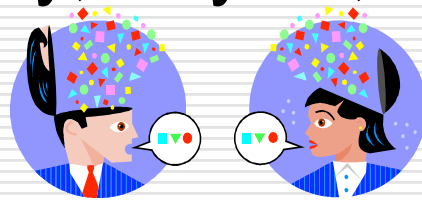


# **The New Mexico Principal Mentoring Program Conference #2**

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Friday, July 31, 2009



Jointly Sponsored by:

The Office of Education Accountability

&

NM Public Education Department

# NM Leadership Institute

**Principal Mentoring Program**  
*Supporting Districts and Charter Schools  
To Ensure  
High Performing Leaders in Every School*

## Mentoring Framework

**Provisional 3B Licensure  
Mentoring Plan**

**New Principal  
Mentoring Plan**

**Principal Mentor Network Resources  
by region**

**NE**

**NW**

**C**

**SW**

**SE**

**Provisional 3B License Required  
Principal Mentoring Program**

**New Mexico  
Leadership  
Institute  
Principal  
Mentoring  
Network**

**District & Charter School Recommended  
Principal Mentoring Program**

# Today's expected outcomes:

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1. An understanding of best practices in the mentoring of new and level 3B provisionally licensed principals.
  2. Awareness of the latest revisions in the level 3B provisional licensure application process.
  3. An opportunity to join the New Mexico Leadership Institute's Principal Mentor Network.
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# Mentoring: a working definition

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*. . . a reciprocal and collaborative learning relationship between two (or more) individuals who share mutual responsibility and accountability for helping a mentee work toward achievement of clear and mutually defined learning goals. Learning is a fundamental process, purpose and product of mentoring.*

Zachary, *Creating a Mentoring Culture* (2005)

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# Principal Mentor Network Contact Information

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  - Barbara Trujillo, Principal Mentor Network Consultant
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  - Website:
    - [www.TeachNM.org](http://www.TeachNM.org) website. *Coming soon to LeadNM.org*
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# **Impact of SB 133 on Licensure for Administrators**

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**Removes requirement of teaching for one year  
while holding a level 3A.**

**Allows a school district with a shortage of school  
principal candidates to request a provisional  
3B license for a specific educator with the  
potential to be an effective school principal**

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# **Five Eligibility Requirements for Provisional 3B License**

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**First - Three years of level 2 teaching**

**OR**

**Level 2 teaching license and four years with  
school counselors license while serving as  
teacher or counselor**

**OR**

**Hold a level 3A teaching license**

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# **Five Eligibility Requirements for Provisional 3B License**

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**Second – Hold a post-baccalaureate degree**

**OR**

**National Board Certification**

**Third – Hold a level 3A teaching license**

**OR**

**Successful completion of a PDD for advancement  
to level 3A**

**OR**

**National Board Certification**

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# **Five Eligibility Requirements for Provisional 3B License**

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**Fourth – Enrolled in a PED approved  
induction and mentoring program**

**Fifth – Accepted into a PED approved  
preparation program for school  
administration**

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# **Three Requirements to Remove Provisional Status**

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**First – 18 semester graduate hours in a  
PED approved program for school  
administration**

**Second – Annual successful participation  
in a PED approved induction and  
mentorship program**

**Third – Pass the content CKA in school  
administration**

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# Additional Information

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- Hard copy request forms for those interested
  - Download request form at <http://www.ped.state.nm.us/Licensure/index.html>
  - Annual progress evaluations must be submitted to PLB by June 30
  - Application and fees are submitted once candidate has completed requirements
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# Provisional 3B Case Studies

## Case 1

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- ❑ Employed at a private school for 30 years as teacher
- ❑ Performs various administrative duties
- ❑ Holds NM PED level 3A
- ❑ Holds a Bachelor's and Master's degree
- ❑ Principal/superintendent willing to work with candidate on the mentorship requirement for provisional 3B licensure
- ❑ Will be attending NMHU or UNM this fall to begin post-grad educational administrative program
- ❑ Willing to take the required NM Content Knowledge Assessment for Educational Administrator before the expiration date of the provisional license

# Provisional 3B Case Studies

## Case 2

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- Holds NM PED level 3A
  - Holds a Master's Degree in Educational Leadership
  - Has not taken the NM Content Knowledge Assessment for Educational Administrator
  - Does not know if district will request a provisional 3B
  - Candidate heard this was an option. Candidate did not know it required the superintendent's involvement
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# Provisional 3B Case Studies

## Case 3

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- Holds a level 2 teaching license
  - Holds a Master's Degree
  - Has been teaching for a total of 6 years and principal thinks he would make a good administrator and would be willing to mentor him while he completes an educational leadership program
  - Did not realize that he must complete a dossier and advance to level 3A. Also did not know he needs the superintendent's request for the provisional 3B
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# (Info for Provisional 3B Licensure Plan)

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- Definition of a PED approved locally sponsored induction and mentorship program:

*A program that is described using the LEA/Charter School Plan template. The Professional Development Bureau will work with districts and charter schools to ensure that an effective plan is developed.*

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(cont.)

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- Definition of “satisfactory evaluations” of mentoring program and administrator preparation programs:

“PED provides school districts/and charter schools with the autonomy to define “satisfactory” evaluations of mentoring programs and administrator preparation programs in a way that is consistent with their organization.”

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# Thank You!

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