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**2020-2021 Annual School Performance Report: Tierra Adentro of New Mexico: The School of Academics, Arts, and Artesanía**

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**School Name:** Tierra Adentro of New Mexico: The School of Academics, Arts, and Artesanía

**School Address:** 1905 Mountain Rd NW, Albuquerque, NM 87104

**Head Administrators:** Veronica Torres and Theresa Archuleta

**Business Manager:** Amber Peña

**Authorized Grade Levels:** 6-12

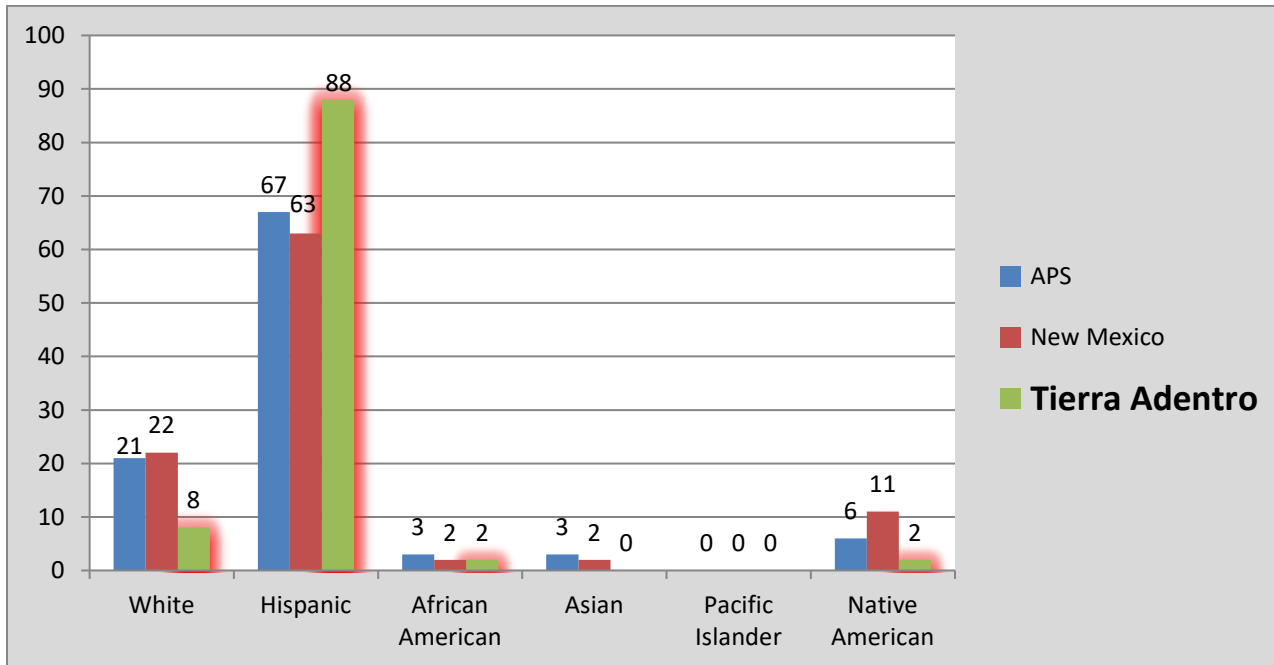
**Authorized Enrollment Cap:** 550

**Current Enrollment:** 249

**Contract Term:** 2019-2024

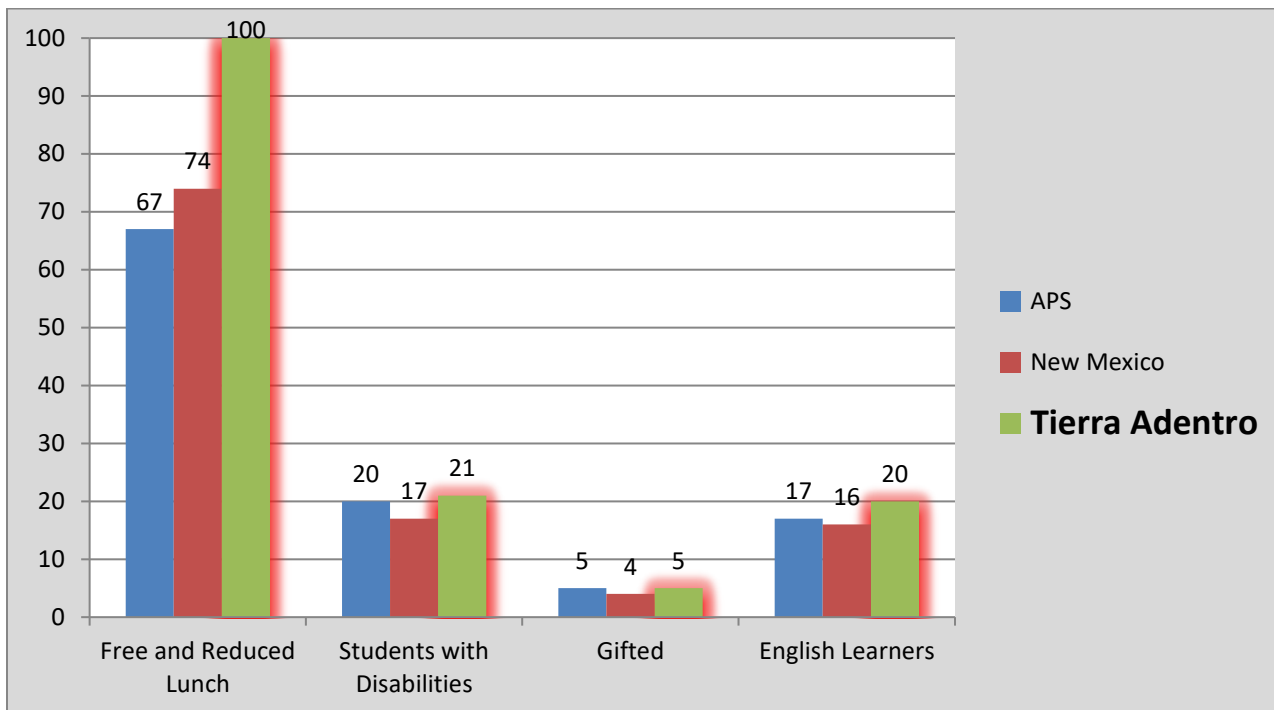
**Mission:** The mission of Tierra Adentro of New Mexico: The School of Academics, Arts, and Artesanía is to create an inclusive and thriving learning environment comprised of a demographically and culturally diverse student population with a focus on academics, art, artesanía (artisanship), and the study of the cultures that comprise our rich New Mexican heritage to ensure awareness, preservation, and progression of our cultural legacy.

**Enrollment by Race/Ethnicity**



Source: STARS District and Location Reports General Reports Enrollment Subgroup Percentages with Averages

**Enrollment by Other Subgroups**



Source: STARS District and Location Reports General Reports Enrollment Subgroup Percentages with Averages

## Site Visit Summary: April 22, 2021

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### Virtual Site Visit Participants

*School:* Theresa Archuleta: Co-Director; Genevieve Lopez: Administrator Intern and Special Education Director

*OPFD/CSD:* Missy Brown; Karen Woerner; Brigette Russell; Rachel Stofocik

### Response to COVID Pandemic

[Tierra Adentro](#) focuses on academics, arts, artesanía (artisanship), and the study of NM heritage in Albuquerque, serving 245 students in grades 6-12. Tierra Adentro will celebrate a new building next school year, which will be located by Sawmill Market. Ms. Archuleta explained that securing a permanent school facility has been a tumultuous journey. The school finally secured a \$7.8 million dollar loan for a lease/purchase agreement and the groundbreaking for the new building was in October of 2020. The building is to be complete for the start of the 2021-22 school year, if for some reason building completion is delayed the school plans on starting the school year virtually.

Tierra Adentro transitioned to virtual learning quite seamlessly as the school had already been using Google Classroom and [Edgenuity](#). The school had chrome books for students prior to the pandemic; in addition, as recipients of the CSD distance learning grant, Tierra was able to provide replacements for many of the devices that malfunctioned during the students' year and a half at home. Tierra's enrollment dropped by about 30 students during the pandemic and the administrator admitted that attendance rates were very low but that the school was using [Engage NM](#). If a student was consistently absent, the school leaders made home visits to try and get the student back to the school.

The administrators used CARES act money to purchase guitars for every student and castanets. At the start of the stay-at-home orders, the school distributed the instruments, some vinyl flooring (for dancing at home), and art packets for all the students as they participated in arts classes remotely. Once the hybrid model began, the dance teachers purchased special cameras so that students could see the instructor's entire body.

In addition, the school adjusted the daily schedule so that classes met from 8-1:30. However, the administrators explained that all classes were recorded so students could go back and watch courses and complete work at any time.

### Teaching, Learning, and Assessment

Tierra Adentro uses Edgenuity as needed. Some kids really flourish and use Edgenuity as a motivator to get ahead, while others simply use the program as a supplementary type of learning. Teachers and staff adjusted assignments for students by offering more project-based learning to those who were struggling. For instance, Ms. Lopez described a project that the teachers created which combined English, Spanish and Film for a particular student who was not engaged in the virtual platforms being used.

Ms. Lopez discussed the advantages that came with conducting IEPs online. She described the reluctance that students feel when they must be removed from class for a meeting; the one-on-one zoom meetings were beneficial and more meaningful to many students with special needs. This is a change that the school may continue for many students who feel more comfortable opening in this medium.

Ms. Archuleta admitted that the school did administer the [NWEA MAPs](#) tests but that not all students took it seriously, and thus, the results were variable and inconsistent. Moving forward, the school will use [iMSSA](#) for grades 6-8, PSAT for grades 9 & 10 and the SAT for 11<sup>th</sup> and 12<sup>th</sup> grades.

Tierra uses [Tyler SIS](#) for tracking student progress and communicating that progress with parents. Ms. Archuleta also explained that most of the teachers give out their cell phone numbers and encourage students and parents to call them if there is a problem.

### **Student and Family Support and Engagement**

Tierra focused on Social and Emotional Learning using [Closegap](#). If a student's questionnaire indicated a need, a counselor, nurse, or teacher called the student that day. The school also maintained advisory sessions daily for the 6th-8th graders and weekly for the high school students. This time was used to check in with students and to help when needed.

Ms. Archuleta explained that the teachers and staff got to meet for professional development more frequently because of the shorter day on Wednesdays and that this was beneficial to everyone. The school was looking for ways to honor that extra collaboration time even when students and staff returned full-time in the fall.

Ms. Archuleta explained that loss had been a large factor for many students and staff. She shared that several people in the community had lost loved ones to Covid and that in those situations, the school tried to be as supportive and flexible as possible.

With the arts central to Tierra Adentro's mission, the school has decided to record small group performances and post them on YouTube in lieu of the traditional End-of-Year performance. The school has also worked with Hotel Albuquerque to have an outside graduation ceremony for the seniors.

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**Performance Framework Indicators (school-specific questions)**

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**1.b. Does the school comply with state and contractual assessment requirements?**

*Ms. Archuleta explained that students took the NWEA short cycle assessments in fall and winter and will complete them again in May. Also, the SAT was offered but only 9 out of 33 students attended.*

**1.c. Is the school protecting the rights of students with special needs?**

There was one overdue IEP.

*School leaders assured that the IEP had been completed. For level D students, the school offers one-on-one support and both students have EAs with them all day. During virtual learning the EA was with the student online.*

**1.d. Is the school protecting the rights of English Learner students?**

There are seven (7) students listed on the STARS ELP Error Report but only one is new to the list. The school was asked to investigate the status of that student and make any necessary corrections to coding and/or services provided.

**2a-2c Audit Findings FY20**

**2.a. Is the school meeting financial reporting and compliance requirements?**

The school had only one audit finding in FY19 and one in FY20; both were categorized as “other non-compliance”.

**2.e. Is the school adequately staffed to ensure proper fiscal management?**

The school was told to make sure that the CPO must register annually at the State Purchasing Division’s website. It was noted that the registration had not been done since 2019. Please ask her to register now for 2020-2021 and again in the Fall for 2021-2022 at <https://www.generalservices.state.nm.us/statepurchasing/chief-procurement-officer-list.aspx>

**3.a. Is the school complying with governance requirements?**

No training hours have been reported to CSD.

*School leaders confirmed that the board is completing four hours of Governing Board training with Kelly Callahan and that some hours were already completed with Dan Hill and PCSNM.*

**5.c. Is the school complying with health and safety requirements?**

The school submitted its Safe School Plan (due every three years) and is waiting for review. The school is reminded to keep in communication with the Safe and Healthy Schools Bureau until the plan receives final approval.

**Mission-Specific Goals:**

Goal 1: All students in grades 6-9, enrolled on the 40th and 120th day at Tierra Adentro of New Mexico, will demonstrate proficiency by having a “C” average in all arts courses and will participate in a minimum of 5 community events.

Goal 2: All students in grades 10-12, enrolled on the 40th and 120th day at Tierra Adentro of New Mexico, will demonstrate proficiency by having a “B” average or better in all arts focus classes and will participate in a minimum of 5 community events.

School Response: In Goal 1, our 6th-9th graders did not meet their goal. When separating the data, the 7th and 9th graders did reach the 70% threshold. The 6th and 9th graders did not, thus pulling the overall average down to a 64%. This was due to the students having great difficulty learning dance and guitar on zoom. Rather than failing the students, our teacher differentiated to either passing students with a D or giving them an incomplete. This resulted in decreasing the overall average for the 6th and 9th graders.

In Goal 2, the high school arts focus teacher teams differentiated their grading to meet the needs of their students. Because these are high school students, earning credits towards graduation and studying in the artform they chose to focus on, they were more motivated to attend their online zoom classes and complete their assignments and projects.

**Assurances:**

The school provided the signed assurances document (Appendix B).

**Overall Financial/Organizational Framework Rating: Meets Standard**

*If a school receives a “Does Not Meet Standard” rating for three or more indicators, the school will receive an overall organizational framework rating of “Does Not Meet Standard” for the year. In addition, if a school receives a “Does Not Meet Standard” rating, on any indicator, the CSD and PEC may conduct a closer review the following year on that indicator, and/or the PEC may require the school to submit a corrective action plan in order to specify actions and a timeline to correct the performance deficiency. See ratings for individual indicators in Appendix A.*

**PERFORMANCE FRAMEWORK AND PUBLIC EDUCATION COMMISSION (PEC) TIER LEVEL**

The 2020-21 Performance Monitoring Plan was modified in response to the COVID-19 Pandemic. Many of the indicators were unmeasurable and the Performance Framework ratings in Appendix A is reflective of this. Rather than identifying evidence of compliance, schools are required to sign an assurance of compliance.

PEC Tier Levels are based on three indicators: (1) NM School System of Support and Accountability, (2) Student Subgroup Performance, and (3) Mission Specific Goals. Again, due to the pandemic and the resulting flexible administration of state assessments, in 2020-21 there is limited academic data, that could be used as an accountability measure. **Therefore, PEC Tier Levels cannot be assigned for the 2020-2021 academic year.**

**Academic Performance:** The school may provide evidence of meeting mission-specific goals to receive a rating on indicator 3 of the Academic Performance, however, if the school was unable to implement the goals due to the pandemic, the school will not be rated in this section.

**Organizational Performance** The assurances document covers the majority of the indicators of organizational performance. Where possible, results of desktop monitoring and bureau/division reports will be considered.

**Financial Performance Framework:** For indicator 2.c, evidence of implementing an Action Plan to prevent further findings will not be collected this year, therefore the school’s rating is solely based on repeat findings.

<b>Tierra Adentro</b>	<b>2020-2021</b>
<b>Category I. Academic Performance Framework</b>	
<b>Indicator 1</b> Components of School Accountability System	Unable to Review - COVID
<b>Indicator 2</b> Subgroup Performance	Unable to Review - COVID
<b>Indicator 3</b> Mission Specific Goals	Unable to Review - COVID
<b>Category II. Organizational Performance Framework</b>	
<b>Indicator 1a</b> Educational Program: mission and educational program of approved charter application	Meets (or Exceeds) Standard
<b>Indicator 1b</b> Educational Program: state assessment requirements	Unable to Review - COVID
<b>Indicator 1c</b> Educational Program: protecting the rights of students with disabilities	Meets (or Exceeds) Standard
<b>Indicator 1d</b> Educational Program: protecting the rights of English Language Learners	Working to Meet Standard
<b>Indicator 1e</b> Educational Program: meeting program requirements for all PED and federal grant programs	ASSURANCES
<b>Indicator 1f</b> Educational Program: NM DASH Plan	Not Applicable
<b>Indicator 2a</b> Financial Mgmt & Oversight: meeting financial reporting and compliance requirements	Working to Meet Standard
<b>Indicator 2b</b> Financial Mgmt & Oversight: following generally accepted accounting principles	Meets (or Exceeds) Standard
<b>Indicator 2c</b> Financial Mgmt & Oversight: responsive to audit findings	Meets (or Exceeds) Standard
<b>Indicator 2d</b> Financial Mgmt & Oversight: managing grant funds responsibility	Meets (or Exceeds) Standard
<b>Indicator 2e</b> Financial Mgmt & Oversight: staffing to ensure proper fiscal management	Meets (or Exceeds) Standard
<b>Indicator 2f</b> Financial Mgmt & Oversight: meeting obligations timely / appropriate internal controls	Meets (or Exceeds) Standard
<b>Indicator 3a</b> Governance & Reporting: complying with governance requirements	Working to Meet Standard
<b>Indicator 3b</b> Governance & Reporting: complying with nepotism and conflict of interest requirements	ASSURANCES
<b>Indicator 3c</b> Governance & Reporting: meeting obligations timely / appropriate internal controls	ASSURANCES
<b>Indicator 4a</b> Students & Employees: protecting the rights of all students	ASSURANCES
<b>Indicator 4b</b> Students & Employees: attendance, retention, and recurrent enrollment	Meets (or Exceeds) Standard
<b>Indicator 4c</b> Students & Employees: meeting teacher and other staff credentialing requirements	Meets (or Exceeds) Standard
<b>Indicator 4d</b> Students & Employees: respecting employee rights	ASSURANCES
<b>Indicator 4e</b> Students & Employees: completing required background checks / reporting ethical violations	ASSURANCES
<b>Indicator 5a</b> School Environment: complying with facilities requirements	ASSURANCES
<b>Indicator 5b</b> School Environment: complying with transportation requirements	ASSURANCES
<b>Indicator 5c</b> School Environment: complying with health and safety requirements	ASSURANCES
<b>Indicator 5d</b> School Environment: handling information appropriately	ASSURANCES
<b>Category III. Financial Performance Framework</b>	
Self-Assessment Survey completed and signed by Head Admin, SBO, and Finance Chair	Not Applicable

[Appendix A: Historical Performance Framework Ratings during Current Charter Contract Term](#)

2019-2020 Renewal Year

2020-21 was Tierra Adentro of New Mexico; the School of Academics, Arts, and Artesania's first year of operation in the current contract.



Appendix B: Assurances



Charter Schools Division  
Performance Indicator Assurances  
2020-21

Charter School Name: Tierra Adentro

In an effort to support the 2021 modified site visits and ensure compliance with contracts and applicable federal and state law, state-authorized charter schools shall provide assurances of compliance with the performance framework indicators listed below. Please check the box next to the indicator, then date and sign the form. Signatures of school leaders and governing board presidents are required.

- The school protects the rights of students with special needs, by:
  - ✓ Providing services per individual IEP,
  - ✓ Maintaining both direct service and ancillary support logs.
  - ✓ Including a Family Educational Rights and Privacy Act (FERPA) sheet documenting date, person, and purpose for reviewing student's IEP in all IEP folders.
- The school protects the rights of English Learner (EL) students:
  - ✓ School complies with requirements for English Learners in accordance with federal and state guidance, for identifying, screening, serving, assessing students and providing annual notification to parents.
- The school complies with federal and state grant program requirements.
- The school meets Governance and reporting requirements:
  - ✓ Governing Board completes and documents (with signatures) an annual evaluation of Head Administrator.
  - ✓ School has a governing board-approved Conflict of Interest Policy that complies with NMSA § 22-8B-5.2.
  - ✓ School has a governing board-approved Anti-Nepotism Policy that complies with NMSA § 22-8B-10(B).
- The school protects the rights of all students:
  - ✓ School meets all Culturally & Linguistically Responsive Framework requirements.
  - ✓ School maintains lottery and enrollment practices as described in NMSA § 22-8B-4.1.
  - ✓ School has a Discipline Policy to include the prevention of bullying and cyber-bullying per NMSA § 22-35-1.
  - ✓ School follows a board-approved student/parent grievance policy and dispute resolution process per NMSA § 22-8B-9(12)
  - ✓ School complies with the McKinney Vento Act, with a board-approved dispute resolution policy that meets ESSA guideline.
  - ✓ School is implementing the Multi-Level Systems of Support (MLSS) NMAC 6.30. 17
  - ✓ School updates Next Step Plans annually for all high school students.
- The school's attendance policy aligns with the Attendance for Success Act NMSA § 22-12A-1.
- The school protects employee rights:
  - ✓ Staff files contain signed contracts, official transcripts, and verification of employment forms.
  - ✓ School has an employee handbook that includes discipline and grievance policies.
  - ✓ School has a salary schedule that complies with minimum teacher salaries.
  - ✓ School has a documented mentorship program for first year Level One teachers.
  - ✓ School obtains legally compliant background checks per NMSA § 22-10A-5.
- The school complies with facility requirements in NMSA § 22-8B-4.2.
- The school complies with transportation requirements, including all inspections and insurance, if applicable.

- The school complies with health and safety requirements:
  - ✓ The school conducts all required emergency drills per PED memorandum of 3/25/21.
  - ✓ The school maintains immunization records, including a master immunization log.
  - ✓ All staff complete training on reporting child abuse and neglect.
  - ✓ The school has a Diabetes Management plan.
- The school handles information appropriately:
  - ✓ School completes all STARS reporting requirements on time.
  - ✓ School follows proper security procedures, including keeping student files locked.
  - ✓ School follows all FERPA and Health Insurance Portability and Accountability Act (HIPAA) guidelines.
  - ✓ School maintains a procedure for the transfer of cumulative files.

By checking the box for each indicator above (on both pages) and signing this document, I affirm that the school complies with the performance framework items listed.

School Leader Printed Name	Veronica Torres	Theresa Archuleta
Signature		Date July 1, 2021
Board Chair Printed Name	Gardy Martinez	
Signature		Date July 1, 2021