

[EXT] Alternative Licensure/Teacher Preparation Programs

Caroline Marrufo <cmarrufo@lcps.net>

Tue 6/25/2019 11:21 AM

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

In regards to Teacher Preparation Programs, there should be a required semester long class on How to Teach Reading for any individual going into the teaching field regardless of grade level. This class should include identifying and working with students who have dyslexia dyslexia and other reading disabilities. Every teacher should be given the tools to identify struggling readers, as well as how to help them.

Classroom management and differentiation should be integrated into Teacher Preparation Programs.

Student teachers should be given more responsibility sooner when in the classroom. Before their last semester of student teaching, student teachers should be comfortable doing Read Alouds with Accountable Talk.

Individuals on Alternative Licensure should be given much more support from their learning institution, the state, and the district. I've seen too many individuals on alternative licensure leave the profession due to the lack of support.

Districts need a stronger mentorship program for beginning (year 1-3) teachers and those on Alternative a licensed.

Respectfully,
Caroline Marrufo
Teacher, University Hills Elementary
Las Cruces Public Schools

[EXT] Proposed NMAC 6.60.3

Garcia, Penny <Penny.A.Garcia@enmu.edu>

Tue 6/25/2019 3:53 PM

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

I note that as the rule currently is written, only students from an alternative EPP pathway are required to “pass all department-approved New Mexico teacher assessments within two years” (6.60.3.9B5). That is not listed as a requirement for the alternative educator effectiveness pathway (6.60.3.9C) or the alternative post-secondary experience pathway (6.60.3.9D).

Penny A. Garcia, PhD

Dean, College of Education & Technology

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[EXT] Public Comment on Proposed Rule 6.60.3.11

Sheri Williams <ssw@unm.edu>

Wed 7/17/2019 2:38 PM

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

 2 attachments

Public Comment Proposed Rule 6.60.3.11.docx; Public Comment Proposed Rule 6.60.3.11.pdf;

Dear John Sena, Policy Division, New Mexico Public Education Department,

Attached please find my public comment on the proposed repeal and replace of **6.60.3.11 for Alternative Administrator Licensure.**

Note: I am attaching the document as both a doc. and pdf. for your convenience in uploaded my comments to the site.

Thank you for your consideration.

Kind regards,

Dr. Sheri Williams

Preparing next-gen leaders to bring about change in schools & communities

Dr. Sheri S. Williams | Associate Professor | Educational Leadership Program | TEELP Department | UNM College of Education | Hokona Hall 380 | Mail Stop Code: MSCO5 3044 | Dept. Ph. 505-277-0504 | Dept. Fax: 505-277-0455 | Mailing Address: Hokona Hall 118, 1 University of New Mexico, ABQ, NM 87131



July 17, 2019

Dear New Mexico Secretary of Education Dr. Karen Trujillo,

Thank you for the opportunity to comment on the **Proposed Rule 6.60.3.11** for Alternative Administrator Licensure. I write as an Associate Professor in UNM's Educational Leadership Program and as a member of an expert panel which launched an [advocacy campaign](#) in September 2018 to ensure the preparation and certification of quality school leadership in New Mexico.¹ I respectfully propose three actions to address major concerns in the Proposed Rule: 1) refresh the administrator standards, 2) increase the internship requirement, and 3) change the verification requirement from employer to a licensure exam.

- 1. Refresh the Administrator Standards:** New Mexico is compelled to update its outdated standards for administrator licensure as last adopted over 20 years ago in 1998 in the N.M. Admin. Code 6.62.2.10. Refreshed standards are urgently needed to align with the nationally recognized school leadership standards as codified in the [2015 PSEL](#) and the [2018 NELP](#) program standards.² New Mexico's administrator standards place limited emphasis on preparing candidates to respond to higher expectations for improved student outcomes and to meet the ruling in the Yazzie/Martinez lawsuit. Refreshed standards can and should drive all other systems; i.e., leader preparation, licensure, evaluation, and professional learning. New Mexico refreshed its teacher standards in 2017 with the adoption of InTASC. It is well past time to refresh the 1998 standards for administrators who are second only to teachers in their shared responsibility to transform education.³
- 2. Increase the Internship Requirement:** The internship requirement of a scant 180 hours for alternatively prepared candidates is insufficient to move New Mexico out of its 50th place in education. According to the [2018 report](#) from the Education Commission of the States, New Mexico requires the lowest number of internship hours.⁴ In order for alternative candidates to be ready to integrate the professional pedagogy and the specialized knowledge and skills in educational leadership, they will need more than 180 hours of intensive clinical and/or field experience throughout one full school year, including responsibilities at the start and end of the school year.
- 3. Change the Verification Requirement:** In order to certify alternative candidates' readiness to lead in New Mexico's multifaceted and diverse school environments, alternative candidates need to demonstrate their competencies by taking and passing a rigorous and research-based exam that is aligned to refreshed standards. It is doubtful whether employers possess the knowledge to verify that alternative licensure candidates have met administrator standards during the internship. Employers tend to be motivated by their own needs to certify applicants who meet job-specific competencies which typically do not align with professional leadership standards.

Sincerely,

Dr. Sheri Williams, Associate Professor, UNM Educational Leadership Program, ssw@unm.edu

¹ [Ensuring Quality School Leadership](#) for Improved Student Outcomes: Testimony before LESC Sept. 27, 2018

² Definitions – [PSEL Standards](#): The Interstate School Leaders Licensure Consortium (ISLLC) Standards are nationally recognized school leadership standards first developed in 1996 and revised in 2008 and 2015. The 2015 version of the standards was renamed Professional Standards for Educational Leaders (PSEL). [NELP Standards](#): The Educational Leadership Constituent Council (ELCC) Standards are nationally recognized educational leadership program standards. These standards were revised in 2018 and renamed The National Educational Leadership Preparation (NELP) Program Recognition Standards.

³ According to the [2018 report](#) from ECS, 13 states have already adopted the new national standards, namely, AZ, AR, DE, ID, IL, MD, MI, NJ, NY, ND, RI, VT and WY.

⁴ Hours for the Internship vary from a low of 180 in New Mexico to a high of 750 in Georgia with an average of around 300 hours (180 – NM, 216 – MT, 250 – NE, 300 – CO, MS, NJ, RI, and VT, 320 – MN and VA, 360 – PA, 400 – IA, 450 – UT, 500 – MA, 540 – WA, 600 – DE, 750 – GA). The top-rated states in education typically require 300 or more internship hours. Note: No hour requirement was recorded by other states in the [2018 ECS report](#).

[EXT] EPP and Alternative Licensure feedback

ALLRED, CATRON <callred2@cnm.edu>

Wed 7/24/2019 3:03 PM

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

 2 attachments

6.60.3_Alt Licensure-proposed strikethrough_web_CNM Comments.docx; 6.65.3_EPP-proposed strikethrough_CNM Comments.docx;

Please see the attached comments regarding the Alternative Licensure and EPP rules. I have listed them as comments on the side of the document. If this format is not acceptable, please let me know and we will send our comments in another format.

Thank you,

Catron Allred
Director of Education Programs
Central New Mexico Community College



Are you prepared for the course names and number changes this fall?
Learn more about Common Course Number Changes: www.cnm.edu/ccnc

TITLE 6 PRIMARY AND SECONDARY EDUCATION
CHAPTER 60 SCHOOL PERSONNEL - GENERAL PROVISIONS
PART 3 ALTERNATIVE LICENSURE

6.60.3.1 ——— **ISSUING AGENCY:** Public Education Department, herein after the department.
[6.60.3.1 NMAC — Rp, 6.60.3.1 NMAC, 11/27/2018]

6.60.3.2 ——— **SCOPE:** Applicants for alternative teaching licensure alternative administrative licensure, or student success advisor licensure.
[6.60.3.2 NMAC — Rp, 6.60.3.2 NMAC, 11/27/2018]

6.60.3.3 ——— **STATUTORY AUTHORITY:** Sections 22-2-1, 22-2-2, 22-10A-6, and 22-10A-8 NMSA 1978.
[6.60.3.3 NMAC — Rp, 6.60.3.3 NMAC, 11/27/2018]

6.60.3.4 ——— **DURATION:** Permanent
[6.60.3.4 NMAC — Rp, 6.60.3.4 NMAC, 11/27/2018]

6.60.3.5 ——— **EFFECTIVE DATE:** November 27, 2018 unless a later date is cited in the history note at the end of a section.
[6.60.3.5 NMAC — Rp, 6.60.3.5 NMAC, 11/27/2018]

6.60.3.6 ——— **OBJECTIVE:** To define the requirements for obtaining an alternative teaching license, alternative administrator license, or student success advisor license.
[6.60.3.6 NMAC — Rp, 6.60.3.6 NMAC, 11/27/2018]

6.60.3.7 ——— **DEFINITIONS:**

A. "Alternative license" means:

(1) a temporary, two-year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to licensure as defined in Subsections B and C of 6.60.3.9 NMAC; or

(2) a temporary, one-year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to licensure as defined in Subsection D of 6.60.3.9 NMAC; or

(3) a temporary, one-year administrator certificate or license issued by the department to a candidate who does not yet meet the requirements for a level 3B administrator license but is participating in an alternative route to licensure as defined in 6.60.3.11 NMAC; or

(4) a temporary, five-year alternative student success advisor license issued by the department to a candidate who does not yet meet the requirements for school counselor licensure but is working toward meeting the requirements established in 6.63.6 NMAC.

B. "Competencies for licensure" means the content knowledge and skills a teacher shall know and apply in order to demonstrate competency in a particular content area as defined in Title 6, Chapter 64, Competencies for Licensure, Parts 2 through 18 NMAC.

C. "Department-approved educator preparation program" or "department-approved EPP" means an educational program approved by the department pursuant to 6.65.3 NMAC that offers coursework intended to lead to teacher licensure upon a candidate's successful completion of program requirements.

D. "Full school year" means a minimum of 160 instructional days or equivalent number of days in schools or local education agencies on alternative schedules over multiple school years of full-time or part-time teaching during which the teacher is the teacher of record or serves as an instructional coach or resource teacher in at least one class each school year while holding a standard teaching license. An equivalent number of instructional hours may be accepted for those teachers who do not teach every day. Instructional days may include teaching in summer school or similar educational setting.

E. "Internship" means an official program with practical experience in which candidates for administrative licensure assume all responsibilities of a school administrator under the guidance of a mentor for a minimum of 180 clock hours throughout one full school year, including those responsibilities that are unique to the beginning and end of the school year. Internships shall be served at a public school, private school, or state educational institution.

~~F. “Local education agency” or “LEA” means a school district or a state-chartered charter school.~~

~~G. “Mental health services” means the responsibilities of a school counselor as outlined in Subsection D and E of 6.63.6.9 NMAC.~~

~~H. “New Mexico teacher assessments” or “NMTA” means the tests required for individuals seeking initial New Mexico licensure.~~

~~I. “NMTEACH” means the department-approved educator effectiveness evaluation system defined in 6.69.8 NMAC that measures teacher performance using the five components:~~

- ~~(1) improved student achievement;~~
- ~~(2) classroom observation;~~
- ~~(3) planning, preparation, and professionalism;~~
- ~~(4) student or parent surveys; and~~
- ~~(5) teacher attendance.~~

~~J. “Standard teaching license” means a certificate or license issued by the department at five and nine year intervals authorizing a person to teach, supervise an instructional program, counsel, provide special instructional services, or serve as an administrator in a New Mexico public school.~~

~~K. “Teacher of record” means the recipient of an alternative teaching license named in an employment contract with an LEA responsible for teaching students and managing a classroom the majority of the time. The teacher of record is responsible for lesson planning, assigning grades, meeting with parents, and completing all duties of a classroom teacher with a standard teaching license. [6.60.3.7 NMAC – Rp, 6.60.3.7 NMAC, 11/27/2018]~~

~~6.60.3.8 PATHWAYS FOR ALTERNATIVE TEACHING LICENSURE: Three pathways shall be available for candidates seeking to obtain an alternative teaching license in New Mexico.~~

~~A. Alternative EPP pathway. A two-year alternative teaching license may be granted to candidates who simultaneously complete face-to-face or online courses through a department-approved EPP while serving as a teacher of record for two years. Candidates who complete the EPP and meet coursework and testing requirements at the conclusion of the two-year alternative license period shall be eligible to transfer to a level 1 standard teaching license.~~

~~B. Alternative NMTEACH pathway. A two-year alternative teaching license may be granted to candidates who simultaneously complete required teaching of reading coursework and testing requirements while serving as a teacher of record. Candidates who complete coursework and testing requirements and who earn two consecutive ratings of effective or higher on NMTEACH at the completion of the two-year alternative license period shall be eligible to transfer to a level 1 standard teaching license.~~

~~C. Alternative post-secondary experience pathway. A one-year alternative license may be granted to candidates who have obtained a bachelor’s and master’s degree in a field outside education and who have taught at an accredited college or university for a minimum of five years. Candidates who serve as the teacher of record for one full school year who earn an effective or higher rating on NMTEACH and who satisfactorily demonstrate teaching competencies for the type and level of licensure being sought, as determined by the LEA, shall be eligible to transfer to a level 2 or level 3A standard teaching license. Candidates following the alternative post-secondary experience pathway shall not be required to complete testing requirements. [6.60.3.8 NMAC – Rp, 6.60.3.8 NMAC, 11/27/2018]~~

~~6.60.3.9 REQUIREMENTS FOR ALTERNATIVE TEACHING LICENSURE:~~

~~A. General requirements. All applicants for alternative teaching licensure shall:~~

- ~~(1) be at least 18 years of age;~~
- ~~(2) hold either a bachelor of arts or science degree, master of arts or science degree, or doctorate degree from a regionally accredited college or university with a minimum grade point average of 2.75;~~
- ~~(3) complete a background check in accordance with 6.60.8 NMAC; and~~
- ~~(4) have no licensure requirements waived on an emergency or temporary basis, or for any other reason; and~~
- ~~(5) meet the application requirements for the license being sought.~~

~~B. Alternative EPP pathway. Applicants following the alternative EPP pathway shall:~~

- ~~(1) pass the required NMTA essential academic skills tests defined in 6.60.5 NMAC prior to receiving alternative licensure at any level;~~
- ~~(2) participate in a department-approved EPP with an alternative licensure program;~~
- ~~(3) serve as a teacher of record for two full school years; and~~

(4) complete no fewer than six semester hours including required hours of coursework in the teaching of reading aligned with the competencies for licensure for entry-level teachers for the type of license being sought.

C. Alternative NMTEACH pathway. Applicants following the alternative NMTEACH pathway shall:

(1) pass the required NMTA essential academic skills tests defined in 6.60.5 NMAC prior to receiving alternative licensure at any level;

(2) serve as a teacher of record for two full school years;

(3) receive two consecutive ratings of effective or higher on the NMTEACH summative evaluation; and

(4) complete required coursework in the teaching of reading.

(a) Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre-K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.

(b) Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre-K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.

D. Alternative post-secondary experience pathway. Applicants following the post-secondary experience pathway shall:

(1) provide documentation of at least five full school years' experience teaching at an accredited college or university;

(2) complete at least one full school year as a teacher of record while holding an alternative license; and

(3) complete required coursework in the teaching of reading.

(a) Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre-K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.

(b) Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre-K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.

[6.60.3.9 NMAC - Rp, 6.60.3.9 NMAC, 11/27/2018]

6.60.3.10 APPLICATION FOR ALTERNATIVE TEACHING LICENSURE:

A. Alternative EPP pathway. Applicants following the alternative EPP pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a two-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. The licensee shall complete coursework requirements within the two-year period and shall provide the department with documentation of coursework completion. Candidates with alternative licensure may be issued a one-year extension to allow additional time for completing coursework and testing requirements if they can demonstrate good standing with the LEA or EPP. Applicants for alternative licensure via the alternative EPP pathway shall provide:

(1) official sealed bachelor's degree transcript with at least 30 semester hours in the license subject area, a master's degree transcript with at least 12 graduate hours in the license subject area, or a doctoral degree in the license subject area;

(2) a letter of acceptance into a department-approved EPP; and

(3) proof of passage of required NMTA essential academic skills tests.

B. Alternative NMTEACH pathway. Applicants following the alternative NMTEACH pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a two-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. The licensee shall complete coursework requirements within the two-year period and shall provide the department with documentation of coursework completion. Candidates with alternative licensure following the NMTEACH pathway who are not successful in demonstrating competency by way of NMTEACH summative evaluations shall not have their alternative license extended or renewed. Applicants for alternative licensure via the alternative NMTEACH pathway shall provide:

(1) official sealed transcript for a bachelor's degree transcript with at least 30 semester hours in the license subject area, a master's degree transcript with at least 12 graduate hours in the license subject area, or a doctoral degree in the license subject area;

(2) proof of registration to complete required coursework in the teaching of reading;

(3) proof of passage of required NMTA essential academic skills tests;

_____ (4) _____ a letter of support from the LEA requesting that the applicant follow the alternative NMTEACH pathway; and

_____ (5) _____ a letter of interest from the applicant requesting to follow the alternative NMTEACH pathway.

_____ **C. Alternative post-secondary experience pathway.** Applicants following the alternative post-secondary experience pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a one-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. Applicants shall provide:

_____ (1) _____ proof of registration to complete required coursework in the teaching of reading; and

_____ (2) _____ verification of five-years' teaching experience at an accredited college or university.

[6.60.3.10 NMAC - Rp, 6.60.3.11 NMAC, 11/27/2018]

6.60.3.11 REQUIREMENTS FOR ALTERNATIVE ADMINISTRATOR LICENSURE:

_____ **A.** A one-year alternative license in educational administration may be issued to any candidate who:

_____ (1) _____ holds a level 2 or level 3 teaching license; and

_____ (2) _____ has at least six full school years of experience in administration at an accredited college or university. Administrators shall be in a position of supervision which shall include:

_____ (a) _____ dean;

_____ (b) _____ president; and

_____ (c) _____ vice president.

_____ **B.** Alternatively licensed educational administrators shall complete an internship of at least 180 hours. Upon completion of the internship, the candidate shall be issued a level 3B administrator license so long as they have met the administrator licensure competencies and indicators outlined in 6.62.2.10 NMAC, as verified to the department by the candidate's employer.

[6.60.3.11 NMAC - Rp, 6.60.3.11 NMAC, 11/27/2018]

6.60.3.12 REQUIREMENTS FOR ALTERNATIVE STUDENT SUCCESS ADVISOR LICENSURE:

_____ **A.** Applicants for an alternative student success advisor license shall:

_____ (1) _____ be at least 18 years of age;

_____ (2) _____ hold either a bachelor of arts or science degree from a regionally accredited college or university; and

_____ (3) _____ complete a background check in accordance with 6.60.8 NMAC.

_____ **B.** Applicants who meet the criteria established in Subsection A of 6.60.3.13 NMAC shall be issued a five-year alternative license to serve as a student success advisor. Student success advisors shall:

_____ (1) _____ work with students in grades seven through 12; and

_____ (2) _____ sign an ethical statement, prescribed by the department, stating that the licensee shall not provide mental health services while employed as a student success advisor.

_____ **C.** Alternative student success advisor licenses shall be non-renewable. Student success advisors shall complete the requirements to earn a school counselor license defined in 6.63.6 NMAC within the five-year term of their alternative license to maintain employment in the role of a student advisor or to transition into the role of school counselor.

_____ **D.** Responsibilities of the student success advisor may include any of the following:

_____ (1) _____ maintaining accurate and complete records and reports as required by federal and state law and regulation, department guidance, and district and charter school policies;

_____ (2) _____ analyzing transcripts;

_____ (3) _____ guiding student and parent decision making regarding courses and graduation pathways;

_____ (4) _____ supporting students with the college application and admission process, including preparation for college admissions tests;

_____ (5) _____ developing master schedules;

_____ (6) _____ arranging for dual or concurrent enrollment, career technical education, and advanced placement course offerings;

_____ (7) _____ informing students about postsecondary financing options such as the free application for federal student aid that can be used to support advanced education and training;

_____ (8) _____ supporting student documentation of career preparedness, including industry recognized credentials or certificates, test results, grades, samples of student work, resumes, and cover letters to prospective employers;

- ~~_____ (9) _____ planning and conducting activities focused on increasing career awareness;~~
 - ~~_____ (10) _____ conducting orientation and training programs for students, parents, and staff;~~
 - ~~_____ (11) _____ serving as a district or school test coordinator or administrator as defined in 6.10.7 NMAC; and~~
 - ~~_____ (12) _____ supporting students in meeting the requirements for a New Mexico diploma of excellence by providing guidance on coursework and demonstration of competency requirements.~~
- ~~E. Responsibilities of the student success advisor shall not include providing mental health services. [6.60.3.12 NMAC - Rp, 6.60.3.12 NMAC, 11/27/2018]~~

HISTORY OF 6.60.3 NMAC:

PRE-NMAC HISTORY: The material in this part was derived from that previously filed with State Records Center and Archives under: SBE Regulation No. 86-6, Alternative Licensure, filed July 14, 1986; and SBE Regulation No. 86-6, Amendment No. 1, Alternative Licensure filed December 4, 1990.

HISTORY OF REPEALED MATERIAL:

6 NMAC 4.2.2.1, Alternative Licensure, was repealed by the State Board of Education effective July 1, 2000 and repromulgated effective July 1, 2000.
 6.60.3 NMAC, Alternative Licensure, filed June 1, 2001 – was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 10/31/2007.
 6.60.3 NMAC, Alternative Licensure, filed 10/31/2007 – was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 11/27/2018.

- 6.60.3.1 ISSUING AGENCY:** Public Education Department, herein after the department.
 [6.60.3.1 NMAC - Rp, 6.60.3.1 NMAC, 8/13/2019]
- 6.60.3.2 SCOPE:** Applicants for alternative teaching licensure, alternative administrative licensure, or student success advisor licensure.
 [6.60.3.2 NMAC - Rp, 6.60.3.2 NMAC, 8/13/2019]
- 6.60.3.3 STATUTORY AUTHORITY:** Sections 22-2-1, 22-2-2, 22-10A-6, and 22-10A-8 NMSA 1978.
 [6.60.3.3 NMAC - Rp, 6.60.3.3 NMAC, 8/13/2019]
- 6.60.3.4 DURATION:** Permanent
 [6.60.3.4 NMAC - Rp, 6.60.3.4 NMAC, 8/13/2019]
- 6.60.3.5 EFFECTIVE DATE:** August 13, 2019 unless a later date is cited in the history note at the end of a section.
 [6.60.3.5 NMAC - Rp, 6.60.3.5 NMAC, 8/13/2019]
- 6.60.3.6 OBJECTIVE:** To define the requirements for obtaining an alternative teaching license, alternative administrator license, or student success advisor license.
 [6.60.3.6 NMAC - Rp, 6.60.3.6 NMAC, 8/13/2019]
- 6.60.3.7 DEFINITIONS:**
- A. **“Alternative license”** means:
- (1) a temporary, two-year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to licensure;
 - (2) a temporary, one-year teaching license issued by the department to a candidate who does not yet meet the requirements for a level 1 standard license but is participating in an alternative route to;
 - (3) a temporary, one-year administrator certificate or license issued by the department to a candidate who does not yet meet the requirements for a level 3B administrator license but is participating in an alternative route to licensure; or
 - (4) a temporary, five-year alternative student success advisor license issued by the department to a candidate who does not yet meet the requirements for school counselor licensure but is working toward meeting the requirements established in Rule 6.63.6 NMAC.

- B. “Competencies for licensure”** means the content knowledge and skills a teacher shall know and apply in order to demonstrate competency in a particular content area as defined in Rules 6.64.2 through 6.64.18 NMAC.
- C. “EPP”** means an educator preparation program that offers coursework intended to lead to teacher or administration licensure upon a candidate’s successful completion of the program requirements.
- D. “Department-approved EPP”** means an EPP that has been approved by the department pursuant to Rule 6.65.3 NMAC.
- E. “Educator effectiveness system”** means the department-approved educator evaluation system.
- F. “Full school year”** means, for the purposes of this rule and as used herein, for K-12 schools, a minimum of 160 instructional days or, for post-secondary institutions, two consecutive semesters commencing in the fall. An equivalent number of instructional hours may be accepted for those teachers who do not teach every day. Instructional days may include teaching in summer school or similar educational setting.
- G. “Internship”** means an official program with practical experience in which candidates for administrative licensure assume all responsibilities of a school administrator under the guidance of a mentor for a minimum of 180 clock hours throughout one full school year, including those responsibilities that are unique to the beginning and end of the school year. A candidate’s internship must be served at a public school, private school, or state educational institution.
- H. “LEA”** means a local educational agency as defined in 34 CFR Sec. 300.28.
- I. “Mental health services”** means the responsibilities of a school counselor as outlines in Subsection D and E of 6.63.6.9 NMAC.
- J. “New Mexico teacher assessments”** means the department-approved tests required for individuals seeking initial New Mexico licensure.
- K. “Regionally accredited college or university”** means a higher education institution accredited by one of several regional organizations recognized by the United States department of education.
- L. “Standard teaching license”** means a certificate or license issued by the department at five-year and nine-year intervals authorizing a person to teach, supervise an instructional program, counsel, provide special instructional services, or serve as an administrator in a New Mexico public school.
- M. “Teacher of record”** means the recipient of an alternative teaching license named in an employment contract with an LEA responsible for teaching students and managing a classroom the majority of the time. The teacher of record is responsible for lesson planning, assigning grades, meeting with parents, and completing all duties of a classroom teacher with a standard teaching license.
[6.60.3.7 NMAC - Rp, 6.60.3.7 NMAC, 8/13/2019]

6.60.3.8 ALTERNATIVE PATHWAYS FOR TEACHING LICENSURE: Three alternative pathways shall be available for candidates seeking to obtain a teaching license in New Mexico.

- A. Alternative EPP pathway.** A two-year alternative teaching license may be granted to candidates who simultaneously complete face-to-face or online courses through a department-approved EPP while serving as a teacher of record for two years. Candidates who complete the EPP and meet coursework and testing requirements at the conclusion of the two-year alternative license period shall be eligible to apply for a level 1 standard teaching license.
- B. Alternative educator effectiveness pathway.** A two-year alternative teaching license may be granted to candidates who simultaneously complete required teaching of reading coursework and testing requirements while serving as a teacher of record. Candidates who complete coursework and testing requirements and who earn two consecutive ratings of effective or higher on the summative report at the completion of the two-year alternative license period shall be eligible to apply for a level 1 standard teaching license.
- C. Alternative post-secondary experience pathway.** A one-year alternative teaching license may be granted to candidates who have obtained a bachelor’s and master’s degree in a field outside education and who have taught at a regionally accredited college or university for at least five full school years. Candidates who serve as the teacher of record for one full school year and who satisfactorily demonstrate teaching competencies for the type and level of licensure being sought, as determined by the LEA, shall be eligible to apply for a level 2 or level 3A standard teaching license. Candidates following the alternative post-secondary experience pathway shall not be required to complete testing requirements.
[6.60.3.8 NMAC - Rp, 6.60.3.8 NMAC, 8/13/2019]

6.60.3.9 REQUIREMENTS FOR ALTERNATIVE TEACHING LICENSURE:

- A. General requirements.** All applicants for alternative teaching licensure shall:

Commented [TS1]: What if they are not teaching while doing the EPP route? This implies that an Alternative Licensure candidate **must** teach for 2 years while in the EPP program. Candidates may teach for **any amount of time** during a program on an Alternative Level 1 license.

Commented [TS2]: The previous rule indicated they would “transfer” to a level 1 license, this language indicates they have to apply for a license. Wouldn’t this be redundant since they already hold a license? This needs to be corrected to say “transfer”

- (1) be at least 18 years of age;
- (2) hold either a bachelor of arts or science degree, master of arts or science degree, or doctorate degree from a regionally accredited college or university;
- (3) complete a background check in accordance with 6.60.8 NMAC;
- (4) have no licensure requirements waived on an emergency or temporary basis, or for any other reason; and

Commented [TS3]: The NMPED will need to determine if clear or not, this is not something that EPPs can determine.

B. Alternative EPP pathway. Applicants following the alternative EPP pathway shall:

- (1) participate in a department-approved EPP with an alternative licensure program;
- (2) serve as a teacher of record for two full school years;
- (3) complete no fewer than six semester hours including required hours of coursework in the teaching of reading aligned with the competencies for licensure for entry-level teachers for the type of license being sought;
- (4) complete a student-teaching or field-based component course as provided by the program; and

Commented [TS4]: This is not true. Candidates DO NOT have to teach while in an alternative program for a set amount of time.

C. Alternative educator effectiveness pathway. Applicants following the alternative educator effectiveness pathway shall:

- (1) serve as a teacher of record for two full school years;
- (2) receive two consecutive ratings of effective or higher on the summative report; and
- (3) complete required coursework in the teaching of reading.
 - (a) Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.
 - (b) Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.

Commented [TS5]: Are tests not required for this pathway, they are not listed in this section.

D. Alternative post-secondary experience pathway. Applicants following the post-secondary experience pathway shall:

- (1) provide documentation of at least five full school years' experience teaching at a regionally accredited college or university;
 - (a) Applicants with at least five full school years' experience shall be issued a level 2 license upon completion of the alternative post-secondary experience pathway.
 - (b) Applicants with six or more years shall be issued a level 3A license upon completion of the alternative post-secondary experience pathway.
 - (2) complete at least one full school year as a teacher of record while holding an alternative license; and
 - (3) complete required coursework in the teaching of reading.
 - (a) Applicants seeking early childhood birth to pre-K, early childhood age three to age eight, elementary K-8, or special education pre K-12 licensure, shall complete six semester hours of coursework in the teaching of reading.
 - (b) Applicants seeking middle level 5-9, secondary 7-12, or specialty area pre K-12 licensure, shall complete three semester hours of coursework in the teaching of reading.
- [6.60.3.9 NMAC - Rp, 6.60.3.9 NMAC, 8/13/2019]

Is a bachelor's required?
 What are transcript analysis requirements?
 No "Application" section for this pathway below in 6.60.3.10
The requirements for the alternative educator effectiveness pathway should be the same as the EPP pathway.

6.60.3.10 APPLICATION FOR ALTERNATIVE TEACHING LICENSURE:

- A. Alternative EPP pathway.** Applicants following the alternative EPP pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a two-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. The licensee shall complete coursework requirements within the two-year period and shall provide the department with documentation of coursework completion. All years completed on an alternative license shall count toward advancement to a level 2 license. Candidates with alternative licensure may be issued a one-year extension to allow additional time for completing coursework and testing requirements if they can demonstrate good standing with the LEA or EPP. Applicants for alternative licensure via the alternative EPP pathway shall provide:

Commented [TS6]: There is no application for the educator effectiveness pathway. Is that section missing? What do they need to do to be issued an alternative license?

- (1) official sealed bachelor's degree transcript with at least 30 semester hours in the license subject area of instruction to include language arts, mathematics, science, social studies, fine or performing arts, foreign language or humanities;

Commented [TS7]: We hope that the 30 hours of content rule will remain, without including 12 credits of upper division.

If it is added, it will eliminate most alternative applicants to STEM fields as alternative licensure individuals can't go back to obtain additional credits in upper division courses.

(2) master's degree transcript with at least 12 graduate hours in the license subject area of instruction to include language arts, mathematics, science, social studies, fine or performing arts, foreign language or humanities;

(3) doctoral degree in the license subject area of instruction to include language arts, mathematics, science, social studies, fine or performing arts, foreign language or humanities; and

(4) a letter of acceptance into a department-approved EPP.

B. Alternative post-secondary experience pathway. Applicants following the alternative post-secondary experience pathway who meet the criteria for alternative licensure as defined in 6.60.3 NMAC shall be issued a one-year alternative license and shall be permitted to serve as a teacher of record prior to completion of licensure requirements. Applicants shall provide verification of at least five-years' teaching experience at a regionally accredited college or university.

[6.60.3.10 NMAC - Rp, 6.60.3.11 NMAC, 8/13/2019]

6.60.3.11 REQUIREMENTS FOR ALTERNATIVE ADMINISTRATOR LICENSURE:

A. A one-year alternative license in educational administration may be issued to any candidate who:

(1) holds a level 2 or level 3 teaching license; and

(2) has at least six full school years of experience in administration at a regionally accredited college or university. Administrators shall be in a position of supervision which shall include but are not limited to:

(a) dean;

(b) president; or

(c) vice president.

B. Alternatively licensed educational administrators shall complete an internship of at least 180 hours. Upon completion of the internship, the candidate shall be issued a level 3B administrator license so long as they have met the administrator licensure competencies and indicators outlined in 6.62.2.10 NMAC, as verified to the department by the candidate's employer.

[6.60.3.11 NMAC - Rp, 6.60.3.11 NMAC, 8/13/2019]

6.60.3.12 REQUIREMENTS FOR ALTERNATIVE STUDENT SUCCESS ADVISOR LICENSURE:

A. Applicants for an alternative student success advisor license shall:

(1) be at least 18 years of age;

(2) hold either a bachelor of arts or science degree from a regionally accredited college or university; and

(3) complete a background check in accordance with 6.60.8 NMAC.

B. Applicants who meet the criteria established in Subsection A of 6.60.3.13 NMAC shall be issued a five-year alternative license to serve as a student success advisor. Student success advisors shall:

(1) work with students in grades seven through 12; and

(2) sign an ethical statement, prescribed by the department, stating that the licensee shall not provide mental health services while employed as a student success advisor.

C. Alternative student success advisor licenses shall be non-renewable. Student success advisors shall complete the requirements to earn a school counselor license defined in 6.63.6 NMAC within the five-year term of their alternative license to maintain employment in the role of a student advisor or to transition into the role of school counselor.

D. Responsibilities of the student success advisor may include any of the following:

(1) maintaining accurate and complete records and reports as required by federal and state law and regulation, department guidance, and district and charter school policies;

(2) analyzing transcripts;

(3) guiding student and parent decision making regarding courses and graduation pathways;

(4) supporting students with the college application and admission process, including preparation for college admissions tests;

(5) developing master schedules;

(6) arranging for dual or concurrent enrollment, career technical education, and advanced placement course offerings;

(7) informing students about postsecondary financing options such as the free application for federal student aid that can be used to support advanced education and training;

Commented [SO8]: This doesn't align with the current statutes. Shouldn't this not be required?

Commented [AC9]: I would add Director, or supervisory administrator to this list.

(8) supporting student documentation of career preparedness, including industry-recognized credentials or certificates, test results, grades, samples of student work, resumes, and cover letters to prospective employers;

(9) planning and conducting activities focused on increasing career awareness;

(10) conducting orientation and training programs for students, parents, and staff;

(11) serving as a district or school test coordinator or administrator as defined in 6.10.7

NMAC; and

(12) supporting students in meeting the requirements for a New Mexico diploma of excellence by providing guidance on coursework and demonstration of competency requirements.

E. Responsibilities of the student success advisor shall not include providing mental health services. [6.60.3.12 NMAC - Rp, 6.60.3.12 NMAC, 8/13/2019]

HISTORY OF 6.60.3 NMAC:

PRE-NMAC HISTORY: The material in this part was derived from that previously filed with State Records Center and Archives under:

SBE Regulation No. 86-6, Alternative Licensure, filed July 14, 1986; and

SBE Regulation No. 86-6, Amendment No. 1, Alternative Licensure filed December 4, 1990.

HISTORY OF REPEALED MATERIAL:

6 NMAC 4.2.2.1, Alternative Licensure, was repealed by the State Board of Education effective July 1, 2000 and repromulgated effective July 1, 2000.

6.60.3 NMAC, Alternative Licensure, filed June 1, 2001 - was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 10/31/2007.

6.60.3 NMAC, Alternative Licensure, filed 10/31/2007 - was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 11/27/2018.

6.60.3 NMAC, Alternative Licensure, filed 11/27/2018 - was repealed and replaced by 6.60.3 NMAC, Alternative Licensure, effective 8/13/2019.