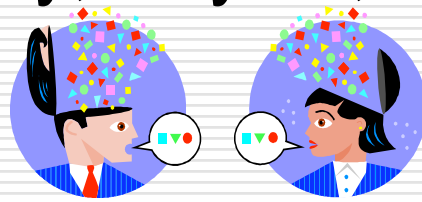


The New Mexico Principal Mentoring Program Conference #2

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:

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

. . . 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)

Principal Mentor Network Contact Information

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Impact of SB 133 on Licensure for Administrators

**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**

Five Eligibility Requirements for Provisional 3B License

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

Five Eligibility Requirements for Provisional 3B License

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

Five Eligibility Requirements for Provisional 3B License

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

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

Three Requirements to Remove Provisional Status

**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**

Additional Information

- 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

- 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

- 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

- 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)

- 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.

(cont.)

- 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.”

Thank You!

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