

RECRUITING AND RETAINING HIGHLY QUALIFIED TEACHERS



STATE OF NEW MEXICO
JUVENILE JUSTICE EDUCATION

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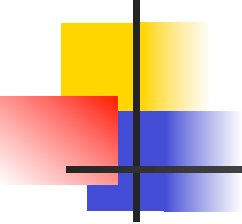
IGNORANCE IS BLISS!!!

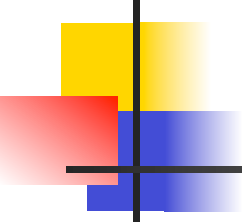
- Assumption 1 – JJS Education must meet all federal and state law and statute
- Assumption 2 – JJS Education must meet the same criteria in accreditation standards as public schools
- Assumption 3 – Juveniles within JJS had the same rights to an education as those outside of JJS

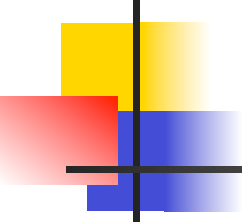


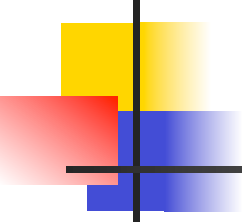
Chronology

- 1/04 – 6/04 – Require appropriately licensed teachers in one facility school (Foothill High School – Albuquerque).
- 7/04 – 6/05 – Review curriculum, Public Education Dept. approved courses and evolving teacher licensure expectations for those courses.
- 7/04 – 6/05 – re-create course offerings at Foothill to PED approved courses with approved course codes.
- 7/04 – 6/05 - Assign appropriately licensed, secondary endorsed teachers to re-created courses at Foothill.

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- 1/05 – 5/05 – Work with education administrative team to create a teacher and administrator salary matrix to align with New Mexico’s newly passed HB220. (teachnm.org). HB220 established new standards for teaching licenses and tied license levels to a minimum compensation level and created a standard evaluation system for teachers across the state.
 - 4/05 - Submit salary schedule to Children, Youth and Families Department Cabinet Secretary with NCLB and Title I references to highly qualified teachers. Included current discussions regarding reauthorization of IDEA and expectations for content endorsed teachers for special education students. Schedule approved 5/05.

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- 7/05 – create outcome measure within CYFD’s fiscal year 2006 (05-06) for percent of highly qualified teachers within all facility schools. Referenced Governor’s Making Schools Work initiative, CYFD’s stated desire to use public school outcome measures for JJS measures, NCLB and JJS education’s accreditation status with the Public Education Department. Used 04-05 as baseline data.
 - 9/05 – learned Title I, part D, funding source would not require highly qualified status for teachers.

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- 7/05 – 9/05 – informed all teachers at all facility (committed) schools of expectations for HQT status as of 06/07 school year. Offered long term educational leave/paid tuition through agency/paid test fees for HOUSSE exams with Title I, part D, and Title II dollars.
 - School year 06/07 – used Title II grant dollars for teacher signing bonuses (\$500) for math, science and bilingual/ESL endorsements. Also used for multiply-endorsed teachers at smaller or rural facility schools. Paid 5 teachers within 6 vacant positions. Will continue this during 07/08 school year assuming approval of PED and increasing the bonus to \$750.

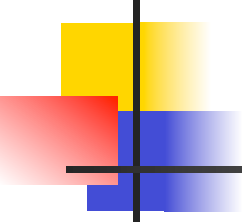
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- 11/06 – testified in front of the NM Legislative Education Subcommittee regarding teacher licensure status for state-supported schools. Stressed accreditation expectation and current status of JJS, license levels and mandated minimum salaries, IDEA and percentages of youths with disabilities within state-supported schools, expectations for HQT teachers under IDEA and HQT/NCLB expectations from PED including AYP data for state-supported schools and inclusion of schools in state AYP plan. (Also discussed curriculum, NM standards and benchmarks outlined in statute, outcome measures, etc.). CYFD Cabinet Secretary testified to expectations of continued accreditation with PED for facility schools.



NM Teacher Licensing, Salaries and HQT

- Teachers are licensed on 3 tiers:
 - Level I (minimum salary - \$30,000)
 - Level II (minimum salary - \$40,000)
 - Level III (minimum salary - \$50,000)
- Public Education Department accreditation status requires appropriately licensed teachers (elementary, secondary, content) to maintain status.
- Current PED requirements for HQT match license level and endorsements of teachers to course offerings through the PED's database system.

JJS HQT Status

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- 06/07 school year – 100% HQT at all JJS committed facility schools.
 - 05/06 school year – 87% HQT throughout committed facility schools.
 - 04/05 school year – 67% HQT status throughout committed facility schools.



Panels, committees, etc., to support HQT

- Blue Ribbon Panel on Disproportionate Minority Contact with the Juvenile Justice System (DMC)
- IDEA Panel
- NM Juvenile Justice Commission – Education Subcommittee
- NM Data Sharing Task Force Committee



Dollars to support HQT

- Salary dollars – see NM’s teacher salary structure tied to licensure. Also new principal salary structure tied to licensure – 07 HB35.
- Title dollars – JJS receives Title I, part D, Title II, Title IV and Title V. All are based on population count as submitted to the Public Education Department. All state supported schools with school-aged children in NM receive federal dollars through the state. JJS receives Title I, part D, Title II, Title IV and Title V through an ESEA Consolidated Application based on a schoolwide initiative for school improvement.



HQT Funding Issues

- Yearly legislatively mandated teacher salary increases NOT tied to license levels.
- CYFD education funding is line item in JJS budget. JJS Education is not funded through state funding formula for public schools (school equalization grant formula), therefore mandated teacher salary increases are not funded for CYFD with SEG dollars.
- CYFD budget staff maintain that mandated salary increases do not apply to state-supported schools because funded with SEG dollars.
- Testifying to legislative subcommittees draws attention to lack of funding for state-supported schools and inequity of expectation for licensed teachers and accreditation status with lack of funding for mandated salary increases though any salary increase tied directly to license level is mandated for all teachers in the state regardless of funding structure.



Short Term (Detention) Facilities

- Statute requires that education is provided by LEA
- All detention facilities are contracted by CYFD with local counties. The counties contract with the LEA for education
- The LEA is mandated through statute to meet all federal and state requirements for education (including NCLB HQT requirements)
- Currently – monitoring for these educational requirements is spotty and compliance dependent on size of LEA.
- Future – work with SEA to determine appropriate use of LEA's educator work force to provide HQT for all detention facilities