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EDUCATION IN NEW MEXICO

the ADVOCATE

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Blue Ribbon Schools Selected

It's always great to hear when a New Mexico school earns the prestigious Blue Ribbon Award from the U.S. Department of Education. This year, three NM schools received the highest national honor for improving student outcomes and closing achievement gaps. They are: **Logan Elementary** in Logan Municipal Schools; **Career Enrichment Center & Early College Academy Magnet High School** in Albuquerque; and **Ladera Del Norte Elementary School** in the Farmington Municipal Schools. ***Congratulations!***

The National Blue Ribbon Schools Program recognizes public and private schools based on their overall academic excellence or their progress in closing achievement gaps among student subgroups. The award affirms the hard work of students, educators, families, and communities in creating safe and welcoming schools where students master challenging content.

A ceremony in Washington, DC will be held in mid-November.



*Top to bottom:
Logan Elem.,
Career
Enrichment
Center and
Early College;
Ladera Del
Norte Elem.*



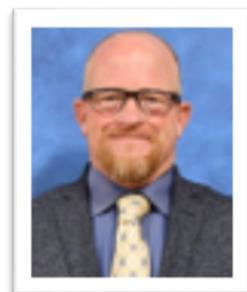
Save the Date

NMASBO Winter Conference
Feb. 19-21, 2020
Embassy Suites in ABQ
Registration opens Nov. 2019

Alamogordo Supt.: Goal-Focused and Seeing Success

Upon being assigned as Superintendent for the Alamogordo Public Schools (APS) on September 5, 2018, Jerrett Perry immediately realized that specific goals emerged: identify and isolate systemic failures, create sustainable accountability, establish high standards, and implement proven methods of success. The first and most important task was to establish and maintain positive relationships internally with the APS Board, administration and staff, as well as the community of Alamogordo. Inspired by these challenges, Perry set a pace that has led the district on a consistent upward trajectory.

"This first step is to isolate where it went wrong in the past and then engage with a strategic plan that is swift, decisive and sustainable," Perry stated.



Supt. Jerrett Perry



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Stan's Straight Talk

STAN ROUNDS, EXECUTIVE DIRECTOR

Colleagues:

Autumn is upon us and I have enjoyed the opportunity to meet with many of you in the last two months, individually and at the Regional NMSBA meetings around the state. I look forward to seeing more of you soon as we finish up those meetings. Additionally, I recognize that many of you are still working at being fully staffed while for others this is your first superintendency.

The NMSSA along with CES have taken on a new, enhanced role in mentoring those who are early in their administrative assignments. Specifically, we began an enhanced mentor/mentee

program for new superintendents in September, which will continue throughout the year, that has paired up senior superintendents in New Mexico with those who are just starting out. One of our significant strengths in New Mexico is our relationships of support and networking. We are enhancing those this year in a purposefully designed way to "up our game" of support. We want to recognize those 40 or so superintendents that are part of this new program.

I want to recommend that we continue to focus our efforts of collaborative support across all of our NMCEL member organizations. I want to point out the excellent work of CES in providing a "suite" of support that is available to you individually and on a district basis. David Chavez and CES continue to work to assure that resources they have designed and developed are readily available to you. We continue to enhance that "suite."

A reminder that we will have the first CES Superintendents' Academy October 20-23. In conjunction with that Academy, the NMSSA Business Meeting will be held

October 24. This is all at the ABQ Embassy Suites. The NMCEL Board will meet on October 17 at 10:00 a.m. at the NMAA.

I want to recognize our new Secretary of Education Ryan Stewart and his work to establish relationships with us. I have been able to meet with him more than half a dozen times since he arrived early in September. We are pleased to be scheduling him into our meetings and events as he becomes an active member of our educational leadership community.

I also want to recognize the efforts of our colleagues at the LESC and LFC who continue to reach out to work on our legislative trajectory for the 2020 Legislature. I am happy to report that we are working together with the legislative staff and the PED to collaborate in preparing for the 2020 Session. With that, I am seeing a better understanding of important issues such as K-5+, ELT, and long-term strategies for sustainability of funding for our districts, programs, and capital outlay needs.

—continued on p. 7



NMCEL 2019/20 EXECUTIVE BOARD



Back Row L-R: Stan Rounds, Exec Director; Ben Santistevan, COSSEP; Russell Goff, NMAER; Bryan Dooley, RECA; Patrick Arguelles, APSPA (Alt); Erik Bose, Past-President; Jude P. Garcia, APSPA; Ricky Williams, SNMERC.

Middle Row L-R: Bonnie Lightfoot, ENMERC; Dwain Haynes, CES; Jeremy Abshire, COSSEP; Christina Velasquez, President-Elect; Travis Dempsey, NMSSA President; Maria Jaramillo, Past-President;

Front Row L-R: Julie Arnold, NMAESP; Karla Crane, NMCASE; Lillian Torrez, NMSSA Past-President; Jo Lynn Gallegos, Business Manager; Will Hawkins, President; and Stacey Duncan, NMSU Alliance.

Not pictured: Mark Barela, NMAESP; Patricia Beecher, COSSEP; David Chavez, CES (Alt); Traci Filiss, NMSTE; Rosemary Gallegos, COSSEP; Annette Johnson, NMAER (Alt); Bill Lewis, NMPFMA; Cindy Sims, NMSPA; Victoria Tafoya, NMABE; Brian Clark, COSSEP; and Warman Hall, newly elected to NMAESP.

NMCEL Affiliates

- Albuquerque Public Schools Principals Association (APSPA)
- Alliance for the Advancement of Teaching & Learning (NMSU)
- Cooperative Educational Services (CES)
- Coalition of State Supported Educational Programs (COSSEP)
- Eastern New Mexico Educational Resource Center (ENMERC)
- New Mexico Activities Association (NMAA)
- New Mexico Association of Educational Retirees (NMAER)
- New Mexico Association of Bilingual Educators (NMABE)
- New Mexico Association of Elementary School Principals (NMAESP)
- New Mexico Association of School Business Officials (NMASBO)
- New Mexico Association of Secondary School Principals (NMASSP)
- New Mexico Council of Administrators of Special Education (NMCASE)
- New Mexico Public Facilities Management Association (NMPFMA)
- New Mexico School Personnel Association (NMSPA)
- New Mexico School Superintendents' Association (NMSSA)
- New Mexico Society for Technology in Education (NMSTE)
- Regional Educational Cooperatives Association (RECA)
- Southeastern New Mexico Educational Resource Center (SNMERC)

NMASBO – Leadership Philosophy

Terry Dean, CPA, Executive Director

Recently, I was fortunate to attend ASBO International's Eagle Institute at the U.S. Military Academy at West Point. The primary facilitator of the conference was Dr. Maureen K. LeBoeuf, Brigadier General, U.S. Army, Retired, who focused the small group on the development of our individual leadership philosophy.

What is a leadership philosophy? Let's define each of these words individually, then combine them for a complete definition. Since the conference was held at West Point, it is only fitting to use the U.S. Army's definition of leadership.

- **Leadership** – “a process of influencing people by providing purpose, direction, and motivation to accomplish the mission and improve the organization.”
- **Philosophy** – “the rational investigation of the truths and principles of being, knowledge or conduct... a system of principles for guidance in practical affairs.” *Random House Webster's College Dictionary.*



Terry Dean

Therefore, leadership philosophy can be defined as a personal/professional document that describes the guiding principles used in providing purpose, direction, and motivation to accomplish the mission and improve the organization.

How do you develop your leadership philosophy? There are several books and websites on developing your leadership philosophy that I'm sure will work fine. However, I recommend Dr. LeBoeuf's book *Developing Your Philosophy of Living and Leading*. The first step in developing your leadership philosophy is defining who you are as an individual and as a professional. I struggled with this step because I wasn't excited about sharing personal information.

Why is it important to develop your leadership philosophy? Your leadership philosophy is an outstanding way to communicate your personal/professional values, standards and behaviors to the members of your team and/or close associates. In other words, your leadership philosophy defines the “standard” you have for yourself.

So, here are the big questions:

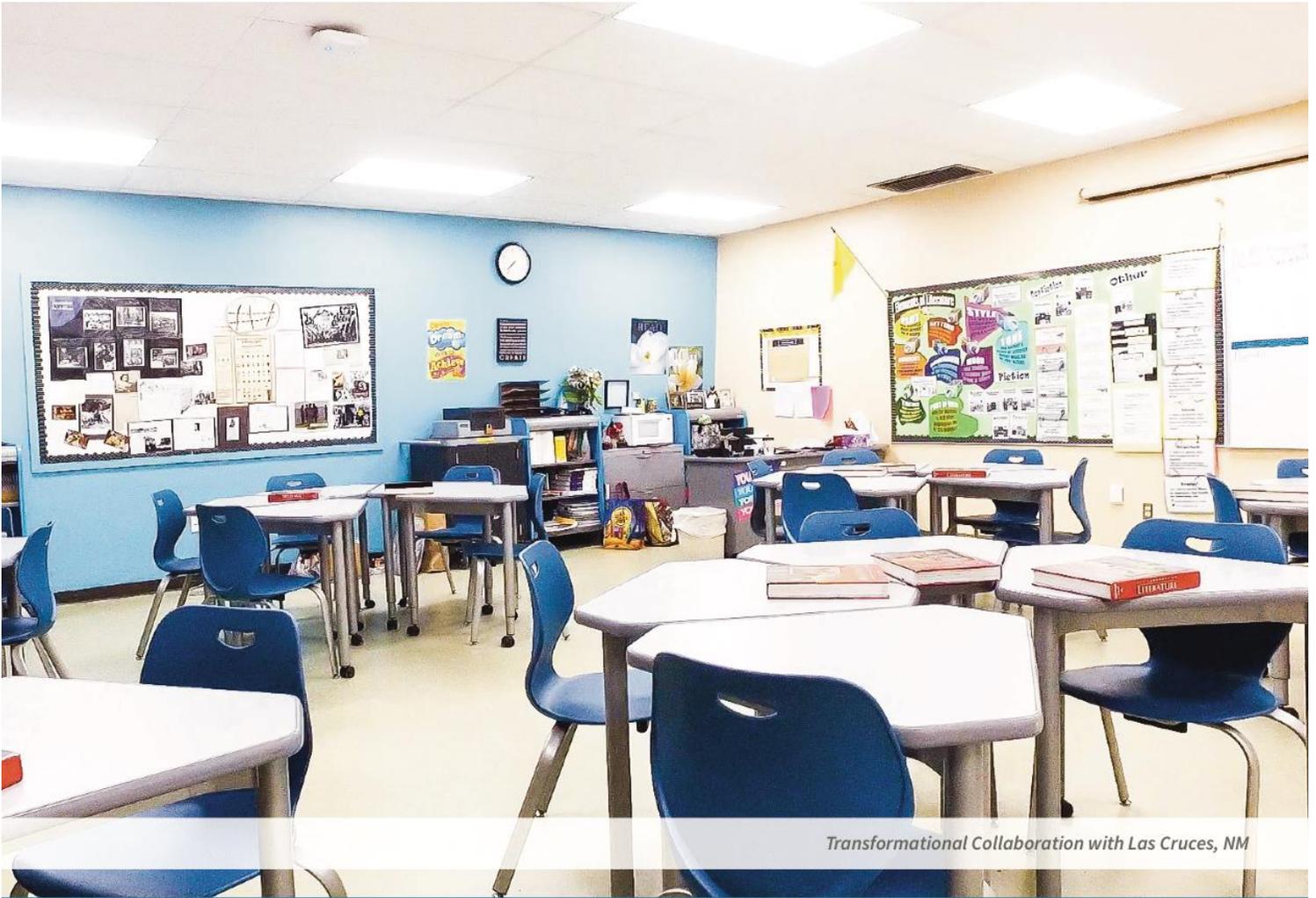
- Can you effectively lead others if you have not examined and determined your standards?
- Would it be easier for people to follow a leader who has defined standards?

What is holding you back from defining your standard? For me, it is the risk of being thought of as a fraud for the many times I failed to hit the mark. I have shared my leadership philosophy with the NMASBO board president and president-elect. Also, I have shared my philosophy with the NMASBO team. Now, I am taking a risk. Below is my leadership philosophy; this is my standard.

Leadership Philosophy for Terry S. Dean:

In this season of my life, it is my pleasure to give back to the members of the organization that invested in me throughout my career. Prior leaders of the organization and previous supervisors invested in me and provided opportunities to grow from an accountant to a leader who happens to be an accountant. This is my leadership philosophy and value statement. This is the

—continued p.11



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Stan's Straight Talk (cont. from p. 3)

Finally, I am aware of the continued challenge to find teachers and other educational specialty staff. This issue seems to be statewide and I believe there are more than 800 openings throughout the state as we enter October. I am recommending that we meet with PED, ERB, LESC, LFC, NMCEL, NMSSA and NMSBA in a targeted gathering before the next legislature to re-address the teacher/educator shortage and steps we might take here in New Mexico to solve the issue.

Thanks for your dedication to our children in New Mexico!

—Best Regards, Stan

NMAA Board Summary

The New Mexico Activities Association's Board of Directors met in regular session on Wednesday, September 18 in the NMAA Hall of Pride and Honor.

Among other discussion items, the Board took action on:

- Voted in favor of a proposal to adjust eligibility bylaws for foreign exchange direct placement students.
- Voted in favor of a proposal to update bylaws pertaining to the sanctioning/addition of new activities.
- Voted in favor of a proposal to add an additional sanction for undue influence violations by a coach.
- Voted in favor of a proposal to adjust the state qualifying formula for boys' golf.

The next NMAA Board of Directors' meeting is scheduled for December 5, 2019.

— Dusty Young, Associate Director, NMAA

NMAA Highlight

Melrose, Pecos, Sandia Prep, Albuquerque Academy, and Cleveland have been honored for claiming the Subway Director's Cup for the 2018-2019 school year. The Subway Director's Cup is awarded annually to the top New Mexico Activities Association member schools in each classification based upon success in activities, athletics, and sportsmanship.



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Award Winners from the NMCEL Summer Conference

Last month, *The Advocate* featured award winners who were recognized at the Awards Dinner during the NMCEL Summer Conference. We'd like to share some additional photos from that event, and once again thank the many people and vendors who helped to make the conference such a success.



NMCEL President Will Hawkins and Past President Erik Bose

— **Karen Garcia Brown, Administrator of the Year, NM Association of Bilingual Educators** has been Director of Farmington Municipal Schools' Multicultural Services since 2015. She's credited for positive changes to the K-12 English Language development program and the Dual-Language Spanish and Diné programs.



— **Tim Kienitz, Administrator of the Year, NM Association of Secondary School Principals** is the Principal of Farmington High. His experiences include teaching on the Navajo Reservation and was also a Principal of Shiprock Career Prep High. He gets a hand-shake from NMCEL past-president Erik Bose.



— **Dr. Crit Caton, Hall of Fame Inductee**, (center) was recognized for his 33 years of educational service. He served as Superintendent for Artesia Public Schools for many years. Joining him in the photo is NMCEL Executive Director Stan Rounds (left) and Jamie Widner of Melseose Schools who was also recognized at the awards dinner for his own induction into the Hall of Fame and being the New Mexico School Superintendents' Association Superintendent of the Year for 2019.



— **Melissa Galaz, National Elementary Principal of the Year, National Association of Elementary School Principals** is pictured with her former Superintendent Stan Rounds. Galaz is the Principal of Sonoma Elementary for Las Cruces Public Schools. She has served 21 years in education and comes from a family of many educators.

New NMCEL Sponsor: LEGO Ed.



Jason Siquefield, Marcia Vidal Nial and Kelly Reddin were excited to represent LEGO Education as a new conference sponsor. Many companies were part of the event, including sponsorships for the golf tournament.



NMCEL Board Members Jude P. Garcia (left) of APSPA and President-Elect Christina Velasquez

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Let Us Introduce . . .

One of the benefits of being an NMCEL member is strengthening our connections to one another. It's such a big state and sometimes we don't always get to know one another except via email. In September, the Advocate introduced this section which will be featured throughout the year, as we introduce new superintendents throughout the Land of Enchantment. These leaders are new to the profession, to their position or to their district.



• **Martin Madrid** is the new Superintendent for **Santa Rosa Consolidated Schools** where he's been an educator for nearly 21 years. He has a BA in History and a BA in Elementary Education, with a Minor in Secondary Education; he also has a bilingual endorsement from NM Highlands University. His MA In Education Leadership was earned at the American College of Education in Indianapolis, IN. Supt. Madrid also taught at Santa Rosa Elementary and at Santa Rosa High School. He was the principal at Santa Rosa High School for 5 years and is married to an educator. Martin: "I am very proud that I am a native of Santa Rosa and have been able to give back to my community, as an educator, for the last 21 years." To congratulate him: mmadrid@srlions.com



• **Patti Nesbitt** is the Superintendent of **Capitan Municipal Schools**. She was a Middle and High School Principal in the Capitan Municipal Schools beginning July of 2017. She was appointed Interim Superintendent in the late fall of 2018 and secured the position of Superintendent in the spring of 2019. Mrs. Nesbitt brings 30 years of educational experience to her position, including 17 years as a classroom and Title I Teacher, Superintendent, Middle and High School Principal, and Athletic Director. Patti received her Bachelor's of Business and Master's from New Mexico State University; she also has a background in retail sales. Most of Patti's educational experiences have been in Truth or Consequences, but is "happy to move back home to the Capitan Mountains." To wish her well: patti.nesbitt@capitantigers.org



• **Michael Chávez** is Superintendent of **Hatch Valley Public Schools** and is in his 26th year in public education. He was born and raised in Deming, and earned a BS in Education and a Master's in Education both from NMSU. His vast experience includes teaching at middle and high school levels, was a middle school principal, and director of bilingual education and federal programs. He serves on the Public Education Commission, is a member of the NM Hispanic Education Committee and is a past president of the NM Association of Bilingual Education. He has also served as an adjunct instructor for ENMU's TESOL Endorsement Program, co-chaired the State Bilingual Advisory Committee, and has mentored principals for six years through Principals Pursuing Excellence. To drop him a message: mchavez@hatchschools.net

ASBO - Leadership (cont. from p.4)

standard in which I strive to live and to lead. This document is the standard in which I lean upon to make decisions, personally and professionally.

Relationship – People are social beings and were created for a relationship with Him that made us and with each other. A healthy relationship requires:

- **Respect** – The foundational part of any relationship is respect. We must treat each other with respect and kindness.
- **Listening** – A healthy relationship requires the ability to listen. We must listen to understand the issue or the

other person's point of view or concern.

- **Presence** – A relationship requires our presence. We must stop what we are doing, give our attention and listen.
- **Compassion** – A relationship requires us to have a heart of compassion for each other and to treat each other compassionately.

Integrity – Our personal and professional reputation is dependent upon integrity. Integrity is often defined as "Doing the right thing for the right reason, even when no one is watching." To be a person of integrity requires

—continued p. 14

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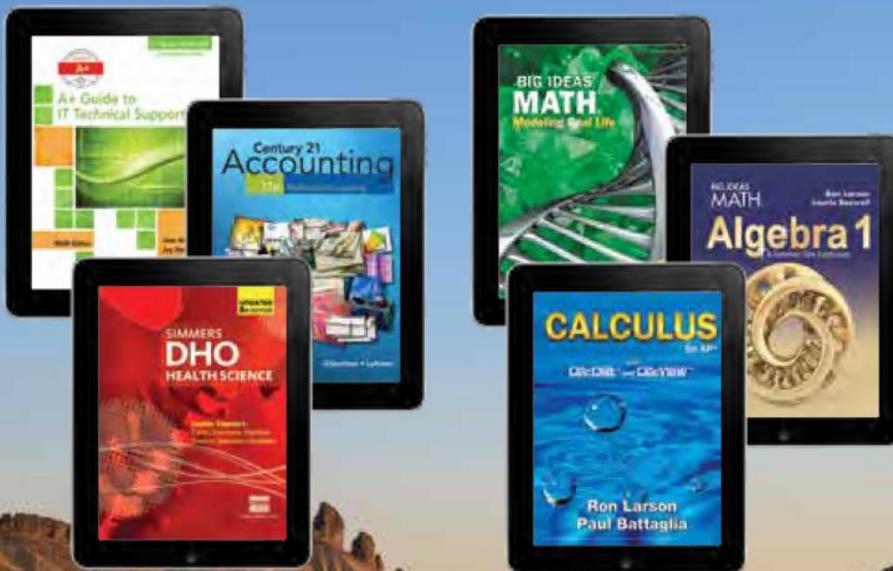
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ASBO - Leadership (cont. from p.11)

the following characteristics:

- *Honesty* – Being honest at all costs. Honesty is foundational to a healthy relationship.
- *Fairness* – Treating others equitably and honestly.
- *Compassion* – Treating others with compassion.
- *Word* – Your word is your bond. Mean what you say and say what you mean.

Professional – To be treated as a professional, we must first act professionally. Professionals exhibit the following characteristics:

- *Mission* – Professionals are committed to the mission. The mission is first.
- *Behavior* – Professionals behave in a manner that is honorable to themselves, their family, the team, the board and the membership. It is acting in an appropriate manner.
- *Accountability* – Professionals are accountable for their actions and performance on assigned duties (ownership of the job).
- *Competence* – Professionals are competent in their assigned job duties and exhibit this competence by the quality of their work.
- *Listening* – Professionals listen to team members and treat others fairly and with respect.
- *Attitude* – Professionals maintain a positive attitude.
- *Dependable* – Professionals are dependable. They are prepared and on time for work and meetings and can be trusted to live up to their word.

Team – A team can achieve more than an individual. A bundle of small sticks is harder to break than the single twig. The team has an accumulation of experiences and skills and can reach better decisions through the diversity of thought. Good teams and team members possess the follow attributes:

- *Mission* – Teams share the same mission and goals.
- *Trust* – Team members trust each other to fulfill their responsibilities.
- *Leadership* – Team members must be able to lead and to be led. What we create together will contribute to the development and growth of others.
- *Fun* – Teams have fun in their work. We will make time to have some fun.
- *Communicate* – Teams members provide information and support before being asked. When discussing an issue, the debate shall be positive.
- *Growth* – The team is a place to grow personally and professionally.

This is my leadership philosophy, and these are the attributes I value. However, there may be times that I may slip and not live up to this standard. Nonetheless, this is the standard I have for myself. I am committed to the words in this document and I will treat people and lead in accordance to this philosophy. This is the standard I will use to make all decisions.

—Terry Dean
NMASBO Executive Director

Alamogordo (cont. from p.1)

As Perry dug into the role of Superintendent, it became evident that leadership needed prompt attention and support. A new principal was hired for Alamogordo High School charged with implementing tremendous changes, ranging from upgraded security features to the hiring of 30+ new teachers. A mindful approach is currently evident as the CTE and STEM programs were enhanced and restructured to reflect modern instructional design.

In the 1950s and early 1960s, Alamogordo was coined “Rocket City” due to the work being done at Holloman Air Force Base and White Sands Missile Range. The city went through a school construction boom and several schools were built during this time.

“The reality is that these schools are now 60 + years old and have reached the end of the cycle,” Perry stated. The Alamogordo district is completing construction on a new elementary school, designing another and promoting a GO Bond for the construction of a new middle school. “We anticipate that over the next 8-12 years practically all schools will be replaced — the net for predicted construction is hovering around the \$230 million mark.”

Early in Perry’s appointment, he inherited a critical Financial Audit that was laced with significant findings. His reaction was to launch efforts which would bring stewardship and fidelity to the school district, as he set a course of correction and accountability. The solutions have ranged anywhere from insourcing transportation to outsourcing student nutrition, as well as ordering an outside agent to conduct an extensive Special Education Audit. As of September 1, 2019 all audit points have been addressed and the district has received a superior evaluation from the Auditor.

Understanding and capitalizing on funding streams have been a top priority for Perry. A successful 2 Mill Levy passed, E-Rate Funding was secured and HB33 funding has been effectively utilized to build technology infrastructure as well as expansion of innovation. The GO Bond in November is Perry’s next priority.

Ongoing foundational focus will include deep dives into district systems fidelity alignment, safety and security and program fidelity including K-5 plus, ELT and Pre-K.

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Staying Current

Here are this month's suggestions from Stan's desk, computer and mobile device. Send your "Staying Current" suggestions to info@nmcel.org:



▶ WHAT'S ONLINE

<https://webnew.ped.state.nm.us/bureaus/early-childhood-bureau/>

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▶ FEATURED VIDEOS

[Two NM Athletes Exemplify Determination and Courage.](#)



Courtesy of NMAA, this video will inspire students and staff alike. When you need to send messages of determination and never giving up, use this incredible story as a backdrop. These students from two different communities have also been selected for the [2019 NMAA Spirit of Sport Award](#).

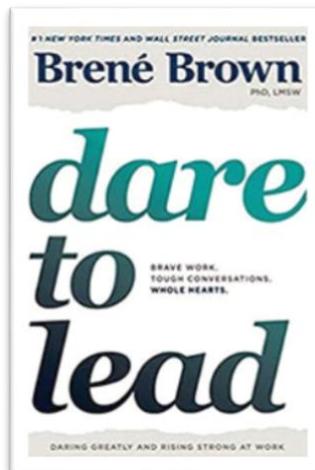


▶ GOOD READS

[Dare to Lead: Brave Work. Tough Conversations. Whole Hearts](#)



Brené Brown, PhD, LMSW, a research professor at the Univ. of Houston, has spent the past two decades studying courage, vulnerability, shame, and empathy and is the author of four #1 *New York Times* bestsellers. Hard cover: \$11 (Barnes & Noble); Kindle-\$15 (Amazon)



Upcoming Events

NMCEL

Oct. 17: Executive Board Meeting, 10 a.m.-1 p.m., NMAA Conf. Room A

Oct. 20-23: 1st Annual Supt.'s Academy, ABQ Embassy Suites

AASA

Nov. 12: National Supt. of the Year Gala, Washington, DC; by invitation only

NMAA

Oct. 11: Offices Closed

Oct. 31: NMADA Membership Deadline

NMASBO

November: Registration opens for the NMASBO Winter Conference, Feb. 19-21, 2020, Embassy Suites in ABQ

NMSSA

Oct. 23: Exec. Council, 3-5 p.m., ABQ Embassy Suites, La Ventana
Oct. 24: Business Meeting, 8 a.m. – Noon, ABQ Embassy Suites, La Ventana



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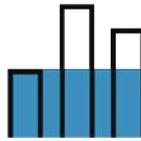
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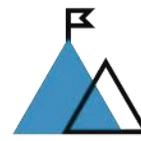
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