



November  
2020

# ATF Action Agenda

## Election 2020

ATF COPE volunteers participated in the LABOR 2020 program making copious phone calls and engaging in contactless literature drops for our endorsed candidates. We are proud that close to 90% of ATF/AFT-NM members voted in this election. Thank you, activists, for working so hard for our collective interests.

NATIONAL ELECTIONS... While it's not possible to know the final outcome for the presidential election at this time, our goal is to make sure every vote gets counted. This is going to take more than a minute. Remember: Patience, Peace, and Count Every Vote!

ATF & AFT-NM's endorsed candidates performed well in STATE ELECTIONS. This is particularly important as over 95% of funding for public schools flows from the state legislature. Our advocacy and groundwork for candidates who believe in public education and workers' rights will open conversations in the coming legislative session which lasts 60 days: January 19-March 20, 2021.

WHERE WE GO FROM HERE... We must begin building alliances with our newly elected legislators and capitalize on the fact that we have a pro-public education and pro-labor governor and legislature. We are already making our union's legislative priorities known and having conversations with key lawmakers asking them for investments not cuts. The first step to fully funding our schools is to diversify revenue sources so that we are not overly dependent on fluctuating oil and gas revenue. Stay tuned and be ready to get active in the coming 2021 Legislative Session.

## Professional Development Plans (PDPs)

Teachers are asking why PDPs are scored this year. This is understandable. It's hard to forget the trauma of the evaluation system as it was for most of the past decade. However, the intent of NM PED's new evaluation system is different than it was in the past. It is not intended as a gotcha system that ranks us all against an imaginary standard.

The intent, as confirmed again by the PED, is to provide usable feedback that is formative, meaningful, actionable, and supportive giving educators opportunities for professional self-reflection. Ideally, developing your PDP is an iterative process in which feedback from your administrator is valuable and revisions are welcome. The system is designed to have cyclical connections from year to year.

Most importantly, the PDP's rubric "scores" are not part of an overall summative evaluation. Remember, this year is a "test drive" for the new system. [More information is available here.](#)

## [Feed Our Families: A Partnership Between ATF and Roadrunner Food Bank](#)

As the holiday season approaches, we know that many of our APS families are experiencing food insecurity. Join with your union to contribute to Roadrunner Food Bank to feed our families.

YOUR CHILD • MY STUDENT • OUR COMMUNITY

# HAPPY THANKSGIVING!

Stand With Your Colleagues To Create World-Class Public Schools!

**JOIN YOUR UNION TODAY!**

## Elevate NM Evaluation System

In the past, the teacher evaluation system in New Mexico had been used in a punitive, and often demeaning way. With this in mind, a Teacher Evaluation Task Force was created to make recommendations for a system that is teacher-centered and is usable for both teachers and administrators alike. This new system, Elevate New Mexico, is a different way of looking at teacher performance, viewing teachers on a developmental continuum. Evaluations are intended to be used for self-reflection by teachers, as well as a means for administrators to support their teachers through observation feedback.

What's the same? Evaluations are still based on the [Danielson framework of 4 domains](#). There are 4 levels of performance on the rubric: Not Demonstrating, Developing, Applying, and Innovating. Principals are still asked to conduct a formal observation each year using this rubric.

What's new? The emphasis is on self-reflection for teachers, and for clarity of expectations and actionable feedback for administrators. It's understood that teachers in their first few years of teaching are still "developing" their teaching skills.

Teachers are encouraged to use the Elevate New Mexico rubric for self-reflection. If at any time a teacher feels the need for more support than can be found at the school site, they can reach out to Ree Chacon [chacon\\_am@aps.edu](mailto:chacon_am@aps.edu) for help.

**Post-Pandemic Public Education:  
Equity & Excellence**

The pandemic affords us an opportunity to rethink schooling. We must seize this time to build a more equitable, student focused education system that helps each child to succeed and achieve. The 2021 legislative session is the critical moment when we must move toward reopening school buildings and continuing American public education—not as it is today or as it was in the past but as it can be—as the center of democracy and the cornerstone of our community where every child can succeed.

The November Teachers’ Voice lays out a vision for some of that change. We will work with lawmakers to reckon with decades of underfunding, testing as the foundation of schooling, half-hearted measures, the misdiagnoses of education problems, and blame-shifting. More importantly we must help them to reimagine our public education systems as:

- Relationship rich;
- Student centered;
- Anti-racist; and
- A professionally satisfying institution where we prepare students to be caring, competent, critical thinkers and fully informed, engaged, contributing members of society.

Specifically, the ATF Teachers’ Voice you will receive via email on November 12<sup>th</sup> provokes us to imagine a NM education revolution based on simple, low to no cost, changes such as:

- Addressing Yazzie/Martinez beyond the surface with a purposeful focus on Antiracism.
- Modernizing high schools for excellence & equity by changing the course requirements to focus on skills and relevant knowledge based on student choice and rethinking credits that are based on the “Carnegie Unit” created over a century ago.
- Refocusing on a middle school model along with a specific credential in middle school teaching and provide students in early adolescence with an environment that can help them negotiate the impact of puberty on their intellectual, social, and emotional lives.
- Ensure that elementary schools are designed for elementary children with two simple changes: stop the inappropriate testing and let kids play.
- Staffing schools for the needs of students with appropriate numbers of social workers, counselors, nurses, school psychologists and behavior interventions specialists.
- Advancing community schools as an equity strategy.

Please read it and be ready to advocate for a world class education system for our students.

**APS Calendar Committee**

This year, APS insisted that the calendar committee focus on the traditional calendar. Only two calendars will be presented to the BOE – the traditional calendar without the Extended Learning Time Program (ELTP), and the traditional calendar with the extra 10 days for ELTP (5 at the beginning of the school year and 5 at the end). Ten days tacked on to the beginning or end of the year will not be allowed.

Recognizing that the alternative calendar was not in the discussion, ATF advocated again for the “year-round” school calendar. Despite our best efforts and previous promises made by the district, APS made it clear that the district has no intention of offering the alternative calendar as an option next year, or at any time in the future. The district wants one calendar, period.

One agreed to change for next year: high school conferences will now take place in the fall. This came up during bargaining and both parties agreed that early feedback about students’ progress is preferred.

**Do You Know Someone Who Wants To Become  
A Teacher?**

UNM, APS, and ATF developed and are implementing the Albuquerque Teacher Residency Partnership (ATRP), to improve the preparation and retention of effective, diverse teachers for high-need schools. Elementary and Secondary Teacher Residents work with and receive intensive mentoring from APS Master Teachers for a full academic year.

This program is for people who already have a bachelor’s degree. ATRP integrates academic coursework and theory with ongoing clinical experiences so that aspiring teachers are well prepared. In addition, Teacher Residents may complete their Master’s coursework through the UNM College of Education & Human Sciences. All ATRP Residents receive a stipend of approximately \$15k to be used for living expenses or tuition. Residents who complete the program with positive recommendations from school personnel are guaranteed a Level 1 teaching job in APS. The deadline to apply is January 15th, 2021. [Click here for a brochure.](#)

**Calendar of Events**

| Date         | Event  | Time               |
|--------------|--|--------------------|
| Tues. 11/10  | Fed Rep Council  | 4:15-6:30pm        |
| Wed. 11/11   | *Veterans’ Day<br>(formerly known as<br>Armistice Day) | No classes         |
| Sat. 11/14   | ATF National Board<br>Renewal Class                    | 8:30am-<br>12:30pm |
| Thurs. 11/19 | <a href="#">ATF Career Pathway<br/>Support</a>         | 4:30-6:30pm        |
| Sat. 11/21   | ATF/AFT-NM Union<br>Leadership Program                 | 9:00am-4:00pm      |
| Tues. 12/7   | Fed Rep Council  | 4:15-6:30pm        |

\*All events will be held online unless otherwise noted.



Homework Help @  
**ATF Dial A Teacher**  
Mon-Thurs 5:30-8:00  
344-3571  
*Parent Calls Welcome!*

También Podemos ayudarle en Español!