

HOUSE MEMORIAL 47

57TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2026

## INTRODUCED BY

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## A MEMORIAL

REQUESTING THE LEGISLATIVE EDUCATION STUDY COMMITTEE TO CONDUCT A STUDY EXAMINING REQUIREMENTS AND PRACTICES RELATED TO TEACHER WORKLOADS AND THE STRUCTURE OF INSTRUCTIONAL DAYS AND TO DEVELOP RECOMMENDATIONS TO SUPPORT HIGH-QUALITY INSTRUCTION AND TEACHER EFFECTIVENESS THAT INCLUSIVELY BENEFIT ALL NEW MEXICO STUDENTS.

WHEREAS, research consistently identifies quality teachers as the single most important in-school factor to positively influence student achievement and outcomes; and

WHEREAS, New Mexico teachers are responsible for providing tailored instruction to students with varied cultural, linguistic, developmental and socioeconomic backgrounds, as well as a wide range of individual learning needs across the state's urban, rural, frontier and tribal communities; and

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1           WHEREAS, to support student learning, achievement of  
2 instructional goals and local community needs and priorities,  
3 New Mexico teachers are responsible for core instructional  
4 duties and professional responsibilities requirements at both  
5 state and local levels; and

6           WHEREAS, research indicates that teachers in New Mexico  
7 and across the nation spend a substantial and increasing  
8 portion of their working time on non-instructional duties,  
9 including lesson preparation; professional development and  
10 self-review; student assessments; development and monitoring of  
11 individualized education plans; compliance activities; and  
12 various other duties; and

13           WHEREAS, teachers are increasingly responsible for  
14 administering multiple summative, formative and interim  
15 assessments and specialized assessments across instructional  
16 areas, as well as ensuring students' well-being by  
17 understanding and addressing students' needs for both current  
18 and long-term academic success; and

19           WHEREAS, fragmented and disconnected education data  
20 systems, including school accountability and student assessment  
21 data, require teachers to devote substantial efforts to non-  
22 instructional tasks, such as data analysis and reporting, to  
23 inform responsive student interventions and differentiation,  
24 reducing teachers' available time for instruction,  
25 collaboration and professional learning; and

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1           WHEREAS, proposals that could further increase teacher  
2 workload, such as literacy and mathematics screening, family  
3 and parent notification and development of individualized  
4 student plans, continue to be considered by the legislature;  
5 and

6           WHEREAS, the 2023 legislative education study committee  
7 report "Leveraging Learning Time in New Mexico" noted that  
8 improving and protecting educators' professional work time is  
9 directly connected to the necessary conditions in school  
10 environments for improved student outcomes; and

11          WHEREAS, according to the publication "No Time to Lose" by  
12 a study group of the national conference of state legislatures,  
13 international research on high-performing education systems,  
14 including those in Finland, Singapore and Japan, indicates that  
15 balanced teaching loads and high-quality teacher development,  
16 such as collaboration, mentorship and effective professional  
17 development and embedding professional work into the school  
18 day, support both teacher growth and student learning; and

19          WHEREAS, research indicates that teacher workload and job  
20 demands are associated with elevated levels of stress and  
21 burnout, which can affect student learning, teacher retention  
22 and instructional continuity; and

23          WHEREAS, New Mexico continues to experience high vacancy  
24 rates for teachers and other educational positions, with New  
25 Mexico state university's southwest outreach academic research

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1 evaluation and policy center reporting in its 2025 "New Mexico  
2 Educator Vacancy Report" a staggering one thousand one hundred  
3 eleven vacancies across the state, including six hundred four  
4 teacher and two hundred eighty-nine educational or  
5 instructional assistant vacancies, and New Mexico's school  
6 leaders continue to communicate the growing challenge statewide  
7 of recruiting and retaining qualified teachers, especially in  
8 rural communities and among teachers with specialized training  
9 in serving students with disabilities; and

10 WHEREAS, increasingly, teachers report viewing their  
11 profession as unsustainable within their allotted contract  
12 hours, and survey results show teachers often work  
13 substantially more hours than their contracts require,  
14 attributing the increased work hours primarily to non-  
15 instructional tasks; and

16 WHEREAS, a legislatively authorized study could evaluate  
17 how time is allocated to teachers during the school day,  
18 including instructional and professional work and how state and  
19 local requirements, professional learning requirements and  
20 available resources impact teacher schedules and instructional  
21 time, and the study could provide analysis and recommendations  
22 on structuring teacher time to balance workload and support  
23 teacher effectiveness, thereby improving student achievement  
24 and outcomes;

25 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF

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1 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the legislative  
2 education study committee be requested to conduct a study  
3 examining the statutory requirements and current practices  
4 related to teacher workload and the structure of the  
5 instructional day and to develop recommendations to support  
6 high-quality instruction and teacher effectiveness to benefit  
7 and serve New Mexico's student population, including students  
8 with disabilities, economically disadvantaged students, English  
9 learners and Native American students who are named in the  
10 *Martinez/Yazzie* consolidated lawsuit; and

11 BE IT FURTHER RESOLVED that the legislative education  
12 study committee be requested to conduct the study by working  
13 with a representative group of educational leaders; educators  
14 representing numerous grade levels, areas of instructional  
15 expertise and communities across New Mexico; school personnel;  
16 teacher unions; the legislative finance committee; and the  
17 public education department; and

18 BE IT FURTHER RESOLVED that the legislative education  
19 study committee be requested to publish a report of the study,  
20 including its research and recommendations, by December 31,  
21 2026; and

22 BE IT FURTHER RESOLVED that copies of this memorial be  
23 transmitted to the director of the legislative education study  
24 committee, the director of the legislative finance committee  
25 and the secretary of public education.