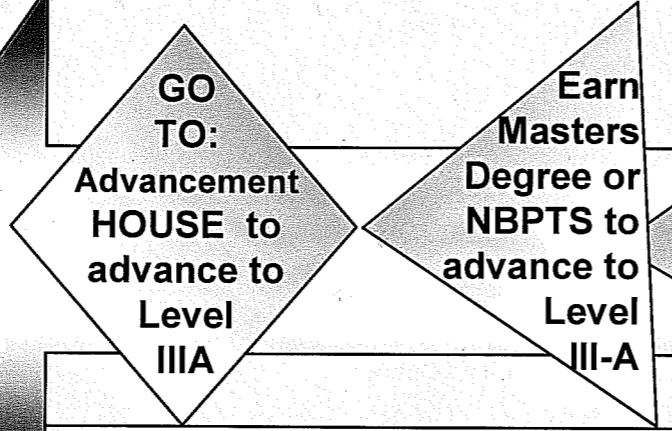


Professional Teacher Level III-A
\$50,000 minimum Pay
Phased in by 2007-08



Earn Masters Degree or NBPTS to advance to Level III-A

Renew Level II License Every 9 Years

Establish "Highly Qualified" for teaching assignment in core academic area annually

Professional Teacher Level II
\$40,000 minimum Pay
Phased in by 2005-06

New Mexico's 3-Tiered Teacher Licensure System

Establish "Highly Qualified" for teaching assignment in core academic area annually

Verify Leadership Role

Renew Level III-A License Every 9 Years

Key Features:
* Increased Competencies
* Increased minimum pay
* Options for being highly qualified

LICENSURE ADVANCEMENT HOUSE
(high, objective, uniform standard of evaluation)

EVIDENCE:

- Work product collected over most recent three-year period of teaching
- Demonstrate how teacher meets nine teaching competencies at indicators for Level II or Level III-A
- Successful annual evaluations for at least last two school years

FORMAT:

- Professional Development Dossier
 - Instructional Strand
 - Student Learning Strand
 - Professional Learning Strand OR
- University Assessment in Capstone Course, OR
- National Board for Professional Teaching Standards Certification

EVALUATORS:

- Two independent evaluators
- District Recommendation

FEE: \$175.00

ESTABLISH YOU ARE HIGHLY QUALIFIED:
BY JUNE 30, 2006, ALL CURRENT TEACHERS, TEACHING CORE ACADEMIC SUBJECTS MUST BE "HIGHLY QUALIFIED", meaning:

If you currently teach Early Childhood & Elementary:

- Pass an Elementary Teacher Competency or Elementary Content Knowledge Test, OR
- Hold NBPTS Certification in elementary education, OR
- Meet requirements of Subject Area Competency HOUSE.

If you currently teach Middle Level with K-8 License, Secondary 7-12, and K-12:

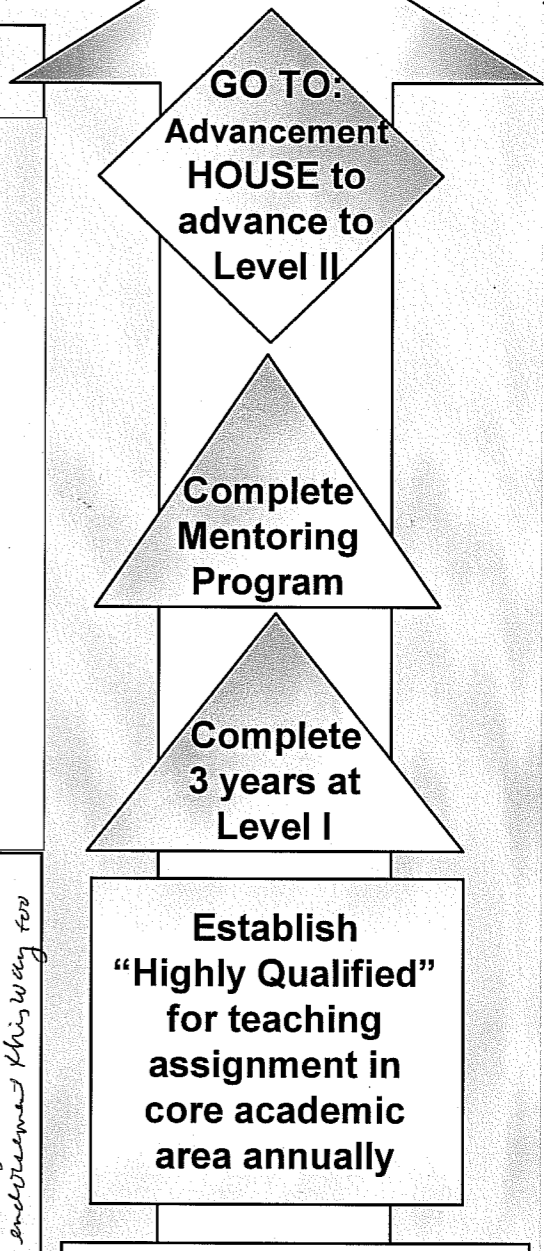
- Pass Content Knowledge Test in each core subject the teacher teaches OR
- Complete an undergraduate major or graduate degree in each core subject the teacher teaches, OR
- Holds either Level Three NM licensure or NBPTS Certification, OR
- Meet requirements of Subject Area Competency HOUSE

SUBJECT AREA COMPETENCY HOUSE:
(high, objective uniform standard of evaluation)

To demonstrate you are 'highly qualified' through Subject Area Competency HOUSE the teacher must:

- (1.) Have successful annual evaluations for the prior two school years, and
- (2.) Have five complete school years of teaching experience, and
- (3.) Complete at least 12 semester hours (upper-division) in the subject area being evaluated, and
- (4.) Demonstrate content area competencies and content standards and benchmarks to a local panel of teachers who teach the same subject area and grade level.

Can get endorsement this way too



START HERE:

To teach in a core academic area: Earn Bachelors, pass appropriate tests, full state licensure, no waivers.
To teach in a non-core area: Earn Bachelors, pass appropriate tests, waivers permitted.
To teach in vocational education: Earn Bachelors, work experience, test not required.

Beginning Teacher Level I
\$30,000 minimum Pay
Phased in by 2003-04