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NEW MEXICO'S TRANSITION TO TEACHING ALTERNATIVE LICENSURE PORTFOLIO SUPPORT PROGRAM

**THE DISTRICT-LEVEL ALTERNATIVE LICENSURE PROGRAM
AGREEMENT**

Revised 10/08/09 bs

Roles and Responsibilities of New Mexico Transition to Teaching Program:

1. In collaboration with the district, New Mexico Transition to Teaching (NMT2T) will help facilitate a study of partner districts' teacher recruiting, training, hiring and retention needs.
2. NMT2T will assist the district in designing their individual teacher licensure plans and presenting the plans to the PED for approval.

Note: A model has been created (OPAL); it can be adopted by the district "as is" or modified to meet district needs. A district also may create a totally different alternative licensure program, and T2T will act as liaison with the PED licensure bureau to help attain approval.

3. NMT2T will provide support, in the form of recruitment, training, workshops, classes, mentoring, etc. for the district candidates as needed for the first three years of their employment as a beginning teacher for the duration of this grant award ending September 30, 2011. Workshops for NMT2T recruits are free of cost. District-level mentoring for the first year of a new teacher's employment is provided by the district and funded as per NMAC 6.60.10. After the first year, two additional years of mentoring will be provided by Grant Award # U3500B060011 through this partnership agreement. Additional professional development and mentor training will be offered free of cost to NMT2T recruits and onsite mentors in the partner districts.
4. NMT2T will assist in the development of a plan for continuing the district-level licensure program after the grant period is completed.

Roles and Responsibilities of the LEA:

1. In collaboration with the T2T staff, LEA will enter into a study of their district's teacher recruiting, hiring and retention needs.
2. LEA will identify critical barriers to the hiring practices and be willing to streamline the hiring systems, timelines, and processes.

3. LEA will demonstrate a willingness to carry out the requirements of the NMT2T program by recruiting nontraditional candidates, using a streamlined hiring system, and working with new hires to support them with a trained mentor as they achieve full licensure. NMT2T will pay for the mentor training and pay for the stipends of mentors during the second and third year of the NMT2T recruit's employment.
4. As per grant requirements, LEA will retain the Alternative Licensed teachers for at least three years, if this is possible and supported by satisfactory summative evaluations by site administrator.
5. LEA will be willing to design and implement a teacher licensure program, including a strong data tracking system, which would allow them to have highly qualified teachers in all of their classrooms. The LEA design may be the NMT2T OPAL model or it may be unique for the district.
6. Accept support from the T2T staff to pilot their plan with at least one teacher per year.

Anticipated Benefits and Outcomes for District:

1. An online option, or other options, for alternative certification of new hires.
2. The development of the Online Portfolio Alternative Licensure (OPAL) option is being funded by the New Mexico Transition to Teaching (NMT2T) grant; there is no cost to districts for the development or use of it.
3. Flexibility; streamlined hiring with district accessibility to NMT2T's monitoring of recruit's licensure process.
4. Focus on district's unique needs, including modifications of NMT2T model for Online Portfolio for Alternative Licensure.
5. Support for candidates from NMT2T program:
 - a. Financial (fees for NMTAs, reading courses, OPAL registration fee)
 - b. Expertise
 - c. Professional Development offered in face-to-face workshops and online
 - d. Support during first three years of teaching with trained mentor on site. Mentor stipends for the second and third year NMT2T teachers to be paid by NMT2T.
6. Support for district HR departments – help in designing their unique program.
7. Ability to attract potential candidates and guide them through the licensure process with support from NMT2T.
8. Ability to “grow your own,” choosing qualified community members.



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DR. VERONICA C. GARCÍA
 SECRETARY OF EDUCATION

BILL RICHARDSON
 Governor

APPLICATION
 FOR
 NEW TEACHER MENTOR SUPPORT FOR NMT2T RECRUITS
 IN THE SECOND AND THIRD YEAR OF TEACHING

As a New Mexico Transition to Teaching (NMT2T) Partner District (or Charter School), we are requesting second- and/or third-year funding for New Teacher Mentor Support as per the NMT2T Program Agreement.

We understand that we will receive additional mentor funding as per the allocation formula as determined by the New Mexico State Legislature and the Public Education Department after the 40th day reporting period.

We understand that these funds will support the mentoring of NMT2T recruits who have been hired in our district, as per our state-approved Mentorship Plan.

Partner District Name Gadsden Independent School District
 Address of District P.O. Drawer 70, Anthony, NM 88021
 Name of Mentor Facilitator for District Catherine Phillips
 Mentor Facilitator Contact Information _____

Name of NMT2T Teacher receiving mentor support	Name of Mentor	Year of Teaching? (2 nd or 3 rd)
<u>Lisa K. Erickson</u>	<u>Rebecca Hadavi</u>	<u>2nd</u>
<u>Jacklyn M. Altamirano</u>	<u>Wendy Tow</u>	<u>2nd</u>

 Authorized School or District Administrator Signature

 Printed Name

Please mail or FAX this form to: Beth Smith
 New Mexico Transition to Teaching Program Director
 444 Galisteo, Suite A
 Santa Fe, NM 87501 FAX number 505.827.3525

9. Support in maneuvering the licensure bureaucracy; direct link to PED licensure through partnership with NMT2T.
10. Ongoing technical assistance from NMT2T including reports available on NMT2T recruit's progress in:
 - a. attainment of Internship License,
 - b. completion of workshops in best teaching practices,
 - c. building a licensure packet at Public Education Department, and
 - d. submission of online portfolio for the Level 1A license.

The above agreement is acknowledged by:

Beth Smith, Program Director
New Mexico Transition to Teaching

Date

Date

Print name signed above: _____

Authorized Representative of _____
print district name