classroom
21 management strategies and procedures;

22 (c) classroom observation reports; and

23 (d) evidence of communication with
24 students and parents; and

25 (2) may include:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

(a) student surveys; or

(b) videos with reflections and

analysis; and

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

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

(2) collaboration with the professional community;

(3) parent surveys;

(4) research publications; or

(5) professional presentations."