Striving for Excellence ... Impacting Teachers & Leaders

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What are the implications for your work in your role?
Our Road Map

✓ In supporting New Mexico Leaders we are striving to ensure coherence between policy that informs program and initiatives that support instruction.

✓ The expectations are clear; achievement is a priority – getting closer to the classroom is key.

✓ We must support leaders in navigating the sea of reform, keeping our children first.
Leveraging New Mexico’s Leadership

✓ What really makes education effective is well leveraged leadership that ensures great teaching to guarantee great learning.
Leadership Competencies

✓ Public Impact has found that some competencies are more critical than others:

- **Achievement**
  The drive and actions to set challenging goals and reach a high standard of performance despite barriers.

- **Impact and Influence**
  Acting with the purpose of affecting the perceptions, thinking, and actions of others
What are Critical Actions for Turnaround Leaders

✓ Identify and focus on a few early wins with big payoffs.

✓ Challenge organizational norms or rules that inhibit success.

✓ Act quickly in a fast cycle: time is the enemy when the status quo is failure.
Leveraging New Mexico’s Leadership

✓ If we strengthen the competencies of leaders to transform districts and schools, then they will have the capacity to take bold and purposeful action.

✓ If leaders take bold and purposeful action, then they establish the conditions for effective teaching and learning.

✓ If the conditions for effective teaching and learning are established, then teachers will have the opportunity to improve instructional practice.

✓ If teachers improve instructional practice, then student learning will increase.
Alphabet Soup

✓ Principals Pursuing Excellence (PPE)
  – To educate and empower principals to practice leadership behaviors that drive significant gains in student achievement.

✓ University of Virginia School Turnaround Specialist Program (UVA/TSP)
  – To empower system-level and school-level leaders to jointly achieve dramatic improvement enabling schools to rethink, reignite, redesign, and ultimately transform their organizations.
Alphabet Soup

✓ Teachers Pursuing Excellence (TPE)
  – To educate and empower principals to practice leadership behaviors that drive significant gains in student achievement.

✓ Triannual Site Visits (TSV)
  – To improve instruction at the classroom level through examining systems that both support and monitor teachers and other instructional personnel through targeted conversations with leaders.
Leadership Competencies

✓ “... a pattern of thinking, feeling, acting or speaking that causes a person to be successful in a job or role.”

✓ Public Impact identifies four clusters of turnaround competencies:
  1. Driving for Results
  2. Influencing for Results
  3. Problem Solving
  4. Showing Confidence to Lead
RESULTS
PPE Cohort 1 Schools - Growth in School Grades
2013 Report Card to 2015 Report Card

- Plus 3: 5%
- Plus 2: 32%
- Plus 1: 42%
- Maintain: 16%
- Decrease 1: 5%
PPE Cohort 2 Schools - Growth in School Grades 2014 to 2015

- Plus 4: 33%
- Plus 3: 7%
- Plus 2: 19%
- Plus 1: 29%
- Maintain: 5%
- Decrease 1: 7%
PPE Districts
Lockwood Elementary School, Clovis

Driving for Results, Showing the Confidence to Lead
Highland Elementary, Clovis

✓ Driving for Results, Showing Confidence to Lead
James Bickley Elementary, Clovis

✓ Driving for Results, Showing Confidence to Lead

![School Grade Report Card](image)
Yeso Elementary School, Artesia

✅ Driving for Results, Showing Confidence to Lead
Cloudcroft Elementary

✓ Driving for Results, Showing the Confidence to Lead
THANK YOU!

We welcome your feedback and invite you to work with us in bringing everything we do, closer to the classroom for student AND teacher success!