

1 A MEMORIAL

2 REQUESTING THE LEGISLATIVE EDUCATION STUDY COMMITTEE TO STUDY  
3 THE EFFICACY AND LOGISTICS OF IMPLEMENTING PAID TEACHER  
4 RESIDENCY PROGRAMS IN NEW MEXICO.

5  
6 WHEREAS, New Mexico is experiencing a large number of  
7 teacher vacancies, according to an educator vacancy report  
8 prepared by New Mexico state university southwest outreach  
9 academic research laboratory; and

10 WHEREAS, as of October 2018, there were one thousand one  
11 hundred seventy-three education positions open, including  
12 teachers as well as counselors, librarians and nurses; and

13 WHEREAS, many factors influence the need for teachers in  
14 New Mexico, including salary, working conditions and work  
15 expectations; and

16 WHEREAS, in an effort to fill the need for teachers,  
17 school districts, the public education department and the  
18 education preparation programs across the state are trying to  
19 implement various strategies to recruit and retain teachers  
20 and teacher candidates; and

21 WHEREAS, teacher residency programs offer a strategy for  
22 developing strong, well-prepared teachers and addressing the  
23 high rate of teacher turnover; and

24 WHEREAS, teacher residency programs typically are an  
25 alternative pathway to teaching for prospective educators who

1 already have a bachelor's degree; and

2 WHEREAS, in the teacher residency model, teacher  
3 candidates work alongside an accomplished teacher for a full  
4 year before being placed in their own classes; and

5 WHEREAS, unlike other alternative teaching certification  
6 models, residents do not serve as the teachers of record in  
7 the classroom; and

8 WHEREAS, a year-long co-teaching model offers great  
9 promise for developing strong, well-prepared teachers as well  
10 as positively impacting student learning; and

11 WHEREAS, high-quality teacher residencies feature:

12 A. strong district and university partnerships;

13 B. high-ability, diverse candidates who are  
14 recruited to meet specific district hiring needs, typically  
15 in fields where there are shortages;

16 C. a full-year apprenticeship teaching under  
17 supervision;

18 D. coursework about teaching and learning tightly  
19 integrated with a clinical practice;

20 E. cohorts of residents placed in "teaching  
21 schools" that model good practices with diverse learners and  
22 are designed to help novices learn to teach;

23 F. financial support for residents in exchange for  
24 a three- to five-year teaching commitment; and

25 G. carefully selected expert mentor teachers who

1 co-teach with residents; and

2 WHEREAS, fifteen states and the District of Columbia  
3 include teacher residency programs in their plans to  
4 implement the federal Every Student Succeeds Act; and

5 WHEREAS, a learning policy institute article states that  
6 research on the impact of the teacher residency model  
7 suggests that, on average, residents are more racially  
8 diverse than new teachers, are much more likely to stay in  
9 the teaching profession, especially in the high-need  
10 districts that sponsor them, and are typically more effective  
11 than other novice teachers; and

12 WHEREAS, paid residencies are most commonly associated  
13 with medical professionals but are appropriate for teachers;  
14 and

15 WHEREAS, urban and rural teacher residencies have been  
16 successful in recruiting talented candidates in high-need  
17 fields to work as paid apprentices to expert teachers,  
18 allowing novices to earn an income and gain experience in  
19 exchange for a commitment to teach for several years,  
20 according to the national conference of state legislatures;  
21 and

22 WHEREAS, in searching for ways to recruit and retain  
23 quality educators, New Mexico is urged to consider paid  
24 teacher residency programs;

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

1 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the  
2 legislative education study committee be requested to study  
3 the efficacy and logistics of implementing paid teacher  
4 residency programs in New Mexico; and

5 BE IT FURTHER RESOLVED that the legislative finance  
6 committee, the public education department, school districts  
7 and charter schools and the New Mexico coalition of  
8 educational leaders be requested to assist the legislative  
9 education study committee as required; and

10 BE IT FURTHER RESOLVED that copies of this memorial be  
11 transmitted to the secretary of public education and the chair  
12 of the legislative education study committee. \_\_\_\_\_

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