



# NMSBA Leadership Retreat

**Christopher Ruszkowski**

*Acting Secretary*

*New Mexico Public Education Department*

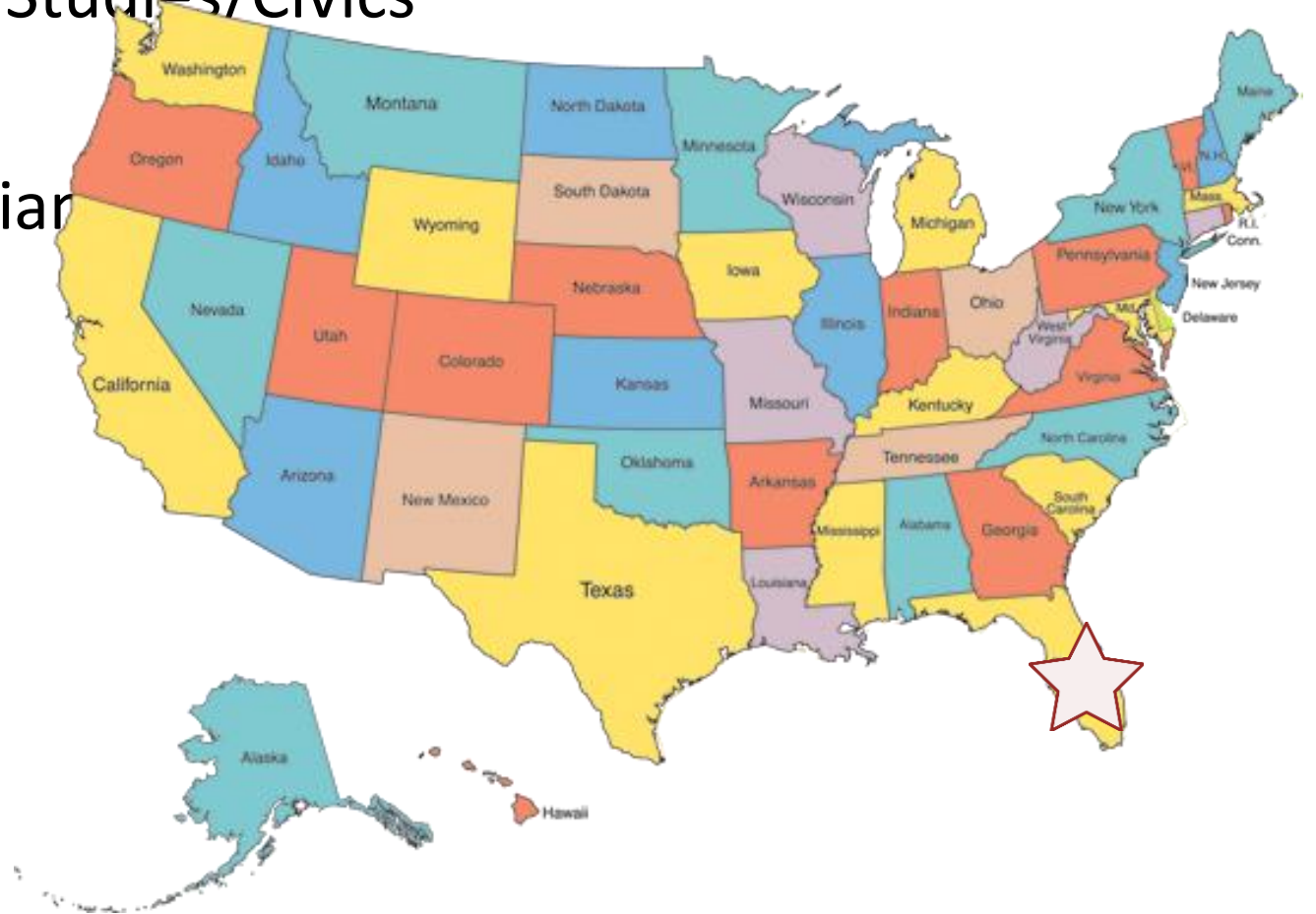


Who is this Guy?



# Starting in the Classroom

- Taught Middle School Social Studies/Civics
- Worked in “Little Haiti” in Miami Schools

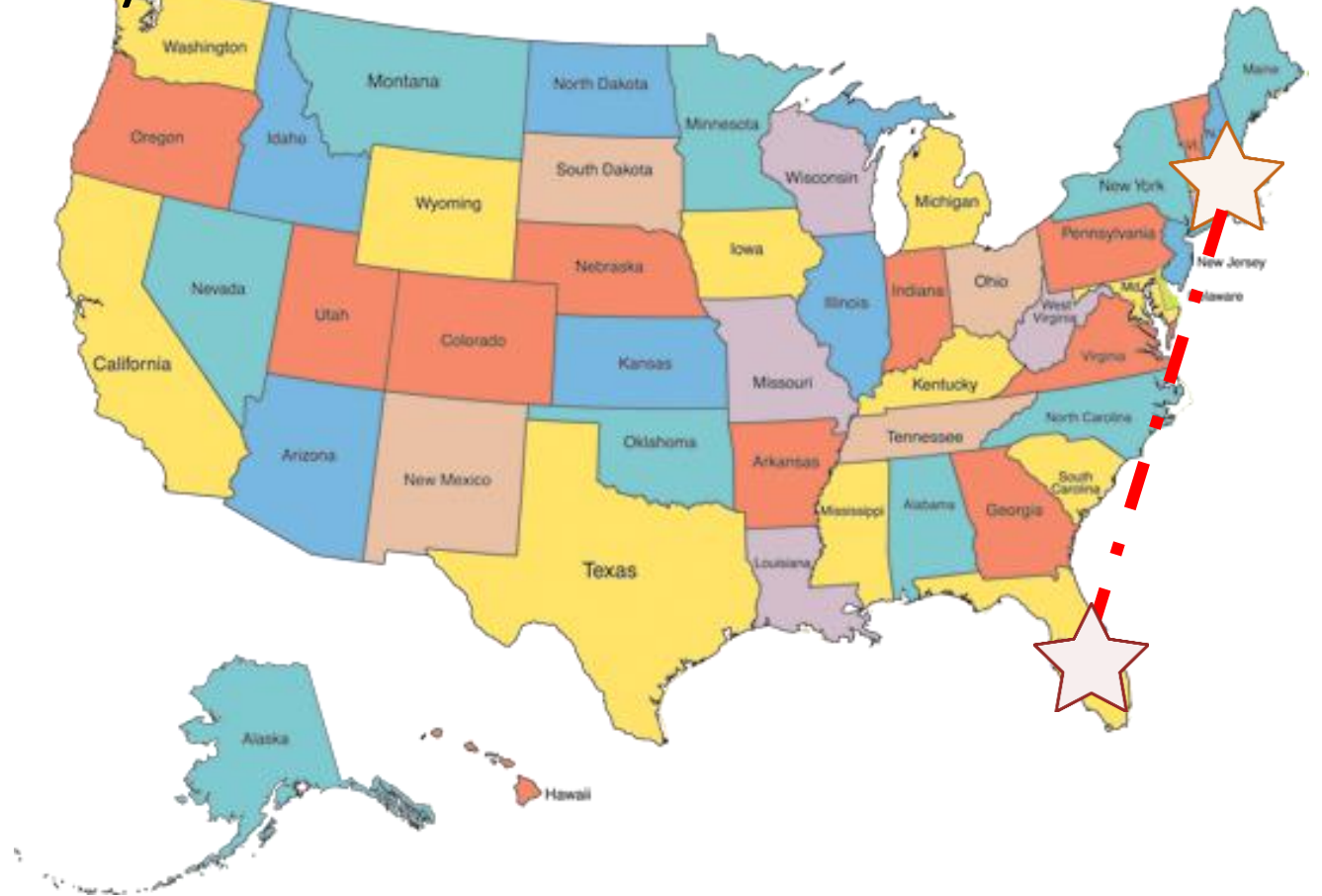






# From Miami to Boston

- Began teaching at Excel Academy Charter School
- Small school with 185 students
- Located in the back of a local pharmacy



# Working at the State Level

- Delaware Department of Education
- Worked with Governor Jack Markell
- Implemented Race to the Top initiatives started by President Barack Obama











# New Mexico's Strategic Plan

*Kids First, New Mexico Wins!*

# Big Goals

- 1 More than 50 percent of New Mexico students will be proficient on PARCC by 2020
- 2 More than 80 percent of students in the class of 2020 will graduate high school
- 3 More than 75 percent of New Mexico graduates that enroll in a higher education institution will not require remediation



New Mexico will be on track to meet the ambitious “Route to 66” goal of 66 percent of working-age New Mexicans having a degree or post-high-school credential by 2030

# PED's Strategic Levers



## Smarter Return on Investment

Invest in initiatives with proven student outcomes



## Real Accountability for Real Results

Increase number of A and B schools, decrease number of D and F schools



## Ready for Success

Increase graduation and proficiency rates



## Effective Teachers and School Leaders

Increase proportion of effective teachers and leaders as measured by student achievement



## Options for Parents

Increase the number of effective, quality educational seats available in New Mexico





# Strategic Lever 1: Smarter Return on Investment

**Vision | Prioritize and maximize resources for better student outcomes**



## **Aim:**

Invest in initiatives with proven student outcomes



## **2020 Metrics of Success:**

- Increase proportion of dollars to the classroom to 76%
- 85% of identified projects achieve their 2020 primary and stretch outcomes
- Continue to reduce requested reporting by 40%



# Strategic Lever 1: Smarter Return on Investment

**Vision | Prioritize and maximize resources for better student outcomes**

**Strategy A:** Enhance program efficacy and effectively allocate resources

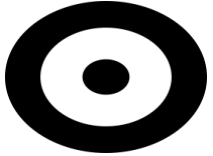
**Strategy B:** Reduce LEA reporting and align PED data systems

**Strategy C:** Align state and federal funding to student outcomes



## Strategic Lever 2: Real Accountability for Real Results

**Vision | Become a transparent education system that closes the honesty gap between schools and families**



### **Aim:**

Increase number of A and B schools, decrease number of D and F schools



### **2020 Metrics of Success:**

- Increase the proportion of A/B schools to 50%
- Decrease the proportion of D/F schools to 25%
- Increase the proportion of A/B charter schools to 60%
- Decrease the proportion of D/F charter schools to 15%





## Strategic Lever 2: Real Accountability for Real Results

**Vision | Become a transparent education system that closes the honesty gap between schools and families**

**Strategy A:** Provide public with transparent, actionable information

**Strategy B:** Support and champion families, teachers, schools, and districts committed to excellence

**Strategy C:** Address struggling schools



# Strategic Lever 3: Ready for Success

**Vision | Every New Mexico student graduates high school ready for college or career**



## **Aim:**

Increase graduation and proficiency rates



## **2020 Metrics of Success:**

- Increase number of students prepared for Kindergarten
- Increase 3<sup>rd</sup> grade reading proficiency to 52%
- 48% of students proficient on 6<sup>th</sup> grade PARCC math exam
- 64% of students proficient on 11<sup>th</sup> grade PARCC ELA exam
- 38% of students proficient on 11<sup>th</sup> grade PARCC Math exam
- 20% increase in students passing at least 1 AP exam with a score of 3 or higher
- 55% of students proficient on 4<sup>th</sup> and 7<sup>th</sup> grade science exam



## Strategic Lever 3: Ready for Success

**Vision | Every New Mexico student graduates high school ready for college or career**

**Strategy A:** Increase access to high-quality early childhood education opportunities

**Strategy B:** Prepare students to meet rigorous, evolving needs of 21<sup>st</sup> century workplace

**Strategy C:** Identify and target supports to our underserved students

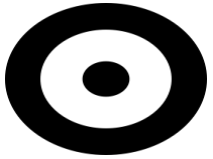
**Strategy D:** Expand access to rigorous, college and career-preparatory coursework





# Strategic Lever 4: Effective Teachers and School Leaders

**Vision | An effective principal leading every school and an effective teacher in every classroom**



## **Aim:**

Increase proportion of effective teachers and leaders as measured by student achievement



## **2020 Metrics of Success:**

- Increase proportion of 1<sup>st</sup> year teachers with ratings of Effective or higher to 80%
- Increase retention amongst teachers rated as Effective or higher to 90%
- Increase proportion of minority and high-poverty students being served by Effective or better teachers Increase proportion of teachers rated Effective or higher to 85%
- Principal evaluation metric



## Strategic Lever 4: Effective Teachers and School Leaders

**Vision | An effective principal leading every school and an effective teacher in every classroom**

**Strategy A:** Implement and enforce equity plan

**Strategy B:** Increase investment in evidence-based talent management practices

**Strategy C:** Refine NMTEACH with focus on transparency and sustainability

**Strategy D:** Effectively evaluate principal impact on student performance

**Strategy E:** Focus educator preparation providers on outcomes and hold accountable for results



## Strategic Lever 5: Options for Parents

**Vision | Ensure every parent has access to high-quality options for their child**



### **Aim:**

Increase the number of effective, quality educational seats available in New Mexico



### **2020 Metrics of Success:**

- Increase percent of students enrolled in charter schools scoring a C or better to 95%
- Expand the number of students that enroll in an IDEAL-NM Advanced Placement course and pass the exam with a 3 or higher to over 450 per year



## Strategic Lever 5: Options for Parents

**Vision | Ensure every parent has access to high-quality options for their child**

**Strategy A:** Expand access to high-quality charter schools

**Strategy B:** Increase utilization of high-quality blended learning practices



# Big News from the Last Month

*What's New at the PED?*



# New Mexico's ESSA Plan is #1

## ESSA Reviews Are In: New Mexico, Louisiana Rise to the Top; Michigan, Arizona Falter

**Reviewers: New Mexico education plan best in the nation**

By Kim Burgess / Journal Staff Writer

Published: Tuesday, June 27th, 2017 at 12:53pm

Updated: Tuesday, June 27th, 2017 at 10:23pm

## New Report Provides Independent Review of State ESSA Plans

By Christopher Beach  
June 28, 2017

The review praised all 17 state plans for adding accountability metrics that go beyond just reading and math to include science, art, school climate or indicators of college-and-career readiness. It gave top marks to New Mexico for including “a simple, high-quality list of meaningful indicators, including the growth of the lowest-performing students, extended-year graduation rates, chronic absenteeism, and a college-readiness indicator.”

# 2<sup>nd</sup> Annual New Mexico Teacher Summit



**rachaelski**  
@rachaelski

Full of ideas, hope, and optimism  
for New Mexico education.

[#NMTeacherSummit](#)

10:42pm · 26 Jun 2017 · Twitter for Android



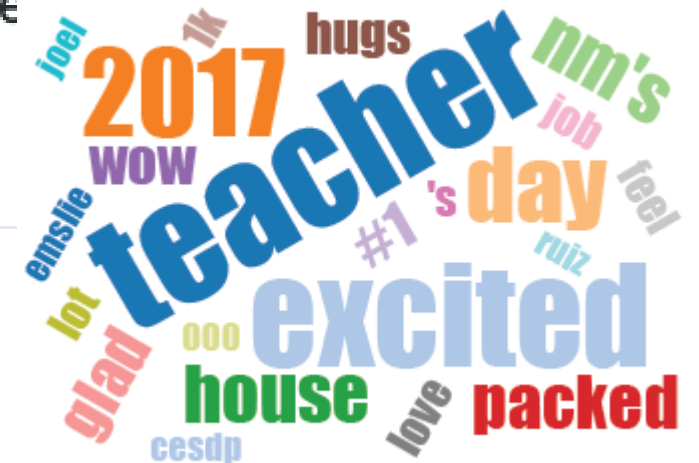
**NEA-SilverCity(SCEA)**  
@NEA\_NM\_Silver

Teacher voice is important, from the  
first year/beginning teacher, to the  
veteran/experienced teacher. We're  
all leaders. [#NMTeacherSummit](#)

6:25pm · 26 Jun 2017 · Twitter for Android

*“Love the idea that this summit is  
catching on so all teachers can be  
informed!”*

*“I thought it was amazing and I hope we  
are able to do it again!”*



# 2<sup>nd</sup> Annual New Mexico Teacher Summit

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## NM Teacher Summit: Elevating educators' voices statewide, at last

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By Heather Hinde / Las Cruces Teacher  
Monday, July 10th, 2017 at 12:05am

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 SUBSCRIBE

I have never felt more listened to, and I have never felt more informed! The New Mexico Teacher Summit has shifted the circle of influence that teachers have in education in New Mexico.

At the teacher summit, I attended sessions held by various presenters and Public Education Department employees. The PED employees handed out business cards and encouraged teachers to contact them directly at any time. Some

# New PARCC On-Demand Reports *Now Available in PAN*

- On Demand Reports now available to district administrators
- These reports can be used to make instructional plans for classrooms and schools across the state


CHRISTOPHER N. RUSZKOWSKI  
ACTING SECRETARY OF EDUCATION

SUSANA MARTINEZ  
GOVERNOR

June 29, 2017

## MEMORANDUM

**TO:** Superintendents, Charter School Administrators, and District Test Coordinators

**FROM:** Christopher N. Ruszkowski, Acting Secretary of Education 

**RE:** OnDemand Reports for Spring 2017 PARCC Administration: Release & Embargo

# Teacher Evaluation Praised by Research

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## **Editorial: ‘Tough’ NM evals aimed at helping teachers, students**

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By Albuquerque Journal Editorial Board  
Tuesday, July 11th, 2017 at 12:02am

*“So, yes, New Mexico’s teacher evaluations are tough and, yes, like every other workplace in the world, there are employees who need and deserve guidance and support. Let’s hope the legal fight ends soon and allows New Mexico’s teachers to receive that. In the end, it’s the students who win.”*



# School Visits





# Questions?