

## [EXT] Teacher Leaders

Shamas, Phillip B <phillip.shamas@aps.edu>

Fri 11/2/2018 8:37 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Please consider placing the Teacher Leadership program into the inclusive part of PED law. This program has proven to be invaluable to all districts through-out New Mexico.

Teacher's finally have a voice in what affects education in our State and this has had an empowering effect on those teachers who have chosen to participate.

As a participant, I have a greater scope of what happens in Santa Fe, regarding New Mexico Education Law and how PED works in unison with both the educators and the families of New Mexico.

We are holding our breath that the new governor will not attempt to undo the work we have all contributed into making New Mexico schools better places for education. We have risen from 51st in ranking to 47th. Gaining four points has never been accomplished by any state before and we managed to accomplish just that and more.

Most of the State of New Mexico's educators feel that what has been implemented is taking our systems in a greater positive direction. Most support PARCC, the school grading, and the evaluation system. Most agree that NMTeach needs to be tweaked but not totally rewritten or done away with. We can better use that money in our schools and to better teachers salaries to the tune of 10,000 raise per level per district.

And furthermore, there are five states that are copying what we have done here in New Mexico and more that are beginning to see the benefits of what we have accomplished. It would be nice if there was a legislative sub-group of educators that could advise the Educational Committee on what is exactly happening,

We have a so-called leader in Albuquerque who really has twisted what has been accomplished in the state. What she expounds and what has actually happened are light-years apart. Often, she makes statements, "Off the cuff" not really understanding the inner-working of PED. We do, because we are highly trained through the Teacher Leader Program to the extent that I personally have challenged the said person in public, only to have her turn and run.

With a highly educated base of educators working in unison with both the Educational Legislative Committee and PED we will continue to grow and develop New Mexico as a true leader in education. My father used to say, "If you are on the bottom or you start at the bottom, there is only one way to go and that is up."

We also need to build bridges and not walls. Through the Teacher Leader Program we are doing just that. Please keep the momentum going on many levels. We are depending on you!

Thank you,  
Phillip B. Shamas  
Instructional Coach  
La Mesa Elementary  
Albuquerque Public Schools

## [EXT] Teacher Leader Rule

Jennifer Brown - DMS <jbrowndms@bacavalley.com>

Tue 11/6/2018 8:16 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Cc:jbrowndms@bacavalley.com <jbrowndms@bacavalley.com>;

**RE: Statutory Authorizations:** 22-1-1.2 (C) and 22-1-1.2 (B) (1) NMSA 1978.

As a member of the Teacher Leader Network this year serving as an ambassador I feel the importance of the opportunity for teachers to have a voice in New Mexico Education cannot be underestimated. This should not be a network subject to the priorities of any one political party. It should be a rule so that teachers can continue to have a voice regardless of the political changes in Santa Fe. In my small school in northeastern New Mexico, we have two school liaisons and one ambassador. Because it takes over 4 hours for us to reach a major metropolis in New Mexico, this network allows us to have valuable input into what the Public Education Department institutes for our schools.

During my time with the teacher leader network, I have been given training on how to use my teacher voice on issues of concern to me. I have also received information not available to me in my local school such as how rules are implemented, how the PED is addressing teacher concerns, and how assessments are used in teacher evaluations. These tools would not be available without this teacher leader network. This rule is an important step in making this a permanent part of the education landscape in New Mexico.

Thank you for your concern,  
Jennifer Brown  
Des Moines Schools

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework

Kelly Pearce <kelly.pearce@rrps.net>

Sun 11/11/2018 2:01 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern,

As a teacher, it used to be enough to spend my weekends planning lessons that would make learning come to life for my elementary-school-age students. I dove deep into professional-development opportunities to continue to hone my teacher skills and tackle new challenges to meet the diverse needs of the kiddos in my classrooms.

**Kelly Pearce**

**Media Literacy Teacher (seventh- and eighth-graders)**

**Pre-AVID Teacher (sixth-graders)**

**Lincoln Middle School**

**Rio Rancho, NM**

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework

Kelly Pearce <kelly.pearce@rrps.net>

Sun 11/11/2018 2:48 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern,

As a teacher, it used to be enough to spend my weekends planning lessons that would make learning come to life for my elementary-school students. I dove deep into professional-development opportunities to hone my teacher skills and tackle evolving challenges to meet the diverse needs of the children in my classrooms.

As I jumped into teaching middle school several years ago, I realized that part of my job was to live the words that I spoke. I advocated for my sixth-graders to rise to the surface and begin to find the leaders inside of them. I took on bigger roles, including coordinating our school's AVID program. Then, as I welcomed seventh- and eighth-graders into my teaching fold in the 2017-2018 school year, I decided that my voice in my classroom needed to be heard beyond the walls of Lincoln Middle School. So I began serving on a district committee that has redefined grading practices for our secondary students. It has revolutionized what we do in Rio Rancho Public Schools, and our work continues this school year to craft even more ways to provide meaningful feedback to our students, our future leaders.

I also excitedly joined the PED Teacher Liaison Network in fall 2017 and embraced each learning experience, each new contact with my teaching peers across the region and state. I volunteered at the Teacher Summit last June and absorbed an array of topics to continue to mold my practice. For the first time as an educator, I began to understand educational policy and the reasons behind the decisions made at the Roundhouse in Santa Fe. With a renewed passion for my profession, I took all that I learned back to my campus and have found ways to spread my knowledge. Some of what I accomplished might seem small, like working with my principal to ensure that teachers across Rio Rancho schools heard about the \$100 for supplies before the deadline. Every dollar matters in a career field home to a group of givers. Or, encouraging my peers to attend the 2018 summit. Knowledge is power; thoughtful, motivating professional development makes us stronger.

Feeling the impacts and joys of leading has spurred me even further. I now am part of the Teach Plus Teacher Network and have applied for the yearlong fellowship. I also am working on my application to obtain my educational leadership license. I have been inspired!

As I sat with my peers at the 2018 Excellence in Teaching Gala at the Albuquerque Convention Center last night, I knew it was time to take the next step: Provide written comment about a proposed rule. It seemed fitting that it was for a program that has invigorated my teaching -- the New Mexico Public Education Department's Teacher Leader Network. We all know that changes in government likely mean some shifts on the education frontier beginning in 2019.

Yet, I relish consistency. I want the teacher liaison program to continue to grow branches and blossoms. I yearn for more "networking opportunities" and a "platform for direct communication with PED policymakers." Teacher voices need to be heard from all corners of New Mexico, from urban areas to suburbia to rural enclaves. May the collective voice of teachers continue to matter.

Sincerely,

**Kelly Pearce**

**Media Literacy Teacher (seventh- and eighth-graders)**

**Pre-AVID Teacher (sixth-graders)**

**Lincoln Middle School**

**Rio Rancho, NM**

## [EXT] In Favor of Rule for Teacher Leaders

Alisa Cooper de Uribe <mexicoalisa@gmail.com>

Wed 11/28/2018 6:40 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I strongly support the proposed new rule 6.65.4 NMAC, which would ensure the continuation of the Teacher Leader Development Framework and development opportunities provided by the PED. My experience with the current framework has been highly informative and helpful, and has provided me with information about other opportunities and initiatives to share with my colleagues at the school where I work. I have enjoyed and learned much from the workshop engagement and networking opportunities that the current program provides, and I would really hate to lose this platform for direct communication with PED policymakers and the Secretary of the New Mexico Public EducationDepartment. Please ensure that this program continues; it is an excellent step forward for educators and education in our state.

Thank you,  
Alisa Cooper de Uribe  
10558 Vista Bella PL NW  
Albuquerque, NM 87114  
Cell: (214) 551-2635

Enviado desde mi iPhone

## [EXT] 6.65.4

Julia Burrola <julia.burrola@mascharterschool.com>

Wed 11/28/2018 1:15 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing in response to proposed rule 6.65.4.

Teacher leadership is essential in making good decisions for schools in our state and therefore, it is essential for our students continued success.

I started as a member of the Secretary's Teacher Advisory in the 2017-2018 school year. Being a member of the STA has made me a better teacher and community member. I am more informed of the decisions and policies that effect my classroom and as a result I am an active participant in policy and effectively advocate for my students.

One of the best parts of teacher leadership in New Mexico is the amount of voices; the inclusion of all communities across the state. There are differing viewpoints and as a result there has been good dialogue before critical decisions are made. Teacher leaders have also problem solved to improve some of the biggest issues facing education in our state. These include improving the teacher evaluation system and changing k-3 testing to better predict long term student success.

Another great benefit to the leadership opportunities has been networking with teachers. I have learned from many different teacher leaders and have taken great ideas back to my school as a result of the networking. One of the main roles of a teacher leader is to share information with our networks. This has created a ripple where all teachers are more informed, involved, and connected.

The State needs input from teachers because teachers are the professionals in the classroom every day and the experts on the needs in our classroom. The state MUST consider our voice in order for education to continue improving.

I strongly support adopting the rule as written.

Julia Burrola

## [EXT] Proposed New Rule 6.65.4 NMAC Teacher Leader Development Framework

Sara Zemler <sararowan@yahoo.com>

Wed 11/28/2018 5:07 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern,

I am writing in support to the proposed new rule 6.65.4 NMAC Teacher Leader Development Framework. As a current classroom teacher, I have actively participated in the New Mexico Teacher Leader Network (NMTLN) as a school liaison and a teacher ambassador.

As the proposed new rule 6.65.4.9 outlines the requirements for Teacher Leader Development Engagement, I have benefited from the requirements of proposed new rule 6.65.4.9 in a variety of ways. For example, teaching secondary, we are often isolated in our rooms and being a school liaison gave me a network of teachers across the state to "bounce" off ideas, best practices and inquires. The regional meetings were not only a venue to learn from other teachers across the state but to gain a sense of "we're all in this together". The regional meetings gave us a venue where we could have input about the current state of education in our classrooms, to learn about new educational policies, to speak about how current education policies have impacted our classrooms, to discuss new educational policies and to clarify current educational policies. To put it in old fashion terms, the regional meetings has cut out the old game of "Telephone" where he said/she said (or in our case, the district said/the PED said) game.

In addition to the benefits of being a school liaison, I believe the opportunity to be a teacher ambassador has been invaluable. It has been a far more intimate setting that has allowed me to take my participation in my local Chamber of Commerce and blend that with a more in-depth knowledge of local and stated educational policy. Being an active member of the NMTLN Teacher Ambassadors has given me a different scope of local educational policies and a deeper understanding of state policy and the impact it has/had on not only my school district but other districts around the state.

In addition to participating as a school liaison and teacher ambassador, I have also participated in the Annual Teacher Summit. Most professions have annual summits where professionals from a certain sector gather annually to discuss best practices and to further their craft. Teaching should be no different. It would behoove of the State of New Mexico to continue hosting an annual summit where all teachers across the state were able to gather in one place, at one time, to not only learn from each other but learn from others, best practices and to have the opportunity to further their craft of teaching.

Lastly, let the record show that Alicia Duran, Kayli Laney, Issac Rivas-Savell and Christopher Ruszkowski have been instrumental towards the growth and success of the current state of the NMTLN and the past Annual Teacher Summits.

Best Regards,

Sara Zemler

Special Education Teacher  
Inclusion NM/US History/ Biology  
Centennial High School  
Las Cruces, NM

(575) 932-9967

## [EXT] New Rule 6.65.4 NMAC

Laura Brown <lbrown@cobre.k12.nm.us>

Sat 12/1/2018 8:43 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Thank you for accepting this email. I am writing to voice my concern and hope for the proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework. This will establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

I have been a teacher leader, with the New Mexico Teacher Leader Network, since its inception 2 years ago, under Alicia Duran. In my 25 years of teaching, this last 2 years has been the only time that I felt I have had permission to speak honestly and openly about my profession. I have learned much about policy, testing, teacher levels, salaries, early childhood education, expectations, the teacher evaluation process, and leadership opportunities. Teacher Leader Networking has opened up 100s of conversations with other educators around New Mexico and now across the country! I have made professional connections with educators in Nevada, Louisiana, and now Georgia. I attribute these opportunities wholly to Alicia Duran and Secretary Christopher Ruszkowski. I want these opportunities to stay in place for myself, a teacher at Cobre Consolidated, my son who is a teacher at Albuquerque Public Schools, my sister-in-law who teaches at Silver Consolidated, and for the multitude of educators across New Mexico who want only the best for the students who enter their districts!

I will be there in person on December 7, 2018, to ask you in person, to PLEASE keep a Teacher Leader Development Framework opportunities in place. If you have any questions, please don't hesitate to reach out to me at this e-mail or at 505-269-5835.

Thank you,

--

*Laura Lynne Brown*  
*Cobre Consolidated Schools*

*Central Elementary School ~ Pre-K 3 Y*

NOTICE OF CONFIDENTIALITY: This electronic transmission may contain CONFIDENTIAL INFORMATION belonging to the sender, which is legally privileged. The information is intended for the sole use of the individual or entity listed above. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, use, or taking any action on reliance of the contents of the information in this email is strictly prohibited and may violate the Family Educational Rights and Privacy Act (FERPA) and/or the Health Insurance Portability and Accountability Act (HIPAA). If you have received this electronic message in error, please notify the sender immediately to arrange for the return and correction of internal records and delete the original message.

## [EXT] 6.65.4 NMAC - NMTLN Feedback

Elizabeth LeBlanc <eleblanc@taosacademy.org>

Sat 12/1/2018 9:03 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing in support of the proposed rule 6.65.4 NMAC, which formalizes in statute the structures of the New Mexico Teacher Leader Network. The three levels of the NMTLN ensures a two-way channel of information-sharing and partnership between teachers throughout the state and the NM Public Education Department. Just as best practices for a school or district to move forward in improving outcomes for all student requires deep outreach to and communication with all stakeholders, best practices for state-level leaders and the NMPED is to work closely with those more impacted by their decision-making: students, parents, teachers, administrators, and RECS. Galvanizing all of these stakeholder groups towards a shared vision of success for our state is the only way that we will achieve real, lasting change which we desperately need in New Mexico. We must break the cycle of poverty and underservice of our students that is still evident in our education system.

Currently, the New Mexico Teacher Leader Network offers every school in our state the chance to be heard and represented in the NMTLN. This system is already up and running; it is in place and has momentum towards change. The NMTLN is non-partisan - it is diverse group of highly committed and passionate educators from across the state, most of whom donate their time and energy to learn about state-level initiatives and how they can support better outcomes for NM students. Supporting teacher leadership also creates a culture of value and support for teachers, boosting morale and retention rates in a state is highly affected.

Michael Fullan wrote that, "The litmus test of all leadership is whether it mobilizes people's commitment to putting their energy into actions designed to improve things. It is individual commitment, but above all it is collective mobilization." NMTLN offers an avenue for that collective mobilization towards a better education for the students of New Mexico.

### CONFIDENTIALITY NOTICE

The contents of this e-mail and any attachments thereunto contain CONFIDENTIAL and or privileged information which is subject to medical, legal and / or priest-penitent privilege, and as such is legally protected from disclosure to or by third parties. If you are not the intended recipient of this message or their direct agent or representative, and / or if this message has been addressed to you in error, please immediately reply to the sender of this e-mail and then delete this message and any attachments thereunto from your computer system and / server. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited under U.S., international law and pertinent treaties.

El contenido de este correo y los archivos adjuntos contienen información confidencial o privilegiada sometidos a la confidencialidad médica, jurídica y / o de confesión religiosa y por ende están protegidos contra la divulgación o el uso de terceros. Si usted no es el destinatario de este mensaje, o su representante, o si este mensaje es entregado por error, por favor responda al remitente y borre el mensaje y los archivos adjuntos de su sistema y servidor. Si usted no es el destinatario le informamos que todo uso, difusión, copia y almacenamiento del mensaje y los archivos adjuntos; están prohibidos en virtud de la ley de los Estados Unidos (EEUU), y los tratados internacionales legales pertinentes.

[EXT] NMTLN

Kathleen Lujan <klujan@cuba.k12.nm.us>

Sat 12/1/2018 9:09 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

The ruling for NMTLN should be upheld. Teachers need a voice and a way to be be informed about what is happening in NM Education. As an STA, I am able to inform and assist teachers in my district.

KLujan

Instructional Coach

ELA, ELD Instructor

Sent from my iPhone

## [EXT] 6.65.4.

Elizabeth Lawrence <elizabethlawrence9@gmail.com>

Sat 12/1/2018 9:42 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

From: Elizabeth Long, Mesa View Middle School, Farmington Municipal Schools

To Whom It May Concern:

I have been teaching in New Mexico for eight years, and one of the most pressing issues I have seen in this state is the issue of teacher retention. Over the years, I have seen many teachers come and go. Sure, teachers stay and leave for different reasons, from salary to stress, but as a teacher leader and mentor, I feel there is something much deeper here. I think teachers leave when they feel that change is not possible - when they feel they have no voice. What does this have to do with rule 6.65.4.? Ultimately, this rule is about giving teachers a voice, and consequently, keeping educators in our state.

First, I am not originally from New Mexico. One of the reasons I have decided to stay over the past 8 years is largely based on other leaders who have empowered me. As a current member of the Secretary Teacher's Advisory Committee (STA), I have felt empowered as a teacher in this state. This opportunity for leadership has helped me empower and lead others. Knowing that change is possible has pushed me daily, and I have earned an "exemplary" rating by NMTEACH the past two years. I firmly believe that leadership opportunities like the STA have pushed me to my fullest potential as a teacher, and these programs need to stay in place to keep pushing other teacher leaders in New Mexico. Networking with other teachers across the state has inspired me on many levels, and knowing I have a voice has kept me in the classroom.

Again, teacher turnover is high in this state, especially for new teachers. After mentoring many teachers over the years, I feel that one reason many teachers leave is they feel their voice is not heard. When the state gives true leadership opportunities to teacher leaders, these teacher leaders extend their voice to their schools and empower other teachers. At each STA meeting, over and over, we have been told to take what we learn at these meetings and use our voice to impact our schools. We are told our voice counts, and we are told that we can help other teachers' voices be heard. That is powerful.

If you want to retain teachers in New Mexico, they need to feel they have a voice, especially our teacher leaders. The Secretary, Christopher Ruskowski, and the NMPED teacher liaison, Alicia Duran, have made extraordinary strides in presenting opportunities for teacher voices through leadership groups, such as the STA. Over the past few years, they have given me hope that my voice actually matters. Further, these groups have created transparency and trust. They have also helped me lead and mentor other teachers and push them to share their voices. Teachers in New Mexico are more involved and informed than ever, and that is directly a result of leadership groups like the STA.

At the heart of teaching is the belief that things can change. We become teachers because we believe that we can empower students and lead them, even when it is difficult. We become teachers because we believe change is possible. Teachers leave when they believe their voice does not count, and they stop believing change is possible.

Teacher leadership in New Mexico is fundamental to the progress of education in New Mexico. These groups need to stay so that teachers' voices can be heard, and why should their voices be heard? Well, it is simple - they are the ones with New Mexico students every single day. They know what is actually happening in the classroom; they are on the frontlines, so to speak.

It is also important to note that many teacher leaders, some of our best teachers, leave the classroom to become administrators or take on other roles. How can we keep these teachers in the classroom? Well, teacher leaders stay in the classroom when they are granted an opportunity to have a voice outside of their classrooms. We want to keep the best teachers in classrooms for our students!

Better futures for our students starts with giving teacher leaders a voice, which means extending this voice to other teachers, and ultimately, giving our students a voice.

Sincerely,

Elizabeth Long

[EXT] NMTLN 6.65.4

Kathleen Lujan <klujan@cuba.k12.nm.us>

Sat 12/1/2018 11:09 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

The ruling for 6.65.4 NMTLN should be upheld. Teachers need a voice and a way to be be informed about what is happening in NM Education. As an STA, I am able to inform and assist teachers in my district.

KLujan

Instructional Coach

ELA, ELD Instructor

Sent from my iPhone

## [EXT] Letter of support for teacher leader network

Rebecca Green <rgreen@torcschools.net>

Sat 12/1/2018 11:14 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern:

I have spent the last two years serving on leadership cohorts within the Teacher Leadership umbrella of PED in NM. My first year I was a teacher liaison and this year I served on the Secretary Teacher Advisory. I have been teaching in NM for 16 years with much success in the field of science, earning an "exemplary" designation in 2017 and never falling below "highly effective" in my career. My tenacity in seeking outside resources has been the foundation of my success as an educator collaboration with Virgin Galactic, Challenger Learning Center and National Geographic. I have served on many state boards and teams to stay "in the know" for the sake of providing the best education and opportunities for my students.

With these opportunities in the last two years, I have collaborated, communicated necessary changes in education, provided necessary PD for specific content areas within my district, offered opportunity for educational stakeholder feedback, and learned so much about the educational process from legislation to funding and opportunities for all types of schools within the state. Due to these opportunities students in our districts have benefited from quick knowledge of necessary implementation, necessary resources and PD, and opportunities for other teachers to serve at the state level as liaisons and network in their content areas. This communication and resources have opened doors and opportunities and the far reaching impacts will ripple in the lives of students.

In the small rural area plagued with drugs, poverty, and limited support where I teach it is necessary to have this opportunity to meet, share necessary resources and opportunities for educators in all content areas. It is necessary to remain efficient and responsive with state mandated changes, and to network with other professionals for implementations and support. Without this network and opportunity educators are slow in implementation, lack resources, and students opportunities are limited and stifled due to demographics. Student's education, opportunities, and successes depend on more access to resources, knowledge, and networks.

To end this opportunity is devastating for educators, it limits their ability to do all the necessary to network on efforts on behalf of their profession. Educators are being evaluated based on student performance. This directly effects student performance. The best way to improve student opportunities and successes is for teachers to share their successes, resources, and PD that works with each other.

I leave you with this thought. You have heard the old saying, "the best resource a teacher has, is other teachers." How else can we support, encourage, develop, grow, and impact our communities throughout the state without this leader network? If you remove this you suffocate authentic education and professionalism of educators throughout the state. It will be yet another clear indication of the lack of respect for the profession and neglecting the support, growth, and stability of education in the children in the state of NM.

Yours in Education,

*Ava Rebecca Bartoo*

8<sup>th</sup> Grade Science TCMS

Secretary Teacher Advisor 2018-19

NM Teacher Leader Liaison Southwest Region



[EXT] NMTLN rule

Neveen Butz <neveenbutz@gmail.com>

Sat 12/1/2018 11:21 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern,

Teachers need a voice in NM. As a teacher and a STA member, I want to keep the NM leader network.

Thank you for considering this.

Neveen Sharkawy,  
6th, 7th and 8th grade ELD Teacher  
Van Buren Middle school

## [EXT] NMTLN Rule

Amanda Allen <Amanda.Allen@magdalena.k12.nm.us>

Sat 12/1/2018 11:21 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

The New Mexico Teacher Leader Network should be upheld. Teachers need a voice in New Mexico. As a member of the New Mexico Teacher Leader Network and the Secretary's Teacher Advisory, I have been empowered to elevate my district and my students with meaningful information. Please do not strip away teacher voice in our state. New Mexico's students deserve to have informed teachers with a voice advocating for them in our great state.

Very Respectfully,

Amanda Allen  
HS Science Teacher  
Magdalena Municipal School District

## [EXT] Ruling for NMTLN

Rachel Bate <dolphinbate@icloud.com>

Sat 12/1/2018 11:22 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

I am in support for the Ruling for NMTLN to be upheld. Teachers need a voice and a way to be informed about what is happening in NM Education. As an STA member, I have the opportunity to inform and assist staff at my school and district.

Sincerely,

Rachel Bate

1st Grade Teacher

Valencia Elementary School

rbate@llschools.net

Sent from my iPhone

## [EXT] Teacher Leader Development Framework proposed rule

SILVIA MIRANDA <silvia.miranda@clovis-schools.org>

Sat 12/1/2018 11:55 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

In reviewing the proposed rule for teacher leadership, I would like to pledge my support to the rule overall. As a veteran teacher of 11 years, I can say I have never felt more equipped, elevated or championed as I have in the last three years while serving as a member of the Teacher Leader Network and the Secretary's Teacher Advisory.

I support this rule for the following reasons:

These networks have provided me with direct information in regards to educational issues and policy that would otherwise not be easily be attained by me. With this information, I was able to share valuable information and resources with my own network of educators.

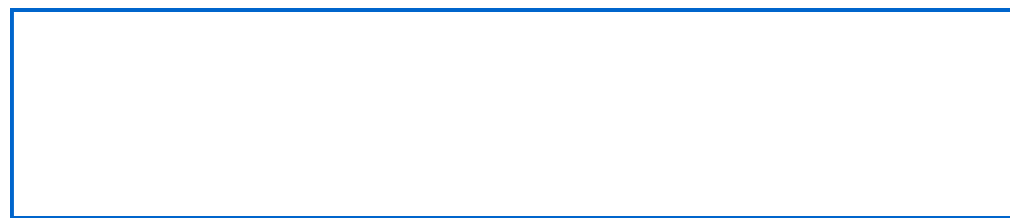
The professional development provided by these networks has had a substantial and measurable impact in my career, as well as the career of colleagues within my network. By gaining a deeper understanding of the teacher evaluation process through the Teacher Leader Network, I was able to improve my practice and provide support to other teachers to improve theirs.

Access to highly effective and exemplar teachers from around the state has been made possible through NMTLN and STA, and has been invaluable. These relationships have created a strong support system for me that have influenced and changed my educational practices for the better. Students have had a stronger educational experience because their teachers have a wealth of resources to gather and build research-based, effective, and proven instructional content. The Teacher Summit allows these exemplar educators to share these strategies and content to more than 1,000 teachers statewide.

Thank you,  
Silvia Miranda

4th Grade Teacher, Mesa Elementary, Clovis NM

The Teacher Summit



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or*

*responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

## [EXT] Proposed rule 6.65.4 NMAC Teacher Leader Development Framework.

Samantha Nelson <samanthaknelson@gmail.com>

Sat 12/1/2018 11:55 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it may concern,

After reviewing the proposed rule regarding Teacher Leader Development Framework I would like to express my full support in this rule. As a current classroom teacher, teacher voice should continue to be available to come from those who are the trenches and in the classroom to continue to improve their craft for the benefit of students in NM.

As an education with teacher voice, I am able to speak to the current strengths and weaknesses that I see in my classroom as well as issues that my colleagues are also experiencing. Without conversations directly from educators who are in the trenches and going through day to day motions of elements being asked to implement, we are unable to make decisions in the best interest of New Mexico youth. In New Mexico many people are responsible for choices that ultimately impact the classroom, we need to continue to hear from people that are in the field. New Mexico needs educator voice to elevate the field.

Thank you for your time and I look forward to being a voice in NM Education for years. come.

Samantha Nelson  
Farmington, NM  
4th Grade

## [EXT] Comment on Rule 6.65.4 - NMTLN

Deborah Grothaus <d.grothaus@laschools.net>

Sat 12/1/2018 2:38 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

I am first an active parent advocate for children in the New Mexico School system for over 15 years, and second, a high school teacher and a leader at my school and district for the past seven years. As a volunteer, a substitute teacher and now a high school physics teacher, I have seen so many good teachers get disheartened and leave the profession for many different reasons. From everything I have seen, one of the main reasons teachers are leaving is because they have no hope of being able to institute meaningful change. I have personally experienced this feeling of frustration. For me, being able to see that a policy is not working and having no way to work towards any improvement is extremely difficult.

I feel that it is becoming increasingly important for teachers to have their voices heard, at the school, district and state level. We are the people who know exactly what is going on at the lowest levels of our education system. I feel that my school, my children and my district benefit greatly by my advocacy and I also feel that I now have the ability to have a voice in what is happening with state education policy.

Having read rule 6.65.4, and I would like to make a few comments. First of all, I want to state that I feel very strongly that this rule should pass. Teacher voice must absolutely be included in policy making at every level. State education leaders should hear what is happening in the classroom with our students, and who better to provide this information, than actual classroom teachers. I also feel very strongly that all three parts of the NMTLN should exist for years to come. As a school liaison and as a member of the Secretary's Teacher Advisory, I see all the benefits that this organization provides, from the students in the classroom all the way to the State House. I feel like it would be to the detriment of the entire New Mexico education system if this rule does not go forward.

Only one change might be considered, in my opinion. In the rule, it specifies that current Teacher Ambassadors and Secretary's Teacher Advisory members be retained for a minimum of two years, which I think is great. However, it does not state how these members would be replaced should one retire or leave for some other reason. Being involved with these groups, I know that the current teachers are of the best quality classroom teachers. I would like to see verbage included in the rule that would specify how any new members would be selected.

Thank you so much for taking the time to hear my views and concerns.

Debbie Grothaus

Topper Freshman Academy / Los Alamos High School  
Conceptual Physics, Honors Physics, AP Physics 1  
Lead Saturday School Teacher  
New Mexico Secretary's Teacher Advisory Board Member

505-663-3202

“When we talk about the most powerful learning technology to humans, the most powerful learning technology is the ability to ask questions,” -- [Dan Rothstein](#)

Success in life is not in knowing the right answer; it's in knowing how to ask the right question.

—Harry Wong

Science is a way of thinking much  
more than it is a body of knowledge.  
- Carl Sagan

Confidentiality Notice: This e-mail, including all attachments, is for the sole use of the intended recipients and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

## [EXT] TEACHER LEADER DEVELOPMENT FRAMEWORK

sfarrellbike@netscape.net

Sat 12/1/2018 3:07 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing in support of the proposed Teacher Leader Development rule. This rule provides valuable support for teachers who want to improve their practice in particular, and for those who want to see education in New Mexico continue to grow. The recent summit attendance demonstrates how many teachers are eager to continue their learning. Additionally, it provides an opportunity for teachers to learn the best practices in place from around our state.

The Leadership opportunities the NM Teacher Leader Network are vital to increase educator participation in, and understanding of, the New Mexico education process.

Sincerely,  
Sarah Farrell

## [EXT] Teacher Leader Development Framework Proposed Rule 6.65.4 NMAC

KATHRYN GONZALES <kathryn.gonzales@clovis-schools.org>

Sat 12/1/2018 3:19 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

December 1, 2018

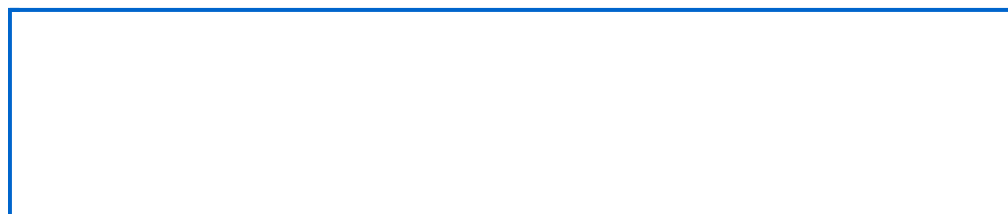
To Whom It May Concern:

After reviewing rule 6.65.4 NMAC, Teacher Leader Development Framework I am in support of this rule.

Last year I served as a New Mexico Teacher Liaison and this year I am currently serving on the Secretary Teacher Advisory. Having this direct communication with the Department of Education, and other educators in the State has provided me with valuable resources as well as the knowledge and power from meeting regularly with the secretary and his team to provide and receive feedback on education issues.

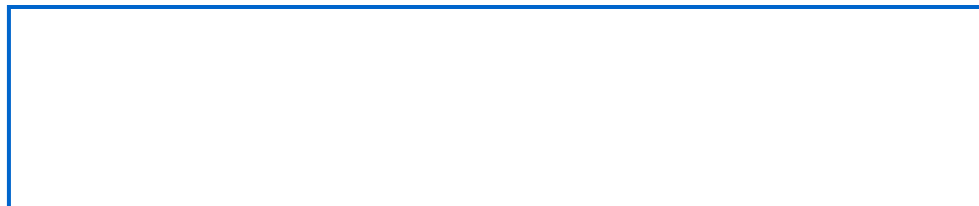
If the new administration has intentions of keeping these Teacher Leader Networks in place as is, then I am in full support of the rule.

Kathryn Gonzales  
3<sup>rd</sup> grade teacher  
Mesa Elementary  
Clovis, New Mexico



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

## [EXT] Teacher Leader Framework

Edward Pena <pena\_81@q.com>

Sat 12/1/2018 3:47 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Rule Feedback 120118 EN.docx;

**Please post. Thank you.**

To: Rule Feed Back/PED – rule.feedback@state.nm.us

FAX: 505-827-6520

Jamie Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruskowski:

The purpose of this letter is to support the Teacher Leader Framework.

The proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

The Teacher Leader Framework is vital to the continual growth and education for teachers. Teacher voice and professional development have been the major focus of these programs. These valuable opportunities have challenged me and my colleagues to improve our best teaching practices, while getting informed about issues that impact our schools and students. As a teacher of 38 years, these programs have rejuvenated and created a sense of empowerment and ability to serve as an informed mentor to my colleagues. The 2018 NM Teacher Summit was a huge success with over 1,000 teachers in attendance, seeking educational opportunities to improve NM schools. Our state was fortunate enough to have other states attend the summit, using this as a model in order for them to possibly implement in their own states. These programs have set an example around our state and nation and this is something NM needs to be commended for. I have had the privilege of collaborating with exemplary educators from throughout the state, committed to educational improvement and teacher empowerment.

Through the development of the NM Teacher Leader Network, NM Teacher Ambassador Program, Secretary Teacher Advisory Program, NM Teacher Leader Liaison Program and other related programs, teacher leaders have been afforded the opportunity to gain information and in return relate it to our colleagues. We have become more informed and have created professional development opportunities to share with our fellow teachers and mentor teachers in all the initiatives that affect their present and future educational growth.

We strongly encourage, NMPED, our upcoming and present government officials and those that have a vested interest in educational growth, to continue the Teacher Leader Framework.

Respectfully,

Evelyn Nevarez-Grassel  
2222 Laramie Dr.  
Las Cruces, New Mexico 88011  
575-639-3121

## [EXT] 6.65.4 NMAC

John McElhinney <johnamcelhinney@gmail.com>

Sat 12/1/2018 3:49 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern,

I enthusiastically support the new rule 6.65.4.

I have been teaching since 1999, and was seriously considering leaving the profession in 2017. I felt at a loss and unheard with no support. Fortunately, I applied for, and was accepted to be part of the Secretary's Teacher Advisory for the 2017-2018 school year. This opportunity gave me the motivational and professional growth I needed to stay in the classroom.

Through the Secretary's Teacher Advisory and other PED initiatives (Teacher Liaisons and New Mexico Teacher Leader Network State Ambassadors) teachers have become empowered and have worked across the state discussing and strategizing how to improve the state of education in New Mexico (there are less "F" schools and more "A" schools, 11,000 more students proficient in Math and 13,000 more proficient in Reading). However, that leaves a majority of our students who are still not proficient.

Teachers are the stakeholders who directly instruct our students daily and we cannot afford to lose these opportunities that teach us the tools we need to keep the momentum moving forward!

For these reasons, I am in support of 6.65.4.

Thank you,

John McElhinney  
Sixth Grade Teacher  
Maxwell Municipals Schools

## [EXT] Rule 6.65.4 NMAC

Mari Cooke <mecooke@lcps.net>

Sat 12/1/2018 6:39 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I support of rule 6.65.4 NMAC, Teacher Leader Development Framework for the following reasons:

-1,300 NM teachers attended the 2018 Teacher Summit this summer to receive professional development, be more informed regarding educational policy, and network with teachers across the state. I am looking forward to this opportunity to continue. We are trendsetters in the country in this well-organized Teacher Summit.

-School Teacher Liaisons in schools across the state have been able to share information from the PED directly with teachers which has better equipped teachers to advocate for what is best for our students, as well as improve our teaching practices. The School Teacher Liaisons have also had opportunity to share input with the Secretary of Education, and funnel information to our staffs. This is crucial in building a positive relationship between the PED and the schools that they serve.

-The Secretary's Teacher Advisory has been able to provide input regarding the Education Budget and policies that are proposed by the PED..

If you have any questions, please let me know.

Mari Cooke  
Tombaugh Elementary  
NBCT Literacy: Reading and Language Arts/Early and Middle Childhood

[EXT] 6.65.4\_NMTLN

Vanessa Looper <vanessa.looper@rrps.net>

Sat 12/1/2018 10:39 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am very much in favor of this proposed rule. I am saddened that certain legislators want to remove the New Mexico Teacher Leader Network and the teacher liaison program. It has been so valuable for me and my colleagues. We teachers are the "boots on the ground" and we need to be able to clearly hear directly from the PED.

Last year, none of the teachers at my school received their \$100 from the PED because our administrator did not send on information from the PED to apply. Even though other schools in our district received classwallet accounts, we did not. This may have been an oversight, but this year there was no oversight. As a teacher liaison, I received information directly from the NMTLN and PED. I received a link to apply for a classwallet account that I forwarded directly to our staff.

Thank you,

Mrs. Vanessa M. Looper  
Science Teacher  
Independence High School  
[vanessa.looper@rrps.net](mailto:vanessa.looper@rrps.net)

## [EXT] Teacher Leader Network

Kris Ard <kard@risd.k12.nm.us>

Sat 12/1/2018 11:08 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

I am currently a NM Teacher Leader working to help the lines of communication between PED and teachers. I would like to ask that you please keep the NM Teacher Leader Network. I have been part of this for two years and it has been very helpful in getting information from PED to our schools. It also helps us get clarification on the information we receive.

Thank you for your time,

Kris Ard

**Roswell Independent Schools**

Confidentiality Notice: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information as defined under FERPA. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

[EXT] What's best for kids

Diana Martinez <diana87501@yahoo.com>

Sun 12/2/2018 8:04 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am a Native New Mexican born and raised and a teacher of twenty years, and I am in support of school grades and the Teacher Leader Network. Our state has many statistics that are not easy to look at, but they demonstrate the reality that we are low on the good and high on the bad. When Common Core, NMTeach, and the Teacher Leader Network first came to be, I too, had reservations; but since then I have come to embrace it all. I have learned to become a better teacher, as a result, and I am proud that my students are now making so many gains. Teachers need to have support and a voice, but they also need accountability. NMTeach does challenge educators, but it also encourages and helps us to be the best we can be for our kids. It's our students who need to be central, and we need to prepare them to be competitive in an ever-changing world that requires them to collaborate, problem solve, and communicate effectively. If we get rid of the current teacher evaluation systems and school grades, we will then have to spend more money to develop yet another evaluation system. In addition, it will be like starting from square one again. Please keep NMTeach, and the Teacher Leader Network. This has been my first year with the Teacher Leader Network, and it has given me a whole different perspective. It has been the first time that I have been able to collaborate with the state, and it is the first time I feel I have had a voice. These initiatives have elevated our profession and have helped us all to grow. Please, do what's right, not what's easy. Our kids need us. They need you so please keep school grades and NMTeach.

Respectfully Submitted,

Diana M. Martinez  
5th grade teacher  
Raton, NM

## [EXT] Proposed Rule 6.65.4

Kathy Snow Zimmermann <kat.snow327@gmail.com>

Sun 12/2/2018 9:24 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing this email to express my support of the NMTLN. I have been witness to the positive effects of this program on the teaching profession in New Mexico. Having been born and raised in New Mexico, I am product of New Mexico's public education system. I have been teaching within this same system for 16 years and have embraced and challenged many of the transitions that education has been through. I have seen the teaching profession go from a status of respect to one of 'scape-goat'. Never in the 16 years of my career have I felt more connected and invested in policy that affects my students and my profession than as a member of the teacher leader network. The NMTLN has brought information and respect back to my profession. It is still in its infancy but within the three years since its inception, it has grown from 50 teachers to over 700 teacher. It is imperative to continue to grow this network with support from out State leaders.

Having been a part of this network has been the most professional, empowering experience of my teaching career. I have more confidence and knowledge in my ability to champion my professional and elevate the need for consistency and consideration for the children of New Mexico.

In reviewing the proposed rule 6.65.4, I had a few thoughts for consideration.

6.65.4.7 E and F: The requirement that STA member must hold a rating of highly effective or exemplary to advise the Secretary may not give a broad enough sample of what all levels of teachers are currently experiencing in the New Mexico, while on the other hand, the ambassadors, who are writing curriculum and being paid for a service, should be highly effective or exemplary to ensure that the curriculum that they are creating is of the highest quality and coming from classrooms where students are being successful. A diverse group of teachers who have the potential to provide information for all areas and perspective would lend itself to be the best source of authentic information for the Secretary to make decisions that will benefit all levels of teachers, therefore making positive change and empowering all levels of instruction in our State.

I appreciate any consideration this rule receives and will continue to support the NMTLN in any capacity.

Kathy Zimmermann  
JUMP Teacher  
STA Member 2017-18  
Deming Public Schools  
575 494 0675

Sent from [Mail](#) for Windows 10

[EXT] re: proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework;

Kerry Turner <kturner@lcps.net>

Sun 12/2/2018 9:29 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

re: proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework.

I support of rule 6.65.4 NMAC, Teacher Leader Development Framework for the following reasons:

-1,300 NM teachers attended the 2018 Teacher Summit this summer to receive professional development, be more informed regarding educational policy, and network with teachers across the state. I am looking forward to this opportunity to continue

-School Teacher Liaisons in schools across the state have been able to share information from the PED directly with teachers which has better equipped teachers to advocate for what is best for our students, as well as improve our teaching practices.

-The Secretary's Teacher Advisory has been able to provide input regarding the Education Budget and policies that are proposed by the PED.

Thank you,  
Kerry Turner  
Mesilla Park Elementary  
2nd Grade Teacher

## [EXT] New Mexico School Liaison Network

Angela Karpinski <akarpins@gmcs.k12.nm.us>

Sun 12/2/2018 1:08 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I have had the privilege of being a New Mexico School Liaison for two years in the Gallup McKinley County District. This role has provided me with information direct from the state department that I have been able to pass down to my colleagues. Along with the information, I have been given the opportunity to have professional development that has impacted my students as well as the students of other educators at my school.

If I or another educator at my school has a question that the administration isn't able to answer regard education policy, I have a network of contacts that I can contact as well as someone at the State Level.

New Mexico School Liaison Network is a valuable resource the Department of Educations has created. The possibilities of learning through other educator across the state are endless.

Thank you,  
Angela Karpinski  
John F. Kennedy Middle School  
Gallup, NM 87301

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework

Erin Middleton <emiddle@gmail.com>

Sun 12/2/2018 4:15 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern-

As a member of the Secretary's Family Cabinet/Secretary's Family Advisory, I have participated in some meetings alongside the Teacher Leader Network teachers. The information we have received in the meetings has been invaluable, and the teachers have responded very positively to their experiences in this network.

I would ask that, in addition to a Teacher Leader Development Framework, the Public Education Department also establishes a pathway for parent and student voice to be included. This would enhance transparency and be consistent with the model of community input it proposes for Local Education Agencies.

I support the adoption of this rule.  
Erin Middleton

## [EXT] proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework

Caroline Marrufo <ccmarrufo@gmail.com>

Sun 12/2/2018 4:46 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I support of rule 6.65.4 NMAC, Teacher Leader Development Framework for the following reasons:

-1,300 NM teachers attended the 2018 Teacher Summit this summer to receive professional development, be more informed regarding educational policy, and network with teachers across the state. I am looking forward to this opportunity to continue

-School Teacher Liaisons in schools across the state have been able to share information from the PED directly with teachers which has better equipped teachers to advocate for what is best for our students, as well as improve our teaching practices.

-The Secretary's Teacher Advisory has been able to provide input regarding the Education Budget and policies that are proposed by the PED..

Caroline Marrufo  
Teacher, Las Cruces Public Schools

## [EXT] public support for NMAC 6.65.4 Teacher Leader Development Network

Lee Ann Trzcienski <leeanntrz@icloud.com>

Sun 12/2/2018 7:49 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing to express support for proposed rule NMAC 6.65.4 Teacher Leader Development Network. This is my first year as part of the Secretary's Teacher Advisory group, and what I have learned about New Mexico's public education system, policies, performance and rule making processes has been invaluable. By degree, I am an engineer, but when we moved to New Mexico eight years ago, I decided to answer the call for qualified math and STEM professionals to enter the teaching arena. Being part of the Secretary's Teacher Advisory group has afforded me the privilege to meet and work with other passionate teachers from all over the state who put student relationships and student success first. We are a diverse group of men and women from different parts of the world, with different political affiliations, religions, and educations, and with different stories about what led us to become teachers. We all share a common desire to be active participants in solving New Mexico's education challenges and lifting up New Mexico's students, families and teachers.

We believe in our students, we believe in one another, and we believe in accountability - for teachers, students, administrators and the legislators who have the ability to change the course of education for better or for worse. We also believe teacher voice is paramount and something that has been forgotten and ignored until the last several years. The Teacher Leader Development Network has given us voice. It has also given us invaluable training in how to get our voices heard, how to influence rule making and policy, and how to strengthen family/school community relationships and results. We have the rare opportunity to exchange best practices and new ideas have garnered positive results in the classroom related to student achievement, family involvement, student motivation and engagement, and teacher mentoring and support. In our meetings with the Secretary, we discuss these and other important issues that impact student learning. We problem solve and offer our perspectives and solutions to problems facing our schools today, including student achievement at all levels, teacher recruitment, retention of good teachers, better communication with families, improved facilities, transportation and materials, and any other issue teachers bring to the discussion. These opportunities to share our ideas with the Secretary give us a voice we never had before. Our hope is that our voice will lead to positive changes for our students. I ask that this ruling be passed and that these important leadership opportunities afforded to teachers be continued.

Sincerely,

Lee Ann Trzcienski  
B.S. Civil Engineering, LSU 1984  
MEd Math Curriculum and Instruction, UTA 2016  
Teacher - Middle School Math and PLTW/STEM engineering since 2011

## [EXT] PROPOSED NEW RULE 6.65.5 NMAC, TEACHER LEADER DEVELOPMENT FRAMEWORK

Vickie Kwiecinski <vkwiecinski@gmail.com>

Sun 12/2/2018 7:54 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

December 2, 2018

To Whom It May Concern:

I am writing in support of the proposed new rule: 6.65.4 NMAC Teacher Leader Development Framework. The New Mexico Teacher Leader Network (NMTLN) has been essential to giving teachers a voice in public education policy and many teachers would like to see this continue. We want the PED to continue to provide teacher leader development opportunities, engagement, networking, and a platform for direct communication with PED policymakers and the Secretary of the NMPED.

The passion for the opportunities many teachers have experienced developed because of their roles as School Liaisons, Ambassadors, and members of the Secretary's Teacher Advisory. This passion and drive is still strong and we would like to continue to have these opportunities as we usher in a new administration in Santa Fe. We want to continue to make a difference in the education of all students in New Mexico and we want to work alongside our new policy makers to continue to improve our education system to meet the needs of all students and families.

The networking, professional development, annual teacher summit, webinars, regional meetings, emails, and information received from our Teacher Liaisons have given us the insight and empowerment we need to do the hard work necessary to continue to be a positive influence and tool to improving New Mexico's education policy.

Please hear the voice of those in the trenches of education in New Mexico. We want to continue to improve as teachers and leaders in education so that the needs of all students and families are acknowledged. As New Mexico continues to show the rest of the country that we are on the right track in improving the education our students receive, we can continue to show that our teachers are respected and have become a part of the solution for improvement.

Respectfully,

Vickie V. Kwiecinski, M.Ed

6<sup>th</sup> grade Math Teacher, State Charter School  
PO Box 1226  
Cedar Crest, NM 87008  
505-350-7914



## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework.

Joleene Starr <dragonstarr821@gmail.com>

Sun 12/2/2018 9:29 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

6.65.4 NMAC, Teacher Leader Development Framework.

I am writing in support of the new rule proposal for the Teacher Leader Development Framework.

I currently teach fourth grade in Raton. I applied to participate with the Teacher Leader Network Teacher Liaison program during the 2017-2018 school year. Currently, I am a member of the Secretary's Advisory Committee. Both have afforded me opportunities to network with other teachers, community members, parent committees, and other stakeholders through virtual webinar sessions and regional trainings. During the meetings, I was provided information concerning lesson planning, teaching English language learners, leadership opportunities, teaching students with disabilities, educational policy, and NMTEACH. As a result, I shared the strategies and information with my fellow colleagues. The information concerning NMTEACH assisted in clarifying misconceptions concerning classroom observations, the rubrics for each domain, and the teacher summative reports.

Both the Teachers' Liaison and Secretary's Advisory committees helped me to understand what goes on in education outside of the classroom. As I result, I am more knowledgeable and prepared for what I do inside the classroom. Understanding the "why" of what is expected of me and my students helps me determine how to ensure it's occurring in the class. My goal is to continue to grow as an educator and advocate for my students and their educational success.

The continuation of the Teacher Leader Networks and direct communication from the Public Education Department is vital and necessary for all New Mexico teachers. The trainings and information provided are indispensable tools and professional development opportunities.

Joleene Starr, Educator

## [EXT] NMTLN Rule

anneliese@kvammefamily.com

Mon 12/3/2018 8:37 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

I am writing regarding the proposed rule 6.65.4 NMAC regarding the New Mexico Teacher-Leader Network (NMTLN). As a current participant in this network, I have found it extremely helpful, not only to me, but also to my fellow teachers. Through my participation in the Teacher Liaison program, I have been able to pass on vital information regarding activities at the PED, which has helped to increase positive opinions. Whereas before, I heard much grumbling, primarily because the activities of the PED were a mystery to them, teachers now ask me questions and listen to what is really going on. Truth brings understanding, which brings patience.

In addition, because of the information I have been able to pass along to my fellow teachers, other teachers have had the opportunities to participate in beneficial programs. For instance, our science teacher participated in a training this summer about the new science standards, something she had not heard about until I passed on the information about it. In addition, many teachers in my school participated in the program for teacher supplies this year after I brought them information about it and explained the procedure. Several teachers in my district, thanks to the efforts of myself and the other member of the NMTLN in our small district, were able to participate in the 2018 Teacher Summit in Albuquerque, an experience which not only helped us gain new ideas to improve our classroom instruction, but also helped us build camaraderie with teachers from all over the state.

Finally, because of my involvement in the NMTLN, I, personally, have become more interested in education in New Mexico, as a whole. During the most recent political campaigns, I partnered with other members of the NMTLN to speak with both gubernatorial candidates and other candidates about issues involving teachers and education in New Mexico. If I had not been a part of this program, I would likely not have had the confidence and drive to get involved. I appreciate the lessons I have learned from the NMTLN which have helped me understand more fully the process of educational policy at the state level and have helped me realize that my voice as a teacher matters. I cannot help but believe many other teachers, as well, have realized these benefits.

I believe the NMTLN is a fantastic asset to New Mexico. I have bragged about it to my teacher-friends in other states, and they wish they had something like it. This program should continue, both because it helps New Mexico teachers know their voice is being heard and because of the opportunities it brings for every New Mexico teacher to have access to professional development, thus improving education for all students in the state.

Thank you,  
Anneliese Kvamme  
Lordsburg High School

## [EXT] KEEP TEACHER LEADER NETWORKS

Consuelo Candelaria <ccandelaria@magdalena.k12.nm.us>

Mon 12/3/2018 9:19 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am requesting continued support to keep Teacher Leader Networks in New Mexico!! We need to allow teachers to have a voice in our state. OUR voice matters!!!!

Consuelo Candelaria  
Teacher/Librarian  
Magdalena Municipal Schools  
Magdalena, NM

## [EXT] Please Keep Feedback Loop Open

Jason Weisfeld <jweisfeld@taosacademy.org>

Mon 12/3/2018 9:24 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>; Leblanc, Elizabeth <eleblanc@taosacademy.org>;

Please keep this import link between teachers and policy makers. It has been key for our school (Taos Academy) to both share our experiences and to understand P.E.D policy.

Thank you for your consideration,

Mr. Jason Weisfeld

### CONFIDENTIALITY NOTICE

The contents of this e-mail and any attachments thereunto contain CONFIDENTIAL and or privileged information which is subject to medical, legal and / or priest-penitent privilege, and as such is legally protected from disclosure to or by third parties. If you are not the intended recipient of this message or their direct agent or representative, and / or if this message has been addressed to you in error, please immediately reply to the sender of this e-mail and then delete this message and any attachments thereunto from your computer system and / server. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited under U.S., international law and pertinent treaties.

El contenido de este correo y los archivos adjuntos contienen información confidencial o privilegiada sometidos a la confidencialidad médica, jurídica y / o de confesión religiosa y por ende están protegidos contra la divulgación o el uso de terceros. Si usted no es el destinatario de este mensaje, o su representante, o si este mensaje es entregado por error, por favor responda al remitente y borre el mensaje y los archivos adjuntos de su sistema y servidor. Si usted no es el destinatario le informamos que todo uso, difusión, copia y almacenamiento del mensaje y los archivos adjuntos; están prohibidos en virtud de la ley de los Estado Unidos (EEUU), y los tratados internacionales legales pertinentes.

## [EXT] Teacher Leader Development Framework

Andrea Thomas <akathrynt@gmail.com>

Mon 12/3/2018 11:43 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom This May Concern:

For the past two years I have been involved in two Teacher Leader Networks administered by the New Mexico Public Education Department: The Secretary Teacher Advisory (STA) Committee and the State Ambassador's Program. My participation in these networks has enabled me to be more immediately informed about policy decisions which affect my school and district as well as to have a direct line of communication with those responsible for crafting these policy decisions. The ability to advocate directly for myself, my students and the unique needs of my community has been invaluable.

Furthermore, these Teacher Leader Networks have provided me a community of colleagues from every corner of our state and, through our interactions, a richer understanding of the diversity not only of our needs and challenges but also of the rich treasury of educational resources we collectively embody. I believe that the initiative shown by this collection of devoted educators to provide our policy makers with a clearer picture of the priorities our front lines in public education (our teachers) has vastly improved the quality of public education in New Mexico and promoted accountability for performance in our ranks!

I believe it is of the utmost importance that our teachers maintain a seat at the table where they can directly advocate for their own unique needs as well as those of the diverse students and communities they serve.

I strongly support adopting the rule as written.

Thank You,  
Andrea Thomas  
4th grade teacher  
Mesa Elementary School  
Shiprock, NM

## [EXT] proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework.

Cynthia Brown <bcynthia1989@gmail.com>

Mon 12/3/2018 12:26 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Dear State of New Mexico,

I support of rule 6.65.4 NMAC, Teacher Leader Development Framework for the following reasons:

-1,300 NM teachers attended the 2018 Teacher Summit this summer to receive professional development, be more informed regarding educational policy, and network with teachers across the state. I am looking forward to this opportunity to continue in order to provide all teachers the development needed within different fellow peers from the state of New Mexico.

-The teacher liaison program equips teachers to advocate for what is best for our students by providing direct information to the teachers.

-The Secretary's Teacher Advisory has been able to provide input regarding the Education Budget and policies that are proposed by the PED..

If you have any questions, please let me know.

Respectfully,

Cynthia Brown

Teacher Liaison at Desert Trail Elementary School

## [EXT] Public Comment For NMAC 6.65.4

Leslie Butcher <lbutcher505@gmail.com>

Mon 12/3/2018 1:32 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Leslie Butcher, 4th Grade Teacher, Albuquerque Public Schools

Re: Public Comment For NMAC 6.65.4

To Whom It May Concern,

This letter is in response to the Teacher Leader Network. I have worked with this program for over a year and a half. I joined as a Teacher Liaison in 2017 and in 2018 I was selected to join the Secretary's Teacher Advisory. During this time, I have been able to stay informed on current legislation, dispel any rumors, and help my fellow colleagues to get questions answered when others did not know. It has helped me to partner with the PED and change outlook toward the PED. It has helped me to filter and disseminate information in a positive and productive way. Most importantly, it has given me a voice when I never felt I had one.

One important change I noticed was that many school leaders became uncomfortable with the information given to teachers and do not feel like they should have a voice. In my opinion, taking away teacher voice is the most ineffective way to lead. The NM Teach Rubric looks for different ways teachers give students a voice in the classroom because it leads to more effective instruction. State and district leaders look for evidence of this during classroom observations. Shouldn't they be required to do the same and give teachers a voice? When state and district leaders work collaboratively with teachers, who are directly impacted by the changes, the most effective forms of collaboration happen to move NM education forward.

In closing, it is highly important to allow teachers to build a positive relationship with state and district leaders. The Teacher Leader Network is one way to do this. It helps alleviate rumors and the Us vs Them mentality. It creates more positive relationships and productive working environments. Most importantly, it moves New Mexico Education forward in the right direction. The Teacher Leader Network needs to stay.

Respectfully,

Leslie Butcher

## [EXT] Rule 6.65.4.9

Faith Sears <fs101@abqse.org>

Mon 12/3/2018 2:17 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Hello,

I am writing in support of this rule that would make the NM Teacher Leader Network permanent. This is a crucial group for NM laws revolving education, especially as NM works to better our education. Teachers MUST be a key part of that conversation.

Thank you,

--

Ms. Faith Sears  
7th Grade ELA Teacher  
Albuquerque School of Excellence

## [EXT] Teacher/leader network

KARL POWELL <karl.powell@clovis-schools.org>

Mon 12/3/2018 3:24 PM

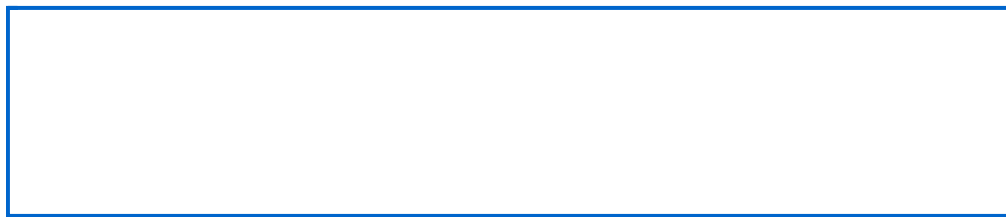
To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it may concern,

I am writing to show my support for teacher leader networks. They are beneficial to the growth of the education landscape of New Mexico. They are extremely crucial to the success of both teachers and students in New Mexico.

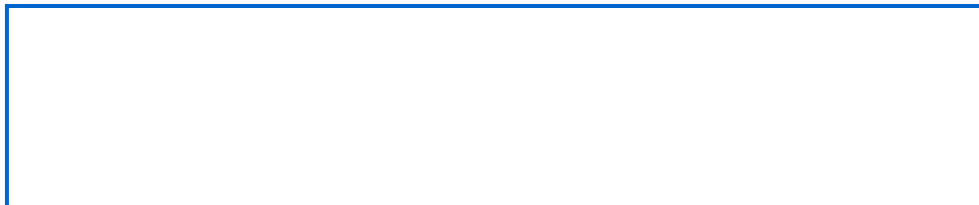
Thank You

Karl Powell



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

## [EXT] Rule 6.65.4 Teacher Leader Development Framework

Sharon Fogle <sfogle11@apu.edu>

Mon 12/3/2018 3:27 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern:

I am writing to offer support for Rule 6.65.4 Teacher Leader Development Framework. As a teacher-leader and researcher, it has been my privilege to represent my school in this year's NM Teacher Liasion Program. From my 30 years of classroom and administrative experience, I observe teachers leaving the profession because they have no hope of being able to institute meaningful change. I have personally experienced this feeling of frustration. For me, being able to see that a policy is not working and having no way to work towards any improvement is extremely disheartening.

I feel that it is becoming increasingly important for teachers to have their voices heard, at the school, district and state level. We are the people who know exactly what is happening in the classroom. I feel that my school, my children and my district benefit greatly by my advocacy and I also feel that I now have the ability to have a voice in what is happening with state education policy.

Having read rule 6.65.4, I want to state that I feel very strongly that this rule should pass. Teacher voice must absolutely be included in policy-making at every level. State education leaders should hear what is happening in the classroom with our students, and who better to provide this information, than actual classroom teachers. I also feel very strongly that all three parts of the NMTLN should exist for years to come. I see first hand the benefits that this program provides, from the students in the classroom all the way to the State House. I feel like it would be to the detriment of the entire New Mexico education system if this rule does not go forward.

Thank you so much for taking the time to hear my views and concerns.

Sharon Fogle  
(505) 662-0916

## [EXT] Teacher Leader Networks

KAITLAN MASSEY <kaitlan.massey@clovis-schools.org>

Mon 12/3/2018 3:32 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing in support of teacher leader networks. I see the value that they provided teachers throughout my building, including the information they bring back to the site. I hope that as a first years teacher, I may one day have the same opportunity to expand my understanding and promote understanding in New Mexico.

-Ms. Massey



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

## [EXT] Support for 6.65.4 NMAC, Teacher Leader Development Framework

H. Warren Kelly <hwkelly@taosacademy.org>

Mon 12/3/2018 3:47 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

### **6.65.4 NMAC, Teacher Leader Development Framework.**

The public comment period is from October 30, 2018 to December 7, 2018 at 5:00 p.m.

To all concerned,

This Teacher Leader Development Network is valuable and the proposed changes to it should be weighed with the good already being done.

The NMPED should not eliminate it.

The NMTLN is non-partisan - it is diverse group of highly committed and passionate educators from across the state, most of whom donate their time and energy to learn about state-level initiatives and how they can support better outcomes for NM students. Supporting teacher leadership creates a culture of value and support for teaching as a profession, boosting morale and retention rates in our state.

A colleague, who is a curriculum director and who is working with the network stated to me that being part of this network has helped her navigate a lot of the changes of our testing, assessment, data, and evaluation system.

She valued the information shared about policy or changes that will impact our classrooms; and also valued the chance to have teachers speak up for funding initiatives that are important to them or for getting rid of ones that are not reflective of what we want.

Please have this comment included in your comment for the public comment period in SUPPORT of the Teacher Leader Development Network

### CONFIDENTIALITY NOTICE

The contents of this e-mail and any attachments thereunto contain CONFIDENTIAL and or privileged information which is subject to medical, legal and / or priest-penitent privilege, and as such is legally protected from disclosure to or by third parties. If you are not the intended recipient of this message or their direct agent or representative, and / or if this message has been addressed to you in error, please immediately reply to the sender of this e-mail and then delete this message and any attachments thereunto from your computer system and / server. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited under U.S., international law and pertinent treaties.

El contenido de este correo y los archivos adjuntos contienen información confidencial o privilegiada sometidos a la confidencialidad médica, jurídica y / o de confesión religiosa y por ende están protegidos contra la divulgación o el uso de terceros. Si usted no es el destinatario de este mensaje, o su representante, o si este mensaje es entregado por error, por favor responda al remitente y borre el mensaje y los archivos adjuntos de su sistema y servidor. Si usted no es el destinatario le informamos que todo uso, difusión, copia y almacenamiento del mensaje y los archivos adjuntos; están prohibidos en virtud de la ley de los Estados Unidos (EEUU), y los tratados internacionales legales pertinentes.

## [EXT] 6.65.4\_NMTLN

Stephanie Mitchell <st.mitchell@laschools.net>

Mon 12/3/2018 5:09 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern:

I have been a high school science teacher and AFT union member in New Mexico for over 12 years. I joined the NM Teacher Leader Network this summer because I was interested in having a voice in public policy and a better understanding of how the legislative process worked. I am writing in support of the New Mexico Teacher Leader Network and rule 6.65.4.

I never felt that I had a voice in my teacher union at a state level, only at a district level, because I really don't understand how the teacher union works at that level. I don't feel that the teacher union solicits opinions from its members, nor do I know when its meetings are held. I feel that a few individuals, who do not speak for the majority of teachers, lead the teacher union. Only through the NMTLN have I learned how to advocate for myself on educational issues.

I feel that it is extremely important for teachers to have their voices heard at all levels of education, including the state level, because only teacher really know how public policy will affect the classroom and student learning. Students benefit greatly by teacher advocacy at the state level. The NMTLN has advocated for better accountability in schools with PARCC testing and the teacher evaluation system. The teacher evaluation system is not perfect, but now teachers have a direct voice with the Public Education Department and are actively working to improve it. Teachers in the network have spoken up to say that PARCC testing takes away too much classroom time, so the PED decreased the time to take the test. Teachers are informed of opportunities through the network, such as participation in the Social Studies Dream team, which worked to create high quality lessons, and the Instructional Materials Review, which worked to assess textbooks for classrooms. Teachers are aware of changes to educational policy in advance and now understand how to make their voices heard. The amount of communication between the PED and teachers has increased a thousand-fold thanks to this network.

Teacher voice must absolutely be included in policy making at every level. State education leaders should hear what is happening in the classroom with our students, and who better to provide this information, than actual classroom teachers. I also feel very strongly that all three parts of the NMTLN, including the Secretary Teacher Advisory, the ambassador program, and the liaisons, should exist for years to come. Since the inception of the network, NM students' reading and math levels are improving, exemplary teachers are staying in the classroom, and NM has the best ESSA plan in the nation. I believe that when the NAEP test is given, NM will no longer be 49<sup>th</sup> in the nation, because the network has worked to encourage schools to take the test seriously and educated us on the test itself.

Thank you so much for providing me with a voice in education and the knowledge of when to use it. I would not have known to write this letter without the NMTLN. Thank you for your time.

Stephanie Mitchell

Science Teacher  
Los Alamos High School

*Confidentiality Notice: This e-mail, including all attachments is for the sole use of the intended recipients and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.*

## [EXT] New Rule 6.65.4 NMAC, Teacher Leader Development Framework

Kelli Ramirez <kramirez@portalesschools.com>

Mon 12/3/2018 6:54 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

I am writing in support to the New Rule 6.65.4. I have been teaching in New Mexico for 25 years. I have seen many changes in education throughout the years. I believe that the teacher leaderships have contributed to the fundamental progress that has been made to education in New Mexico. These groups need to stay so that teachers' voices can be heard. Teachers are the ones that are with New Mexico students every single day and know what is actually happening in the classroom.

I am currently a member of the Secretary Teacher's Advisory Committee (STA). I firmly believe that leadership opportunities like the STA have instilled in me to become a better and more passionate teacher. These teacher leader programs need to stay in place to keep pushing other teachers to become leaders in New Mexico. In 25 years in education I have never had the opportunity to network with other teachers across the state like I have this last year. Having this opportunity to network with fellow teachers has empowered me to become the leader that has the voice to advocate for students, teachers and the classroom.

Teacher leadership opportunities in New Mexico have become a vital part in teachers' voices being heard. The opportunity to have the communication with PED and the Secretary of the New Mexico Public Education Department has been enlightening and educational for all teachers. Teachers are the ones on the front lines that know what is happening in classrooms, schools, and districts. Working together in the networks we are making a positive difference in education that I have never seen or felt as an educator.

A concern I have is that the rule states members in the teacher leadership groups remain for two years. If a member can not fulfill their two years in the teacher leadership group the rule would state that a replacement for that person is fulfilled so that the numbers in the leadership group stays the same.

Thank you for your time and consideration to keep the Teacher Leader Networks.

Kelli Ramirez  
2nd Grade Teacher  
Portales, New Mexico

## [EXT] Teacher Leader Network

Mojica <kidsrrainbows@yahoo.com>

Mon 12/3/2018 8:28 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Good afternoon,

Please allow me to introduce myself. My name is Alecs Mojica. I have been an educator for over 22 years. I am also a retired Navy Officer, an Interfaith Minister, and a published author with two Master degrees. My degrees focused on cross-cultural teaching, second language acquisition, counseling, and educational leadership. Therefore, what I share herein is honest, and I'd appreciate these comments being shared with our future Governor.

If NMPED and our NM government officials want to see real change in education, then one way is to continue the use of the Teacher Leader Network to afford educators a venue where their voices are heard. Affording teachers to share first-hand experience from the classroom is vital. I don't mean choosing the ones that "stand out" or are "picked" by Administrators. I am referring to the teachers who will be cordially honest and forthcoming about what is truly happening inside our schools. I say this because too often only those "chosen" are the ones sent to the State to share.

Another more important way is to focus on children when making state-level decisions.

As the years pass, teachers are continually being asked to do more even though it is not in the best interest of students' well-being. State-level decisions seem to focus more on test results, security, and Administrative-level requirements and less on children. We seem to have lost focus on what's important- our children.

Realistically, Administrators will never go against district-level policies and district administrators will never go against State policies even when they're not focused on children. That must shift if we want to see a change in education. Bring the HEART back and we will see it shift.

The HEART has been stripped out of the classroom and schools. Technology is now the priority, and then testing and security. What about how children feel and interact with each other? What about their home environment? What about making sure they eat or have a coat to stay warm? These are the questions and areas where we need to focus. Yet, this is discussed less and less. I see more and more educators concerned with test scores than with whether or not the student ate that morning. Some don't even smile at their students, which saddens me deeply. Very rarely do we see teachers hug a child anymore. That concerns me and it ought to concern you.

Time and time again, NMPED has set up speaker after speaker and shared author after author who write about "caring" for kids and how that transformed their school or classroom. What they all had in common was showing kids they cared about them by letting students know they love and value them.

That is why I don't understand why NMPED still continues to pretend we are improving as their policies continue to move farther from what's needed...heart.

Thank you for your time and consideration. I hope you join my campaign #bringHEARTbacktclass and shift to a child-centered focus at NMPED.

Most Cordially,  
Ms. Alecs Mojica, M.A., M.Ed.

[Sent from Yahoo Mail for iPad](#)

## [EXT] Rules hearing on teacher leader networks

Gary Bass <gbass@sfps.k12.nm.us>

Mon 12/3/2018 8:37 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

RE: rules hearing on Title 6, Chapter 65, Part 4 (Teacher Leader Development Framework)

I am a teacher at El Camino Real Academy in Santa Fe and I would like to express my support of the continuation of the teacher leader network programs established under secretaries Skandera and Ruszkowski. This effort by the Public Education Department to involve teachers in professional development that they can share with colleagues has the added benefit of connecting the PED more directly with teachers, and helping establish an air of professionalism. Teachers are empowered by the Teacher Leader Network and students benefit. Further establishing & codifying these programs by adopting the rule will only help New Mexico schools.

Respectfully Submitted,

Gary Bass  
Dual Language Digital Literacy  
El Camino Real Academy

**\*\*Disclaimer:** This message and any attachments are intended for the use of the addresses(s) only and may be confidential and/or legally privileged. If the reader is not the intended recipient, DO NOT READ, notify sender and delete this message. In addition, be aware that any disclosure, copying, distribution or use of the contents of this message is strictly prohibited. The contents of this message, while possibly falling under the exceptions of the Inspection of Public Records ACT [NMSA Chapter 14, Article2] may be subject to inspection by the public.

## Fwd: [EXT] 6.65.4 NMAC, Teacher Leader Development Framework.

Gonzales, Jamie, PED

Mon 12/3/2018 9:37 PM

To: FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Get [Outlook for iOS](#)

----- Forwarded message -----

From: "Ruszkowski, Christopher, PED" <[C.Ruszkowski@state.nm.us](mailto:C.Ruszkowski@state.nm.us)>

Date: Mon, Dec 3, 2018 at 9:01 PM -0700

Subject: RE: [EXT] 6.65.4 NMAC, Teacher Leader Development Framework.

To: "Tennise Lucas" <[lucas.tennise@gmail.com](mailto:lucas.tennise@gmail.com)>

Cc: "Gonzales, Jamie, PED" <[Jamie.Gonzales@state.nm.us](mailto:Jamie.Gonzales@state.nm.us)>, "Mastalir, Dawn, PED" <[DawnE.Mastalir@state.nm.us](mailto:DawnE.Mastalir@state.nm.us)>, "Duran, Alicia, PED" <[Alicia.Duran2@state.nm.us](mailto:Alicia.Duran2@state.nm.us)>, "Laney, Kayli, PED" <[Kayli.Laney@state.nm.us](mailto:Kayli.Laney@state.nm.us)>, "Fitzgerald, Sara, GOV" <[Sara.Fitzgerald@state.nm.us](mailto:Sara.Fitzgerald@state.nm.us)>, "Eide, Christopher, PED" <[Christopher.Eide@state.nm.us](mailto:Christopher.Eide@state.nm.us)>, "Baldonado, Abenicio, PED" <[Abenicio.Baldonado@state.nm.us](mailto:Abenicio.Baldonado@state.nm.us)>

Thank you, Ms. Lucas. I have read your letter and am sharing it with our team here.

CR

Christopher N. Ruszkowski  
Secretary of Education  
New Mexico Public Education Department  
300 Don Gaspar Ave  
Santa Fe, NM 87501  
Office: 505.827.6688

**From:** Tennise Lucas [mailto:[lucas.tennise@gmail.com](mailto:lucas.tennise@gmail.com)]

**Sent:** Saturday, December 01, 2018 5:08 PM

**To:** FeedBack, Rule, PED

**Subject:** [EXT] 6.65.4 NMAC, Teacher Leader Development Framework.

Hello. My name is Tennise Lucas. I have taught in Roswell for 15 years and absolutely love teaching in New Mexico. I have stayed through thick and thin because I am a warrior for our children. Our children are our future. It has always concerned me, however, that teachers have not been involved in policy making in the past unless they were part of a large special interest group, and are given directives by people who are not currently in, or never have been a teacher. I do not tell my doctor how to run his

medical practice. I heard a superintendent comment that teachers need to stay in their own lane. What does that even mean? I have a Master of Education degree and an hold a NM administrative license. Regardless, teachers should be part of every decision that involves our profession.

Although I am a part of NEA for personal reasons, I do not rely on them as my voice. There are so many like-minded teachers who are not part of a union who have a voice of their own, but until a few years ago, were not allowed or did not know how to use this voice. In addition, teachers speak directly for the children in their classrooms. No other adult group specifically does this. Furthermore, teachers should not have to hear all the information coming down from the state department from the superintendents and principals. When information is filtered through so many avenues, it is like playing the school-age game of telephone, and the information is not genuine. In my experience it also leaves room for personal agendas. With this type of network, those who are working directly with students every single day, have the responsibility and right to have a seat at the table.

The new policy clearly defines what each piece of a state supported teacher network would involve. The different levels of commitment allow for all teachers the opportunity to invest as much time as they can or feel comfortable with. The one thing I would like to see is a more specific definition of the teacher liaison positions. For example, “**Teacher liaison**” means [an effective or higher](#) classroom teacher, [as indicated by their evaluation](#), hired by the department to implement 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.”

Please sign this rule and let it be known to the future leaders, teachers will continue to reach out so their voices are heard.

Thank you so much for your time.

## [EXT] SUPPORT TEACHER LEADER NETWORKS

MELANIE STOKES <melanie.stokes@clovis-schools.org>

Mon 12/3/2018 9:59 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing in support of Teacher Leader Networks across New Mexico. I would like to see these programs continue. They are beneficial to me as an individual because of the information I gain from the PED, and for the overall profession of teaching. Teacher Leader Networks provide an opportunity for leadership from teachers while they remain in the classroom helping children.

Thank You!  
Melanie Stokes



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

## [EXT] New Rule 6.65.4

Cynthia Gonzales <cflores-gonzales@portaleschools.com>

Tue 12/4/2018 6:13 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Good morning,

My name is Cynthia Flores-Gonzales and I have over 20 years of experience of education. I would like to let you know that it is imperative that we keep the networks for teachers that are currently in place. I can't imagine being a new teacher in education and not have these critical networks to ensure that teachers are successful. Thank you for the opportunity to share my thoughts and concerns with you.

**Cynthia Flores-Gonzales**  
**3rd Grade Dual Language Teacher**  
**Valencia Elementary**  
**Portales N.M.**  
**(575) 356-7090**



Virus-free. [www.avast.com](http://www.avast.com)

## [EXT] Strongly In Favor of Rule for Teacher Leaders (new rule 6.65.4 NMAC)

Alisa Cooper de Uribe <nmis.cooperdeuribe@gmail.com>

Tue 12/4/2018 6:30 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I want to stress for the second time how important I feel it is to continue with the Teacher Leader Program through the proposed new rule 6.65.4 NMAC. I voted for and support the incoming administration, and ask that they continue this network of teachers which opens lines of communication with the PED. Like I said before, my experience with the current framework has been highly informative and helpful, and has provided me with information about other opportunities and initiatives to share with my colleagues at the school where I work. It has offered me a glimpse into the varied viewpoints of other teachers across the state, and provides opportunities to explore ideas across lines of ideology at a personal level where we can respect and sometimes challenge each other's thinking. I have enjoyed and learned much from the workshop engagement and networking opportunities that the current program provides, and I would really hate to lose this platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department. Please ensure that this program continues; it is an excellent step forward for educators and education in our state.

Thank you,

Alisa Cooper de Uribe  
10558 Vista Bella PL NW  
Albuquerque, NM 87114  
Cell: (214) 551-2635

## [EXT] Teacher Leader Networks

Selina Roberts <sroberts@portaleschools.com>

Tue 12/4/2018 6:53 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I believe I have learned more about the way our state views education by becoming involved in the Teacher Leadership Program. I have been able to educate my colleagues. This is a valuable program and should be allowed to continue, and to grow, giving teachers a voice in the educational environment of our great state.

**Selina Roberts**

**James Elementary**  
**2nd Grade**

**575-359-3675 ext. 2104**

Image result for teaching quotes

## [EXT] Proposed rule response 6.65.4 NMAC

Dahl, Heather J <heather.dahl@aps.edu>

Tue 12/4/2018 10:53 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Cc:Reedy, Raquel <reedy@aps.edu>;

 1 attachment

NMAC 6.65.4 Response\_APS.pdf;

Dear Ms. Gonzales,

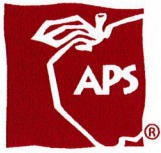
Please find attached response to proposed rule 6.65.4 NMAC, Teacher Leader Development Framework, from Albuquerque Public Schools.

Thank you,

Heather Dahl, Ph.D.

Policy Analyst/Government Affairs Liaison | Albuquerque Public Schools

Cell: [505-350-1649](tel:505-350-1649) | [heather.dahl@aps.edu](mailto:heather.dahl@aps.edu) | PO Box 25704 Albuquerque, NM 87125-0704



December 3, 2018

Ms. Jamie Gonzales  
New Mexico Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501  
Submitted via Email: [rule.feedback@state.nm.us](mailto:rule.feedback@state.nm.us)

Dear Ms. Gonzales:

Thank you for allowing feedback on proposed rule change, 6.65.4 N.M.A.C., Teacher Leader Development Framework from the New Mexico Public Education Department.

The Albuquerque Public Schools administration strongly encourages the New Mexico Public Education Department to not issue any rule changes within six-months of a new gubernatorial administration. Proposed rule changes during this time along with the volume of proposed rule changes make it difficult for any school district, stakeholder, parent, student, teacher, or other community member to adequately evaluate the proposed rule change and provide comment. Additionally, approving such rule changes, provide bureaucratic burden and uncertainty during any gubernatorial administration transition.

Additionally, the Teacher Leader framework suggests that PED can develop and maintain communication directly with teachers regarding policy without any requirement for educational policy conversations to include district and site leaders who implement and are held accountable for educational policy. This rule makes no reference to accountability for the teacher leader policy conversations to include all of those existing relationships and processes which currently exist for policy within the district and within school sites. School districts create leadership positions at sites and within district leadership to facilitate and coordinate conversations around education policy; adding another layer of direct communication about the same topic, without involving all educational stakeholders may increase communication problems and create confused messages about policy. School districts already have mechanisms and processes in place to disseminate information about ESSA and forums for discussing educational policy. Rather than develop another forum, PED should better utilize existing district leadership and school board platforms for gathering input and feedback about school policy and trust that districts are implementing processes to represent teachers in those conversations. PED programs to highlight and involve teachers are welcome but to request new forums for conversations regarding educational policy has no perceivable genesis to justify establishing new programs and groups of teachers fixed to a two-year term at the start of a new administration for the purposes of providing feedback on educational policy.

If you should have, any questions or concerns please contact Heather Dahl, APS Government Affairs and Policy at [heather.dahl@aps.edu](mailto:heather.dahl@aps.edu).

Sincerely,

A handwritten signature in cursive script that reads 'Raquel Reedy'.

Raquel Reedy  
Superintendent

## [EXT] NMTLN Rule

ROXANNE MITCHELL <roxanne.mitchell@clovis-schools.org>

Tue 12/4/2018 12:23 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

📎 1 attachment

NMTLN letterpersonal.docx;

Attached please find my letter in support of New Mexico Teacher Leader Network Rule.

--

Roxanne Mitchell  
Sandia Elementary



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

To Whom It May Concern:

My name is Roxanne Mitchell. I am a teacher in Clovis, New Mexico. I have been teaching at Sandia Elementary for the last ten years, and I am currently part of the Teacher Leader Networks in our state as a member of the Secretary's Teacher Advisory for the last two years.

New Mexico Teacher Leader Networks, such as, Secretary's Teacher Advisory, Teacher Ambassadors, and School Liaisons are incredibly important to the educators in our state. As a teacher, I was preparing to leave the classroom to begin my career in administration. It was truly not what I wanted as a teacher, but I saw no other option to influence change for the education of children on a broader level. My ultimate desire has always been to improve education by mentoring fellow teachers and providing the best possible education for children, but I was limited to how much I could change from my classroom. The Secretary's Teacher Advisory changed so much for me. I was able to weigh in on important policy decisions, help shape the preparatory report cards, and learn valuable information to bring back to my district to share.

Teacher Leader Networks are developing the type of leaders we want for the future of New Mexico's educational system. Leaders who are informed, proactive and passionate about the children in our state. Please consider this letter as my strong support of New Mexico's Teacher Leader Networks, now and in the future.

For these and many other reasons, I support the Rule 6.65.4\_NMTLN. Thank you for your consideration.

Respectfully,  
Roxanne Mitchell

## [EXT] Public Comment on Rule Title 6, Chapter 65, Part 4

Lisa Akridge <teacherla7@yahoo.com>

Tue 12/4/2018 1:29 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

### Public Comment on the proposed new rule Title 6, Chapter 65, Part 4

When it comes to retaining high-performing teachers in New Mexico, the NMTLN, STA, and Ambassador programs addressed in the proposed rule are going a long way toward that goal. These programs give teachers, who want to remain in the classroom, an opportunity to grow professionally as leaders. I know that the teachers, with whom I visit and who are involved in these groups, are reinvigorated by the leadership opportunities provided by these groups. In addition, I know that I have been personally inspired to continue teaching in our state because of the experiences and knowledge that I have obtained through the membership in these organizations.

Several of the changes that have happened in education in recent years came from suggestions made by these groups of teachers. For example, shortening the PARCC test, shortening the PARCC testing window, changing the percentages between observation and testing data for teacher evaluations, and the budget proposal were directly influenced by these groups. If members are told about an issue, we have connections to share those concerns with people at the PED who actually consider the issue. There is nothing more important to a classroom teacher than knowing that their opinions and concerns are truly important at the state level.

These groups also provide transparency about PED mandates. In the past, the district and school level leadership tended to blame unpopular changes to policy on PED. Now they are no longer able to do that. The changes that are enacted by school boards, districts, and schools have to be owned due to the knowledge shared with NMTLN, STA, and Ambassador members. This has created some uncomfortable moments for superintendents, school board members, and other administrators on occasion, but it is only right to be held accountable for decisions that are made locally.

The STA and Ambassador programs have a selection process that allows the best of the best to have input on PED policy. The fact that the teachers are carefully vetted is an important aspect that speaks to the quality of these groups. Teachers are selected based on a video in which they respond to questions posed by the PED. The questions are thought-provoking, insightful, and require a great deal of self-reflection on your teaching and career. As a result, the teachers selected are of a high-quality. These are the teachers that we want to influence policy to help our state improve our national ranking and improve education for all of our students.

After twenty-six years as an educator, I have seen many initiatives come and go, but this is the most powerful one that I have ever experienced. I plan to continue in the classroom because these programs are available. They have allowed me use my voice to make a difference for teachers throughout our state, my students, and my district. I truly feel valued as a professional for the first time in my teaching career. I believe that my ideas can actually become a policy or inspire change for the betterment of our state.

I believe in change when it is necessary for improvement, but I also am a strong believer in keeping the things that are working in our PED. Please consider all sides when discussing this proposed rule.

Thank you for your consideration of my comments.

Sincerely,  
Lisa Parker  
7th/8th Grade Enrichment Teacher  
Taylor Middle School  
Lovington, NM



## [EXT] NMTLN Rule

Roxanne Mitchell <elevatingnm@gmail.com>

Tue 12/4/2018 9:19 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Attached please find a letter in support of the NMTLN rule.

[NMTLN letter](#)

--

### **Educators for Elevating New Mexico**

Alysha Wagley, founder

Roxanne Mitchell, founder

Samantha Nelson, founder



To Whom It May Concern:

Educators Elevating New Mexico is a group of over two-hundred and fifty teachers, administrators, councilors, and ancillary staff across our great state. We represent large and small districts alike, as well as, a variety of urban and rural schools. It is our mission to fight for what is best for the students of New Mexico and continue to elevate education in New Mexico through high standards, accountability and professional opportunities.

New Mexico Teacher Leader Networks, such as, Secretary's Teacher Advisory, Teacher Ambassadors, and School Liaisons are vitally important to the educational process in our state. Countless teachers throughout New Mexico have grown through the professional development, leadership opportunities and sharing of best practices that take place during these meetings. Educators talk about being revitalized as a result of the time they spend working collaboratively to enrich education across New Mexico. They take this excitement back to classrooms, where students directly benefit from the gained knowledge. Ultimately, the Teacher Leader Networks are investing in and refining the skills of New Mexico educators, meeting the need so clearly defined in the Yazzie/Martinez decision.

In a profession that generally encourages much needed teachers to leave the classroom in order to fulfill leadership rolls, New Mexico has created a much needed niche. The forward thinking of our state has created Teacher Leader Networks, allowing a teacher to maintain a presence in the classroom while providing input on educational decisions that affect them on the frontlines every day. These first-hand opportunities shared by teachers and the Public Education Department contribute to a constructive relationship enhancing education further as information is shared between teacher leaders and their colleagues.

As New Mexico moves forward in its efforts to improve education for all children of our state, what better way to achieve this goal, than voices from all corners of our state, coming together with a united vision, thousands of years of teacher experience, and a love for children. Teacher Leader Networks fill this need and must continue to bring about positive change in our educational system.

For these and many other reasons, Educators Elevating New Mexico support the Rule 6.65.4\_NMTLN. Thank you for your consideration.

Respectfully,

Alysha Wagley, founder  
Roxanne Mitchell, founder  
Samantha Nelson, founder  
Educators Elevating New Mexico  
(575)693-6743  
elevatingnm@gmail.com

## [EXT] Input on 6.65.4 NMAC, Teacher Leader Development Framework

Lindsay Holiday <lfholiday@gmail.com>

Tue 12/4/2018 9:51 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern,

This email is in response to the Notice of Proposed Rulemaking to obtain input on the proposed new rule, 6.65.4 NMAC, Teacher Leader Development Framework. The New Mexico Public Education Department's Teacher Leader Networks has successfully fostered a community of scholars to further education for this state. I have two nephews attending public school in Northern New Mexico that have indirectly benefited from this measure. I've observed a vast opportunity for enhancing the capabilities of our diverse students throughout every place in New Mexico by keeping teachers informed and included in policy ideation. Therefore, I advocate for continued resources that target key initiatives and that policy makers clearly promote a clear vision for high performing students by developing effective educators.

I am writing this letter as a former STEM researcher at the University of California, Berkeley. From 2012 to 2017, I mentored and taught students in grades 3-12 (and college) through various events and programs. As a supporter for youth education, I am asking for your continued support for New Mexico's Teacher Leader Network to ensure that diverse communities are accurately represented.

Thank you,

Lindsay Holiday  
Environmental Engineer

## [EXT] Public comment for NMAC 6.65.4 Teacher Leader Development Framework

Ramon Asiain Martin <راسيائين@hotmail.com>

Wed 12/5/2018 7:24 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Hello all,

I am writing to express my support to the "Teacher Leader Development Framework Program" and my wish for it to continue.

It is really helpful for teachers to be listened on their needs, and to have laws that really support them when dealing with the day-by-day issues at school and inside the classroom.

This is a powerful resource that helps us a lot in our work, maybe not immediately, but it , gives us the perspective that it can get better.

Thanks and have a good day.

Sincerely,

Ramon Asiain  
Science, Math and Spanish teacher

## [EXT] Support of Rule 6.65.4 NMAC

Margarita Pacheco <margpacheco@portaleschools.com>

Wed 12/5/2018 7:34 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

In regards to the Secretary of Education wanting to sign a new rule (6.65.4 NMAC, Teacher Leader Development Framework), I would like to offer my full support. This rule will keep in place all of the teacher networks that are currently in place. This will ensure that the communication between the teachers and the PED department stays open. These teacher networks are the ones such as; Regional Meetings with members from the PED, Teacher/School Liaisons, emails straight from the PED department, Secretary Advisory Board, Ambassadors, etc. It is vital to public education in New Mexico that these lines of communication for stakeholder feedback and participation in the education process be left in place.

Margarita Pacheco

4th Grade Teacher  
Valencia Elementary  
Portales, NM

## [EXT] Rule Feedback

Elizabeth Nations <liznations@cobre.k12.nm.us>

Wed 12/5/2018 8:29 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Hello,

I am writing in support of two rule considerations: 6.65.4: NMAC, Teacher Leader Development Framework and 6.60.10 NMAC, Mentorship Programs for Teachers. I am a first year teacher and have had the opportunity to participate in both of these programs over the last semester. The Teacher Leader program has given me such an eye opening experience into my new teaching world. I have learned different strategies for classroom success as well as made connections from other teachers around the state. On top of this, I have also learned a great deal about all of the things the state is doing to support our teachers and schools and how I can help to have a voice in this support.

The Mentorship program has become such a blessing for me. I am not a teacher by degree. I was a librarian at one of our district's elementary schools for several years and then transferred into the classroom when the need arose. Had it not been for my mentor, I believe I would not have had the success that I have had thus far. If this program goes away, I am sure that the mentoring support will diminish, leaving new teachers to guess along the way.

Thank you for your consideration of these two rules to better our classrooms and us as teachers.

**Liz Nations**

Business Department  
Cobre High School

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework

Patricia Gardner <pagardn@gmail.com>

Wed 12/5/2018 12:16 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 8 attachments

Teacher Leader Rule Letter.pdf; ATT00001.htm; ArchitectureDanielson.pdf; ATT00002.htm; Crosswalk\_NB\_NMTeach\_1\_24\_18.pdf; ATT00003.htm; NBCT\_impact\_brief\_final.pdf; ATT00004.htm;

To Whom it May Concern:

Attached please find our letter of public comment for the above proposed rule, along with attached documentation.

Thank you,

**Officers**

Evelyn R. Sanchez, NBCT  
President  
[Evelyn.sanchez@nmnbctnetwork.com](mailto:Evelyn.sanchez@nmnbctnetwork.com)  
Michelle Allen, NBCT  
Vice President NBCTs  
Katie Lake NBCT  
Vice President Candidates  
Maureen Torrez, NBCT  
Vice President Advocacy  
Bianca Sapien, NBCT  
Vice President Teaching Continuum  
Pat Gardner,,NBCT  
Treasurer  
Sarah Johnston, NBCT  
Secretary

**Board of Directors**

**Central Region**

Andrea Quintana, NBCT  
Nicole Erdelyi, NBCT

**Northeast Region**

Melissa Quintana, NBCT  
Terri Blackman, NBCT

**Northwest Region**

Jennifer Brown, NBCT  
Kyla Johnson, NBCT

**Southeast Region**

Sarah Johnson, NBCT  
Tamra Gedde, NBCT

**Southwest Region**

Amy Lopeman, NBCT  
Maggie Hornung, NBCT

**University Representative**  
ENMU

**Union Representative**

John Dyrzc, ATF  
Betty Patterson, NEA

**Bureau of Indian Education**

Casey Sovo

**NM School Boards Association**

Robyn Hoffman

*Promoting Quality Teaching  
through National Board for  
Professional Teaching Standards Improving  
Student Achievement.*

**To Whom It May Concern:**

We support the proposal for a statewide Teacher Leadership Network, and we are advocating for an amendment to the proposed rule in the language of the rule in 6.65.4.8/6.65.4.9 that there be 20-25% National Board Certified teachers included in the Teacher Leadership Network programs.

The mission of the NM NBCT Network is to be the state leader for increasing the number of National Board Certified Teachers in New Mexico. We do this by promoting and educating teachers about National Boards, supporting them through the process by training and pairing up candidate support providers, offering opportunities to work on entries and review for the final assessment, and celebrating when achievement is attained. By offering opportunities to all members, we aim to be the leading voice in advocacy for support and recognition in all school districts in the state and at the state legislature.

What does it take to be national board certified? In order to participate in the national board process a teacher must have a valid teaching license, and have completed at least 3 years of teaching experience.

In addition, teachers must demonstrate the following:

1. Commitment of 1-3 years to complete certification process
2. Complete a minimum of 200 hours to work on components that demonstrate knowledge and mastery of accomplished teaching as measured through the 5 Core Propositions and National Teaching Standards, which include
  - a. Portfolio assessment of classroom practice in differentiation, teaching and learning environment, assessment and use of data in instruction, and
  - b. Content and pedagogy knowledge assessment in one of 25 certificate areas
3. Complete Maintenance of Certification every 5 years, with portfolio assessment of classroom practice

Currently, candidates pay for components and support in New Mexico. Some districts provide paid support for their teachers to complete the national board certification process, but most do not. Some districts also reimburse their teachers' component fees paid to NBPTS, but most do not.

Qualifying elements to consider are National Board Certified Teachers represent a significant percentage of level 3 certified teachers teachers in New Mexico, therefore, 20-25% of NBCTs should be represented in Teacher leadership opportunities presented by the state.

Along with that, the NMNBCT Network should continue to work together with the Teacher Leader Network. For example: Presentations to Secretary Teacher Advisory Council, teacher liaisons delivering national board messages, and Network invited to present or participate in meetings with teacher ambassadors, as well as continue to partner with PED to spread the opportunity for teachers in rural areas to learn about and complete the national board process.

- NBCTs are level three teachers, leaders in the classroom and beyond, both nationally and in New Mexico
  - Nationally
    - According to the latest census of National Board Certified Teachers:
      - 54% work as team leaders
      - 36% are Department Chairs
      - 15% are Staff Developers and Coaches
    - NBCTs also serve as principals, superintendents, state government officials, state departments of education staff and college faculty
    - 2018 National Data of new NBCTs from NBPTS
      - More than 3,900 new NBCTs
      - More than 20,000 teachers in the journey toward Board certification
      - More than 122,000 [#NBCTstrong](#) teachers leading the learning of millions of students
  - New Mexico
    - According to our latest New Mexico NBCT member survey, 75% of NBCTs who responded are engaged in leadership roles in some form or another for their schools or districts
    - They:
      - Serve as department chairs
      - Serve on school leadership teams
      - Mentor new or struggling teachers
      - Provide professional development
      - Run pilot programs for their schools or districts
      - Coordinate district support programs
      - Provide technology support
- We believe if teachers are informed of the Accomplished Teaching Body of Knowledge which includes the Architecture of Accomplished Teaching, the Five Core Propositions and the Certificate Area Standards; which are aligned to all teacher evaluation frameworks, including NMTeach, teacher quality and retention of early career teachers will improve since these models offer additional support to help them understand their practice. (See attached documents)
  - Architecture with Domains
  - Crosswalk with Domains
- There is significant research showing that students of NBCTs learn more than of non-NBCTs
  - See attached Research Summary
- Research shows NBCTs have longer teaching career than those not certified
  - 69.2% of NBCTs still teaching after 20 years
  - 43.8% of non NBCTs are still in the classroom after 11 years
- Historically the current PD has not recognized the National Board Certification as an indicator of educator effectiveness, and we are advocating that it be recognized as such.

Respectfully,

Evelyn R. Sanchez, NM NBCT Network President  
 Maureen Torrez, NM NBCT Network Vice President  
 Patricia A. Gardner, NM NBCT Network Treasurer

# The Architecture of Accomplished Teaching with Danielson's Framework for Teaching Evaluation Domains:

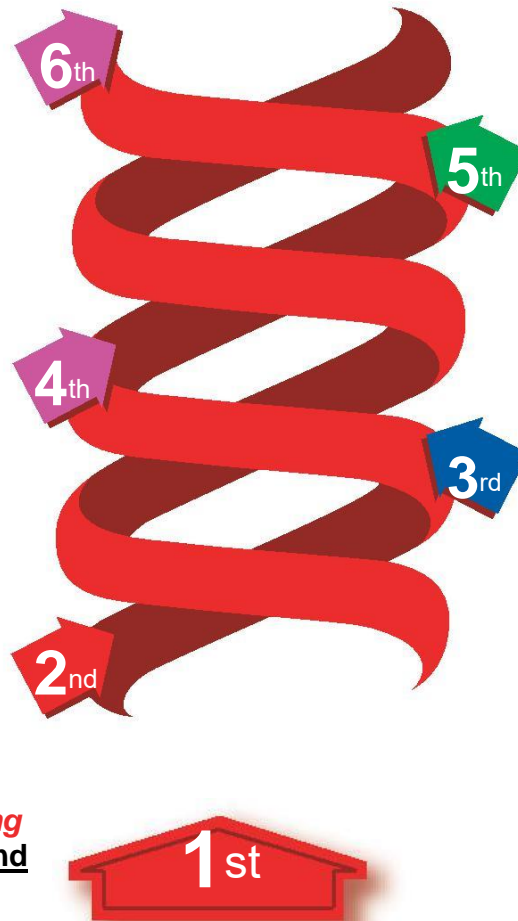
*Set new high and worthwhile goals that are appropriate for these students at this time*

**Domain 1- Planning and Preparation**

*Evaluate student learning in light of the goals and the instruction*

**Domain 1- Planning and Preparation**  
**Domain 3- Instruction**

*Set high, worthwhile goals appropriate for these students, at this time, in this setting*  
**Domain 1- Planning and Preparation**



*Your Students - Who are they?  
Where are they now? What do they need and in what order do they need it? Where should I begin?*  
**Domain 1-Planning and Preparation**






*Reflect on student learning, the effectiveness of the instructional design, particular concerns, and issues*

**Domain 4- Professional Responsibilities**

*Implement instruction designed to attain those goals*

**Domain 2- Classroom Environment**  
**Domain 3- Instruction**

## Five Core Propositions

-  Teachers are committed to students and their learning- 1b
-  Teachers know the subjects they teach and how to teach those subjects to students- 1a,1b,1c,1d,2a,3a,3b,3c
-  Teachers are responsible for managing and monitoring student learning 1b,1d,1f,2a,2b,2c,2d,3a,3b,3c,3d,3e,4b
-  Teachers think systematically about their practice and learn from experience 3e,4a,4b,4d,4e,4f
-  Teachers are members of learning communities 4a,4c,4d,4e,4f

# Crosswalk between National Board Components and NM Teach Domains

## National Board Components

### Component 1: Content Knowledge

Content Knowledge is a computer-based assessment requiring candidates to demonstrate knowledge of and pedagogical practices for their teaching content area. Candidates must demonstrate knowledge of developmentally appropriate content, which is necessary for teaching across the full age range and ability level of the chosen certificate area.

### Component 2: Differentiation in Instruction

This portfolio entry provides you with the opportunity to highlight your ability to evaluate learning strengths and needs for individual students; plan and implement appropriate differentiated instruction for those students; and analyze and modify instructional strategies and materials based on ongoing assessment. The tasks for all components and the rubrics used to assess candidate work have been developed in accordance with the Five Core Propositions and the certificate area Standards. 1A: Demonstrating knowledge of content

## NM Teach Domains

- 1A: Demonstrating knowledge of content
- 1B: Designing coherent instruction
- 1C: Setting instructional outcomes
- 1D: Demonstrating knowledge of resources
- 2C: Establishing a culture for learning
- 3B: Using questioning and discussion techniques to support classroom discourse
- 3C: Engaging students in learning
- 3D: Assessment in Instruction
- 3E: Demonstrating flexibility and responsiveness

- 1B: Designing Coherent Instruction
- 1C: Setting Instructional Outcomes
- 1E: Demonstrating Knowledge of Students
- 2A: Creating an Environment of Respect and Rapport
- 2B: Organizing Physical Space
- 2C: Establishing a Culture for Learning
- 2E: Managing Student Behavior
- 3A: Communication with students
- 3B: Using Questioning and discussion techniques to support classroom discourse
- 3C: Engaging Students in Learning
- 3D: Assessment in Instruction
- 3E: Demonstrating flexibility and responsiveness
- 4B: Participating in a Professional Community
- 4C: Reflecting on Teaching

# ***Crosswalk between National Board Components and NM Teach Domains***

## **National Board Components**

### **Component 3: Teaching Practice and Learning Environment**

This portfolio entry captures details about your instructional planning, direct evidence of your practice from two video recordings and instructional materials, and your analysis of and reflection on your teaching as displayed in two video recordings. You will be evaluated on the demonstrated evidence of your practice and analysis as it relates to instruction, student engagement, and the learning environment. This portfolio entry and the rubric used to assess your submission are aligned with the Five Core Propositions and the certificate area Standards

### **Component 4 – Effective and Reflective Practitioner**

This portfolio entry provides you with the opportunity to highlight your abilities as an effective and reflective practitioner in developing and applying your knowledge of your students. You will gather information from a variety of sources about a group of students; use assessments to effectively plan for and positively impact your students' learning; and provide evidence of your collaboration with families and caregivers, the community, and colleagues and of your contributions to learning communities to advance students' learning and growth. The types of information you submit, the sources of that information, and how you use it will be specific to your subject area and the unique characteristics of your students, school, district, and community. This portfolio entry and the rubric used to assess your submission align with the Five Core Propositions and the certificate area Standards. Remember to refer to the Standards for a complete understanding of the characteristics and expectations of accomplished teaching in your certificate area

## **NM Teach Domains**

- 1A: Demonstrating knowledge of content
- 1B: Designing Coherent Instruction
- 1C: Setting Instructional Outcomes
- 1E: Demonstrating Knowledge of Students
- 2A: Creating an Environment of Respect and Rapport
- 2C: Establishing a Culture for Learning
- 2E: Managing Student Behavior
- 3A: Communication with students
- 3B: Using Questioning and discussion techniques to support classroom discourse
- 3C: Engaging Students in Learning
- 3D: Assessment in Instruction
- 3E: Demonstrating flexibility and responsiveness
- 4C: Reflecting on Teaching
- 4D: Maintaining Accurate Records

- 1B: Designing Coherent Instruction
- 1C: Setting Instructional Outcomes
- 1E: Demonstrating Knowledge of Students
- 2A: Creating an Environment of Respect and Rapport
- 2C: Establishing a Culture for Learning
- 2E: Managing Student Behavior
- 3A: Communication with students
- 3B: Using Questioning and discussion techniques to support classroom discourse
- 3C: Engaging Students in Learning
- 3D: Assessment in Instruction
- 3E: Demonstrating flexibility and responsiveness
- 4A: Communicating with Families
- 4B: Participating in a Professional Community
- 4C: Reflecting on Teaching
- 4D: Maintaining Accurate Records.

# The Proven Impact of Board-Certified Teachers on Student Achievement

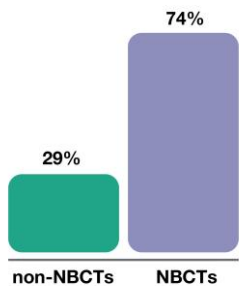
Through **National Board Certification**, teachers demonstrate that their teaching meets the profession’s standards for accomplished practice through a rigorous, peer-reviewed and performance-based process, similar to professional certification in fields such as medicine. In achieving Board certification, teachers prove their ability to **advance student learning and achievement**.

More than a decade of research from across the country confirms:

***Students taught by Board-certified teachers learn more than students taught by other teachers.***

Estimates of the increase in learning are on the order of an **additional one to two months of instruction**. The positive impact of having a Board-certified teacher (NBCT) is even greater for minority and low-income students.<sup>1</sup> This improvement in student outcomes is mirrored by NBCTs achieving stronger results on leading measures of **teacher effectiveness**, including robust classroom observations and value-added scores. The compelling research on the effectiveness of Board-certified teachers is particularly noteworthy when compared to the lack of consistent research on the effectiveness of teachers with master’s degrees.<sup>2</sup>

Students of NBCTs demonstrate evidence of deeper learning nearly three times more frequently than their peers



Students of NBCTs gain one to two months of additional learning compared to their peers in other classrooms



Student work samples that reflect deeper learning, in the classrooms of NBCTs compared to the classrooms of non-NBCTs

## Leading Research From States and Districts Across the Country

- **Washington State (2015):** “[Board-] certified teachers are more effective than non-certified teachers with similar experience.” Their findings suggest NBCTs produce gains of up to “nearly 1.5 months of additional learning.”<sup>4</sup>
- **Chicago, IL and Kentucky (2014):** “We found evidence that Board certification is an **effective signal of teacher quality** [based on student test scores]...across locales, test types, and subject areas.”<sup>5</sup>
- **Los Angeles, CA (2012):** “National Board Certified teachers **outperform other teachers** with the same levels of experience by 0.07 and 0.03 standard deviations in elementary math and English/language arts (ELA) respectively...roughly equivalent to **two months of additional math instruction and one month of additional ELA instruction.**”<sup>6</sup>
- **Gwinnett County, GA (2012):** “National Board Certified teachers outperform other teachers with the same levels of experience.”<sup>7</sup>
- **Hillsborough County, FL (2012):** “The district found that **NBCTs rank higher** than non-NBCTs on written evaluations and value-added measures. Fifty-eight percent of NBCTs received the Merit Award Program (MAP) bonus, indicating they were among the **top 25 percent of teachers** in their subject area.”<sup>8</sup>
- **Florida (2011):** “Certification by the National Board is **correlated with achievement** in math and reading in both elementary and middle school.”<sup>9</sup>
- **Charlotte, NC (2010):** “We found that NBCTs were **significantly more effective**...than their non-NBCT counterparts in several EOC tested courses: Algebra II, Biology, Civics and Economics, Chemistry, and Geometry.”<sup>10</sup>
- **Los Angeles, CA (2008):** “The difference in impacts [on student achievement] between [Board-certified teachers] and unsuccessful applicants was statistically significant.”<sup>11</sup>
- **North Carolina, Ohio, and the Washington, D.C. area (2008):** “Seventy-four percent of student work samples in the classes of NBCTs were judged to reflect a level of **deeper understanding**... [compared] with 29% of the work samples of [students] of non-NBCTs.”<sup>12</sup>
- **North Carolina (2007):** “We find consistent evidence that [Board certification] is **identifying the more effective teacher applicants** and that National Board Certified Teachers are generally **more effective than teachers** who never applied to the program.”<sup>13</sup>
- **North Carolina (2007):** “The positive and statistically significant coefficients...indicate that the Board does indeed confer certification on the more effective teachers, as would be appropriate to the extent that the policy goal is to **reward effective teachers.**”<sup>14</sup>
- **Arizona (2004):** “Effect size...informs us that the **gains made by students** of Board-certified teachers were **over one month greater** than the gains made by the students of non-Board certified peer teachers.”<sup>15</sup>
- **Miami-Dade, FL (2004):** “We find robust evidence that [National Board Certification] is an **effective indicator of teacher quality.**”<sup>16</sup>

<sup>1</sup> Goldhaber, D., & Anthony, E. (2007). Can teacher quality be effectively assessed? The Review of Economics and Statistics 89(1), 134-150; Cavalluzzo, L.C. (2004). Is National Board Certification an effective signal of teacher quality? The CNA Corporation.

<sup>2</sup> Clotfelter, C., Ladd, H., & Vigdor, J. (2007). How and why do teacher credentials matter for student achievement? (NBER Working Paper 12828). Cambridge, MA: National Bureau of Economic Research; Betts, J.R., Zau, A.C., & Rice, L.A. (2003). Determinants of Student Achievement: New evidence from San Diego. San Francisco: Public Policy Institute of California.

<sup>3</sup> 46th Annual PDK/Gallup Poll, October 2014, p. 50, [http://pdkintl.org/noindex/PDKGallupPoll\\_Oct2014.pdf](http://pdkintl.org/noindex/PDKGallupPoll_Oct2014.pdf).

<sup>4</sup> Cowan, J., & Goldhaber, D. (2015). National Board Certification and Teacher Effectiveness: Evidence from Washington. The Center for Data & Research, University of Washington Bothell.

<sup>5</sup> Cavalluzzo, L., Barrow, L., Henderson, S. et al. (2014). From Large Urban to Small Rural Schools: An Empirical Study of National Board Certification and Teaching Effectiveness. CNA Analysis and Solutions.

<sup>6</sup> Strategic Data Project (2012). SDP Human Capital Diagnostic: Los Angeles Unified School District. Center for Education Policy Research, Harvard University.

<sup>7</sup> Strategic Data Project (2012a). Learning about Teacher Effectiveness: SDP Human Capital Diagnostic: Gwinnett County Public Schools, Ga. Center for Education Policy Research, Harvard University.

<sup>8</sup> National Board for Professional Teaching Standards. (2012). Hillsborough County Public Schools: New data prove the value of National Board Certification. Retrieved from [http://www.nbpts.org/about\\_us/success\\_stories/hillsborough\\_success\\_sto](http://www.nbpts.org/about_us/success_stories/hillsborough_success_sto).

<sup>9</sup> Chingos, M. M., & Peterson, P. E. (2011). It's Easier to Pick a Good Teacher than to Train One: Familiar and New Results on the Correlates of Teacher Effectiveness. Economics Of Education Review, 30(3), 449-465.

<sup>10</sup> Salvador, Samantha K., & Baxter, Andy (2010). National Board Certification. Impact on Teacher Effectiveness. Charlotte-Mecklenburg Schools, Center for Research and Evaluation, Office of Accountability.

<sup>11</sup> Cantrell, S., Fullerton, J., Kane, T., & Staiger, D. (2008). National Board Certification and Teacher Effectiveness: Evidence From a Random Research Assignment Experiment. Working Paper 14608. National Bureau of Economic Research.

<sup>12</sup> Smith, T., Baker, W., Hattie, J., & Bond, L. (2008). “A Validity Study of the Certification System of the National Board for Professional Teaching Standards” in Assessing Teachers for Professional Certification: The First Decade of the National Board for Professional Teaching Standards. Advances in Program Evaluation, Volume 11, 345-378.

<sup>13</sup> Goldhaber, D., & Anthony, E. (2007). Can teacher quality be effectively assessed? The Review of Economics and Statistics 89(1), 134-150.

<sup>14</sup> Clotfelter, C., Ladd, H.F., & Vigdor, J.L. (2007). How and why do teacher credentials matter for student achievement? Working paper 2. National Center for Analysis of Longitudinal Data in Education Research.

<sup>15</sup> Vandervoort, L.G., Amrein-Beardsley, A., and Berliner, D.C. (2004). National Board Certified Teachers and their students' achievement. Education Policy Analysis Archives, 12 (46).

<sup>16</sup> Cavalluzzo, L.C. (2004). Is National Board Certification an effective signal of teacher quality? The CNA Corporation.

## [EXT] proposed rule 6.65.4 NMAC Teacher Leader Development Framework

Jessica Sanders <JSanders@risd.k12.nm.us>

Wed 12/5/2018 12:30 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Cc:jessica.sandersnm2019@gmail.com <jessica.sandersnm2019@gmail.com>;

My name is Jessica Sanders. I have taught in New Mexico for 12 years. I am the New Mexico Science Teachers Association President-Elect, a Golden Apple Teacher of Excellence Award winner and most recently the 2019 New Mexico Teacher of the Year. Today, I am writing to **strongly support** the proposed new rule **6.65.4 NMAC, Teacher Leader Development Framework**. As a leader in my profession, I truly see the value in this rule as a permanent piece of New Mexico's future for education. The Teacher Leader Network has changed my life, improved my craft and empowered my classroom though collaboration. This vital opportunity has provided me with a network and support group of teachers from across our state to encourage me as professional and achieve positive student growth in my classroom. Teacher Leader Development should be used to retain high quality educators and recruit new teachers to our honorable profession. When teachers do not feel supported and encouraged they walk away from the profession. I know teacher leader development can be used to strengthen classrooms across our state and create equitable education for all students regardless of zip code.

Confidentiality Notice: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information as defined under FERPA. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

## [EXT] Proposed New Rule 6.65.4 NMAC

Robert Crooks <crooksrrwm@gmail.com>

Wed 12/5/2018 2:07 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

NMPED

05 December 2018

Comment: **New Rule** 6.65.4 NMAC, Teacher Leader Development Framework

We wish to register our strong feelings that the **New Mexico Teacher Leader Network program has been and should continue to be a valuable and necessary force in improving rural education in the State of New Mexico.** We support a mandate that they continue to have a seat at the table going forward as NMPED strives to improve education throughout New Mexico. Our future depends on it!

We're concerned that the Governor-elect's transition team is disproportionately represented by teachers' unions and urban schools' concerns at the expense of our rural communities' needs. We continue to need the valuable voice of the NM Teacher Leader Network in forming our future educational policies.

Thank you.

Robert W. Crooks, M.D.

Hannah Crooks

PO Box 70

Ramah, NM 87321

## [EXT] Public Comment for NMAC 6.65.4 Teacher Leader Development Framework

dfw <randomher@aol.com>

Wed 12/5/2018 2:24 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Please favorably consider enacting NMAC 6.65.4 proposed legislation into law as written.

Much as in the same fashion that NM students are required to take 0.5 units of NM history to enhance their knowledge of our state, educators benefit from a thorough understanding of how policy is drafted, implemented, and changed. It is important that our teachers understand the processes that impact their classroom instruction and how to work within that framework in the best interest of students.

Thank you,  
D.F. Wilson  
Taxpayer, Voter, and Contributor to NM's Economy  
Albuquerque, NM

## [EXT] Public comment for 6.65.4 - Teacher Leader Development Framework

Jacob Kolander <jkolander@southvalleyacademy.org>

Wed 12/5/2018 2:33 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Public comment December 7, 2018 (1).docx;

Good afternoon. I would like to submit a comment around the Teacher Leader Network here in New Mexico. I believe in the power of teacher voice, and hope to see that NM preserves the dignity and honor of teachers by putting into regulation the need for the PED to work directly with teachers. Please see attached. Thank you.

--

*Jacob Kolander*

South Valley Academy

505-433-9820

Good afternoon. I'm Jacob Kolander. I am a 17-year veteran teacher, Level III licensed, rated Highly Effective for 4 years in a row, and have served in several leadership roles in my current charter school. I know all of us believe in the power of education and the teachers that provide it. For 17 years, I have given my time, in and out of the classroom, to serve my students, as most of us do, beyond just being their English teacher. I am a counselor, an advisor, a coach, a cheerleader, a parent, a shoulder they can cry on, a high five when they succeed, a mentor when they're down, and a motivator when they are lazy. Teachers see and do more than most anyone outside the profession realizes. Regardless of how much of my own personal time and money I put into my profession, it's never enough. I know we all respect the teaching profession, and I want to advocate for allowing us to continue having our voice in New Mexico.

What is proposed would put the Teacher Leader Network into regulation, which would continue the trend we have of setting the standard for teacher involvement in the country. Six states came to our teacher summit this summer, of which I was a part both as a member of the Secretary's Teacher advisory and also a presenter on the issue of the gender gap for our boys in reading and math. Those six states came to find out what we do that is so special. At the summit, teachers train teachers, we are given the respect of the years of our profession by being the ONLY group allowed to run trainings, and we volunteer our time to work alongside the Teacher Liaisons to make it all happen. With hundreds of teachers in attendance, other states wanted to come see our model of success. Without the Teacher Liaisons and teacher leader network, this would not be possible.

Two years ago, after 15 years of teaching, I felt an "us vs them" mentality about educators and the PED. I never understood why they made the decisions they did. I never heard from our administrative team the justifications or details, just their own editorializing of the facts they *chose* to share *when* they chose to share them. I never felt the PED would ever hear my voice - an English teacher in Albuquerque at a small school. Two years ago, I decided to join the Secretary's Teacher Advisory. From that point forward I felt I was heard. I was empowered with the real information from the source, and I suddenly had a personal connection with our Secretary of Education who I got to know on a first name basis.

I ask that we put into regulation a Teacher Leader Network as well as a Teacher Liaison to continue this work. The organization of the network, the number of teachers involved, and who the liaisons are should be at the discretion of the Secretary of Education, but without putting into rule that there must be *some* manifestation of a Teacher Leader Network, there is no security for teachers like myself to know that we will continue to have a voice in New Mexico education.

It's powerful to feel like I have a voice, like my opinion matters, and more importantly, that my 17 years in the classroom mean something when it comes to educational legislation. My experience matters. The hundreds of students who have passed through my classroom matter. Their children, some of whom I now teach, matter, and no one will speak up for them better than their teachers. If the Teacher Leader Network disappears, then we will once again feel silenced, we will return to the days of "us vs them", and more importantly, our students will no longer have the adults they share 13 years within our public schools coming together to form a network of

support and advocacy. I can tell you without a doubt, I will continue the work of bringing teachers together to share their expertise and their passion for teaching, so please help me in doing so alongside the PED and the leaders who profess to have teachers' best interests at heart. I know we all believe in the power of our educators, so let's show them that through supporting this rule. Thank you for your time and attention.

Sincerely,  
Jacob Kolander  
English Teacher – South Valley Academy

## [EXT] Public comment for NMAC 6.65.4 Teacher Leader Development Framework

Jill Malkiewich <jill.malkiewich@gmail.com>

Wed 12/5/2018 3:09 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern:

I am writing to show support for ruling NMAC 6.65.4 Teacher Leader Development Framework. I support this ruling because I believe that it is important in order to ensure that teachers have a voice in the rules, policies, programs and budgets that impact our students, our classrooms, and teacher compensation structures. Teachers need a forum and a voice beyond that which is provided by unions, given that not all teachers belong to the union. I appreciate your consideration of my support for the Teacher Leader Development Framework.

Thank you for your time.

Sincerely,

Jillian Malkiewich

2nd Grade Teacher

Cien Aguas International School

## [EXT] Rule NMAC 6.65.4

Charles Whitehurst <cwhitehurst505@gmail.com>

Wed 12/5/2018 3:12 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I strongly urge the committee to support the Secretary Teachers Advisory (STA) group program as outlined in Rule NMAC 6.65.4, provide it with the necessary resources to accomplish its mission, and encourage the participation of all public schools in the state. The teachers who are chosen to be on this advisory group are exemplary in their profession – they should be heard and their input to the Secretary taken seriously. Good programs within any educational unit establish and encourage the spread of excellence: they serve as role models that challenge other programs to reach beyond their limits and dare to be excellent. They create and nurture opportunities for development within the unit and within the state that would not otherwise be available. They will serve as role models for programs that may not yet have achieved the excellence that they aspire too. The STA is a good program. The Department of Education should strive to raise their standards and to reach for excellence. The STA group and the value they bring to the Department is a positive step in that direction.

Charles A. Whitehurst. Ph..D.

## [EXT] 6.65.4 Teacher Leader Development Framework

Betty Patterson <bpatterson@neanm.org>

Wed 12/5/2018 3:27 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

This system is already causing friction among teachers in schools. Developing a framework that will go into rule does not make sense at this time. We have created a system where teachers only want brighter students and are unwilling to teach in lower social-economic schools because of the testing.

Sent from Windows Mail

## [EXT] In reference to: Notice of Proposed Rulemaking - 6.65.4 NMAC, Teacher Leader Development Framework

Lee Eddy <leddy@fms.k12.nm.us>

Wed 12/5/2018 4:15 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

In reference to: Notice of Proposed Rulemaking to obtain input on the proposed new rule~**6.65.4 NMAC, Teacher Leader Development Framework.**~

Please consider placing the Teacher Leadership program into the inclusive part of PED law. This program is an invaluable connection to PED for all districts through-out New Mexico. Giving teachers a voice in things that affect education in our state empowers teachers and improves teaching throughout the state. The Teacher Summit is an example of teachers bringing their skill and knowledge and sharing with other teachers from all over the state in programs, ideas and even PED programs that improved teaching. I attended the last two Teacher Summits and discovered that there are some great teachers in our state willing to share their expertise.

The Teacher Leader Network has allowed me as a teacher to learn more about what our state government is doing in education and how that affects me and my students. Reading that New Mexico schools rose from 51<sup>st</sup> in the nation to 47<sup>th</sup> may not sound like much until we realize that moving up four places has not been done by any state before. I believe the Teacher Leader Network and its various pieces contributed to that improvement.

While I agree that NMTeach could use some slight corrections to improve it, I do not accept that eliminating or a complete rewriting of it is necessary or a good use of taxpayer money. New Mexico teachers are beginning to recognize how the school grading and teacher evaluation system works, which I admit was a foreign language to me until my representative on the Teacher Advisory presented a well-researched and well-presented session to explain both. This is directly because of her involvement with the Teacher Leader Network and I am very thankful for her dedication and support.

Finally, if other states are looking at New Mexico and deciding to copy our Teacher Leader Network process, why would we want to drop it and go backwards?

Please write the Teacher Leadership program into the inclusive part of PED law and let's continue to make New Mexico a great place for teachers to teach and students to learn!

Lee Eddy  
Teacher 4th Grade, Esperanza Elementary  
[leddy@fms.k12.nm.us](mailto:leddy@fms.k12.nm.us)  
School Phone 505-599-8676 x5998

[EXT] 6.65.4\_NMTLN

Kimberly Landry <kimberly@kimberlylandry.com>

Wed 12/5/2018 4:31 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Good evening,

I support the New Mexico teacher leader network.  
It has helped me grow as an educator and leader in my district.

Kimberly Landry  
1st Grade Teacher  
North Elementary  
Alamogordo Public Schools

[EXT] 6.65.4\_NMTLN

Jenny <jk\_hitt18@hotmail.com>

Wed 12/5/2018 4:58 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

My name is Jenny Hitt. I work for Alamogordo Public Schools at Buena Vista Elementary. I am in favor of keeping the New Mexico Teacher Leader Network.

Jenny Hitt

Sent from my iPhone

## [EXT] Notice of Proposed Rulemaking to obtain input on the proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework

Christina Morris <bitanni@hotmail.com>

Wed 12/5/2018 5:49 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Importance: High

Please consider placing the Teacher Leader Development Program into the law of PED. Many teachers across rural New Mexico have vetted over the years to build a framework where equity is one of the central tenets in education. While it is necessary to create a leadership team by the incoming Governor, it is important to recognize the cognizant work and endless hours members of the leadership team have developed to progress education in addition to teaching in communities.

Although it is necessary and important to recognize Union-led teacher organizations as part of bringing inclusivity in, it is also important to acknowledge how many of these union officials do not understand the complexity of many rural communities and have not truly vetted their time and energy toward understanding the social fabric of education and impacts in education attainment. It is through such organized groups, such as the Teacher Leader Network, who muddle through complex systems and processes to better understand policies affecting educational systems and deliverance.

The framework has begun to establish and more work needs to be done to ensure we move the needle toward addressing root causes in education where many students are not attaining a level necessary to achieve personal success.

Thank you for your attention and consideration.

Sincerely,

Christina and Jerold Morris  
Residents of San Juan County

[EXT] 6.65.4\_NMTLN

Krista Atkins <katkins40@rocketmail.com>

Wed 12/5/2018 5:52 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I support the teacher leader network!  
Sent from my iPhone

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework

Derrick Zahne <zahne25@gmail.com>

Wed 12/5/2018 6:33 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

I wanted the opportunity to voice my concern. The Teacher Leader Development Framework allows teachers in our school district to be part of teacher advisory program that allows them to network with other educators. This direct communication allows our teachers in the district an opportunity for greater understanding of diversity and educational priorities for the state of New Mexico. Please allow the Teacher Leader Development in the state of New Mexico.

Sincerely,

Derrick Zahne

[EXT] 6.65.4\_NMTLNy

Amber Carroll <Amber.Carroll@aps4kids.org>

Wed 12/5/2018 7:40 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I support the teacher leader network! Please continue to support this movement!

Amber Carroll, Principal  
North Elementary  
Alamogordo Public Schools

-Amber

## [EXT] Public comment for NMAC 6.65.4 Teacher Leader Development Framework

Michelle Bennett Nellos <ncnellos@aol.com>

Wed 12/5/2018 8:09 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am a second grade teacher who has participated this year in the Teacher Leader Development Framework. For the first time in my 17 years as a teacher I have felt that I have a voice that will be heard by the secretary of education, as well as myself listening personally to the secretary and being able to convey messages to my colleagues. Please keep the TLDP working!

Thank you,

Michelle Nellos

[EXT] NMTLN

Matt Vetterly <drvetterly@gmail.com>

Wed 12/5/2018 8:27 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Education does not occur in a vacuum. Our system requires that teachers, administration, and parents communicate openly and accurately. As a building principal, I am fully aware of the power of informed teachers. This past year, our school has benefitted from have teachers that were provided the most up to date information directly from policy makers and educational leaders. This transparency has allowed teachers access to information while remaining in the most impactful location, the classroom.

Our children deserve to have the best possible teacher in the classroom. The NMTLN allows teachers a voice in policy and practice without having to take on the role of administrators. In addition, the teacher leaders are provided networking opportunities with the best minds in the field.

With this program, our teachers become an in house resource for peers. Sharing information about potential changes, best practices for instruction, and advocating for opportunities to serve in our great state. Leading from the classroom, mentoring peers, and advocating for New Mexico educators are the foundation of this program

I appreciate your consideration of this rule, your commitment to our teachers, and most importantly to our students.

Yours in education,

Dr. Matthew Vetterly  
Principal  
Clovis

## [EXT] Rule 6.65.4 NMTLN Teacher Leader Development Framework

Rena Stone <mrs.stoneela@gmail.com>

Wed 12/5/2018 8:58 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I would like to lend my support to Rule 6.65.4 NMTLN Teacher Leader Development Framework. The Teacher Leader Network has changed not only the way I teach, but who I am as a person. Because I found my voice, my students have found their voices on the district level. There are many of my students applying for the Student Leader Network as a result of their own, innate leadership abilities and have been encouraged by hearing about the endeavors of the Teacher Leader Network.

I share what I learn with my colleagues and students. They have become more informed and have begun to make their voices heard in the district. They see that change IS possible, and now have the determination to elicit change.

I urge you to continue the Teacher Leader Network so that teachers stay informed and continue to affect change in educational policy in our state. Instead of being "us" the teachers vs. "them" the PED and seeing one another as the enemy, both have formed a cohesive, cooperative group of professionals working to improve the state of education in our beloved New Mexico.

When non-educators want to change policy, who better to enlist than professional educators who are not only educated and trained, but informed; whose acquisitive nature can lend itself to the betterment and success of education in New Mexico?

Through my work in the STA and as a Teacher Liaison, I have met and now collaborate with quality teachers all over the state. We believe in our children, we believe in ourselves, and we believe in New Mexico.

Sincerely,

Rena K. Stone  
Mesa Vista High School  
Teacher, ELA/ESL  
Member STA and School Liaison

[EXT] STA and NMTLN

Mary Ellen Dannenberg <maryellendannenberg@icloud.com>

Thu 12/6/2018 6:56 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

As a National Board Certified, Exemplary teacher and early childhood advocate, I support and have seen the positive effects for teachers that comes from being heard through the STA and NMTLN network. Please keep these incredibly important committees for teachers. Through statewide initiatives including the Secretary's Teacher Advisory of 39 educators, the New Mexico Teacher Ambassador Network of 50 and the New Mexico School Liaison program approximately 800 the Public Education Department provides information and support directly to teachers. These initiatives empower teachers to use their voice to support their profession and their students. This practice must continue to effect real change to education in New Mexico. Please continue this important work.

Thank you

Mary Ellen Dannenberg  
4 La Vista  
Santa Fe, NM 87505  
505 577 9792

## [EXT] Public Comment on new rule 6.65.4 NMAC, Teacher Leader Development Framework.

Alysha Wagley <awagley@animask12.net>

Thu 12/6/2018 7:31 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Cc:Alysha Wagley (H) <alyshawagley@gmail.com>;

Good morning,

I am a Language Arts and Social Studies teacher at Animas 7-12 High School in Animas, New Mexico. I am writing in favor of the proposed new rule, 6.65.4 NMAC, Teacher Leader Development Framework. I have had the privilege of serving as part of the Secretary of Education's Advisory (STA) for two years. It has been the greatest professional opportunity I have received. It has not only made a better leader but also a better teacher and mentor. The training, information straight from PED, the impact I have had, and the connections I have made with other educators around the state have been incredible.

This leadership network, communication link and educator voice are, to me, the greatest step toward in teacher appreciation and collaboration I have seen in my twenty years in education. We are the experts in our field and have the first-hand experience in the classroom overseeing the implementation of every rule, program, assessment and evaluation. It is honestly unimaginable to me how it has taken this long to invite teachers to have a direct seat at the policy and executive tables in Santa Fe. Now that our experiences and voices have been considered, we must not go backwards.

It is my understanding that some administrators disagree with teachers receiving information directly from the PED. However, I pose four questions. One, why shouldn't information that is directly linked to students and teachers be shared directly with them. Two, why shouldn't we receive opportunities for leadership, advancement, and professional development by the Public Education Department? Three, why should administrators be threatened by teachers being in the know? Finally, four, isn't the goal of the PED, administrators, teachers, and parents the same: the education and success of students?

We must all work together for students, schools and New Mexico education to succeed. For far too long the PED has been an inaccessible entity far away in Santa Fe. They were too often blamed by administrators for unpleasant or unpopular decisions or requirements. One thing I have learned over and over, is that most of these instances are actually district decisions and not the PED. Perhaps that is really the main reason superintendents and school boards are upset at teachers receiving accurate and direct information from the PED. Thankfully, my superintendent has been incredibly supportive and appreciative of the opportunity and how it has benefited me professionally and our district. However, if all administrators were truly conveying all important information and forwarding all opportunities, there might not be as great a need for the network, but unfortunately, that has not always been the case for a variety of reason. I fully believe the teacher leader network has not been about undermining the local districts, it has been about building a positive and effective relationship between the teachers of the state and the PED who serve them, a relationship that teachers deserve.

For the first time, teachers have been in a position of influence, have a voice and have received information important to education, teachers and students. 700 teachers currently serve in the liaison positions across the entire state as part of this Teacher Leader Network. Their role has not only benefited the liaison, but also their colleagues through a continued network of sharing information in their own schools and districts. For these reasons and more, I ask that you accept this rule change and help ensure that teachers always have these networking opportunities. Professional development, professional connections, teacher voice, and expanded communication must stay.

Thank you for your time and consideration. Please do what is right for educators, students, communities and the state and adopt rule 6.65.4 NMAC.

With respect,

*Alysha Wagley*

7-12 SAT Coordinator  
Language Arts and Social Studies Teacher  
Animas High School

**Confidentiality Notice: This e-mail, including all attachments is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.**

[EXT] Re: New Rule 6.65.4 NMAC, Teacher Leader Development Framework

Shirley Tafoya <stafoya@portalesschools.com>

Thu 12/6/2018 8:01 AM

To: FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

In regards to the Secretary of Education wanting to sign a new rule (6.65.4 NMAC, Teacher Leader Development Framework), I would like to offer my full support. This rule will keep in place all of the teacher networks that are currently in place. This will ensure that the communication between the teachers and the PED department stays open. These teacher networks are the ones such as; Regional Meetings with members from the PED, Teacher/School Liaisons, emails straight from the PED department, Secretary Advisory Board, Ambassadors, etc. It is vital to public education in New Mexico that these lines of communication for stakeholder feedback and participation in the education process be left in place.

Shirley Tafoya, M.S., CCC-SLP  
Preschool SLP  
Brown Early Childhood Center  
Portales, NM

--  
Shirley Tafoya  
MS, CCC-SLP  
BECC

[EXT] Requesting support to keep Teacher Leader Networks in New Mexico.

Debre Allen <dallen@torcschools.net>

Thu 12/6/2018 9:45 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern: I have been a NMPED Liaison for two years now, and have attended three of the summer Summit meetings. I endorse this program wholeheartedly and encourage you to do the same.

Sincerely,

**Debre W. Allen**

*Hot Springs High School, TorC, NM*

*History of New Mexico & World History*

*Sponsor, National Honor Society*

*Learner ∞ Individualization ∞ Strategic ∞ Ideation ∞ Input*



## [EXT] Teacher Leader Network

Daniel Mendez <dmendez719@gmail.com>

Thu 12/6/2018 10:27 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am in support of the Teacher Leader Network and school grade. My mom is an educator in New Mexico, and this is the first time in her 20-year career that she has actually had a voice. Please keep these initiatives in place.

Thank you,  
Daniel Mendez

## [EXT] Public comment for NMAC 6.65.4 Teacher Leader Development Framework

J O <happyjaro@gmail.com>

Thu 12/6/2018 10:57 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Dear Committee,

We need this important program to continue in order to ensure that teachers have a voice in the rules, policies, programs and budgets that impact our students, our classrooms, and teacher compensation structures.

--

Gracias,  
Javier Ortiz

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework

Cassie Hightree <cassierh86@gmail.com>

Thu 12/6/2018 12:07 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Good Afternoon, I am writing in support of the new rule proposal for the Teacher Leader Development Framework.

I am currently a Title 1 Teacher in the Raton Public School District at Longfellow Elementary School teaching Reading and Math to K-2 students. I am currently a Teacher Leader Liaison for the 2018-19 school year as well as serving the 2017-18 school year. Participating in this program has given me many opportunities to work with other teachers from Northern NM as well as creating more communications to others within my district. I have also had the opportunity to attend virtual webinars and regional trainings in which I gained more knowledge in lesson planning, engaging families for student success, teaching ELL, been given more leadership opportunities, NMTEACH, SpEd Law, even provided the opportunity to take a class in classroom management and many other opportunities to help my professional knowledge. Though my time as a teacher is very busy, I was able to share much of what I learned with my colleagues. I'm still learning through this process, and I finally feel that teachers voices are starting to be heard.

This entire process has helped me understand what the "politics" of education are, who the stakeholders are, and how to have a voice in my profession. I want to continue to grow as an educator and have a louder voice for the students we are teaching. Our profession is for the children. Everything we do is for the children. As an educator I want that to continue.

With the progress the Teacher Leader Networks have made, and the communication/voice it has given so many teachers in the State of NM, the continuation of this network is vital to keep highly qualified/engaging teachers and the state working together for one purpose, our students.

Cassie Hightree  
Elementary Educator

[EXT] support 6.65.4

ALICE FITZGERALD <afitzg8264@comcast.net>

Thu 12/6/2018 12:45 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

6.65.4 NMAC, Teacher Leader Development Framework.

I am writing in support of the new rule proposal for the Teacher Leader Development Framework.

Informed educators make better classroom teachers and employees! Direct communication from the Public Education Department to educators helps New Mexico students.

Thank you for your times

Alice Fitzgerald, Educator

Raton Intermediate School

## [EXT] Rule 6.65.4.8 - Teacher Leader Network

Krisa <khipps19@hotmail.com>

Thu 12/6/2018 12:48 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

As a teacher in my 12th year I have never felt so empowered and knowledgable. As a military spouse I have taught in Arizona, Department of Defense and Now New Mexico. New Mexico has provided me the greatest opportunity to grow and learn. I have been able to collaborate with teachers from across the state and share knowledge with my colleagues. Being a part of the Teacher Leader Network has challenged me personally and professionally. With out a teacher leader network teachers lose their voice, which in turn means students lose theirs. I strongly believe the teacher leader network provides teachers with tools to grow and learn throughout their career. I am in full support of rule 6.65.4.8 and all that it states.

Krisa Engel

## [EXT] Teacher Leader Network

Vesta Mizell <mizev@centralschools.org>

Thu 12/6/2018 1:22 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

I am writing in support of keeping the New Mexico Teacher Leader Network in place and funded.

The benefits I, and teachers in general, have received from this Network are immeasurable in terms of cost savings compared to using professional development opportunities, gatherings, initiating contacts, sharing of information, etc... as they were before the Teacher Leader Network was established.

I have been able to immediately implement and support people throughout my district, which would include thousands of people, as a School Liaison and as a classroom teacher, rather than waiting for days, sometimes months, for those opportunities to acquire the information and guidance, much less implement it.

Please consider the advantage to New Mexico in having programs in place that lessen or eliminate administrative costs that would be a luxury to most. A comparison would be to say that WE HAVE actually bought the Brooklyn Bridge, and the salesman wasn't pulling a fast one on us!

Thank you for your time,

Vesta Mizell  
CPHS PHOENIXES  
505-368-4980

"Do a good job!" - Rockhound  
FORTIS FORTUNA ADIUVAT

## [EXT] Written Feedback Re: Rule 6.65.4 NMAC, Teacher Leader Development Framework

Jody Martinez <jmartinez@cimarronschools.org>

Thu 12/6/2018 1:40 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Feedback for Rule 6.65.4 NMAC, Teacher Leader Development Framework.docx;

Please see attached feedback letter.

--

Jody Martinez  
K-12 Principal  
Cimarron Elementary-Middle School  
Cimarron High School

December 6, 2018

To Whom It May Concern,

I am writing in support of the proposed rule 6.65.4 NMAC, Teacher Leader Development Framework. I am a teacher of 20 years in a small, rural district in New Mexico. This year, I am a K-12 principal in my district. Prior to becoming principal this year, I had the honor and privilege of serving on Cohorts 1 and 2 of the Secretary's Teacher Advisory, under both Secretary Skandera and Secretary Ruszkowski, as well as serving on the New Mexico Teacher Leader Network. Because of these opportunities, for the first time in my 20 years of education, I, as a teacher, felt respected as a professional. I felt listened to and valued by those at the state level over the last few years. The Secretary's Teacher Advisory, NM Teacher Leader Network, NM Teacher Leader School Liaisons, NM Dream Team, and Teach Plus are all opportunities that teachers now have to be empowered, to have a voice in education in NM, opportunities that we did not have 5 years ago or any time before that. It is through these opportunities and the teacher leaders within them that improvements have been made to NMTeach, as well as other areas, and we will continue to provide input that will lead to further improvements in NMTeach, School Grades, ESSA, and education as a whole in NM. It is also through these opportunities that teachers have gained knowledge and skills around improving their practice, using the tools and resources available to them, communicating and empowering others, advancing their students, providing input at the state level, understanding what is happening at the state level and contributing to it, and sharing that with their colleagues. We, as teachers, have been celebrated and respected at our annual Teacher Summit, the third of which we just completed this last summer, hosting over 1300 teachers!

As a new principal, the teacher leader opportunities have positively impacted me as well. Firstly, I never would have had the confidence to apply for an administrative position without the skills and experiences I gained by being involved in the STA and NMTLN. Secondly, I am able to more effectively communicate accurate information to my teachers and staff, including district level staff, about policies, systems, etc. from the state level. For example, I am able to explain the NMTeach system to my teachers in a way that helps them not only understand it but, most importantly, to use it to improve their practice and the achievement levels of their students. I also am able to continue to receive

communication from the state levels and keep my teachers up to date. I also have been able to use the relationships I have built through these networks to empower myself and my teachers, whether it is to clarify miscommunication or misunderstanding, to connect with other exemplary teachers to collaborate on improving practice, or to gather information. On a daily basis, I am able to use the skills I gained from being a part of the STA and NMTLN, such as leadership, communication, effective teaching strategies, data analysis, networking, etc. I am also able to use my experiences, from networking with others from around the state, national PD opportunities I was able to be a part of, and speaking/advocating experiences I was part of. Teachers are the core of education, the experts on the front lines every day, and we are finally feeling listened to and respected for the professionals that we are. I ask you to keep this momentum going by passing Rule 6.65.4 NMAC, Teacher Leader Development Framework.

Thank you for your time and consideration of my input.

Sincerely,

Jody Martinez

K-12 Principal

Cimarron Elementary, Cimarron Middle, and Cimarron High Schools

## [EXT] Support of Teacher Leader network

ROBERT JANICE DYE <rjcdye@msn.com>

Thu 12/6/2018 3:08 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am in support of the Teacher Leader network. It is important that teachers have a voice. Thank you.

Sent from my iPhone

[EXT]

geneva sandoval <geneva.sandoval@ratonschools.com>

Thu 12/6/2018 3:19 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

I am in favor of teacher's having a voice and support the Teacher Leadership Committee.

Geneva S. Sandoval-Sena

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework

Tamie Villasenor <villt@centralschools.org>

Thu 12/6/2018 4:30 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Dear New Mexico Public Education Department,  
This letter is in regards to my support for the proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework. I believe having a Teacher Leader Development Framework is crucial to the success of our NM school children. It is very important for the teachers of our educational communities in New Mexico to have a voice, as these teachers come from the "front line" and understand the diversity and real needs of the community they serve. Not only do these educators understand the needs of the communities, they also care deeply about the community members that they are advocating for, this connection enables the teachers to put a lot of passion and devotion into the role they take on as a teacher leader, and can help drive many decisions that are important to the students and their families.

Please pass the proposal 6.65.4 NMAC and allow our teaching community to advocate for the needs of our students and their families.

Sincerely,

Tamie N. Villasenor  
Farmington, NM

## [EXT] Teacher Leader Network

Petra Armijo-Bertola <pjarbert57@msn.com>

Thu 12/6/2018 4:40 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

I support the Teacher Leader Network and teacher's having a voice. I am a school social worker and can see that the teacher's voice is very important. They work at a level that involves direct instruction to students as well as knowing those students and their needs. Please continue to keep this Network active in order to provide the best possible education for all students as well as allowing teachers to voice their concerns regarding needs in the classroom.

Your support in keeping this Network active is greatly appreciated.

Respectfully  
Petra Armijo-Bertola  
School Social Worker

## [EXT] New Mexico Teacher Leader Network

Deswood Tome <deswoodtome@yahoo.com>

Thu 12/6/2018 4:41 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Rep. Clahchischilliage Support Letter NMTLN 12052018W.pdf;

Please receive the attached correspondence from State Rep. Sharon Clahchischilliage, District 4 regarding the New Mexico Teacher Leader Network.

Any questions, please call me. My mobile is 505-506-7729.

Sincerely,

Deswood



State of New Mexico  
**House of Representatives**  
Santa Fe

**SHARON CLAHCHISCHILLIAGE**

R - San Juan  
District 4

Box 585  
Kirtland, NM 87417  
Cell: (505) 686-0836

E-mail: sharon.clahchischill@nmlegis.gov

**COMMITTEES:**

Chair: Committee On Compacts  
State Government, Indian & Veterans Affairs  
Taxation & Revenue

December 5, 2018

Ms. Jamie Gonzales  
Public Education Department  
300 Don Gaspar Avenue  
Santa Fe, New Mexico 87501

Dear Ms. Gonzales:

As the New Mexico Teacher Leadership Network continues its presence in providing excellence in leadership among our educators, I am committing my support to this noble group as a fine example who have increased educational leadership in our state.

The Teacher Leadership Network is the medium in which teachers at local schools participate in advising on important policy making. Offering more communication, this group works in areas throughout the state to ensure the voices at the teaching level are heard at the state capital. Their input is a collective representation from the 89 school districts. In the district for northwest New Mexico encompassing schools on the Navajo Nation, Ms. Andrea K. Thomas, a recognized teacher of quality education, has remained an advocate to all schools in a challenging part of the state. She is an adherent in promoting equity in our schools while representing the needs in our area.

New Mexico Public Education Department is strongly urged to continue with the representation of the Teacher Leadership Network so that education is best served with such dedicated teachers.

Sincerely,

Rep. Sharon Clahchischillage, District 4

## [EXT] Public Comment Rule 6.65.4

Chrissie Souders <kia\_nm@q.com>

Thu 12/6/2018 5:02 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

December 6, 2018

New Mexico Public Education Department-Policy Division  
Re: 6.65.4 NMAC, Teacher Leader Development Framework  
300 Don Gaspar Avenue  
Santa Fe, NM 87501

Dear Jaime Gonzales and Secretary Ruskowski,

Thank you for giving me the opportunity to comment on the proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework. I am currently in my 20th year of teaching for the Silver Consolidated School District in Silver City, NM. This academic year I have been working as a 5th grade teacher at G.W. Stout Elementary School. I am in my 2nd year of representing my school as a New Mexico Teacher Leader liaison with the PED and this fall I was selected to be a state ambassador as well.

I would like to inform you that I fully support the PED department in developing a framework that provides teacher leader engagement, networking opportunities, and a platform for direct communication with PED policymakers and the Secretary of the NMPED. I have had the opportunity over the last 2 years as a liaison and a state ambassador to see how having teachers involved in networking opportunities and direct communication with the PED is impactful to teachers. I personally have learned more about policy, procedures, and advocacy in these past 2 years then I have known in all my years of teaching. By being a part of the New Mexico Teacher Leader Network, I believe teachers have a voice that is being heard. For many years there has been a big disconnect between teachers and the PED department as teachers just would get information pushed down from their district. Now that teachers have a direct line to PED, we can all be informed and have input to how our school systems will run. There will no longer be miscommunication or misinterpretation of policy or procedures by either party. Teachers feel like they have a seat at the table (as they should be) since we are the ones every day in the classroom. The establishing of the rule 6.65.4 NMAC will continue to provide a partnership between teachers, PED and the Secretary of Education, which in turn will better service the students of NM public schools.

In summary, I appreciate the willingness of the NMPED to propose the new rule of 6.65.4 NMAC Teacher Leader Development Framework. This rule will provide teachers the opportunity to continue to have a voice in the education of the students they teach and will continue to foster partnerships between teachers and the PED.

Respectfully,

Chrissie Souders  
5th Grade Teacher, NMTLN State Ambassador and Liaison  
PO Box 137

Tyrone, NM 88061

## [EXT] NM TEACHER Leadership

Deanna Cordova <deecell34@gmail.com>

Thu 12/6/2018 5:35 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern:

I would like to recommend that this leadership program continue. It would be a travesty to let go of the work that is on an upward trend of effective leadership and communication that results in positive, effective teachers. This kind of trend is insurmountable in growth for students because it's a domino effect of greatness. The networking and knowledge gained from experience and expertise alone from colleagues is priceless.

Becoming part of the Liaison's network has made me a better communicator with parents and the community which means more support. We need every ounce of support to have gains in our state. The summit alone was the greatest PD I have had in 19 years of teaching. Being teacher driven makes a difference. Don't we want to make a difference?

Deanna Cordova  
Pojoaque Valley Schools

Thank you for your consideration.

ASent from my iPhone

## [EXT] Re: Rule 6.65.4 Teacher Leader Development Framework

Melissa Brown <mellie1002@gmail.com>

Thu 12/6/2018 5:41 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Feedback.docx;

To Whom it May Concern,

I am attaching my feedback for the Rule 6.65.4 Teacher Leader Development Framework.

Thank you,  
Melissa Brown  
(575) 534-7956

My name is Melissa Brown. I am a proud educator for the state of New Mexico with a career that spans twenty three years in Grant County. My service has been in elementary grades and after-school theater programs. These endeavors have allowed me to serve over 1,000 New Mexico students. I am also a parent of a senior who will be entering our collegiate system in New Mexico next year. My personal life and career are fully vested in our state and its educational system.

I am writing this email to provide feedback to advocate for the new proposed rule 6.65.4 NMAC, Teacher Leader Development Framework. It has been my sincere privilege to have been a part of the current New Mexico Teacher Leader Network (NMTLN) for the past two years. It is the first time in my career my voice has been valued and heard outside of my immediate school district. Through NMTLN, I have received professional development in a multitude of areas including, but not limited to, teacher leadership, PARCC, Istation, policy, and the evaluation system. Most importantly, I have been asked for feedback, both positive and negative, in order to strengthen these areas for our students and teachers. This rule will provide the opportunity for New Mexico educators to continually be engaged, receive networking opportunities, and crucial information needed to remain informed.

New Mexico has become the leader in teacher voice programs around the nation. My colleagues and friends in other states are impressed with the openness of PED in New Mexico. It is inspiring to them that PED asks, listens to, and acts on the feedback teachers provide. They recognize the power of the united team New Mexico is building and the leaders we have become in education. No longer do we need to listen to the tiresome statistics that New Mexico is 48<sup>th</sup> in the nation. Our students, families, and teachers are benefitting as a result of the New Mexico Teacher Leader Network. I am writing to state my support of this proposed rule in order to preserve and build upon utilizing teacher voice to strengthen education.

## [EXT] Comment for Rule 6.65.4NMAC

Mrs. Jessica McGuire <Jessica.D.McGuire@outlook.com>

Thu 12/6/2018 5:55 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern

I am a public school teacher in New Mexico with 10 years of experience in the middle school science/STEM classroom. I have had the privilege of being part of the Teacher Leader Network for two years. I have gained invaluable experience in leadership and networking opportunities, and have deepened my knowledge about the Public Education Department and the people and processes of that department as well as my role, not only in the classroom, but as a professional in the education community.

My principal encouraged me to join this network and I am so very glad I did. New Mexico is moving forward; we have more teacher leadership than any other state in the country and I think that is incredible. When teachers are informed, are valued, and have a productive avenue to share their perspective and insights, the state of education will benefit. Please, do not allow us to slip and start backsliding.

I am for proposed rule 6.65.4!

Jessica McGuire  
Science/STEM teacher  
Sidney Gutierrez Middle School  
Roswell, NM

## [EXT] Fwd: New Rule 6.65.4 NMAC

Laura Brown <[lbrown@cobre.k12.nm.us](mailto:lbrown@cobre.k12.nm.us)>

Thu 12/6/2018 5:56 PM

To: FeedBack, Rule, PED <[Rule.FeedBack@state.nm.us](mailto:Rule.FeedBack@state.nm.us)>;

Just in case this did not get to the intended recipient on December 1, I am resending. Thank you so much!  
Laura Lynne Brown

----- Forwarded message -----

From: Laura Brown <[lbrown@cobre.k12.nm.us](mailto:lbrown@cobre.k12.nm.us)>

Date: Sat, Dec 1, 2018 at 8:43 AM

Subject: New Rule 6.65.4 NMAC

To: <[rule.feedback@state.nm.us](mailto:rule.feedback@state.nm.us)>

Thank you for accepting this email. I am writing to voice my concern and hope for the proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework. This will establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

I have been a teacher leader, with the New Mexico Teacher Leader Network, since its inception 2 years ago, under Alicia Duran. In my 25 years of teaching, this last 2 years has been the only time that I felt I have had permission to speak honestly and openly about my profession. I have learned much about policy, testing, teacher levels, salaries, early childhood education, expectations, the teacher evaluation process, and leadership opportunities. Teacher Leader Networking has opened up 100s of conversations with other educators around New Mexico and now across the country! I have made professional connections with educators in Nevada, Louisiana, and now Georgia. I attribute these opportunities wholly to Alicia Duran and Secretary Christopher Ruszkowski. I want these opportunities to stay in place for myself, a teacher at Cobre Consolidated, my son who is a teacher at Albuquerque Public Schools, my sister-in-law who teaches at Silver Consolidated, and for the multitude of educators across New Mexico who want only the best for the students who enter their districts!

I will be there in person on December 7, 2018, to ask you in person, to PLEASE keep a Teacher Leader Development Framework opportunities in place. If you have

any questions, please don't hesitate to reach out to me at this e-mail or at 505-269-5835.

Thank you,

--

*Laura Lynne Brown*  
*Cobre Consolidated Schools*  
*Central Elementary School ~ Pre-K 3 Y*

NOTICE OF CONFIDENTIALITY: This electronic transmission may contain CONFIDENTIAL INFORMATION belonging to the sender, which is legally privileged. The information is intended for the sole use of the individual or entity listed above. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, use, or taking any action on reliance of the contents of the information in this email is strictly prohibited and may violate the Family Educational Rights and Privacy Act (FERPA) and/or the Health Insurance Portability and Accountability Act (HIPAA). If you have received this electronic message in error, please notify the sender immediately to arrange for the return and correction of internal records and delete the original message.

--

Laura Lynne Brown

## [EXT] Keep the Teacher leader network

Daniel Gamboa <daniel.gamboa@demingps.org>

Thu 12/6/2018 6:54 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Cc:PED-EUI <PED-EUI@state.nm.us>;

 1 attachment

liaison letter-1.pdf;

To whom it may concern,

Here is my opinion on the new bill.

Best,

DG

Get [Outlook for iOS](#)

To: Rule Feed Back/PED – rule.feedback@state.nm.us

FAX: 505-827-6520

Jamie Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruszkowski:

The purpose of this letter is to support the Teacher Leader Framework because it help the millennials educators The proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

The Teacher Leader Framework is essential to the continual growth and education for teachers; particularly, those who are new to the profession. As a millennial educator with a science and a philosophy degree I was not aware of educational policy. I used to think that the education system was set in stone. Now, thanks to the NMTLN I understand the importance of my opinion and voice to positively impact education policy for the better of our schools. Additionally, the network will guide all the future teachers who are inheriting the department of education as the older generations retire.

The teacher leader network has shaped me to become a proactive member of the education systems. I can now train and help others how to use their voice. Now, I influence other teachers, future teachers, and others via My pot cast on SoundCloud, videos on my YouTube channel, and twitter. I have a good network composed of other teachers who are public figures and they have found my material important to understand education policy. #millennialeduactor #keep #NMTLN

Best,



A handwritten signature in black ink, appearing to read "DAG", with a long horizontal line extending to the right.

Daniel A. Gamboa

**Science Instructor- NMTLN PED**  
**Liaison** | Deming Public Schools | Mimbres  
Valley & Early College High School



## [EXT] Rule Feed Back/PED

Roxanne Ogas <rogas@cobre.k12.nm.us>

Thu 12/6/2018 7:10 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To: Rule Feed Back/PED – rule.[feedback@state.nm.us](mailto:feedback@state.nm.us)

FAX: 505-827-6520

Jaime Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jaime Gonzales and Secretary Ruskowski:

I am writing this letter in support of the New Mexico Teacher Leader Framework.

The proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework is to establish criteria for Teacher Leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED Policymakers and the Secretary of the New Mexico Public Education Department.

As a 23 year educator with the state of New Mexico, parent and grandparent, I fully support the continuation of the New Mexico Teacher Leadership. In my time with the NMTL I have felt valued as an educator and feel positive about my profession. In time past I felt media and voices lead me in a negative path. NMTL motivated me to strive for excellence in my classroom.

We strongly encourage NMPED, our upcoming and present government officials and those that have a vested interest in the educational growth, to continue the Teacher Leader Framework.

Respectfully,

Roxanne Y. Ogas  
Silver City, NM  
575-313-4963

--

## [EXT] Support 6.65.4NMAC

Sherry Copeland <scopeland@torcschools.net>

Thu 12/6/2018 7:10 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I believe the importance of 6.65.4NMAC teacher leader development framework. This is an important group to side on the improvement of our education in New Mexico. This group has had a tremendous impact on so many teachers in New Mexico and providing a platform for the teachers to have a voice.

Respectively

Sherry Copeland

T or C School

Hot Springs High School

## [EXT] Letter of Support

Trinidad Tolar <Trinidad.Tolar@wnmu.edu>

Thu 12/6/2018 7:04 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Rule Feedback 120118.docx;

Please accept my letter of support.

Dr. Tolar

*Thank you for all you do to ensure the success of future teachers!*

School of Education  
Assistant Professor/  
Field Experience Director

Phone: 575 538 6415

Fax: 575 538 6417

[tolart@wnmu.edu](mailto:tolart@wnmu.edu)

To: Rule Feed Back/PED – rule.feedback@state.nm.us

FAX: 505-827-6520

Jamie Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruszkowski:

The purpose of this letter is to support the Teacher Leader Framework.

I have been teaching in New Mexico since 1996, I have witnessed many changes in education policy. Ultimately, I care for the success of our students and the retention of effective teachers. One of the best changes concerning the retention of our highly effective teachers is the Teacher Leader Network. For the first time in many years, I see teachers exited and motivated to stay in teaching. The first factor influencing this motivation is that they belong to the New Mexico Teacher Leader Network. These teachers feel like their voices are being heard and that they make a difference at their school. According to research, giving teachers the opportunities to grow as teacher leaders helps them to be motivated to stay in teaching (Coggshall, 2009).

Prior to the Teacher Leader Network, it was unheard of in New Mexico that teachers were exited to attend a professional development opportunity in the summer without receiving compensation. I presented at the summer 2018 Teacher Summit in Albuquerque. I was very impressed by the level of energy and eagerness to learn that teachers exhibited. Keeping the Teacher Leader Network will ensure that this Teacher Summit happens.

I strongly support the proposed new rule 6.65.4 NMAC. The Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

I strongly encourage, NMPED, our upcoming and present government officials and those that have a vested interest in educational growth, to continue the Teacher Leader Framework.

Respectfully,

*Trinidad Tolar*

Dr. Trinidad U. Tolar  
Assistant Professor of Education and  
Field Experience Director at  
Western New Mexico University  
PO Box 1407  
Silver City, NM 88062  
575-538 6415

## [EXT] Letter of Support

Trinidad Tolar <Trinidad.Tolar@wnmu.edu>

Thu 12/6/2018 7:14 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To: Rule Feed Back/PED – rule.feedback@state.nm.us

FAX: 505-827-6520

Jamie Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruszkowski:

The purpose of this letter is to support the Teacher Leader Framework.

I have been teaching in New Mexico since 1996, I have witnessed many changes in education policy. Ultimately, I care for the success of our students and the retention of effective teachers. One of the best changes concerning the retention of our highly effective teachers is the Teacher Leader Network. For the first time in many years, I see teachers exited and motivated to stay in teaching. The first factor influencing this motivation is that they belong to the New Mexico Teacher Leader Network. These teachers feel like their voices are being heard and that they make a difference at their school. According to research, giving teachers the opportunities to grow as teacher leaders helps them to be motivated to stay in teaching (Coggshall, 2009).

Prior to the Teacher Leader Network, it was unheard of in New Mexico that teachers were exited to attend a professional development opportunity in the summer without receiving compensation. I presented at the summer 2018 Teacher Summit in Albuquerque. I was very impressed by the level of energy and eagerness to learn that teachers exhibited. Keeping the Teacher Leader Network will ensure that this Teacher Summit happens.

I strongly support the proposed new rule 6.65.4 NMAC. The Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

I strongly encourage, NMPED, our upcoming and present government officials and those that have a vested interest in educational growth, to continue the Teacher Leader Framework.

Respectfully,

*Trinidad Tolar*

Dr. Trinidad U. Tolar  
Assistant Professor of Education and  
Field Experience Director at  
Western New Mexico University

PO Box 1407  
Silver City, NM 88062  
575-538 6415

## [EXT] Letter of Support

Jeremy Garcia <jgarcia@cobre.k12.nm.us>

Thu 12/6/2018 7:26 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To: Rule Feed Back/PED – [rule.feedback@state.nm.us](mailto:rule.feedback@state.nm.us)

FAX: 505-827-6520

Jamie Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruskowski:

The purpose of this letter is to support the Teacher Leader Framework.

I strongly support the proposed new rule 6.65.4 NMAC. The Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

A

I strongly encourage, NMPED, our upcoming and present government officials and those that have a vested interest in educational growth, to continue the Teacher Leader Framework.

Respectfully,

*Jeremy A. Garcia*

SPED Teacher  
121 W. Daniel St.  
Silver City, NM 88062  
575-538-1682

## [EXT] Teacher Leader Network

Sydney Main <sydney.main@yahoo.com>

Thu 12/6/2018 8:16 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Hello,  
I am in favor of the Teacher Leader Network and teacher's having a voice.  
Thank you,  
S. Main

## [EXT] Teacher Leadership

nichole foster <nicholefoster78@gmail.com>

Thu 12/6/2018 8:30 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Teacher leader networks provide leadership opportunities for teachers and the information from the public education department is the shared at school sites for all teachers.

Nichole Foster

[EXT] NMTLN

Claudia Guillen <cguillen01@icloud.com>

Thu 12/6/2018 8:37 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I'm in support of this rule. I feel teacher voice is very important.

C/@udi@ ;)

## [EXT] Proposed Rule 6.65.4 Teacher Leader Network Framework

Felicitas Adame-Reyes <felicitas.reyes@rrps.net>

Thu 12/6/2018 8:43 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Letter of Support for Proposed Rule 6.65.4.docx;

Below is my letter of support for the proposed Rule 6.65.4 Teacher Leader Network Framework

I am writing in support of the proposed Rule 6.65.4 NMAC, Teacher Leader Development Framework. I am a 5<sup>th</sup> grade teacher in Rio Rancho Public Schools. I have been teaching in Rio Rancho since 2010 after working in California schools for 20 years. In those 20 years, I did not have the professional development or leadership opportunities as I have had in New Mexico. As a member of the New Mexico Teacher Leadership Network, specifically as a member of the Secretary Advisory Group and as a Teacher Ambassador, I have become a much better educator and advocate for children of New Mexico. I have gained a better understanding how decisions that are made at the state and local level impact my profession and classroom.

It is extremely important for PED to continue providing teachers with leadership development opportunities. As teachers, our profession impacts more than just the children we serve every school year. We also impact the communities around our schools. Through the Rule 6.65.4 NMAC, Teacher Leader Development Framework, teachers will continue to develop their leadership skills and how to better use their voices.

Since I have become a member of the NM Teacher Leadership Network, I have met passionate educators from across the state. Regardless of what our political affiliation may be, we all come together to serve children. The proposed rule (6.65.4 NMAC, Teacher Leader Development Framework) will ensure that teachers from across the state will continue networking and collaborating as we improve our craft, advocate and serve the children of New Mexico.

It is imperative that PED continue providing teacher leader development. Educators from across the state learn that decisions that are made outside of the four walls of our classrooms, impact us more than we tend to believe. Through the proposed rule 6.65.4 Teacher Leader Development Framework, teachers will have the opportunity to have direct communication with policymakers and the Secretary of Education. In addition, through the networking and collaboration with teachers from across the state, we will learn from each other and collaborate to improve education in New Mexico.

Again, my support of the proposed rule 6.65.4 Teacher Leader Development Framework, is a way to empower the teachers that advocate and serve the children of New Mexico.

Felicitas Adame-Reyes, NBCT

5<sup>th</sup> grade teacher, Martin Luther King Jr. Elementary School,  
Rio Rancho Public Schools



I am writing in support of the proposed Rule 6.65.4 NMAC, Teacher Leader Development Framework. I am a 5<sup>th</sup> grade teacher in Rio Rancho Public Schools. I have been teaching in Rio Rancho since 2010 after working in California schools for 20 years. In those 20 years, I did not have the professional development or leadership opportunities as I have had in New Mexico. As a member of the New Mexico Teacher Leadership Network, specifically as a member of the Secretary Advisory Group and as a Teacher Ambassador, I have become a much better educator and advocate for children of New Mexico. I have gained a better understanding how decisions that are made at the state and local level impact my profession and classroom.

It is extremely important for PED to continue providing teachers with leadership development opportunities. As teachers, our profession impacts more than just the children we serve every school year. We also impact the communities around our schools. Through the Rule 6.65.4 NMAC, Teacher Leader Development Framework, teachers will continue to develop their leadership skills and how to better use their voices.

Since I have become a member of the NM Teacher Leadership Network, I have met passionate educators from across the state. Regardless of what our political affiliation may be, we all come together to serve children. The proposed rule (6.65.4 NMAC, Teacher Leader Development Framework) will ensure that teachers from across the state will continue networking and collaborating as we improve our craft, advocate and serve the children of New Mexico.

It is imperative that PED continue providing teacher leader development. Educators from across the state learn that decisions that are made outside of the four walls of our classrooms, impact us more than we tend to believe. Through the proposed rule 6.65.4 Teacher Leader Development Framework, teachers will have the opportunity to have direct communication with policymakers and the Secretary of Education. In addition, through the networking and collaboration with teachers from across the state, we will learn from each other and collaborate to improve education in New Mexico.

Again, my support of the proposed rule 6.65.4 Teacher Leader Development Framework, is a way to empower the teachers that advocate and serve the children of New Mexico.

Felicitas Adame-Reyes, NBCT  
5<sup>th</sup> grade teacher, Martin Luther King Jr. Elementary School,  
Rio Rancho Public Schools

## [EXT] Teacher Leader Networks

SARAH SENA <sarah.sena@clovis-schools.org>

Thu 12/6/2018 8:50 PM

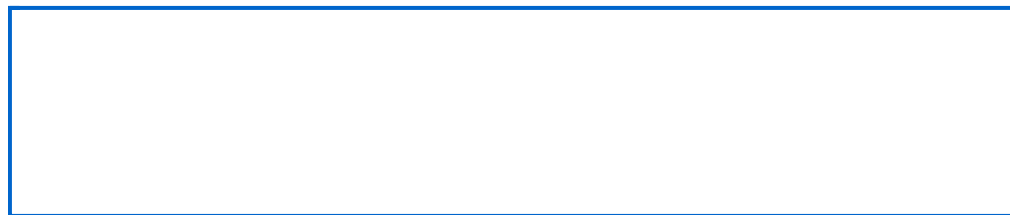
To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

I am writing in support of the Teacher Leader Networks of our state. I feel it is extremely important that teachers around the state have a voice, represented by high quality educators who have a passion for teaching and a heart for teaching. It is only by giving teachers a voice that our state will continue to succeed and our students will be the best education possible.

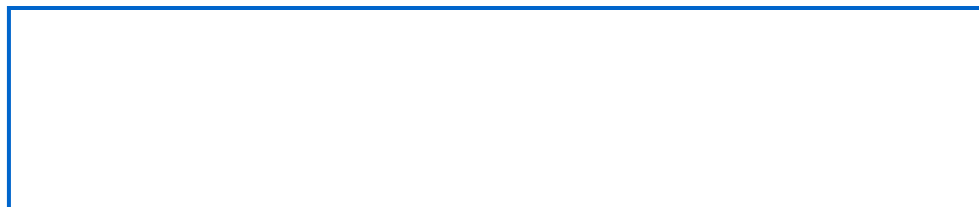
--

Sarah Sena, Choir  
Gattis Middle School



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

## [EXT] Comment 6.65.4

flores <patriziaflores@hotmail.com>

Thu 12/6/2018 8:38 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

**6.65.4 NMAC, Teacher Leader Development Framework.**

To Whom It May Concern:

I am writing in support of the continuation of the New Mexico Teacher Leader Network (NMTLN). As a current member of the Secretary Teacher Advisory (STA) group, I have learned and gained invaluable information, ideas, background and expertise. I have been empowered to be an advocate for myself, other teachers, and most importantly my students. As a member of this group, I have found a real home with other teachers who share a common vision for our students. We simply want what is best for our students! We have made notable progress throughout the state in many areas, and in great part this progress is due to the opportunities that have been afforded to many of us teachers through the Teacher Leader Network, School Liaisons, Ambassadors, Teachers Pursing Excellence, and Secretary Teacher Advisory. These opportunities engage teachers in learning and sharing communities that enable us to be informed and powerful voices for education in New Mexico. We must continue these programs in our state! Thank you for time and attention!

Patrizia Flores  
High School English Teacher

## [EXT] Comment 6.65.4

Christopher Rodriguez <christopherrod@hotmail.com>

Thu 12/6/2018 8:55 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

Teachers need to be empowered! As a teacher, I feel that the Teacher Leader Network, School Liaisons, Ambassadors, Teachers Pursing Excellence, and Secretary Teacher Advisory are invaluable opportunities and must continue in our state. These organizations help keep teachers abreast of current legislation and opportunities. These programs are designed to help clear the smoke of many of the misconceptions of what really goes on at PED and is required of PED. I feel more informed and supported because of these organizations. These organizations are essential and must be sustained to ensure teacher empowerment and voice. New Mexico students deserve empowered teachers! Thank you for your attention in this matter.

Christopher Rodriguez  
Middle School Teacher

## [EXT] Teacher Liaisons Make a Positive Difference

Wendi Deines <wendikm@gmail.com>

Thu 12/6/2018 9:02 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern,

I am writing to request that the Teacher Liason program be continued under New Mexico's new state administration. This does give teachers voice throughout New Mexico, but that voice comes from a group of representatives with additional professional training who qualified for the position because they are high quality teachers. More importantly, it helps keep teachers informed of valuable professional development and other important information through better collaboration with the PED.

As a teacher, I appreciate how much better informed I have been since the creation of this program than ever before. This group has helped the administration and the PED disseminate information far more efficiently than I have seen in the previous 16 years I have taught in this state. Because informed, trained teachers are communicating this information to us, we have an additional resource to keep us up-to-date and answer our questions about state matters related to education. And since those sharing that message are the trusted, topnotch teachers, the messages are well received.

Please seriously consider keeping this program intact. Thank you.

Respectfully,  
Wendi Deines  
5th Grade Teacher  
Raton, NM

## [EXT] Support for Teacher Leader Network

Alexandra Ruybal <alexandra.ruybal@gmail.com>

Thu 12/6/2018 9:26 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern,

I am writing to express my support of the proposed ruling for the Teacher Leader Development Framework. I feel that the Teacher Leader Network provides teachers with a much needed voice in our state, empowering them to become involved in a system they had felt welcomed in before.

Thank you for your consideration,  
Alexandra Ruybal  
Teacher of the Gifted  
RRPS

## [EXT] Fwd: New Mexico Teacher Leader Network

VeAundrea Smith <[markve.smith@gmail.com](mailto:markve.smith@gmail.com)>

Thu 12/6/2018 9:28 PM

To:FeedBack, Rule, PED <[Rule.FeedBack@state.nm.us](mailto:Rule.FeedBack@state.nm.us)>;

----- Forwarded message -----

From: VeAundrea Smith <[markve.smith@gmail.com](mailto:markve.smith@gmail.com)>

Date: Thu, Dec 6, 2018 at 9:20 PM

Subject: New Mexico Teacher Leader Network

To: <now![rule.feedback@state.nm.us](mailto:rule.feedback@state.nm.us)>

To Whom It May Concern,

I am currently a New Mexico Teacher Leader with the New Mexico Teacher Leader Network. I am currently serving my second year as a leader. I have had the ability to network with other educators, share my knowledge and viewpoints of educational policy, and listen to the viewpoints of others. As a teacher leader, I have served as a source to share information with my colleagues as school that I have received from attending workshops and emails directly from the Public Education Department. Serving as a Teacher Leader has afforded me the opportunity to serve in leadership role, that had the opportunity not been available, I may not have had. Keeping roles such as Teacher Leaders, and programs that offer teachers the opportunity to have their voices heard, demonstrates that their opinion matters. I stand for keeping such opportunities available, and even offering the opportunity for growth within such programs. I would love to hear that our roles as teacher leaders are looked at as important and necessary. I look forward to hearing more about how the teacher leader program can be supported and maintained with and through a partnership with our Public Education Department.

Sincerely,

--

VeAundrea W. Smith, M.Ed.

Rio Rancho Public Schools

5th Grade Inclusion Special Education Teacher

New Mexico Teacher Liaison

--

VeAundrea W. Smith, M.Ed

## [EXT] Support for rule 6.65.4

Robbi Berry <rberry@lcps.net>

Thu 12/6/2018 9:45 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

This is my second year as a Teacher Liaison for my school. It has been a very valuable resource to keep my fellow teachers apprised of educational policies and opportunities. I have incorporated and passed along to my school multiple strategies that were gleaned through networking with teachers from all over New Mexico.

A military spouse, I have taught in four different states throughout my career. This program is unique and valuable. At the Teachers' Summit last spring, I had an opportunity to meet with representatives from several different states that were in the process of adopting similar programs. It would be a shame for New Mexico to surrender this position of leadership in the educational field.

Therefore, I urge continued support for the New Mexico Teacher Leader Network rule 6.65.4.

Robbi Berry  
5th Grade Teacher  
Monte Vista Elementary School

"It is the supreme art of the teacher to awaken joy in creative expression and knowledge."  
- **Albert Einstein**

## [EXT] Save Teacher Leader Networks

MaryBeth Britton <[mbritton@pecos.k12.nm.us](mailto:mbritton@pecos.k12.nm.us)>

Thu 12/6/2018 9:56 PM

To:FeedBack, Rule, PED <[Rule.FeedBack@state.nm.us](mailto:Rule.FeedBack@state.nm.us)>;

Secretary Ruskowski,

I am asking you to please sign the rule providing for continuation of the Teacher Leader Networks. As a Teacher Ambassador, for the first time in my teaching career, I felt empowered and informed. As a member of the STA, I deepened my knowledge of how the budget process works in our state.

My grandfather was William O'Donnell, one of the creators of the state funding formula, and I know that he would be 100% in favor of teacher empowerment through network opportunities such as those offered through the Teacher Leader Networks. Please sign the rule to continue the networks.

Sincerely,

MaryBeth Britton, NBCT  
2012 NM TOY

## [EXT] Teacher Leader Networks

Monica Montoya <mustangsalee13@hotmail.com>

Thu 12/6/2018 9:58 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I am writing in support of teacher leader network in New Mexico.

I had the privilege of being a part of the Secretary's Teacher Advisory during the 17-18 school year. It was one of the most empowering experiences I've had in my educational career. I got to meet like minded educators and got to see first hand the workings of the Public Education Department. Never before had I had the opportunity to meet and interact with the Secretary of Education.

Before STA, PED and the Secretary were just a group up in Santa Fe that made random, arbitrary decisions that affected my job. My opinion changed after I was selected to be part of the STA. Working with the STA, I found my voice, reignited my passion for teaching and discovered that there are reasons for decisions made by PED.

Teacher Leader Networks are important to educators because they give voice to a traditionally under represented demographic. They empower the people that are doing the hard work. They show teachers that they are important and valued.

It would be an insult to let teacher leader networks become a thing of the past. New Mexico must keep things like this going, be leaders in education and be models of teacher empowerment to other states.

Thank you,

Monica A. Montoya  
Educator/Administrator

## [EXT] Teacher Leader Network

delores gonzales <delores.gonzales@ratonschools.com>

Thu 12/6/2018 10:13 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it may concern,

I am an Educational Assistant at Raton Intermediate School & I am in Support of the Teacher Leadership Program.

--

Delores A. Gonzales

## [EXT] Teacher Leader Network Rule

Stacey Eberhart <seberhart@risd.k12.nm.us>

Thu 12/6/2018 10:16 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

### **To Whom It May Concern,**

**Please consider allowing the NM Teacher Leader Network program to continue, and share not only my strong personal support, but that of many teachers, across the state in support of proposed new rule 6.65.4 NMAC. Never before has there been such transparency and open communication between the NM PED and teachers as there has been since the NMTLN has been in place.**

**Through my participation in the past year, I have been provided the incredible opportunity to develop and maintain contact with colleagues across my region and the state, so that we can support one another with the best teaching practices as well as moral support when needed. Further, participation has allowed me to learn about what the NM PED is doing to help our students, and allowed the voices of teachers to be heard. For the first time since I have been a teacher, did I feel that I could freely ask questions, and provide input, and that those questions would be answered promptly and honestly, and that my input was considered valuable. It is a wonderful feeling to know that your concerns are met with understanding, and that all voices are heard, no matter how large your district.**

**While I have personally benefited from my participation in the NMTLN, its positive impact goes well beyond myself. All the information I receive as a member is freely shared with every faculty and staff member of my school, as it is in so many other schools with liaisons. This flow of information has positively shifted the perceptions of other faculty towards the NM PED in my building, and feel more empowered to speak and be heard. I have yet to see more open communication and more informed teachers outside of the NMTLN. Beyond this, the data shows that more schools are receiving A grades, meaning more students are showing growth and are being elevated to ever higher levels of academic success!**

**Most importantly, participation in the NMTLN has allowed me to be a better teacher and to provide higher quality instruction to my students. Being informed on proposed rule changes, changes in policy, and kept up to date when new information becomes available, instead of happening across it by chance, has better prepared this science teacher to learn about High Quality Instructional Materials, understand the implementation of the NM STEM Ready standards, anticipate changes in EoC Blueprints, prepare for science scores to be part of a school grade, and many other similar situations. Since joining, I have a much more positive view of the NM educational system and has renewed my faith in public education more than anything else. I have also seen increased collaboration with my team, and have included student opinions and thoughts in my discussions, which makes them more invested in their education and will prepare them better for being an active**

**member in the community.**

**In closing, please support the NM Teacher Leader Development Network, and in doing so, supporting the teachers, school, and, above all else, the students across New Mexico.**

**Stacey Eberhart  
Roswell High School  
Biology and Chemistry**

Confidentiality Notice: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information as defined under FERPA. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

## [EXT] Teacher Leader Network Support

Feleisha Mendez <mendez.feleisha@gmail.com>

Thu 12/6/2018 11:09 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Hello,

I am writing to communicate my support for the Teacher Leader Network. My mother is a 5th grade teacher and the Teacher Leader Network has been able to make a positive impact in the NM school system.

Thank you,

Feleisha

[EXT] Nmtln

Deborah Ungar <dungar@mac.com>

Thu 12/6/2018 11:11 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I support the Teacher Leader Network and mentor ship programs. This and other professional development has been a factor in my commitment to improving as a teacher and, in fact, continuing to teach in the classroom and remain in this profession after 11 years. I believe that hundreds of teachers would directly benefit from these programs continuing.

Thank you,

Deborah Ungar

Music Specialist and Band Director

Santa Fe Public Schools

NM Teacher Leader Network member, 2017-

Director of Education

Santa Fe Chamber Music Festival

## [EXT] Teacher Leader Network

Christopher Dye <chrisd\_06@icloud.com>

Thu 12/6/2018 11:11 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Greetings,

I am writing to express my support for the teacher leader network. My mother-in-law is a teacher and this group has enabled teachers to have a stronger voice.

Sincerely,

Chris

## [EXT] Rule Hearing Public Comment for the NMTLN

Romero, Cherie <cr1@pvs.k12.nm.us>

Thu 12/6/2018 11:34 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern,

I am writing in support of the New Mexico Teacher Leader Network, the STA, and the NMTLN State Ambassador program. This network of teachers across every region of the state has been a lifeline from the PED to our classrooms. Prior to these programs, teachers felt isolated and voiceless within our school districts. We didn't have the tools necessary to understand policy, discuss concerns, or provide feedback on systems in place. I was honestly ready to quit teaching and start a new career. I didn't feel valued or inspired.

It was the NMTLN that gave me a reason to think that education in New Mexico might be able to show some progressive change. With the skills I learned through the State Ambassadors, Teacher Liaison, and Learn Zillion programs I was able to rekindle my love for teaching again. I am the Teacher of the Year for Pojoaque Valley Public Schools and an advocate for students/teachers statewide. I mentor teachers in and out of my district with little or sometimes no reimbursement. The NMTLN helped connect me with educators across the state on topics that include the NMTEACH evaluation system, PARCC, School Grades, budget and policy. It has truly become a network of talented individuals who are purposeful and passionate about the future of New Mexico. These leaders highlighted the diversity of our state. I was thrilled that my rural community was included. I believe that this particular aspect made the program goals universally transparent.

Please consider supporting this program and the annual Teacher Summit. We need a platform to thrive and showcase the work being done around our state. We need to develop our leaders by providing them with opportunities in and outside of the classroom. Teachers are our own best resource. Please support the continuation of these innovative initiatives so that our state can recruit and retain quality school leaders in every district. I was ready to walk out after almost 18 years in the classroom. We can't afford to lose our teachers and we can't afford to lose the programs that have proven to be most effective. Thank you for your consideration.

Mrs. Cherie Romero  
1st Grade Teacher Pablo Roybal Elementary School  
2018-2019 Pojoaque Foundation Teacher of the Year  
NMTLN State Ambassador

**Confidentiality Notice:** This e-mail, including all attachments is for the sole use of the intended recipient (s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

## [EXT] NM Teacher Liaison

Linda Donwerth <linbedo28@hotmail.com>

Fri 12/7/2018 12:27 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern:

I'm a New Mexico Teacher who has benefited from the NM Teacher Liaison Program by the following opportunities:

- > Virtual Trainings
- > Regional Meetings
- > Teacher Summit
- > Networking with teachers all over NM
- > Direct contact with NMPED - NMTL Leaders & the Secretary of Education
- > Knowledge from NMPED directly of what's available for teachers
- > The information I received I passed along to my colleagues
- > My students benefit from a more confident teacher

The NM Teachers are given a voice as Teacher Liaison & it's been for positive change in NMPED.

I truly am a better Professional NM Teacher having participated in the NMPED Teacher Liaison Program just since June 2017.

I "highly" recommend the NMPed's Teacher Liaison Program & trainings to continue.  
It truly is a GREAT program for the NM Professional Teachers. It Is working positively for all.

Thank you for your time,  
Linda Donwerth  
Jefferson Elementary  
Lovington Municipal Schools

Sent from my iPhone

## [EXT] SUPPORT for RULE 6.65.4 NMTLN

PEGGY MASSEY <peggy.massey@clovis-schools.org>

Fri 12/7/2018 1:47 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To ALL concerned: My name is Peggy Massey and I have been a 1st Grade teacher since 2007. Thus, I am certainly qualified to provide genuine information as to why we/you should WANT to support rule 6.65.4. The bottom line is that New Mexico students are benefiting and excelling by receiving quality instruction from teachers that participate in the NMTLN. Because NMTLN provides countless networking and professional development opportunities, educators are now able to be in charge of their own professional growth and become highly qualified and exemplary educators. In the last five years I have witnessed the evolvement of other educators and myself become highly qualified and exemplary educators due to our participation in teacher leader development opportunities and networking opportunities provided by the PED. Thus, thousands more New Mexico students are now benefiting from this growth mindset movement and are becoming career and college ready! My only plea is that the new New Mexico administration and our policy makers listen to its educators from ALL areas of our State, and that they continue to have transparency and an open door policy for direct communication with the PED for educators. It is through these actions that our students will succeed.

Thank you for your consideration of Rule 6.65.4. Please feel free to contact me via this email address or by calling 575-799-2743.

Respectfully,

Peggy Massey

--

**Peggy Massey**

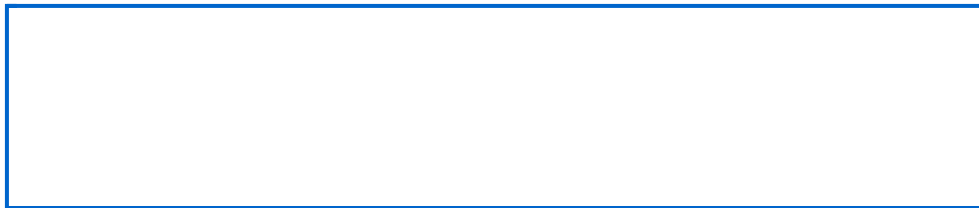
**1st Grade Teacher**

**Arts Academy at Bella Vista**



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

[EXT] nmtln

Vicki Guiffre <[vickiandali@gmail.com](mailto:vickiandali@gmail.com)>

Fri 12/7/2018 6:26 AM

To:FeedBack, Rule, PED <[Rule.FeedBack@state.nm.us](mailto:Rule.FeedBack@state.nm.us)>;

Dear New Mexico leaders,

I am a teacher and single mom in New Mexico. I have taught for 10 years fulltime and subbed for five years. I relocated to New Mexico seven years ago from IL.

Last year I received an email about the NMTLN. I wasn't sure what it was, so out of curiosity I looked more into it and applied. Since applying to the NMTLN I have had opportunities to expand my leadership in my school. NMTLN has helped me to build a network of people to hear advise and strategies that have wired for others in their classroom. Most importantly to understand that there is more to being a teacher then just my classroom.

As teachers have asked me many questions about Parcc, evaluation, nmteach, etc. I have been able to get answers to their question from NMTLN at the PED. Most importantly this network has built a relationship with teachers and the PED that was not there.

I am grateful for the experience and energy the NMPED has put into the NMTLN.

Please help keep this support and bridge for teachers with the NMPED

## [EXT] NMTLN Comment

Arcelia Guillermo <arceliaguillermo@att.net>

Fri 12/7/2018 7:40 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Hello,

My name is Arcelia E. Guillermo-Rios; I am a teacher with 21 years of experience. These past two years, as a New Mexico Teacher Leader, I have experienced the opportunity to learn about our educational policies and how to be a positive advocating support for my colleagues, students, and parents. Due to the information provided by our Teacher Liaison and the NMTLN I learned about the Collaborative for Student Success Fellowship, applied, and was accepted to be a part of this national study. Being a part of this fellowship enriched my students, school, and community.

New Mexico teachers deserve to continue being acknowledged, and the NMTLN is a platform that establishes the direct resources for this. We need to keep our New Mexico Teacher Leader Network in place.

Respectfully,

Arcelia E. Guillermo-Rios

Cell #: 915-346-6115

## [EXT] 6.65.4 NMAC, Teacher Leader Development Framework.

Jennifer Brown - DMS <jbrowndms@bacavalley.com>

Fri 12/7/2018 8:12 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

### **6.65.4 NMAC, Teacher Leader Development Framework.**

As a member of the Teacher Leader Network this year serving as an ambassador I feel the importance of the opportunity for teachers to have a voice in New Mexico Education cannot be underestimated. This should not be a network subject to the priorities of any one political party. It should be a rule so that teachers can continue to have a voice regardless of the political changes in Santa Fe. In my small school in northeastern New Mexico, we have two school liaisons and one ambassador. Because it takes over 4 hours for us to reach a major metropolis in New Mexico, this network allows us to have valuable input into what the Public Education Department institutes for our schools.

During my time with the teacher leader network, I have been given training on how to use my teacher voice on issues of concern to me. I have also received information not available to me in my local school such as how rules are implemented, how the PED is addressing teacher concerns, and how assessments are used in teacher evaluations. These tools would not be available without this teacher leader network. This rule is an important step in making this a permanent part of the education landscape in New Mexico.

In addition to the ambassador program, the school liaison position gives more teachers a voice at the state level. My colleagues asked me to add their names in support of this rule as well.

Thank you for your concern,  
Jennifer Brown, ambassador 2018  
Heidi Karr, school liaison 2016-17  
Mary B. Ellis, school liaison 2018  
Sue Vincent, school liaison 2016-18  
Des Moines Municipal Schools

[EXT] NMTLN

ANNETTE HULDER <annette.hulder@clovis-schools.org>

Fri 12/7/2018 8:34 AM

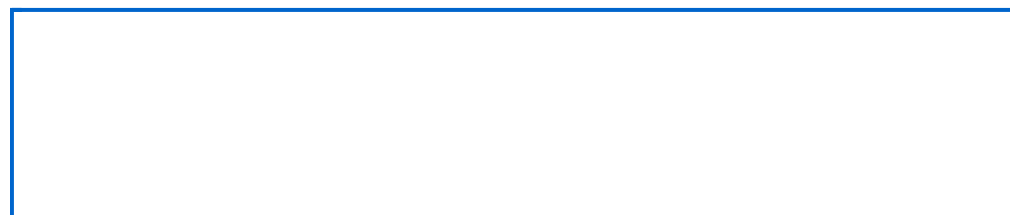
To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

I have been teaching in the New Mexico school system for over 25 years. The New Mexico Teacher Leader Network is an important program for New Mexico teachers. This program helps to keep us informed the latest policy changes, budgets, evaluations, etc. Please consider keeping this program for the benefit of your New Mexico teachers.

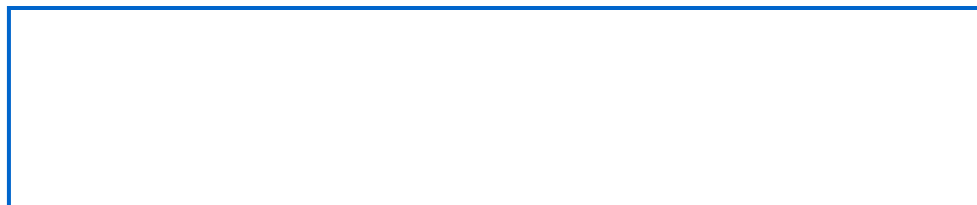
Thank You!

Annette Hulder



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

[EXT] NMTLN

MISTY KINCADE <misty.kincade@clovis-schools.org>

Fri 12/7/2018 8:40 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

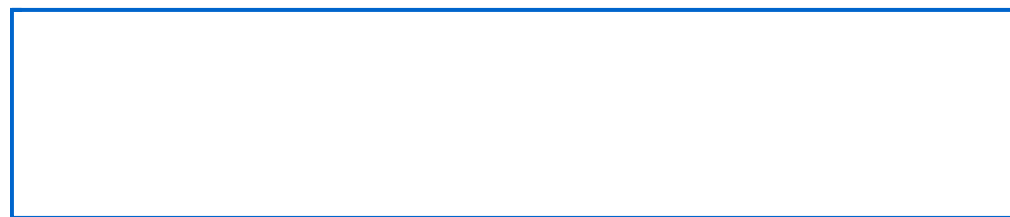
To Whom It May Concern,

Because of the NMTLN I have found that NM teachers have a voice, our opinions matter, and we are more informed of our students' data and evaluation process! Please consider keeping this program for the benefit of NM teachers!

-Misty Kincade

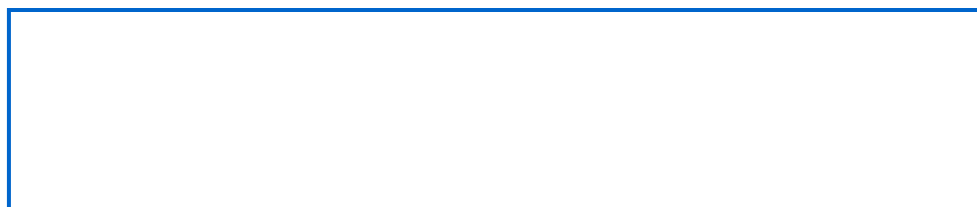
--

Misty Kincade  
Kindergarten Teacher  
Sandia Elementary School



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

[EXT] NMTLN

AISHA RODRIGUEZ <aisha.rodriguez@clovis-schools.org>

Fri 12/7/2018 8:47 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern,

The New MexicoTeacher Leader Network is program that gives teachers a voice. I am in support of this program. Please do not do away with this wonderful program that supports NM teachers. This has kept me informed about policies, budgets, our evaluation system, and assessments. Our liaisons have done a wonderful job getting us the information that we need. I understand now that teachers can change what is happening in policies and it is better for the teacher and the students. Thank you for your time!

--

Gracias!

Arigato!

Thank You!,

Aisha N. Rodriguez

[aisha.rodriguez@clovis-schools.org](mailto:aisha.rodriguez@clovis-schools.org)

---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

---

[EXT] NMTLN

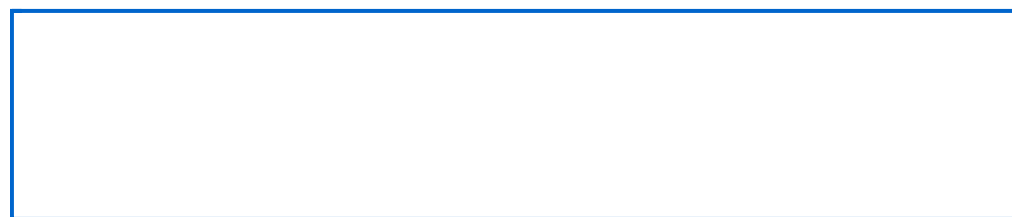
PATRICIA BYRD-WILSON <patricia.byrd@clovis-schools.org>

Fri 12/7/2018 9:06 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

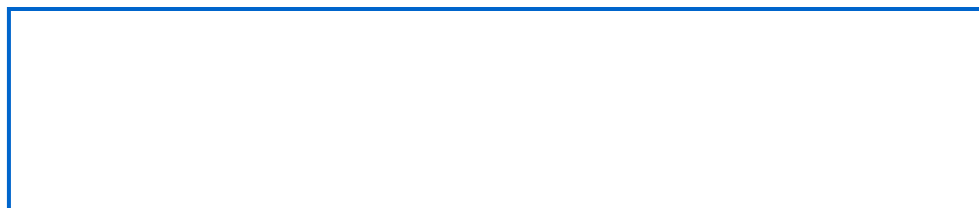
In support of program, gives teachers a voice of policy changes, budgets, evaluation system. Please keep this program for the benefit of NM teachers.

Thank you,  
Patricia Byrd



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

[EXT] NMTLN

COREY LUCERO <corey.lucero@clovis-schools.org>

Fri 12/7/2018 9:15 AM

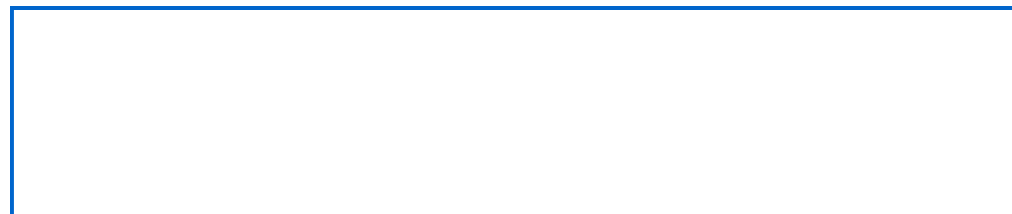
To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern,

I have been part of the New Mexico Teacher Leader Network for the past two years. I have found in this network that teachers have a voice and we are more informed than ever before about policy changes, teacher evaluations, budgets, etc. Because of this program teachers feel valued because someone at the state level is now listening to what is happening in the classroom. Thank you for you time and please keep the NMTLN program.

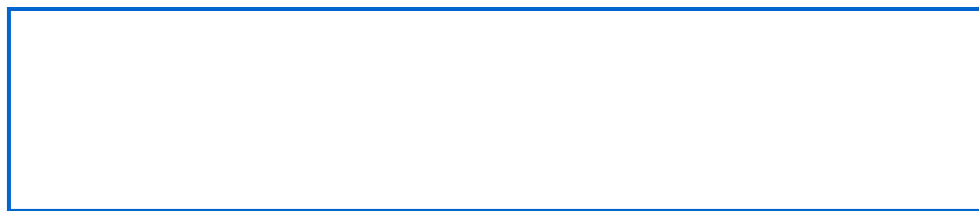
--

Thank you,  
Corey Lucero  
Sandia Elementary  
(575) 769-4480



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*



---

*Disclaimer: Privileged/confidential information may be contained in this message and may be subject to legal privilege. Access to this email by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of this message to such person), you may not use, copy, distribute, or deliver this message to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message immediately.*

[EXT] Please continue the NMPED Teacher Leader funding and outreach!!!

Debre Allen <dwallen.uark@gmail.com>

Fri 12/7/2018 9:26 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Debre W. Allen

Social Studies: History of New Mexico,

American & World Histories, Anthropology

LEARNER ∞ INDIVIDUALIZATION ∞ STRATEGIC ∞ IDEATION ∞ INPUT

## [EXT] Teacher Networks

Ashle <ashley.d.randall@gmail.com>

Fri 12/7/2018 9:35 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

Why have networks that provide teachers with a platform to elevate teacher voice and keep them informed? I will tell you why.

My name is Ashley Randall and I am currently in my 14 year of teaching. Over two years ago, I was selected to be a member of the inaugural distinguished group of teachers, known as the Secretary's Teacher Advisory Council. This group of distinguished teachers came together to advocate for changes in education, because who better to make change, than those who are out in the field. As a member of this group, we began to bridge the communication gap that had existed for so long. After speaking to other colleagues from across the state, we decided to create another network to give a voice to teachers across New Mexico.

I am proud to say I was one of the teachers who spear headed the New Mexico Teacher Leader Network. I had the opportunity to go to Washington, D.C. to learn from the Collaborative for Student Success, which focused on advocating for higher standards for all students, elevating teacher voice, and learning about policy. After returning, we formed a plan (Hope Morales, PED), sent out an email for applicants and reviewed each applicant based upon criteria that included NMTeach, Teacher Belief Quiz, and a video. We received an overwhelming response and by December of 2016, we narrowed it down to 50 applicants. In January of 2017, we officially launched the New Mexico Teacher Leader Network.

The teachers selected for this network, came from all over New Mexico! Our first convening took place in Santa Fe and the energy was incredible. We had first year teachers and teachers who had taught thirty plus years. Like me, so many other teachers I met that day, had never had professional development outside of their district. Many thought it was impossible. How often do teachers interact at that state level with the PED? Not often. That day, we had the opportunity to meet the people who had put policies into place. We were trained on NMTeach, we networked and built a foundation for elevating teacher voice that has taken off! Since then, the network has grown to include hundreds of teachers from across the state.

Communication is no longer an obstacle, thanks to the teacher leader network and the secretary's teacher advisory.

I want teachers to continue to be EQUIPED, EMPOWERED AND CHAMPIONED! Are you willing to listen to one of your most valuable assets to ensure education in New Mexico continues to move forward? If so, you must utilize those who are out in the field to make informed decisions about what is best for education! Show that you value teacher voice by continuing to support each of these groups and the work they have accomplished.

Thank you for your time.

Ashley Randall

[EXT] 6.65.4 NMTLN

Robin Stevens <r\_f\_stevens@hotmail.com>

Fri 12/7/2018 9:54 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Rule Feedback.pages;

Rule Feedback Letter

Robin Stevens  
r\_f\_stevens@hotmail.com  
(505)409-1259

Jamie Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruszkowski:

I am writing this letter as a New Mexico principal in support of the Teacher Leader Framework.

The proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the New Mexico Public Education Department (NMPED). By developing the Teacher Leader Development Framework, the NMPED ensures that teacher leader engagement and networking opportunities shall continue as well as the platform for direct communication with policymakers and the Secretary of the New Mexico Public Education Department.

Teacher voice at all levels in education is imperative. As education researcher Dr. Richard Ingersol explained, "Teachers are continually caught between the contradictory demands and needs of their super-ordinates—decision makers above them, and their subordinates—students." By establishing the Teacher Leader Framework, New Mexico will provide a structured, continuous platform to strengthen professional learning and growing systems and promote leadership. In order to succeed, all levels of leaders need to work together. Diverse teacher voice and expertise on stakeholder committees and through collaborative professional development opportunities will continue to transform and elevate education in New Mexico.

With the significant shift in education policy under the Every Student Succeeds Act and a new governor, instead of top-down programs seeking teacher buy-in, New Mexico needs to include teachers as experts on teaching and learning from the onset. New Mexico needs the Teacher Leader Framework to propel our students' education in powerful and meaningful ways.

Respectfully,

Robin Stevens  
P.O. Box 1093  
Eunice, NM 88231  
(505)409-1259  
r\_f\_stevens@hotmail.com

## [EXT] Teacher Leader Development Framework Public Opinion

Lucinda Tomchee <lmtomchee7@gmail.com>

Fri 12/7/2018 10:23 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

NM Teacher Network.pdf;

**Jamie Gonzales**  
**Public Education Department**  
**300 Don Gaspar Ave.**  
**Santa Fe, NM 87501**

Dear Ms. Jamie Gonzales:

I am attaching a letter of support on behalf of my rural Teec Nos Pos community whose Navajo children are served by Central Consolidated School District.

Should you have any questions, please do not hesitate to contact me.

Respectfully,

Lucinda Tomchee

Lucinda Tomchee  
PO Box 1153  
Teec Nos Pos, AZ 86514

December 6, 2018

Jamie Gonzales  
Public Education Department  
300 Don Gaspar Ave  
Santa Fe, NM 87501

Dear Ms. Gonzales:

I am writing this supportive letter on behalf of the NM Teacher Leadership Network. As a graduate of the University of New Mexico in Education and retired teacher within the Navajo Nation, I have witnessed the importance of this teacher network specific to rural areas.

These past two years, the NM Public Education Department has enabled one of our young Native American teachers, Andrea Thomas, Central Consolidated Schools District, to advocate for our Indian students within the Central Consolidate School District. Ms. Thomas' participation with the Secretary Teacher Advisory (STA) Committee and the State Ambassador's Program has significantly allowed her access to informed educational policy decisions at the highest state level. Through the network participation, Ms. Thomas has addressed and communicated important, relevant ongoing educational needs of many diverse students in her rural community.

When I taught years ago in a rural setting, I, too, experienced ongoing challenges and would have certainly appreciated a teacher network such as the current NM Education Teacher Leadership as a supportive structure. Teachers such as Ms. Thomas, who are directly impacted in the classroom are valuable assets in continuing a positive dialog with educational policy advocates. Certainly, the State of New Mexico is at the forefront of continuing to build on such a unique national educational framework. The unique New Mexico diverse population is like no other state. The groundwork has been framed and many of our Native American residing in rural populations would like to see this network continue in the upcoming New Mexico administration.

It is for this reason I am advocating for the continuance of the NM Teacher Leadership Network. Thank you in advance for allowing me this opportunity to voice my support and concern for rural education.

Sincerely,



Lucinda Tomchee

## [EXT] proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework

Monica Nunez <mbuzo1981@gmail.com>

Fri 12/7/2018 10:43 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom It May Concern:

I write this letter in reference to the proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework. Throughout my educational career, there have never been opportunities for me to engage in educational policy and advocate for the improvement of education in our state that is until I became involved with teacher leader groups.

In the past couple of years, I have served as a member of the New Mexico Teacher Leader Network, as a state ambassador and school liaison. I have also served as a member of the Secretary's Teacher Advisory, with Mr. Christopher Ruzkowski. These teacher leadership opportunities have helped me improve and shape my voice for educational advocacy at the local, state, and national level.

I find that Teacher Leadership is crucial in maintaining educators at the forefront of educational policy. When a teacher's voice is removed from education we are not truly serving the needs of our students. Without a wide variety of educational voices in New Mexico, we will no longer meet the needs of ALL communities in our state. Only the most populated areas, or those communities closest to our state capital will be heard.

Throughout my time as a teacher leader, I have developed the courage to speak up and ask crucial questions to improve education in our state. I have gained insight into what the Public Education Department does and what my own role is in this process. I have become aware of who to reach out to at the PED in order to get answers, and even pose solutions to problems or issues that only teachers out in the field notice first-hand. Many times, a simple phone call to the PED has led to corrections and improvement in educational policy that benefits those we are here to serve, our students.

With the creation of teacher leader development frameworks, I can now say I have educational partners and supporters in all areas of our Land of Enchantment. I can reach out to other teachers throughout New Mexico and know that I have a strong network of supporters in education that would not have been able to occur without these teacher leader development frameworks. Without teacher leadership, I would not have a network of supportive educators, as I very respectfully state that unions do not represent me. It is with the utmost support that I speak on behalf of the proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework.

Kind Regards,

Monica Nunez

Science Teacher  
2018 TRIO NM Alumni Achiever  
2017 National Geographic Grosvenor Teacher Fellow - Antarctica  
New Mexico Geographic Alliance  
Santa Teresa High School

575-589-5300

[EXT] Please KEEP NMTLN

Danielle Kusmak <danielle.kusmak@tularosak12.us>

Fri 12/7/2018 10:55 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Dear Stakeholders,

As a small agricultural business owner in the Tularosa Basin, I also represent teachers in the field from Tularosa Municipal Schools, currently a 5th grade teacher, with a background in teaching since 1998; I would like to give my support and request to KEEP NM Teacher Leader Network as this is the upmost at the forefront of solidifying teachers in our profession! I am confident in reporting that many of my colleagues feel similar after our journey of teacher facilitated learning and networking opportunities across the state of New Mexico. Funding for this endeavor has made it possible for teachers to be on the ground in every corner of the state, which is empowering not only for new teachers but for teachers in all seasons of their educational background! Coupled with a variety of partnerships to ensure student driven instruction, teacher efficacy and teacher credibility has an impact of over 2 years worth of growth for any student! I have attended every NM Teacher Summit in the summer investing in the future of our state, provided professional development with multiple organizations, and one organization is set apart by the amount of rigor delivered in professional development throughout our state....NM Teacher Summit directed by NMTLN.

We are positioning the educational environment in New Mexico to be highly impactful, resulting in a competitive workforce of extremely marketable candidates which directly supports our small business as we grow pistachios and employ NM residents! We export our pistachios throughout international and domestic territories which is a direct result of skills fine tuned in an employees educational experience!

As authors of our own professional journey, we must take active roles in order to influence and drive instructional practices to be at the helm of our student's educational career! That is the power of what is happening due to the effort and perseverance of NM Teacher Leadership Network! Please stay the course and keep this opportunity alive and well!

Truly vested,

Danielle Kusmak  
NM Teacher Liaison  
Tularosa Intermediate School  
5th grade

## [EXT] Teacher Leader Networks

Laura Ramirez <LaRamirez@risd.k12.nm.us>

Fri 12/7/2018 11:48 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I apologize for not sending a letter earlier. I do want to say that I have been teaching for 19 years. I feel that for 17 of those years I was in the dark. Becoming a Teacher Liaison has open my eyes, mind and spirit. I have learned so much and that makes me a better, more informed educator. These teacher networks are so empowering and essential, for us at teachers and mentors of new teachers.

Thank you so much for keeping NM teacher informed,

*Laura L. Ramirez*  
*EL/Bilingual Teacher*  
*Nancy Lopez Elementary*

Confidentiality Notice: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information as defined under FERPA. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

## [EXT] Keep NMTLN Alive

Arturo Lujan Lopez <alopez@sfps.k12.nm.us>

Fri 12/7/2018 11:49 AM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I respectfully request that you keep the NMTLN in the next administration. This network has been an effective way of networking with other colleagues in the state. Also, it has been very helpful for our professional development and a great way of staying in touch with the current policies and changes in the New Mexico Public Education.

Kind regards,

--

Arturo Luján

*Dual Language Teacher*

César Chávez Elementary School

(505) 467-3200

**\*\*Disclaimer:** This message and any attachments are intended for the use of the addresses(s) only and may be confidential and/or legally privileged. If the reader is not the intended recipient, DO NOT READ, notify sender and delete this message. In addition, be aware that any disclosure, copying, distribution or use of the contents of this message is strictly prohibited. The contents of this message, while possibly falling under the exceptions of the Inspection of Public Records ACT [NMSA Chapter 14, Article2] may be subject to inspection by the public.

## [EXT] Regarding proposed Rule 6.65.4 NMTLN Teacher Leader Development Framework

Dawn Bilbrey <dbilbrey@texicoschools.com>

Fri 12/7/2018 12:26 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To: Rule Feed Back/PED – rule.feedback@state.nm.us

FAX: 505-827-6520

Jamie Gonzales Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruskowski:

The purpose of this letter is to support the Teacher Leader Framework.

The proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

I am writing to lend my unwavering support of this initiative. I am a level III teacher who has been rated exemplary the last three years through the NMTEACH evaluation system. I was a member of the NMTLN where I served as a state education ambassador for two years, and I've been a member on the Secretary's Teacher Advisory committee for the past two years, and I am a Teach Plus policy alumni.

Over the past two and a half years as a NM teacher leader, I've had the opportunity to learn, ask questions, and participate in education policy, teacher evaluation training, school budget processes, and instructional design in the classroom. I've been trained in leadership skills, lesson planning, instructional strategies, testing preparation, student and teacher evaluation scoring, and many other worthwhile areas that address my needs and skills as a teacher in the classroom and as a leader in my district and community. Without a doubt, the professional development I have received as a NMTLN ambassador and as a member of the Secretary's Advisory committee has been the most time worthy and beneficial training I've ever participated in during my career. It has been an overwhelmingly rewarding experience that has changed me as a teacher. Through my journey I've become incredibly passionate about being a positive voice for my profession. So much so, that I've chosen to become an advocate for

policy change for NM teachers because I now know the incredible power that quality teachers have on student success.

I can tell you honestly today that my time working as a teacher leader over the last two years is what has kept me in the classroom. Being respected, valued, and honored as an important voice in the discussion and having a seat at the table with regard to NM education policy and practice has kept my fire for teaching alive. I have never felt more valued or trusted as a professional in my career. This is an important fact that cannot be overlooked. Teachers are the experts in education--we know and understand the needs of NM students better than any other person in the educational process. The teacher leader framework has built a connection between NM's finest teachers across the state and created an ever-growing network of amazing teacher professionals working together toward one goal--improving NM education. We now share our knowledge with one another and work to make learning opportunities and instructional practices the very best that they can be for our students--for YOUR students. That kind of support is an invaluable resource. Becoming a teacher leader has opened new doors for me as a teacher that I never knew existed until I began my NMTLN Ambassador journey. This rule needs to be recognized for what it truly is; one of the best tools for teacher recruitment and retention in education--something our profession greatly need to capitalize on. Our state is a leader in this area, to overlook that or take a step backward in the process will only impede growth and advancement for NM teachers and education at large.

I strongly encourage the NMPED, the new governor and her education advisory officials, and all those who have a vested interest in the growth of NM education and achievement for NM students to continue the Teacher Leader Framework and adopt this rule.

*Dawn Bilbrey*  
*SAT Coordinator--Texico Middle/High School*  
*8th Grade English/US History*  
*dbilbrey@texicoschools.com*  
*575-760-3318*

## [EXT] Rule 6.65.4

Michelle Lopez <michellelopezteacher@yahoo.com>

Fri 12/7/2018 12:30 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Jamie Gonzales:

I support the proposed new rule 6.65.4 NMAC:

Teacher Leader Development Framework which establishes criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

As a stakeholder, 19-year educator, and member of the New Mexico Teacher Leader Network as a Secretary Teacher Advisor and Ambassador, I stand and recommend adopting a framework for the PED to include teacher voice, engagement, and networking opportunities with PED policymakers benefits students, teachers, administrators, and education throughout our state and excels the learning experience and results for all students in New Mexico.

In all my years working in New Mexico, the past two years have been exceptional because of my involvement with the New Mexico Teachers Leader Network. I believe the opportunities to network and learn from various departments in the PED, have helped me understand educational policies and build a solid foundation to benefit my district. As a result, I have established a better relationship with my administrators which has led to more leadership opportunities within my district. As a teacher leader, I work to bring expectations and rigor to another level in my school and support teachers in my school that are struggling or frustrated.

In addition, the relationships established with the many exceptional teachers that I have had to opportunity to meet because of the NMTLN has impacted the level of teaching I bring to my students. Just as iron sharpens iron so does the relationship established with exceptional teachers. There are quality teachers in my district and area but having access to exceptional, inspirational, and stimulating teachers, administrators, and PED personal from throughout the state opens the door for so much more for our students and teachers.

I greatly appreciate the opportunity to be a part of the NMTLN and pray that rule 6.65.4 NMAC is adopted and implemented so that all stakeholders in NM are positively impacted.

Thank you for your consideration,

Michelle Lopez

3<sup>rd</sup> Grade Teacher

SAT Coordinator

Mentor Teacher

Jal Public Schools

New Mexico Teacher Leader Network: Secretary Teacher Advisory and Ambassador

## [EXT] New Mexico Teacher Leader Network

Myra Thomas <mthomas@animask12.net>

Fri 12/7/2018 12:53 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

New Mexico Pubic Education Department

Dear Secretary Christopher Ruskowski,

Good Morning! I would like to start by thanking you personally for having the courage and humility of including educator voices in the New Mexico PED. You have demonstrated great wisdom in recognizing that change occurs at the "grassroots" level, in the classroom by educators who have direct knowledge of and impact with our students and families, and thus greater communities. Thank you also, for the great work of visiting our schools across the state to interview teachers and students regarding critical issues affecting our schools. In my previous 20 years as a NM educator, you are the first to reach out to us personally!! Again, I commend your foresight!

I have had the privilege of participating this school year in the NMTLN by attending the Teacher Summit and regional meetings. I have gained valuable knowledge of educational and policy issues that impact my students and school, as well as data that reflects the positive impact your initiatives have achieved in improving student outcomes. I have shared this knowledge with our school staff, and can tell you that it gives us hope as educators, to know that you cared enough to give us a voice!

I sincerely hope and pray that this initiative continues in the future, for our students, who are the future!!

Thank you again, and may God bless you!!

*Myra Thomas*

*Second Grade*

*Animas Elementary School*

*mthomas@animask12.net*

## [EXT] Proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework

Jamie Furney <jfurney@risd.k12.nm.us>

Fri 12/7/2018 1:57 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern,

The proposed rule 6.654 NMAC has my full support. The opportunities available through networking and engagement with officials at PED and other highly qualified educators have allowed my personal understanding and application of best practices have advanced my teaching skills to a higher level of proficiency.

The teacher leader network has proliferated a source of accurate, reliable information from PED to teachers in districts and schools statewide. The roundtable I was able to facilitate with the Secretary and special education teachers in Roswell have led to many successful changes to our teaching strategies. I was seriously ready to resign my position as a special education teacher, until I attended the Teacher Summit. I was surrounded by teachers just like me, it was magical and I remembered why I do what I do! I believe that the teacher leader network is the lifeline that educators need to stay in the loop of the rapidly changing education system in our state and our country.

The Teacher Leader Network is the infusion my profession needs. If this program is not continued, I am quite certain a large number of teachers will find careers with better pay and more opportunities. During this time of transition, I beg you to leave this system in place to continue the stability and good work that has begun, we are the experts in education and we will work with all stakeholders to ensure that we continue to be on the rise.

Respectfully,

Exemplary Teacher Leader 2018, Special Education  
Mesa Middle School Roswell New Mexico

Jamie Furney  
LINC Teacher  
Mesa Middle School  
1601 East Bland  
Roswell, New Mexico 88203

Confidentiality Notice: This e-mail, including all attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information as defined under FERPA. Any unauthorized review, use, disclosure or distribution is prohibited unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

## [EXT] NM Teacher Leaders Network

Patricia Chavarria <pchavarria@lcps.net>

Fri 12/7/2018 3:26 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

I believe that this organization is needed in NM. It has been so beneficial for myself as well as my colleagues. Before I was a member I thought we were getting the information in a timely fashion and getting all of the information needed. As a member, I have found that we were not getting information on a timely basis and that some information was never forwarded. I encourage you to examine the GREAT things that have happened through this-such as the teachers summit. Thank you for your time.

Patricia Chavarria  
Cesar Chavez Elementary

## [EXT] Teacher Leader Network

Hunter Garcia <dthtgarcia@msn.com>

Fri 12/7/2018 3:40 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Please, do not allow us to lose the teacher leader network. It's very important for our teachers voices to be heard as they educate our kiddos!

Toni Garcia

Sent from my iPhone

## [EXT] proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework

Andy Broyles <andy.broyles1965@gmail.com>

Fri 12/7/2018 3:50 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

 1 attachment

Rule Feedback 12072018.docx;

Please accept the attachment as my comment.

To: Rule Feed Back/PED – rule.feedback@state.nm.us

FAX: 505-827-6520

Jamie Gonzales  
Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Dear Jamie Gonzales and Secretary Ruszkowski:

The purpose of this letter is to support the Teacher Leader Framework.

The proposed new rule 6.65.4 NMAC, Teacher Leader Development Framework is to establish criteria for teacher leader development opportunities provided by the PED. The teacher leader development framework shall ensure that the PED provides teacher leader engagement and networking opportunities and a platform for direct communication with PED policymakers and the Secretary of the New Mexico Public Education Department.

The Teacher Leader Framework is vital to the continual growth and education for teachers. Teacher leadership has grown and been elevated by the initiatives that include teacher voice, networking and professional experience. The NM Teacher Summit was attended by over 1000 teachers, seeking and using professional learning to improve NM schools. Other states are seeking information and modeling similar teacher leader networks, through the example set by the state of NM. Through teacher leadership initiatives groups of teachers have been able to come together, from throughout the entire state, and form professional collaboration initiatives and share best teaching practices. Teacher leaders have been provided the opportunity to learn, gain knowledge and engage in policy education.

Through the development of the NM Teacher Leader Network, NM Teacher Ambassador Program, Secretary Teacher Advisory Program, NM Teacher Leader Liaison Program and other related programs. Teacher leaders have been afforded the opportunity to gain this knowledge and set forth and provide this same information to fellow teachers. They have become more informed, create professional development opportunities to share with fellow teachers and mentor teachers in all the initiatives that affect their present and future educational growth.

We strongly encourage, NMPED, our upcoming and present government officials and those that have a vested interest in educational growth, to continue the Teacher Leader Framework.

Respectfully,

James A Broyles  
4091 Mountain View Road  
Silver City, NM 88061  
575-654-5458

## [EXT] Feedback on proposed rule: 6.65.4

Whitney Lynn <wlfien@gmail.com>

Fri 12/7/2018 3:59 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To Whom it May Concern,

I am writing to express my support of the proposed new rule: 6.65.4 NMAC Teacher Leader Development Framework. This program has done so much to support me as a teacher, I strongly believe that the program is necessary if we are going to attract good teachers to work in this state continue improving educational outcomes for New Mexico students.

It has given me the opportunity to learn more about state policy and communicate that information to my colleagues. This can only improve the relationship between teachers and PED. For example, before the program, I resented PED because I did not understand why certain policies (such as the penalty for having more than six absences) were necessary. As a result of our Regional meetings, I came to understand the purpose of these policies and how it benefited my students. It helped me put the policy in perspective, and I was able to take that understanding back to my school and explain it to my colleagues.

The 2018 New Mexico Summit was another way the Teacher Leader Development framework has helped me as a teacher. Since moving to New Mexico from New York three years ago, I have noticed that there are not nearly as many opportunities for professional development in this state. The New Mexico Teacher Summit gave me the opportunity to collaborate with my colleagues and helped my improve my writing curriculum and inspired me to apply for National Board Certification.

Finally, the Teacher Leader Development program shows us that we are respected as professionals and it gives us a voice that we can use to advocate for ourselves as well as the needs of our students. We are the "boots on the ground"; if New Mexico is to continue making improvements in education, teachers must have a seat at the table.

Thank you for your time; please approve the proposed rule: 6.65.4 NMAC Teacher Leader Development Framework.

Best,

Whitney Fien Gretton

## [EXT] Proposed changes to NMAC 6.65.4

Charles Bowyer <[cbowyer@neanm.org](mailto:cbowyer@neanm.org)>

Fri 12/7/2018 4:15 PM

To:FeedBack, Rule, PED <[Rule.FeedBack@state.nm.us](mailto:Rule.FeedBack@state.nm.us)>;

Cc:Betty Patterson <[bpatterson@neanm.org](mailto:bpatterson@neanm.org)>;

I do not believe it to be appropriate to propose substantive rule changes in the waning days of a Governor's or Secretary's-Designate administration. The proposed changes to NMAC 6.65.4 should be withdrawn to allow a new Secretary of Public Education to work with stakeholders to determine the best manner to engage teachers in decision making and professional development. The methods outlined in the proposed rule are not in keeping with determining a representative teacher voice in New Mexico. Practices which create handpicked non-representative groups, who are then singled out with rewards, such as expensive group events, do not find much support among the vast majority of teachers. The proposed rule seeks to make the practices of the current Secretary-Designate binding on his successor. More flagrant, yet, is the attempt to continue the existence of these illegitimate groups into a new administration for two full years! This rule also presupposes that a new administration will include the advisory council, ambassador program, and currently configured teacher summit into its budget priorities. There are much better ways to create teacher voice than hand-picking a sycophantic chorus to sing the praises of its creator! Again, the proposed rule-making process should be terminated, as should all currently proposed Public Education Department rule changes.

Charles Bowyer  
Executive Director, NEA-New Mexico  
[cbowyer@neanm.org](mailto:cbowyer@neanm.org)  
2007 Botolph Road  
Santa Fe, New Mexico 87505  
On the web at [www.nea-nm.org](http://www.nea-nm.org)  
Office: 505-982-  
1916

Cell: 505-238-0371



*Great Public Schools Begin With Us!*

**Our deepest fear is not that we are weak. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us.**

**We ask ourselves, who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you not to be?**

**You are a child of God. Your playing small does not serve the world ... As we are liberated from our own fear, our presence automatically liberates others—Nelson Mandela**

## [EXT] Rule 6.65.4 NMAC, Teacher Leader Development Framework

kellybsb22 <kellybsb22@aol.com>

Fri 12/7/2018 4:54 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Re:

### **6.65.4 NMAC, Teacher Leader Development Framework.**

To Whom it May Concern:

As a member of the Teacher Leader Network this year and the previous year, I believe the importance of the opportunity for teachers to have a voice in New Mexico Education cannot be underestimated. This should not be a network subject to the priorities of any one political party. It should be a rule so that teachers can continue to have a voice regardless of the political changes in Santa Fe.

From my small school in northeastern New Mexico, it takes over 3 hours for us to reach a major metropolis in New Mexico, so this network allows us to have valuable input into what the Public Education Department institutes for our schools, and even get to know the Secretary of Education on a one-on-one level. No other teachers in any other state have had this luxury. We have accomplished so much for kids and we do not want to forfeit this valuable program.

During my time with the teacher leader network, I have been given information not available to me in my local school such as how rules are implemented, how the PED is addressing teacher concerns, the process for things such as balancing budget in the schools and how assessments are used in teacher evaluations. These tools would not be available without this teacher leader network. I believe the New Mexico teacher leader program helps teachers to understand what is going on with politics in education as well, so we are on the same page. In addition, I feel that some of the loudest groups in The Roundhouse at this time are not representing our teachers and our kids clearly. The teachers union and superintendents group seem preoccupied with issues that are not in the best interest of students or teachers from across the entire state. Rural schools are not the same as Urban schools. This rule is helping keep all teachers involved with their voices represented from a diverse area across the state. I would ask that you please keep our teacher leader framework in tact.

Thank you for your concern,  
Kelly Jones, NMTLN liaison 2017-present  
Maxwell Municipal Schools

Sent from my Verizon, Samsung Galaxy smartphone

## [EXT] New Mexico Teacher Leader

Aime Rodriguez <rodriguez\_aime@me.com>

Fri 12/7/2018 4:55 PM

To:FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

To whom it may concern,

Hello, I am a New Mexico teacher, and have been for the last 5 years. I was told about this organization by a peer teacher. I was able to attend a couple of of meetings this year, and I am here to tell you that I learned more this year because of these meetings than I have in the 15 years of teaching. I learned what is expected of us as teachers, I also learned why principals graded us the way they did.

I would really promote this organization to all my peer teachers because I have learned so much through these meetings that I would hate for it to not continue. Please consider voting this rule in favor of 6.65.4  
Sent from my iPhone

## Fwd: [EXT] The Teacher Summit Letter

Gonzales, Jamie, PED

Mon 12/10/2018 5:58 AM

To: FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Cc: Maloy, Camille, PED <Camille.Maloy@state.nm.us>;

 1 attachment

Teacher Summit Letter.docx;

Get [Outlook for iOS](#)

----- Forwarded message -----

From: "Ruszkowski, Christopher, PED" <[C.Ruszkowski@state.nm.us](mailto:C.Ruszkowski@state.nm.us)>

Date: Sun, Dec 9, 2018 at 4:58 PM -0700

Subject: FW: [EXT] The Teacher Summit Letter

To: "Gonzales, Jamie, PED" <[Jamie.Gonzales@state.nm.us](mailto:Jamie.Gonzales@state.nm.us)>, "Duran, Alicia, PED" <[Alicia.Duran2@state.nm.us](mailto:Alicia.Duran2@state.nm.us)>, "Laney, Kayli, PED" <[Kayli.Laney@state.nm.us](mailto:Kayli.Laney@state.nm.us)>, "Eide, Christopher, PED" <[Christopher.Eide@state.nm.us](mailto:Christopher.Eide@state.nm.us)>

Christopher N. Ruszkowski  
Secretary of Education  
New Mexico Public Education Department  
300 Don Gaspar Ave  
Santa Fe, NM 87501  
Office: 505.827.6688

**From:** Melanie Bussiere [mailto:[melanie.bussiere@tularosak12.us](mailto:melanie.bussiere@tularosak12.us)]

**Sent:** Friday, December 07, 2018 10:14 AM

**To:** Ruszkowski, Christopher, PED

**Subject:** [EXT] The Teacher Summit Letter

Dear Secretary Ruszkowski:

It really was a pleasure to speak with you last night. Attached is one more letter for our quest to get 100 responses regarding the annual Teacher Summit.

Thank you again for all that you do for us.

--

*Melanie Bussiere*

Language Arts Department Chair

Advanced Placement Language Arts Instructor

National Honor Society Adviser

Coach - Cheer and Dance

**Tularosa High School**



Image  
result  
for  
tularosa  
,

Christopher N. Ruszkowski  
New Mexico Public Education Department  
300 Don Gaspar Avenue  
Santa Fe, NM 87501

December 7, 2018

Dear Secretary Ruszkowski:

I was upset to hear that one of the changes proposed by the incoming administration would be the discontinuance of the annual New Mexico Teacher Summit. This summit is a welcomed and much needed opportunity for the teachers in the state of New Mexico to network and exchange information regarding their profession. To deny teachers that opportunity is to deny them the right to grow as professionals.

The Teacher Summit has seen exponential growth in the number of attendees each year it ran. This alone should be evidence that this growth opportunity is wanted. Every year, teachers are getting an opportunity to take time to learn about new ways to interact with their students, present material, and bring back to their districts ways to help their students learn in a global community.

Please, reconsider cutting this program from the budget. Dedicated teachers do not have much time to collaborate with each other during the school year. To take away this program would have an overall detrimental impact to New Mexico educators.

Thank you for your time.

Sincerely,

Melanie Bussiere  
Language Arts Department Chair  
Tularosa High School

## Fwd: NMTLN and go Delaware

Gonzales, Jamie, PED

Mon 12/10/2018 7:09 AM

To: FeedBack, Rule, PED <Rule.FeedBack@state.nm.us>;

Cc: Maloy, Camille, PED <Camille.Maloy@state.nm.us>;

Get [Outlook for iOS](#)

----- Forwarded message -----

From: "Ruszkowski, Christopher, PED" <[C.Ruszkowski@state.nm.us](mailto:C.Ruszkowski@state.nm.us)>

Date: Sun, Dec 9, 2018 at 4:58 PM -0700

Subject: RE: NMTLN and go Delaware

To: "Lori Armstrong" <[Lori.Armstrong@aps4kids.org](mailto:Lori.Armstrong@aps4kids.org)>

Cc: "Gonzales, Jamie, PED" <[Jamie.Gonzales@state.nm.us](mailto:Jamie.Gonzales@state.nm.us)>, "Duran, Alicia, PED" <[Alicia.Duran2@state.nm.us](mailto:Alicia.Duran2@state.nm.us)>, "Laney, Kayli, PED" <[Kayli.Laney@state.nm.us](mailto:Kayli.Laney@state.nm.us)>, "Eide, Christopher, PED" <[Christopher.Eide@state.nm.us](mailto:Christopher.Eide@state.nm.us)>

Like our Delaware Hero!

Copying-in key team members so that they ensure it's in the file...

CR

Christopher N. Ruszkowski  
Secretary of Education  
New Mexico Public Education Department  
300 Don Gaspar Ave  
Santa Fe, NM 87501  
Office: 505.827.6688

---

**From:** Lori Armstrong [mailto:[Lori.Armstrong@aps4kids.org](mailto:Lori.Armstrong@aps4kids.org)]

**Sent:** Thursday, December 06, 2018 10:34 PM

**To:** Ruszkowski, Christopher, PED

**Subject:** [EXT] NMTLN and go Delaware

Sir, I am writing to be one of the 100+ who ask you to fight for the Teacher Leader Network. It has been a valuable tool for me, especially last year, when I learned so much about Dashboard, evaluations, domains etc. This year, there has been a bit too much about lobbying, which I had taught my students last week, but still, I feel like I learn something! And information can be disseminated!

By the way, CR is a great set of initials, like our Delaware hero: Caesar Rodney! Best of luck in the future!

Lori Armstrong  
7th Grade Social Studies MVMS  
[lori.armstrong@aps4kids.org](mailto:lori.armstrong@aps4kids.org)  
MVMS Phone # (575) 812 6400

December 5, 2018

Attn: Jamie Gonzales  
Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501

Good afternoon. I'm Jacob Kolander. I am a 17-year veteran teacher, Level III licensed, rated Highly Effective for 4 years in a row, and have served in several leadership roles in my current charter school. I know all of us believe in the power of education and the teachers that provide it. For 17 years, I have given my time, in and out of the classroom, to serve my students, as most of us do, beyond just being their English teacher. I am a counselor, an advisor, a coach, a cheerleader, a parent, a shoulder they can cry on, a high five when they succeed, a mentor when they're down, and a motivator when they are lazy. Teachers see and do more than most anyone outside the profession realizes. Regardless of how much of my own personal time and money I put into my profession, it's never enough. I know we all respect the teaching profession, and I want to advocate for allowing us to continue having our voice in New Mexico.

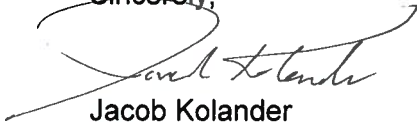
What is proposed would put the Teacher Leader Network into regulation, which would continue the trend we have of setting the standard for teacher involvement in the country. Six states came to our teacher summit this summer, of which I was a part both as a member of the Secretary's Teacher advisory and also a presenter on the issue of the gender gap for our boys in reading and math. Those six states came to find out what we do that is so special. At the summit, teachers train teachers, we are given the respect of the years of our profession by being the ONLY group allowed to run trainings, and we volunteer our time to work alongside the Teacher Liaisons to make it all happen. With hundreds of teachers in attendance, other states wanted to come see our model of success. Without the Teacher Liaisons and teacher leader network, this would not be possible.

Two years ago, after 15 years of teaching, I felt an "us vs them" mentality about educators and the PED. I never understood why they made the decisions they did. I never heard from our administrative team the justifications or details, just their own editorializing of the facts they chose to share *when* they chose to share them. I never felt the PED would ever hear my voice - an English teacher in Albuquerque at a small school. Two years ago, I decided to join the Secretary's Teacher Advisory. From that point forward I felt I was heard. I was empowered with the real information from the source, and I suddenly had a personal connection with our Secretary of Education who I got to know on a first name basis.

I ask that we put into regulation a Teacher Leader Network as well as a Teacher Liaison to continue this work. The organization of the network, the number of teachers involved, and who the liaisons are should be at the discretion of the Secretary of Education, but without putting into rule that there must be *some* manifestation of a Teacher Leader Network, there is no security for teachers like myself to know that we will continue to have a voice in New Mexico education.

It's powerful to feel like I have a voice, like my opinion matters, and more importantly, that my 17 years in the classroom mean something when it comes to educational legislation. My experience matters. The hundreds of students who have passed through my classroom matter. Their children, some of whom I now teach, matter, and no one will speak up for them better than their teachers. If the Teacher Leader Network disappears, then we will once again feel silenced, we will return to the days of "us vs them", and more importantly, our students will no longer have the adults they share 13 years within our public schools coming together to form a network of support and advocacy. I can tell you without a doubt, I will continue the work of bringing teachers together to share their expertise and their passion for teaching, so please help me in doing so alongside the PED and the leaders who profess to have teachers' best interests at heart. I know we all believe in the power of our educators, so let's show them that through supporting this rule. Thank you for your time and attention.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jacob Kolander". The signature is written in dark ink and is positioned above the printed name.

Jacob Kolander

English Teacher – South Valley Academy



South Valley Academy  
3426 Blake Road SW  
Albuquerque, NM 87105



US POSTAGE

**\$00.47<sup>0</sup>**

First-Class

Mailed From 87105

12/05/2018

032A 0061816798

Attn: Jamie Gonzales  
Public Education Department  
300 Don Gaspar Ave.  
Santa Fe, NM 87501



Good afternoon,

I am Joel Hutchinson from Las Cruces, New Mexico, and I am here to give testimony to the proposed teacher leader rule. I have taught English Language Arts for the last twenty-one years. I taught for Pojoaque High School, Rio Rancho High School, five years in Colorado, at Eaglecrest High School in Cherry Creek District, and am currently at Centennial High School in Las Cruces. I am a member of the Secretary's Teacher Advisory, a member of the New Mexico Teacher Leader Network, and an alum of Teach Plus, all three of these opportunities to improve as a teacher have come in the last three years.

I am pleased to hear the PED is considering a new rule regarding teacher leaders. For the vast majority of my teaching career the Public Education department was a mythical building where decisions were passed down with little explanation, a top down approach to education policy. Over the last three years, New Mexico teachers have been provided unprecedented opportunities unique to New Mexico and to the nation. The New Mexico Public Education Department (PED) introduced and implemented teacher leadership programs at the first New Mexico Teacher Summit in summer 2016, programs like the New Mexico Teacher Leader Network (NMTLN) and the Secretary's Teacher Advisory (STA), which educate educators and provide career growth. Since then the PED has expanded other network programs, the Parent Leader Network, and the Student Leader Network that educate stakeholders in local communities. The initial summit consisted of 300 teachers from around the state, and three years later, 1,300 teachers were in attendance, along with representatives from six other states wanting to learn from New Mexico how these programs are working and how to implement them in those states. Clearly there is teacher demand for this professional development and opportunity. Today we have a teacher shortage, providing career ladder opportunities and high-level professional development, as exhibited at the teacher summit and through these programs, are improving the overall profession of teaching in New Mexico. Why wouldn't we continue these efforts?

Communication in teaching is a challenging task, often met with frustration by classroom teachers. Continuation of the Secretary Teacher's Advisory and Teacher Leader Network are essential in clarifying information and in ensuring information reaches the classroom teacher. Far too often policies are diluted and twisted by special interest groups prior to reaching the classroom, which devalues and frustrates teachers.

I appreciate the proposal and believe it is essential for improving education in the state of New Mexico, however 6.65.4.8.B and C. I wish to address.

6.65.4.8.B. & C. Teacher ambassadors program and Secretary's teacher advisory both require members to maintain positions for a minimum of two years. I would recommend the commitment continue, but on a fluctuating schedule, with half the members retained for the first year and half of the members new. This provides more teacher opportunities across the state, and will allow for mentoring a new cohort on a continual cycle, rather than an entirely new group every two years.

concerns  
I appreciate the willingness of the NMPED to implement this rule teacher leaders as it has reshaped my understanding of education. I further appreciate the PED providing clear requirements for teacher leader and advisory programs, and the dedication to improving career opportunities and professional development. These networks provide access for teachers across the state to cohesively work on improving education policies, a requirement under ESSA. These programs have taken great dedication to get off the ground, and now are modeled for other states looking for ways to meet ESSA. Please consider fluctuating half of the cohort each year to develop sustainability within these programs. Thank you for the opportunity to speak.

Respectfully,  
Joel Hutchinson  
*Centennial High School*  
*English Department Head*  
*Secretary's Teacher Advisory*  
*New Mexico Teacher Leader Network*  
*Teach Plus Alum*

What is a teacher leader? A person who leads, guides, or directs a group of teachers by using their voice. I'm Jill Hutchinson-Bass and I'm here today using my voice, because I've been led by other teachers to do what is right for education...advocate for students and teachers. After having taught in Asia for 15 years, I returned home to discover a number of opportunities that teachers have to make themselves heard. This is unheard of in private international schools so it sparked my interest immediately.

We all know New Mexico is in a state of crisis for recruiting and retaining teachers. This ruling is extremely important to showcase the progressive mindset that NM has had for the last few years. Educators in other states are taking notice and have been looking at the NM model of teacher leadership networks because it has been so successful with the teacher summit, leadership network webinars, and the teacher, parent, and student advisory committees. Teachers in other states are surely taking note on how teachers are stakeholders in their own profession. Let's not squander this opportunity to keep NM education moving forward. NM has started great conversations and is moving upward and onward but there is much more on our list to achieve and the nation is watching.

I support the ruling for the Teacher Leader Development Framework simply because it is who we are and who we need to be. As a mother of an autistic son who is VERY literal, I often try to see the world through that lens. Perhaps that's why when I read The Requirements for Teacher Leader Development Engagement under School liaisons, 6.65.4.9, the first word in each line from A-E resonates with me. It states the purpose of the virtual and regional in person meeting is to:

- (a) Collaborate – to work, one with another.
- (b) Learn – To acquire knowledge, to become informed

- (c) Build – To construct a plan, system of thought
- (d) Network – to cultivate people, who can be helpful to one professionally
- (e) Develop - bring out the possibilities of; bring to a more effective state: to develop natural resources

We ARE those resources. These five verbs are the essence of teachers, of life-long learners.

My own professional growth through these programs has been life changing. It has encouraged me to be involved in legislation, begin working on my admin license through the Principal Leadership Development, write an op-ed and speak on a panel for the first Education Preparation Program Summit, write public commentary, give testimony at the roundhouse, and play guitar in front of more than 1000 teachers at the third Teacher Summit! None of this would have happened if it weren't for the opportunity to get involved in leadership roles like the teacher leader network, where I have been a liaison for my school the past two years. This role has created incredible professional opportunities for my colleagues such as Instructional Material Review, science and math workshops, Science and Social Studies Dream Team, and parent and student networks. Besides PD opportunities, I have been able to inform the staff about education policy and current educational practices.

As you see, we need this rule to elevate NM education. It is crucial for the development of our profession. Please be sure this movement continues because the benefactors are NM students and that is our common ground. Teacher voice is student voice. Thank you for listening to mine.

## 6.65.4 NMAC

Speaking as a teacher, NEA representative, teacher liaison, and teacher summit participant, I am whole-heartedly support the proposed new rule 6.65.4. I believe firstly, that building a strong network between teachers, as well as between teachers and the Public Education Department, is essential for the progress of education in New Mexico. By participating in the teacher leader program and summit, I have increased my knowledge of class structure and management, my cultural awareness, my "toolbox" of activities, strategies, and lesson planning, my understanding of education policy and its affect on my career and classroom, my network at my school site, within my district, and the state, and overall, my role as a teacher and a citizen. ~~At~~ At a time when politics divides the community, providing a bi-partisan body of leaders working in tandem with elected and appointed offices seems inherently ~~easy~~ to preserving and fostering a co-operative community. I believe secondly, that it is essential for teachers to be aware of how to advocate for themselves and their students. ~~Through the teacher leader network, teachers can be better equipped to this.~~ My submitting this comment and attending this hearing is due to my learning as a liaison, how to follow, ~~the~~ and partipate in, the legislative process. As a union representative, I believe it is essential that teachers are provided with as much information as possible in regards to the rules, expectations, and opportunities of their role. This rule will help ensure this.