

TITLE 6 PRIMARY AND SECONDARY EDUCATION
CHAPTER 60 SCHOOL PERSONNEL - GENERAL PROVISIONS
PART 10 MENTORSHIP PROGRAMS FOR BEGINNING TEACHERS

6.60.10.1 ISSUING AGENCY: Public Education Department (PED)
[6.60.10.1 NMAC - N, 07-01-02; A, 11-30-05; A, 10-31-07]

6.60.10.2 SCOPE: All beginning teachers holding a waiver, internship license, or level 1 New Mexico teaching license and employed in a New Mexico public school district, charter school, or state agency shall successfully complete a one to three year beginning teacher mentorship program provided by the public school district, charter school or state agency.
[6.60.10.2 NMAC - N, 07-01-02; A, 11-30-05]

6.60.10.3 STATUTORY AUTHORITY: Section 22-2-8.10, NMSA 1978.
[6.60.10.3 NMAC - N, 07-01-02]

6.60.10.4 DURATION: Permanent
[6.60.10.4 NMAC - N, 07-01-02]

6.60.10.5 EFFECTIVE DATE: July 1, 2002, unless a later date is cited in the history note at the end of a section.
[6.60.10.5 NMAC - N, 07-01-02]

6.60.10.6 OBJECTIVE: To establish requirements for statewide mentorship programs to provide beginning teachers an effective transition into the teaching profession, retain capable teachers, improve the achievement of students, and improve the overall success of the school.
[6.60.10.6 NMAC - N, 07-01-02]

6.60.10.7 DEFINITIONS:

A. **“Beginning teacher”** means a teacher holding a New Mexico waiver, internship license, or level 1 teaching license who has less than three complete years, full-or part-time, of classroom teaching experience. For the purpose of this rule, teachers with more than three complete years, full-or part-time, of classroom teaching experience but who hold a waiver, internship license, or level 1 licensure are not beginning teachers.

B. **“Teaching license”** means a (PED) license issued in early childhood, birth-grade 3; elementary education, grades K-8; middle level, grades 5-9; secondary education, grades 7-12; special education, grades pre K-12; licensure for pre K-12 in specialty areas; blind and visually impaired, birth-grade 12; and secondary vocational-technical education.
[6.60.10.7 NMAC - N, 07-01-02; A, 11-30-05; A, 10-31-07]

6.60.10.8 REQUIREMENTS FOR MENTORSHIP PROGRAMS: All mentorship programs must receive initial approval from the director of professional development for the PED (hereinafter the “director”). To receive approval, public school districts, charter schools, or state agencies must submit a proposed mentorship program that aligns with and supports the

public school district's, charter school's, or state agency's long range plan for student success and aligns with the PED's nine essential teacher competencies and indicators contained in 6.69.4 NMAC, or any successor competencies adopted by the PED for level 1, waiver, or internship licensed teachers. The proposal must describe how the mentorship program addresses the following:

- A. provides individual support for beginning teachers from designated mentors or support providers; the support activities must include collaborative curriculum alignment, design, and planning; they must also include classroom observations, student assessment, individual instructional conferences, and instructional resource development;
 - B. is mandatory for all beginning teachers;
 - C. includes structured and research-based training activities for mentors; the training must include the development and needs of beginning teachers, the process of developing mentorship relationships, the process of documenting teacher growth, and best practices in working with novice teachers;
 - D. uses a structured process for selection of mentors that includes selection and evaluation criteria and details the person or persons responsible for implementing the selection and evaluation process;
 - E. provides compensation for mentors;
 - F. uses an ongoing, formative evaluation of beginning teachers for the improvement of teaching practice;
 - G. uses an ongoing summative evaluation of beginning teacher performance during the first 1 to 3 years of teaching, including an annual assessment of competence for continuing licensure and a final assessment of competence for teachers seeking level 2 licensure; evaluation of beginning teacher performance shall include annual review and progress reports during the mentorship program, collection of documented evidence of teacher growth and development, and summative assessment of level I teacher competencies;
 - H. has a process for addressing disputes or grievances between mentors and beginning teachers and for replacing mentors for good cause shown;
 - I. establishes a program that is at least one year in length but includes provisions whereby support for an additional 2 or 3 years can be provided to teachers who do not successfully complete the first year and continue to be employed in the public school district, charter school, or state agency; and
 - J. has documentation that describes how support was sought and obtained from the local school board, administrators, and other district and school personnel.
- [6.60.10.8 NMAC - N, 07-01-02; A, 11-30-05]

6.60.10.9 COMPLETION OF MENTORSHIP PROGRAM: All beginning teachers must successfully complete a minimum of a one-year mentorship program to be eligible for a level 2 license. Successful completion of the program shall be documented on a form available from the professional licensure unit and shall be maintained in each teacher's licensure file in the professional licensure bureau (PLB). Under no circumstance shall a beginning teacher who is otherwise eligible to receive a level 2 license unless he or she has been certified as having successfully completed a mentorship program.

[6.60.10.9 NMAC - N, 07-01-02; A, 10-31-07]

6.60.10.10 PROGRAM EVALUATION AND FUNDING: All mentorship programs shall be evaluated locally every three years to determine the effectiveness of the program based on teacher retention. Annually the PED shall review and make public teacher retention rates statewide and by district. Annual state funding of local district mentorship programs shall be based on the number of beginning teachers who received mentorship services in the current school year as reported to the PED by the school districts annually on the 40th day of school, if funds are appropriated for that purpose by the legislature.
[6.60.10.10 NMAC - N, 07-01-02; A, 11-30-05; A, 10-31-07]

6.60.10.11 SAVINGS CLAUSE: All mentorship programs submitted by a public school district, charter school, or state agency to comply with 6.60.3 NMAC, Alternative Licensure, and approved by the PED shall be deemed to be in compliance with Sections 1 through 9 of this rule. The director reserves the right to impose additional requirements to comply with Section 10 of 6.60.10 NMAC.
[6.60.10.11 NMAC - N, 07-01-02; A, 11-30-05]