

**TITLE 6            PRIMARY AND SECONDARY EDUCATION**  
**CHAPTER 65       SCHOOL PERSONNEL - EDUCATOR PREPARATION**  
**PART 4             TEACHER LEADER DEVELOPMENT FRAMEWORK**

**6.65.4.1            ISSUING AGENCY:** Public Education Department, herein after the department.  
[6.65.4.1 NMAC - N, 12/31/2018]

**6.65.4.2            SCOPE:** The New Mexico teacher leader development framework establishes statewide standards for teacher leader development opportunities for licensed staff in New Mexico public schools.  
[6.65.4.2 NMAC - N, 12/31/2018]

**6.65.4.3            STATUTORY AUTHORITY:** Subsection C of Section 22-1-1.2 and Paragraph (1) of Subsection B of Section 22-1-1.2 NMSA 1978.  
[6.65.4.3 NMAC - N, 12/31/2018]

**6.65.4.4            DURATION:** Permanent.  
[6.65.4.4 NMAC - N, 12/31/2018]

**6.65.4.5            EFFECTIVE DATE:** December 31, 2018, unless a later date is cited at the end of a section.  
[6.65.4.5 NMAC - N, 12/31/2018]

**6.65.4.6            OBJECTIVE:** The objective of this rule is to establish criteria for specific teacher leadership roles and opportunities provided by the department.  
[6.65.4.6 NMAC - N, 12/31/2018]

**6.65.4.7            DEFINITIONS:**

**A.            “Department policymakers”** means any senior level department officials who have a direct impact on policy development or policy implementation.

**B.            “Regionally diverse”** means representative of every region across the state of New Mexico.

**C.            “School liaison”** means a licensed, employed school staff person, not to include school administration, who serves as their school’s representative to facilitate communication between the school and the department.

**D.            “Secretary”** means the secretary of education for the New Mexico public education department.

**E.            “Secretary’s teacher advisory”** means a group of licensed, employed teachers who earn a rating of highly effective or exemplary on the state’s educator effectiveness evaluation system, NMTEACH, and who meet with the secretary regularly in person quarterly and by conference call monthly to provide feedback on education issues. The department shall make every effort to ensure that a minimum of ten percent of the participants are nationally board certified teachers who are licensed, employed teachers and earn a rating of highly effective or exemplary on the state’s educator effectiveness evaluation system, NMTEACH.

**F.            “Teacher ambassador”** means licensed teacher, currently employed by a school or district, who learns about key policy areas as defined by the federal Every Student Succeeds Act (ESSA), develops a statewide community of support, and creates resources to equip teachers with accurate information.

**G.            “Teacher liaison”** means a classroom teacher hired by the department to implement and manage the teacher leader development framework as outlined in 6.65.4 NMAC and to maintain direct communication between the department and regionally diverse teachers, providing them with resources and a platform for communication.

[6.65.4.7 NMAC - N, 12/31/2018]

**6.65.4.8            REQUIREMENTS FOR TEACHER LEADER DEVELOPMENT FRAMEWORK:**

**A.            School liaisons program.** The department shall make every effort to have one school liaison in every public school in the state. The school liaison program is a regional model designed to develop a set of teachers who will:

**(1)**        serve as their school’s liaison to disseminate information regarding key policy areas as defined by the federal ESSA;

**(2)**        provide feedback to department policymakers and the secretary;

**(3)**        develop skills to support colleagues’ growth and development; and

(4) gain access to department resources and tools.

**B. Teacher ambassadors program.** Beginning December 31, 2018, returning applicants shall be given the option to stay in the program for one additional year. The department shall make every effort to begin each year with 55 teacher ambassadors, at a minimum.

(1) Teachers ambassadors are required to complete specific deliverables outlined by the department.

(2) The department shall provide teacher ambassadors with a stipend.

**C. Secretary's teacher advisory.** Beginning December 31, 2018, returning applicants shall be given the option to stay in the program through July 1, 2020. The department shall make every effort to begin each year with 50 members, at a minimum, of the secretary's teacher advisory. The secretary's teacher advisory shall collaborate and engage with the secretary in person quarterly and by conference call monthly to advise on key policy areas as defined in the federal ESSA. The department shall work to ensure representation among the secretary's teacher advisory members that reflects the diverse geography and cultures of New Mexico.

[6.65.4.8 NMAC - N, 12/31/2018]

#### **6.65.4.9 REQUIREMENTS FOR TEACHER LEADER DEVELOPMENT ENGAGEMENT:**

**A. School liaisons.** School liaisons must participate in virtual and regional in-person meetings provided and facilitated by the department.

(1) The purpose of the virtual and regional in-person meetings is to:

(a) collaborate with educators across the region;

(b) learn about key policy areas as defined by ESSA;

(c) build instructional content and leadership skills through professional learning

opportunities;

(d) network with other teachers; and

(e) develop a community of support.

(2) Virtual meetings facilitated by the department shall occur, at a minimum, once every month. Virtual meetings shall be scheduled to ensure that teacher liaisons will not miss instructional time with students.

(3) Regional meetings shall occur at locations across the state, at a minimum, two times per year. Regional meetings shall be scheduled to ensure that teacher liaisons will not miss instructional time with students nor need to stay overnight.

(4) Virtual and regional meetings shall provide teacher liaisons with resources and information regarding education policy and practice.

**B. Teacher ambassadors.**

(1) Teacher ambassadors shall participate in quarterly in-person meetings annually hosted by the department.

(2) The in-person meetings shall provide opportunities to learn about and discuss education policy and practice.

**C. Secretary's teacher advisory.**

(1) The secretary's teacher advisory shall meet with the secretary at least once quarterly for a full day.

(2) The secretary's teacher advisory shall participate in monthly calls facilitated by the secretary and teacher liaisons.

**D. Annual teacher summit.** An annual teacher summit shall be organized by the department. The teacher liaisons shall be responsible for disseminating communication regarding the event and planning logistics. The department shall collaborate with school liaisons, teacher ambassadors, and the secretary's teacher advisory to ensure that the teacher summit:

(1) brings together teachers from across the state to learn, collaborate, and celebrate with their peers;

(2) provides training that covers multiple areas of education policy and practice and is led by teachers.

[6.65.4.9 NMAC - N, 12/31/2018]

#### **6.65.4.10 TECHNICAL ASSISTANCE:**

**A.** The teacher liaison's main function shall be to communicate directly with teachers and to manage each of the three teacher leader groups outlined in 6.65.4.8 NMAC.

(1) The teacher liaison shall provide the secretary with support regarding all communication with teachers.

(2) The teacher liaison shall meet with the secretary on a monthly basis, at a minimum, to review key policy areas as defined by ESSA and to plan teacher engagement.

(3) The teacher liaison shall provide direct communication between the department and teachers statewide on a daily basis.

(4) The teacher liaison shall:

(a) share announcements with each of the three teacher leader groups outlined in 6.65.4.8 NMAC;

(b) receive and answer teacher leader questions on various platforms;

(c) connect teacher leaders with department directors and department policymakers for engagement opportunities and sharing of resources;

(d) develop, coordinate, and facilitate content for virtual and in-person trainings to all teacher leader groups outlined in Sections 8 and 9 of 6.65.4 NMAC;

(e) provide quarterly emails to all New Mexico teachers that include updates from the department;

(f) develop and execute content for teacher videos and profiles to be published on the department website;

(g) plan, manage, and communicate information regarding the annual teacher summit.

**B.** The teacher liaison shall oversee the recruitment, application process, selection, and execution for the following programs:

(1) school liaisons program;

(2) teacher ambassadors program; and

(3) secretary's teacher advisory.

**History of 6.65.4 NMAC: [RESERVED]**