

# GADSDEN INDEPENDENT SCHOOL DISTRICT

## Resolution of General Concern

**WHEREAS**, the Gadsden Independent School District Board of Education has met to discuss concerns about the multiple initiatives being rolled out by the New Mexico Public Education Department; and,

**WHEREAS**, we believe local educators play the most pivotal role in a child's school and classroom experience and the quality of education each student receives; and,

**WHEREAS**, the Gadsden Independent School Board of Education strongly believes that educators bring, desire, passion, and knowledge to the classroom from their own educational training and experience and, more importantly, from their daily interactions with students; and,

**WHEREAS**, "on-the-ground" initiatives such as Common Core State Standards, Reads-to-Lead, NMTEACH, A-F Grading System, Pre-K Grants, K-3+, Early College HS Programs, UVA Turn-around Schools Leadership Program are, in and of themselves, worthy pursuits for local school boards to consider and implement at the local level; and,

**WHEREAS**, the aforementioned initiatives are extensive programs/systems intended to move local schools and districts forward and, to be implemented, require fiscal and human resources to be available and require systems to be in place prior to implementation in school buildings and classrooms; and,

**WHEREAS**, extensive planning and professional development are required to ensure that schools and districts can implement any worthwhile improvement program effectively and with integrity; and,

**WHEREAS**, while there are excellent aspects to and within each of the major initiatives being proposed and driven by the New Mexico Public Education Department, wholesale implementation of such a wide variety of initiatives from the "top, down", without complete implementation plans and systems in place to support schools and districts will be detrimental to the long-term sustainability of any or all of these initiatives; and,

**WHEREAS**, local school boards, administration, teachers, and communities need the flexibility to identify and implement proposed programs and initiatives in ways that will benefit the unique student populations they serve; and,

**WHEREAS**, individual districts and schools must be provided adequate time and resources to consider and develop any of these initiatives within the best interests of the students they serve; and

**WHEREAS**, districts and schools must be provided adequate time and opportunity to fully pilot aspects of any system, including professional development and adequate understanding of any accountability and improvement systems being put in place; and,

**WHEREAS**, the timing of the RFP/RFR processes (both solicitation and award process), professional development/training opportunities, development of implementation plans, and the roll-out of complete resources and tools for implementation of initiatives is crucial to the success of each. Unfortunately, it seems these are being presented in a hurried manner and critically and negatively impacting sustainability of any improvement initiative at local levels throughout the state; and,

**WHEREAS**, successful implementation of improvement systems of this nature have been successful in schools and districts when implemented over a period of years rather than a period of weeks and months; and,

**WHEREAS**, the current pace of implementation without regard to buy-in, sustainability, and consideration for the time/resource limitations of each local school board is detrimental to the long-term success of these initiatives; and,

**WHEREAS**, other consequences of rushing to implement incomplete initiatives will have budgetary impacts on school districts, particularly in the classroom, as well as an exodus of highly qualified educators who are frustrated with incomplete initiatives that, while solid in basic premise, are ultimately taking away from the daily classroom experiences they provide students.

**WHEREAS**, successful implementation of school improvement programs is desired by local school boards, administration and school staff, additional time to pilot, implement, revise, and succeed in any/all of the effective programs identified by local boards as beneficial to the student population being served; and,

**NOW, THEREFORE, BE IT RESOLVED THAT THE GADSDEN INDEPENDENT SCHOOL DISTRICTS' BOARD OF EDUCATION** expresses a desire that the Public Education Department support local boards in the development of accountability plans and allow additional time and flexibility to local school boards of education and school staff to develop and implement the proposed accountability measures in an effective and sustainable manner, at the local level, in collaboration with staff, students, and parents; and

**BE IT FURTHER RESOLVED** that the Public Education Department know and understand that the Gadsden Independent School Districts' Board of Education, administration, and staff intend to work with continued integrity and intensity to improve instructional and student accountability with the students we serve, but have grave concerns as to the sustainability of systems being implemented at such a fast pace, some without effective piloting or proven implementation and with components that are not yet "user ready", well into the school year during which implementation is occurring; and,

**BE IT FURTHER RESOLVED** that the Public Education Department provide regional or local training to school staff for further understanding and ability to communicate the A-F Grading system and additional regional training on educator accountability models by which schools and educators are held accountable; and

**BE IT FURTHER RESOLVED** that consideration for the full scope of duties of building level administrators, teachers, and educators (as a whole) be acknowledged and respected when considering the impacts of change on that scope of duties; and

**BE IT FURTHER RESOLVED** that the negative consequences on the time, fiscal, and human resources of school and district-level educators be recognized by the Public Education Department and that districts be granted the time, opportunity, and flexibility to design their own systems that will meet the rigorous standards sought and required, by the current Public Education Department initiatives, to further improve the education offered to the local students served; and

**BE IT FURTHER RESOLVED** that public school funding be channeled to local districts with the understanding, desire, and expectation that local boards, in collaboration with locally-hired educators, design and implement effective educational programs and accountability within the standards set forth by the Legislature and Public Education Department to fit the needs of the unique, local student populations served by each elected school board.

We hereby certify that the foregoing **Resolution** was duly considered by the **GADSDEN INDEPENDENT SCHOOL DISTRICTS' BOARD OF EDUCATION**, Sunland Park, New Mexico at which the entire board was present, and that same was duly adopted the 24<sup>th</sup> day of October, 2013.

\_\_\_\_\_  
Daniel Castillo, President of the Board

\_\_\_\_\_  
Jennifer Viramontes, Vice-President of the Board

\_\_\_\_\_  
Gloria Y. Irigoyen, Secretary of the Board

\_\_\_\_\_  
Craig Ford, Board Member

\_\_\_\_\_  
Maria E. Saenz, Board Member