



Superintendent Report

Presented by Lauren Laws

Regular Board Meeting

June 2026

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Goal 1: Academic Excellence

Goal 1: Academic Excellence

Work Toward Meeting Progress Indicators

Throughout the 2025-2026 school year, AMSD focused on strengthening curriculum implementation, instructional practices, and data-driven decision-making. Key efforts included:

- Implementing district-adopted curriculum with ongoing professional development, grade-level collaboration, PLCs, and pacing guide development.
- Conducting regular classroom walkthroughs, coaching cycles, and instructional feedback.
- Utilizing multiple assessment measures, including iMSSA, STAR, PSAT/NMSQT, SAT School Day, and graduation rate data, to monitor student growth and proficiency.



Student Achievement Assessments

- **iMSSA (Interim Measures of Student Success and Achievement)**

The iMSSA is New Mexico's interim assessment designed to measure student progress toward grade-level standards throughout the school year. The assessment provides educators with timely data to monitor growth, identify learning needs, and adjust instruction to support student achievement.

- **STAR Testing**

STAR assessments are computer-adaptive benchmark and progress-monitoring tests that measure student achievement and growth in reading and mathematics. STAR provides educators with timely data to support instructional decisions, intervention planning, and student goal setting.

- **PSAT/NMSQT**

The PSAT/NMSQT (Preliminary SAT/National Merit Scholarship Qualifying Test) helps students prepare for the SAT while measuring college and career readiness. It also serves as the qualifying test for the National Merit Scholarship Program for eligible students.

- **SAT**

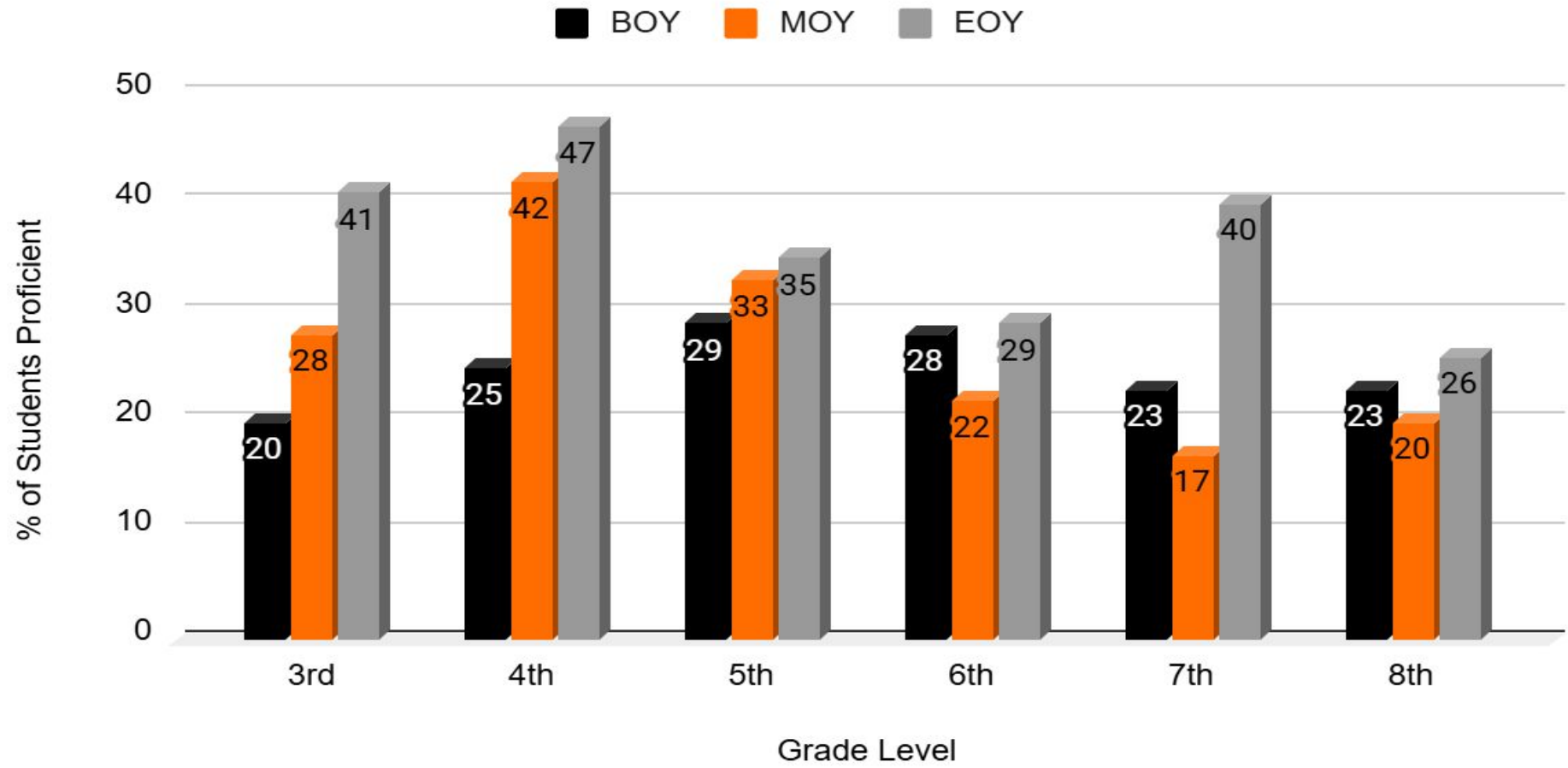
The SAT is a standardized college admissions test that assesses skills in reading, writing, and mathematics that are important for college success. Many colleges and universities use SAT scores as one factor in admissions, scholarship consideration, and course placement decisions.

- As of the 2026 admissions cycle, most U.S. colleges do not require SAT or ACT scores. According to multiple recent sources, about 90% of four-year colleges and universities are test-optional or test-blind, meaning students can apply without submitting standardized test scores. That means only about 10% of colleges currently require test scores for admission. However, several highly selective universities have recently reinstated testing requirements, including institutions such as MIT, Dartmouth, Brown, Cornell, Harvard, Yale, Stanford, and others.

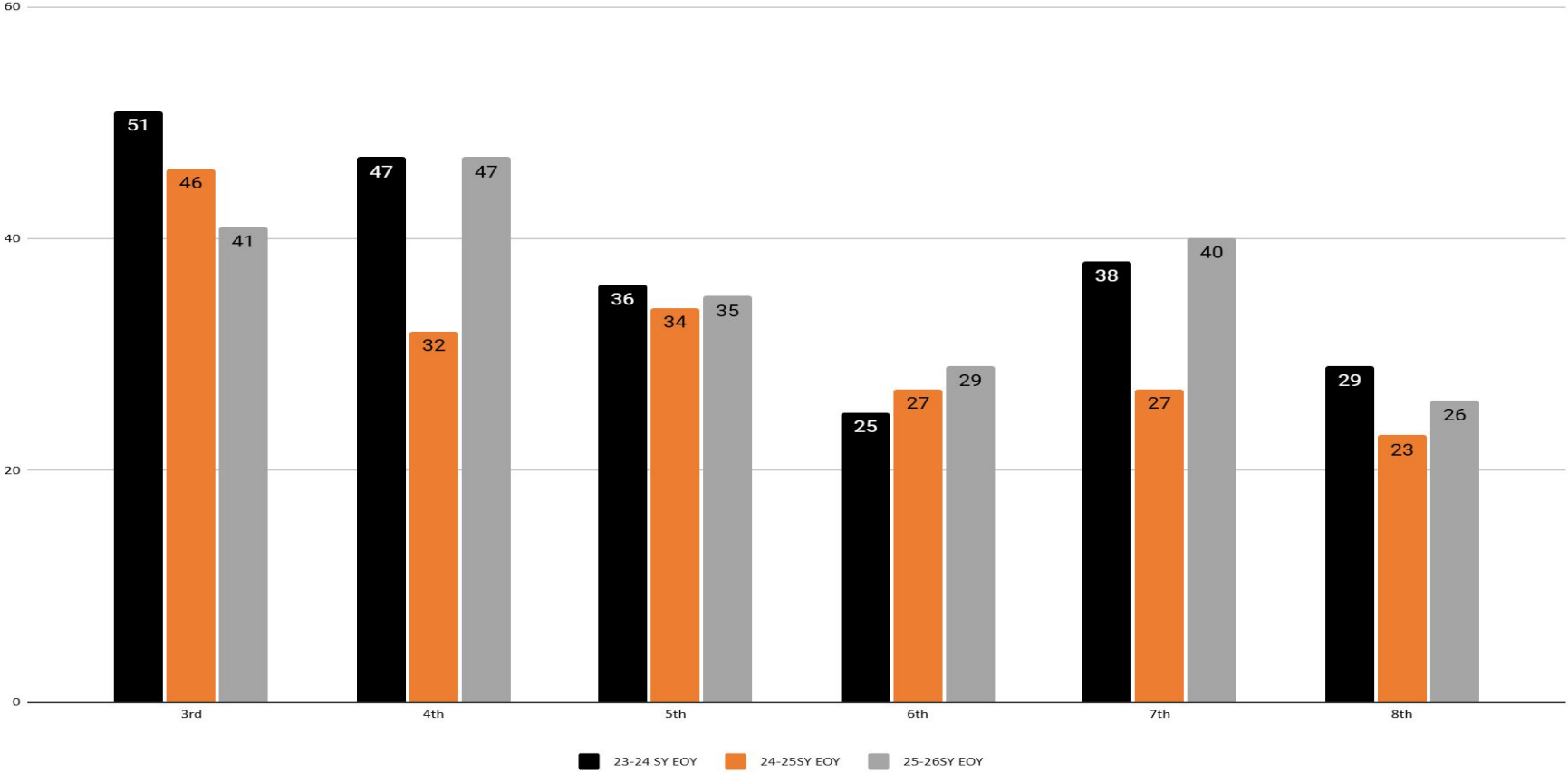
Please note we will not have Science data until the end of June 2026.



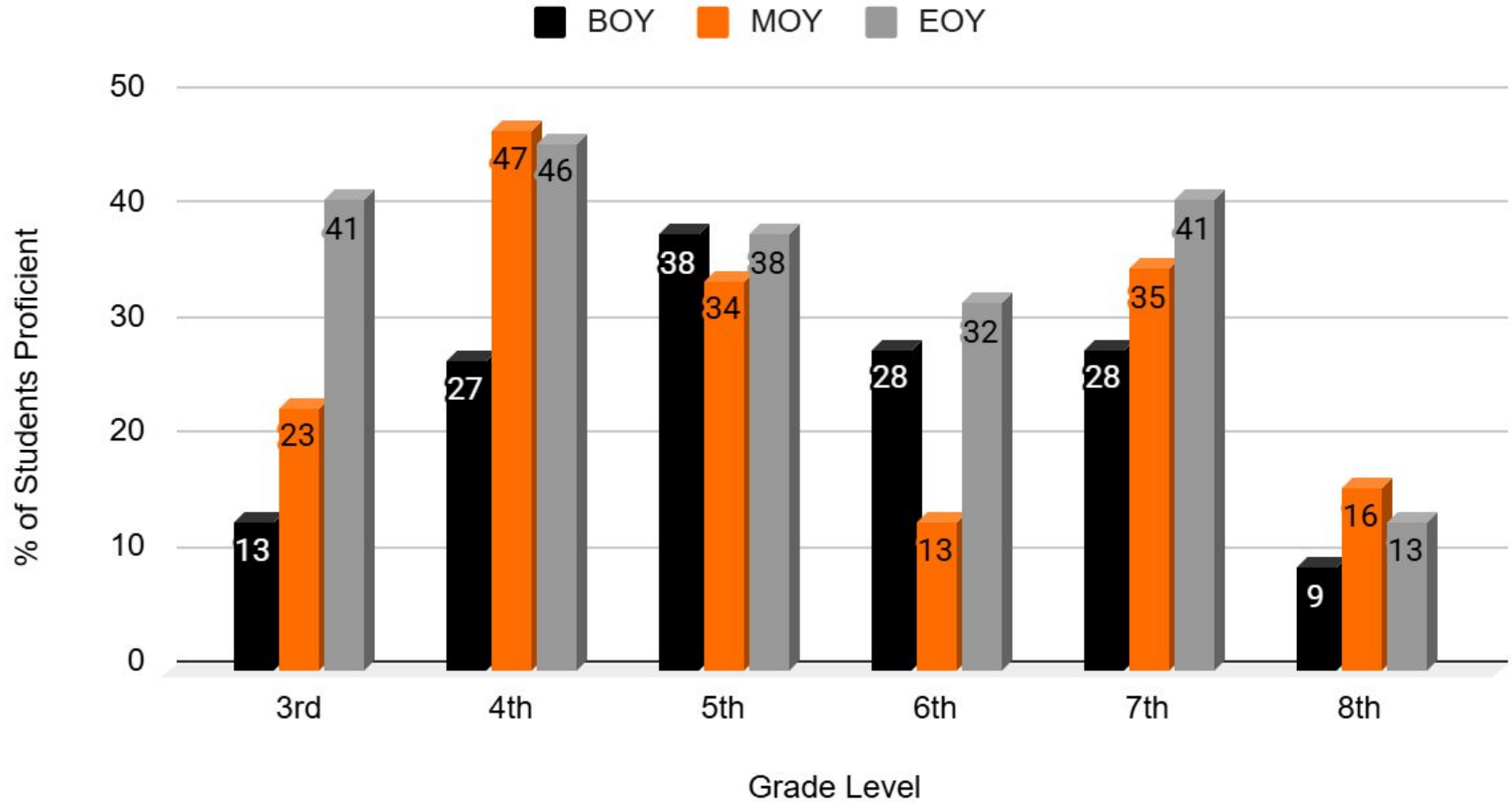
Reading-iMSSA Data



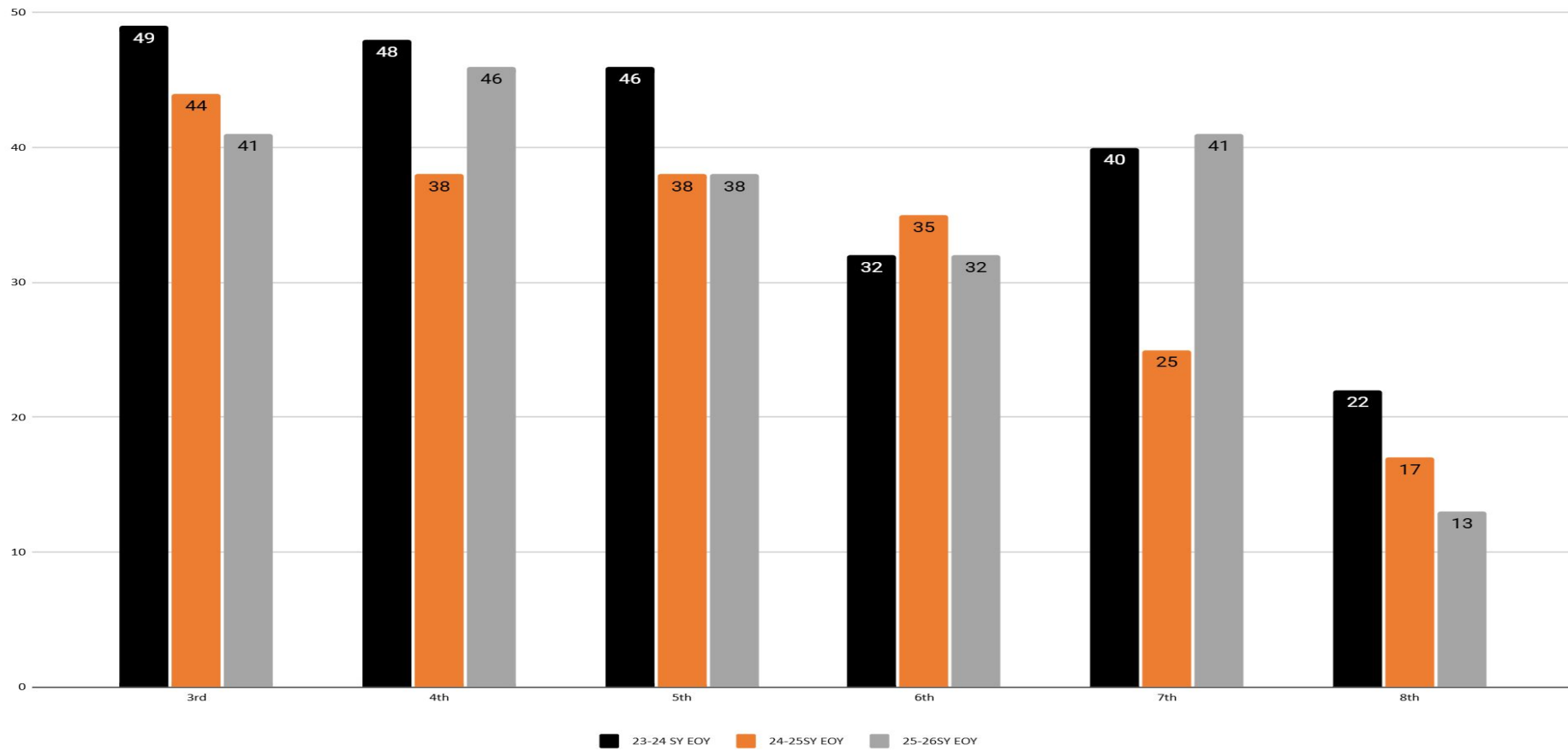
Reading iMSSA EOY Data 3 year trend



Language Usage- iMSSA Data

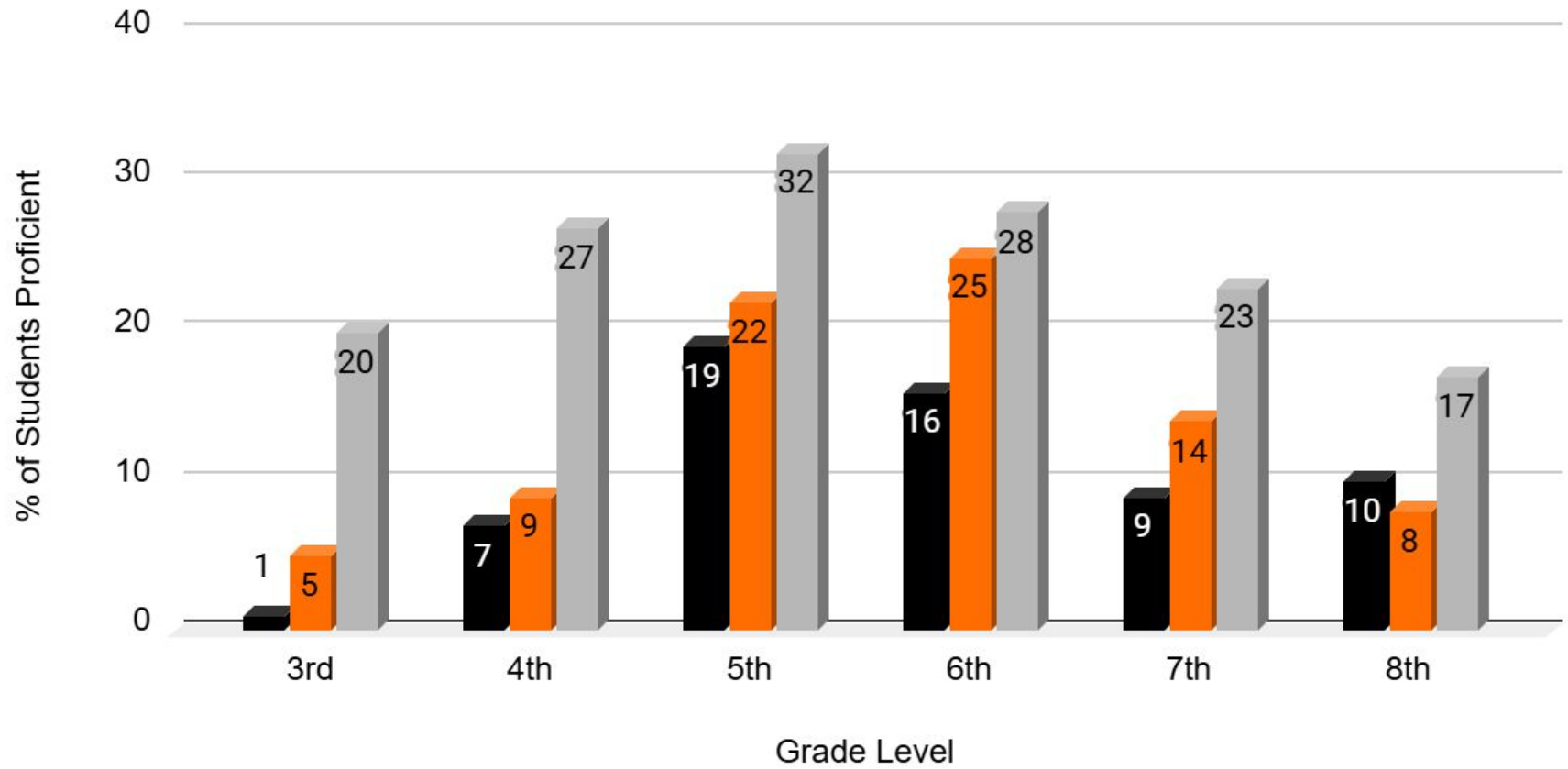


Language iMSSA EOY Data 3 year trend

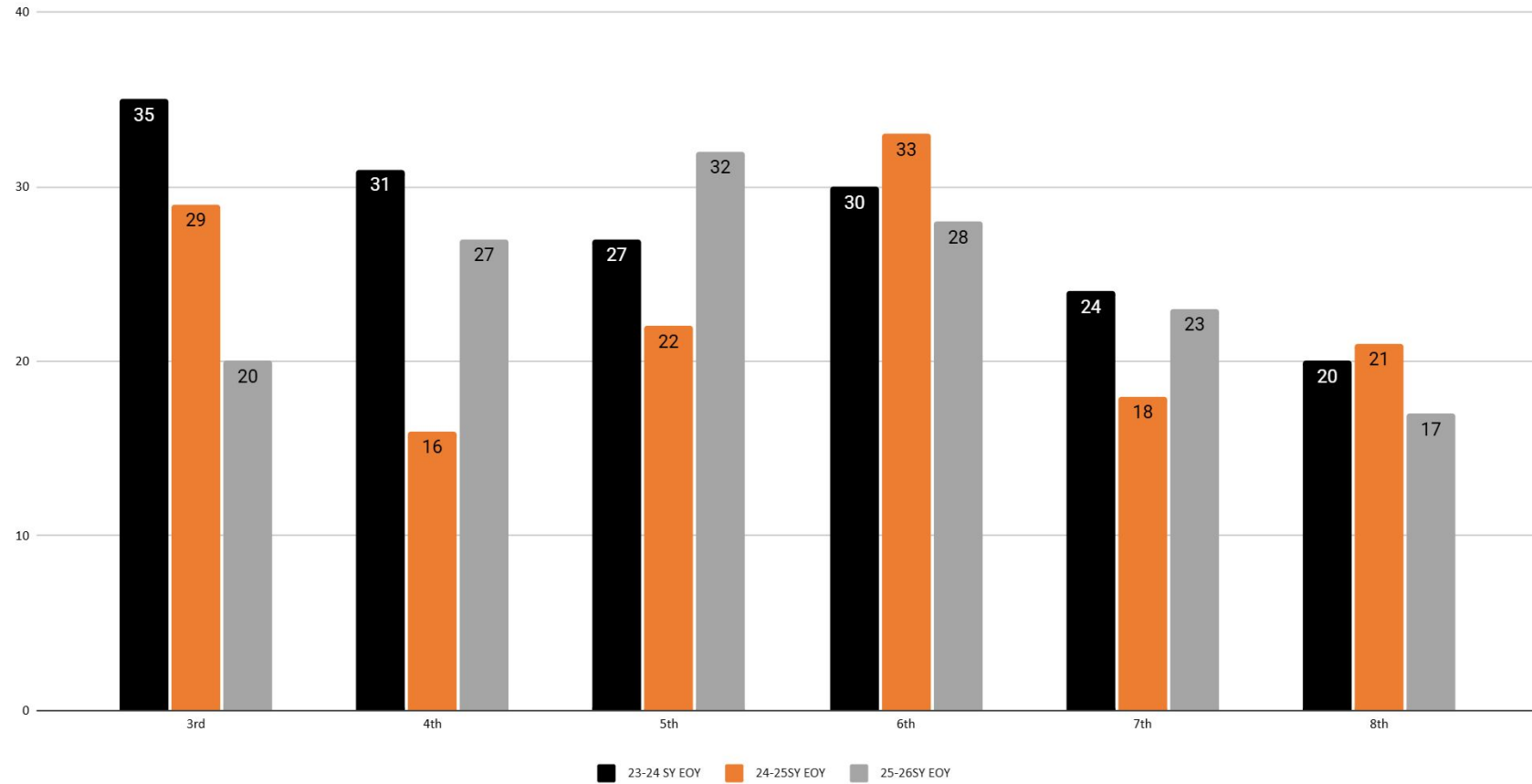


Math- iMSSA Data

■ BOY ■ MOY ■ EOY

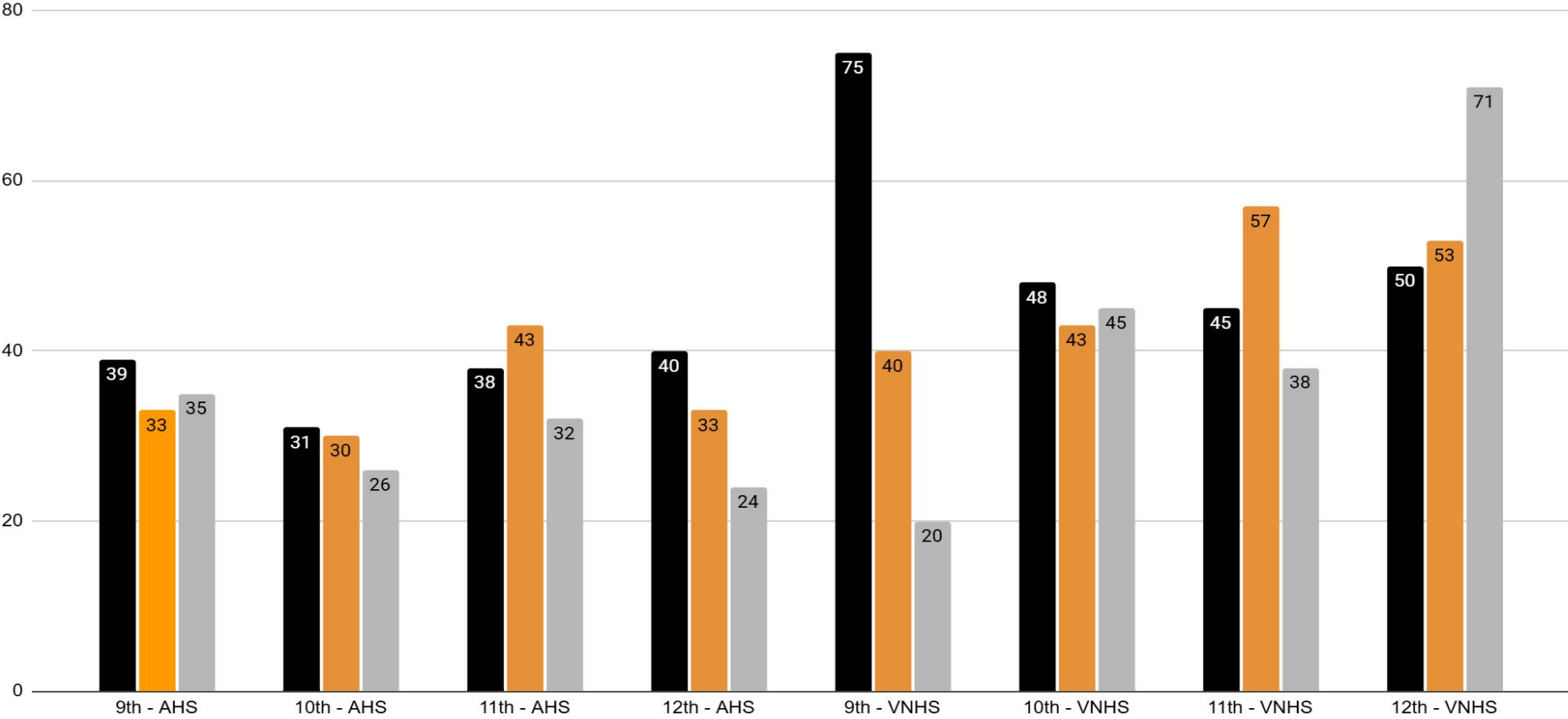


Math iMSSA EOY Data 3 year trend



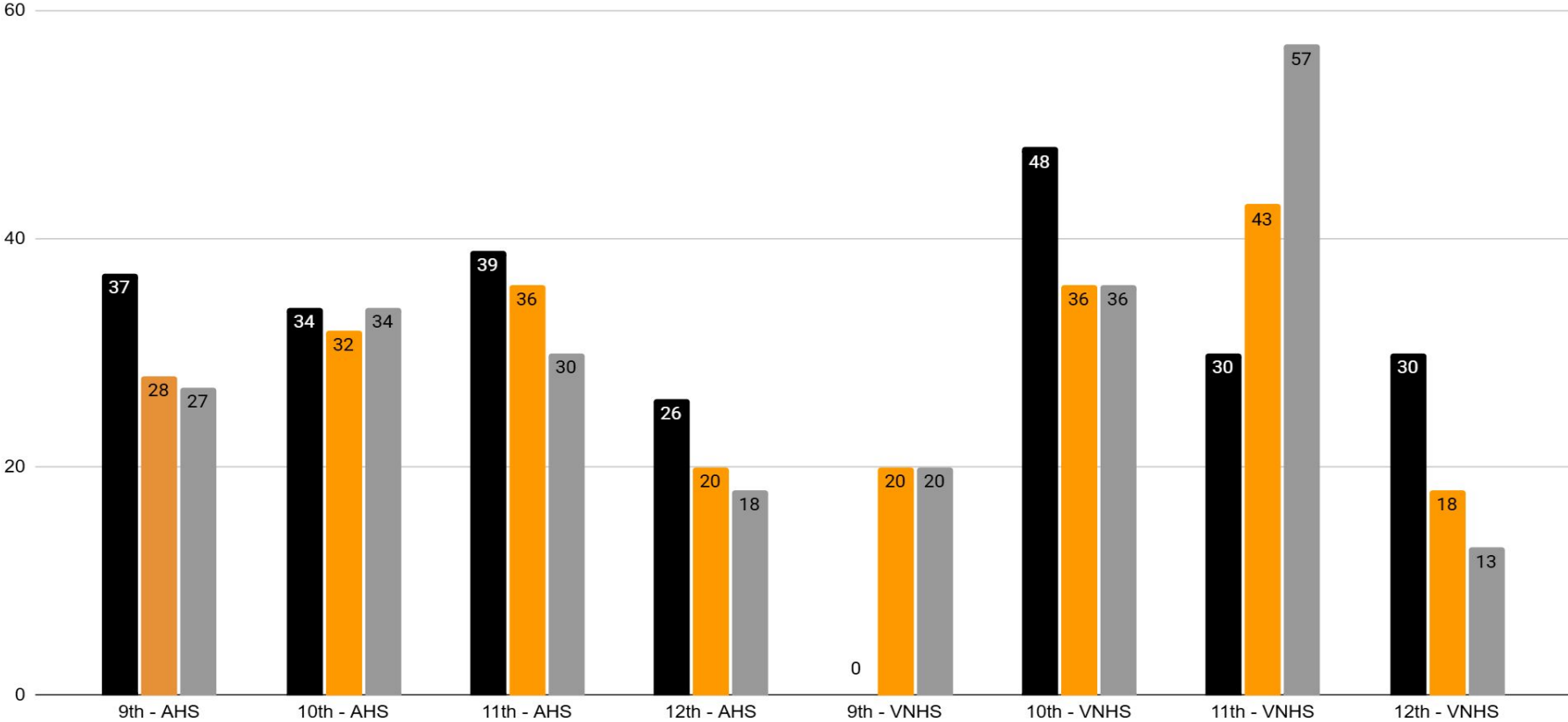
Reading STAR Data

■ BOY ■ MOY ■ EOY

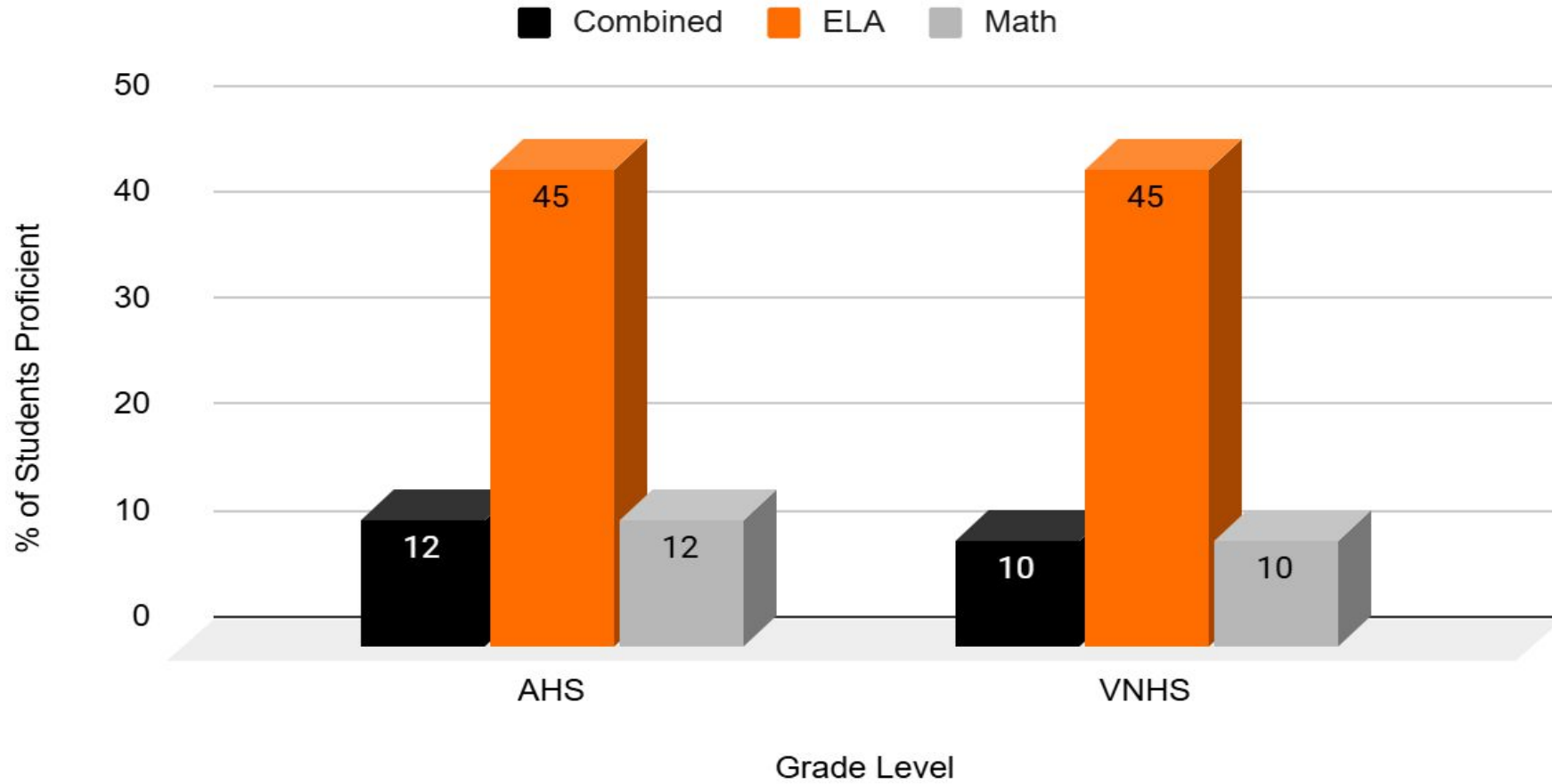


STAR Math Data

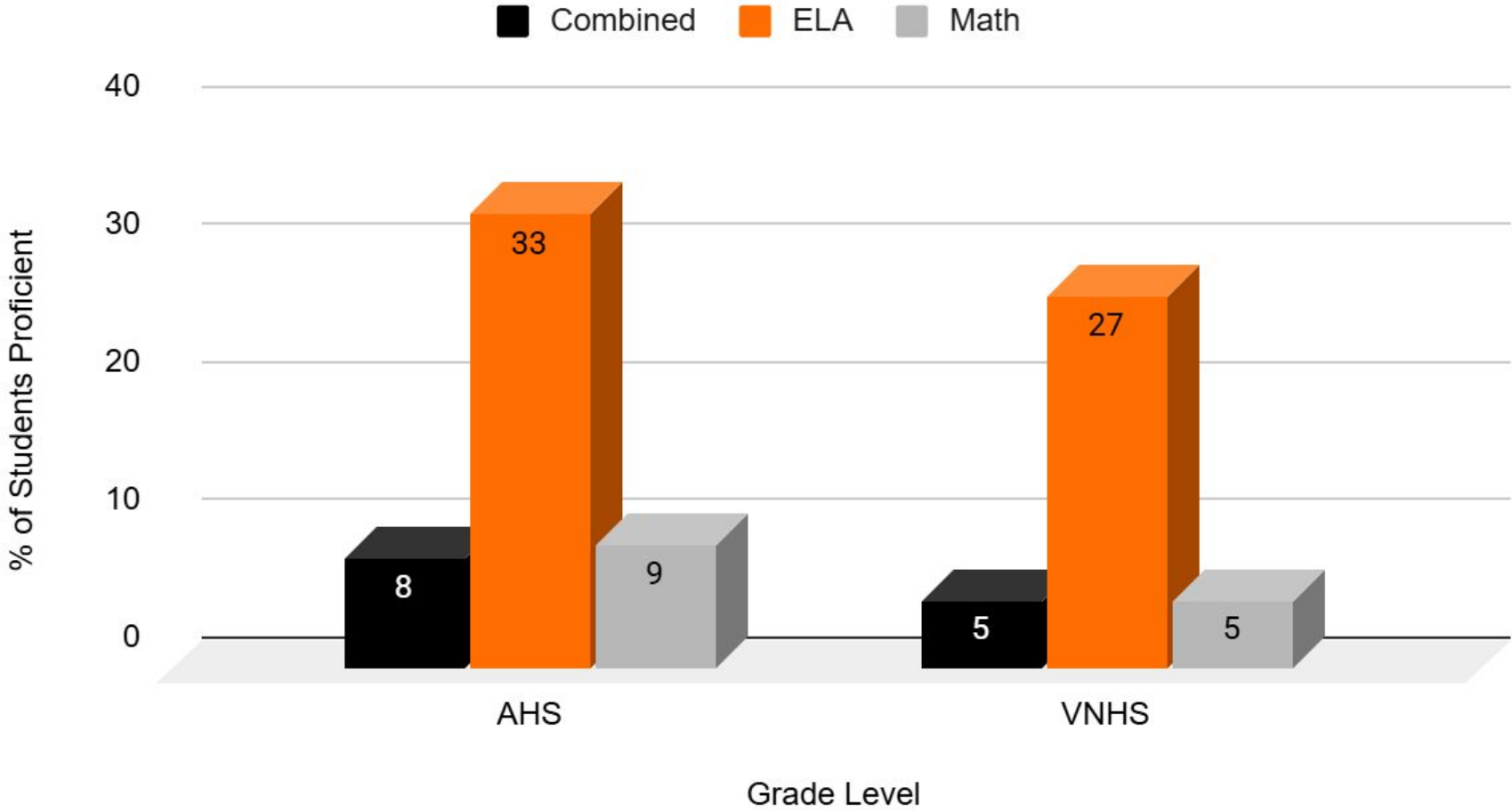
■ BOY ■ MOY ■ EOY



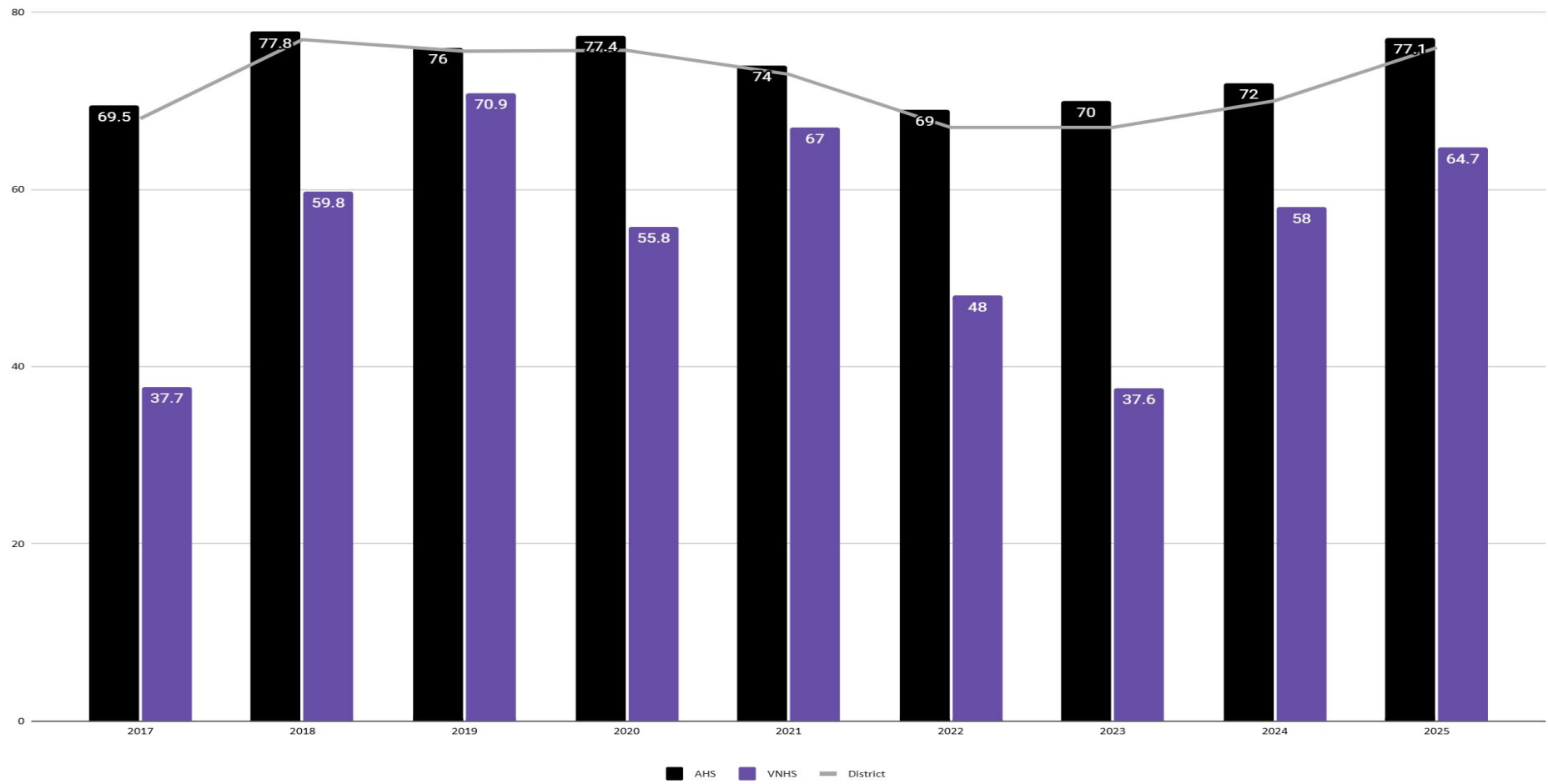
PSAT/NMSQT Data Fall 2025



SAT Schoolday Spring 2026



Graduation Rate



Goal 1: Academic Excellence

Successes: Several indicators demonstrate positive progress toward Academic Excellence:

- **Elementary Reading Growth (iMSSA):**
 - Most grade levels showed improvement from Beginning-of-Year to End-of-Year proficiency rates.
 - Fourth grade increased from 25% to 47% proficient.
 - Seventh grade increased from 23% to 40% proficient.
 - Sixth grade improved from 28% to 29%, reversing prior declines.
- **Language Usage Growth (iMSSA):**
 - Third grade improved from 13% to 41% proficient.
 - Fourth grade increased from 27% to 46%.
 - Seventh grade increased from 28% to 41%.
 - Most grade levels demonstrated significant growth over the course of the year.



Goal 1: Academic Excellence

Successes: Several indicators demonstrate positive progress toward Academic Excellence:

- **Mathematics Growth (iMSSA):**
 - All elementary and middle school grade levels demonstrated growth from BOY to EOY.
 - Third grade increased from 1% to 20%.
 - Fourth grade increased from 7% to 27%.
 - Fifth grade increased from 19% to 32%.
 - Seventh grade increased from 9% to 23%.
- **High School Outcomes:**
 - Aztec High School's graduation rate increased to approximately 77%, continuing strong performance.
 - Vista Nueva High School graduation rate improved substantially from 58% to 64.7%.
 - SAT School Day results showed stronger ELA performance than mathematics at both high schools, indicating college-readiness strengths in literacy.



Goal 1: Academic Excellence

Challenges: While progress was evident, several areas remain below desired proficiency levels:

- Overall proficiency rates remain below the district's long-term goal of 100% proficiency and growth.
- Reading and language proficiency at some middle school grade levels continue to lag behind desired outcomes.
- Eighth-grade Language Usage proficiency declined across the three-year trend and ended the year at 13%.
- Mathematics proficiency remains the district's greatest academic challenge, with most grade levels below 35% proficiency despite growth.
- STAR assessment data at the secondary level showed inconsistency across grade levels and campuses, suggesting a need for stronger alignment and intervention systems.
- SAT and PSAT mathematics performance remains significantly lower than ELA performance, indicating a need for focused secondary math improvement efforts.
- Achievement gaps continue across grade levels, requiring differentiated supports and targeted interventions.



Goal 1: Academic Excellence

Potential Next Steps:

1. Continue strengthening curriculum fidelity through classroom walkthroughs, coaching cycles, and standards-aligned planning.
2. Expand intervention systems focused on mathematics and middle school literacy, utilizing assessment data to identify and support students needing additional assistance.
3. Deepen implementation of Teach Like a Champion strategies and active engagement practices across all classrooms by providing professional development.
4. Establish measurable proficiency growth targets in 90 Day Plans by grade level and content area to monitor progress throughout the year.
5. Develop targeted 90 Day Plans for grades and content areas showing persistent performance challenges, particularly middle school literacy and mathematics.
6. Expand college and career readiness supports through PSAT/SAT preparation and academic acceleration opportunities.
7. Continue monitoring graduation rates and implementing supports for at-risk secondary students to sustain gains at both AHS and VNHS.





Goal 2: High Quality Workforce

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Successes:

- AMSD has made significant progress toward developing and retaining a highly effective workforce. One of the district's greatest successes has been maintaining staffing levels throughout the school year.
 - Vacant positions were filled relatively quickly, minimizing disruptions to student learning and school operations.
- The district also achieved strong participation in required professional development, with approximately 90% of employees completing their required Vector training, or other required PD Days.
 - This demonstrates a commitment among staff to continuous learning, compliance, and professional growth.
 - District leaders continued to provide professional development opportunities aligned to district priorities and employee needs, supporting the development of a skilled and knowledgeable workforce.



Goal 2: High Quality Workforce

Challenges:

- While overall Vector training completion rates were strong, completion among certain employee groups remains a challenge. Some staff members have limited opportunities during their regular work schedules to complete online training requirements.
- The district plans to move the annual Vector training deadline earlier in the school year. Rather than allowing employees the entire school year to complete required modules, earlier deadlines will increase compliance, improve accountability, and ensure staff receive critical training in a more timely manner.
- Another area for improvement is employee retention data. While the district has generally been successful in filling positions, more formal processes are needed to better understand employee turnover trends and identify opportunities for improvement.



Goal 2: High Quality Workforce

Potential Next Steps:

- During the 2026-2027 school year, the Human Resources Department will begin formally tracking employee retention rates across all employee groups. In addition, HR will implement an exit interview process for departing employees to gain a deeper understanding of the factors influencing employee decisions to leave the district. This information will be used to identify trends, strengthen employee support systems, and improve retention efforts.
- The district is also working to re-establish a comprehensive evaluation system for all employees. This system will be built upon updated job descriptions and role-specific expectations to ensure evaluations are meaningful, fair, and aligned with employee responsibilities. The evaluation process will focus on providing clear expectations, ongoing feedback, professional growth, and accountability while supporting employees in achieving high levels of performance.
- To address the challenge with Vector, the district will build dedicated time into professional development days during the 2026-2027 school year to ensure all employees have equitable access to complete required training.
- These efforts will strengthen the district's ability to recruit, develop, support, and retain high-quality employees who are committed to student success and positive relationships throughout AMSD.





Goal 3: Safety, Health, and Wellness

Goal 3: Safety, Health, and Wellness

Successes:

- AMSD made strong progress toward Goal 3 by continuing to promote safe, healthy, respectful, and supportive learning environments across the district.
- A major success this year was the completion of 100% of the required safety drills at all six district sites. This ensured that each site met state safety requirements and demonstrated the district's continued commitment to emergency preparedness, student safety, and staff readiness.
- The district also re-established the Wellness Committee. While the committee is still in the early stages of rebuilding its structure, purpose, and goals, bringing this group back is an important step toward strengthening employee wellness, health, and support across the district.
- AMSD continued implementation of Capturing Kids' Hearts as the district-approved positive behavior support program. Three schools, McCoy Elementary, Park Avenue Elementary, and Vista Nueva High School, were recognized as National Showcase Schools. This recognition demonstrates strong implementation of relationship-based practices, positive school culture, and student-centered supports.



Goal 3: Safety, Health, and Wellness

Challenges:

- Safety drill completion was strong, continued attention is needed to ensure all sites maintain consistency with safety protocols, documentation, and follow-up procedures throughout the year is ongoing for day to day operations.
- The Wellness Committee is still in the groundwork phase, and additional planning will be needed to clarify committee goals, establish priorities, and identify measurable outcomes for employee wellness and support.
- Capturing Kids' Hearts continues to be a district priority, but sustaining implementation across all schools will require ongoing training, coaching, and staff ownership. As implementation matures, the district will need to rely less on outside support and more on internal capacity.
- Facility planning also remains a significant ongoing challenge. The Facilities Master Plan continues to stay at the forefront as the district works to align priorities, communicate transparently, and ensure facility needs are addressed in a strategic and financially responsible way.



Goal 3: Safety, Health, and Wellness

Potential Next Steps:

- AMSD will continue to monitor and document all required safety drills and ensure each site remains aligned with state safety requirements and district protocols.
- The district will continue rebuilding the Wellness Committee by establishing clear goals, meeting structures, and priority areas. This work will support a stronger focus on employee wellness, health, and sustainability.
- AMSD will continue training staff in Capturing Kids' Hearts while beginning to bring more of this work in-house. The district will rely more intentionally on CKH Champions, teachers and staff who implement the program well, to support colleagues, model best practices, and help sustain the initiative across all schools.
- The Facilities Master Plan will remain a central focus. The district will continue aligning facility priorities, communicating transparently with the Board and community, and ensuring that decisions are connected to long-term student, staff, and operational needs.





Recommendation to Board

Strategic Plan Update

Shift to Three Student Outcome Goals

Break our current goal 1, into three goals, and make goal 2 and 3 guardrails.

Proposed Goal 1: Literacy Excellence

Outcome: By June 2029, the percentage of students meeting or exceeding grade-level literacy expectations will increase by at least 15 percentage points.

Measures:

- iMSSA Reading
- iMSSA Language Usage
- STAR Reading
- Early literacy indicators
- State assessment proficiency and growth

Rationale:

Literacy is foundational to success in every content area. Current data show growth across many grade levels, but proficiency rates remain below desired levels, warranting focused attention and accountability.



Strategic Plan Update

Proposed Goal 2: Mathematics and Science Excellence

Outcome: By June 2029, the percentage of students meeting or exceeding grade-level mathematics and science expectations will increase by at least 15 percentage points.

Measures:

- iMSSA Mathematics
- STAR Mathematics
- State mathematics and science assessments
- Course completion rates

Rationale:

District mathematics data show growth but remain the area of greatest need. Separating math and science creates visibility and accountability for improving STEM outcomes.



Strategic Plan Update

Proposed Goal 3: College, Career, and Life Readiness

Outcome: By June 2029, the district will increase the four-year cohort graduation rate by at least 5 percentage points while reducing achievement gaps among student groups.

Measures:

- Graduation rates
- PSAT/SAT performance
- College and career readiness indicators
- Career pathway completion
- Postsecondary enrollment or credential attainment

Rationale:

Graduation rates, college readiness, and career preparation represent the ultimate outcomes of the K-12 system and deserve focused monitoring by the Board.



Strategic Plan Update

Convert Current Goal 2 into Board Guardrail #1

Proposed Guardrail 1: High-Quality Workforce

The Superintendent shall not allow district staffing, professional learning, evaluation systems, or workplace culture to fall below standards necessary to recruit, develop, retain, and support highly effective employees.

Evidence:

- Staff retention rates
- Vacancy rates
- Evaluation ratings
- Professional development completion
- Employee climate data

Why a Guardrail?

The workforce is a critical condition that enables student outcomes but is not itself a student outcome.



Strategic Plan Update

Convert Current Goal 3 into Board Guardrail #2

Proposed Guardrail 2: Safe, Healthy, and Supportive Learning Environments

The Superintendent shall not allow conditions that compromise the physical safety, emotional well-being, health, or dignity of students and employees.

Evidence:

- Safety audits
- Emergency drill compliance
- Attendance
- Behavioral data
- Wellness participation
- Capturing Kids' Hearts implementation
- Facilities Master Plan progress

Why a Guardrail?

Safety and wellness are foundational conditions for learning and should establish the operational boundaries within which student outcomes are achieved.





Approval for Fundraisers

Fundraisers

Date Approved	Date of Fundraiser	Estimated Amount Projected	Requesting Organization	Description	Intended Use of Funds
5/28/26	6/8/26	\$3,000	Football Booster	<p>This fundraiser is our annual "Business Sponsorships Fundraiser". These are business advertisement opportunities that are banners/signs that are hung at the stadium during the season and or within the community. This supports the program all while gaining business advertisement. We encourage the athletes to get out in the community to gain support through this fundraiser by going face to face, introducing themselves and building those connections and relationships within the community.</p>	<p>The funds raised go towards the different needs of the football program. With funds raised we are able to support the coaches and players through various items throughout the season like coaches packs (shirts and hats), 7 on 7 tournaments, game day snacks, end of the year banquet.</p>

