



REQUEST FOR QUOTE (RFQ)

Educator Ecosystem Taskforce

RFQ Released: August 6, 2021
Final Submission Date: **August 17, 2021 by 5:00 p.m. MDT**

The Challenge

New Mexico is facing an urgent teacher and school leader shortage. There are currently more than 600 educator vacancies in the state. There is no clear pipeline into the profession in the state, the average teacher salary is under \$50,000, and the challenges of COVID prompted educators at all levels to leave the system at the end of the 2020-21 school year.

Purpose

To better understand and develop strategies to address this challenge, PED aims to create an Educator Ecosystem Task Force to develop recommendations for how the state can:

- Develop a bureau within PED dedicated to educator recruitment and the management of teacher pipeline programs
- Review and adjust the current compensation model, in partnership with union leadership.
- Create and define clear career pathways for educators in New Mexico including the use of microcredentials to move from Level 1 to Level 2.

Goals

PED is requesting quotes for an organization to lead this taskforce and complete all deliverables in a thorough and timely manner.

In each of these areas, the Task Force members will be asked to consider: (1) What action PED could take to address these challenges through policy, programs, or changes in regulation; (2) What Task Force members could individually do to help from their unique vantage points; and (3) What legislation/rule changes or budgetary considerations need to be made.

The final primary deliverable will be a written report from the Task Force, detailing a set of clear recommendations and action steps to be shared with the Legislature in advance of their next session in early 2022.

Project Timeline

	Action Steps	Deliverables
August	<ul style="list-style-type: none"> • Kick off with PED team • Develop written overview to define the role of the Task Force • Recruit task force members • Begin case-making research 	<ul style="list-style-type: none"> • Workplan • Task Force overview • Initial research
September	<ul style="list-style-type: none"> • Publicly announce launch of Task Force and objectives for their work • Plan for first meeting (facilitation plan, agenda, materials) • Facilitate 1st meeting, focused on presenting the problem and defining the ways that Task Force members can contribute. <ul style="list-style-type: none"> ○ Identify subgroups: (1) People who want to dig into specific areas (2) People who want to just provide feedback (3) People who just want to come to four meetings • Follow up with notes and next steps • Develop shared documents for Task Force members to contribute ideas, strategies and questions. 	<ul style="list-style-type: none"> • Research summary • Meeting agenda and materials • Notes and next steps
October	<ul style="list-style-type: none"> • Continue research • Plan for 2nd meeting (facilitation plan, agenda, materials) • Facilitate 2nd meeting, focused on specific concepts related to strategies for recruitment to build the pipeline. Follow up with notes and next steps. 	<ul style="list-style-type: none"> • Research summary • Meeting agenda and materials • Notes and next steps
November	<ul style="list-style-type: none"> • Begin to develop report outline based on initial thinking • Conduct research on compensation models, including average pay in neighboring states • Plan for 3rd meeting (facilitation plan, agenda, materials) <ul style="list-style-type: none"> ○ Pull in compensation expert to inform thinking, review initial ideas • Facilitate 3rd meeting, focused on specific concepts related to strategies to refine the compensation model. (expert presentation?) Follow up with notes and next steps. 	<ul style="list-style-type: none"> • Draft outline • Meeting agenda and materials • Notes and next steps

<p>December</p>	<ul style="list-style-type: none"> • Strengthen and flesh out initial report outline with new information, incorporate initial feedback • Plan for 4th meeting (facilitation plan, agenda, materials) <ul style="list-style-type: none"> ○ Pull in pathways expert to inform thinking, review initial ideas • Facilitate 4th meeting, focused on specific concepts related to strategies to career pathways. (expert presentation?) Follow up with notes and next steps. • Develop first full draft of the report, share with the committee 	<ul style="list-style-type: none"> • First draft (outline+) • Meeting agenda and materials • Notes and next steps
<p>January</p>	<ul style="list-style-type: none"> • Gather feedback from task force • Conduct any final research • Develop second full draft of the report, share with PED for final review • Share with Committee to gather final sign-off • Finalize report • Work with the communications team at PED to publicly release recommendations 	<ul style="list-style-type: none"> • Second draft • Final draft

Narrative

The narrative section is where you will explain your organization's qualifications for leading this taskforce.

Q1: Has your organization provided leadership on similar projects in the past?

Q2: Does your organization have the capacity to carry out the work required in the timeframe outlined in the Project Timeline?

Budget

Please submit a detailed budget including the full amount your organization is requesting to lead the Educator Ecosystem Taskforce and fulfill all the deliverables outlined in the Request for Quote.

Quotes Must Be Submitted to:

Seana Flanagan
Educator Quality and Ethics, Division Director
Seana.Flanagan@state.nm.us

No later than August 17, 2021 at 5:00 p.m. MDT

For TaskForce program questions contact:
Seana Flanagan
Educator Quality and Ethics, Division Director
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