

# Educator Fellows

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Study Committee*

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## Educator Fellows

Educator Fellows of New Mexico is a Grow Your Own educator recruitment and preparation initiative designed to strengthen New Mexico's educator ecosystem.



# Multiple On-Ramps to Educator Preparation

## On-Ramp 1: High School

- Near Peer Tutoring
- Educators Rising, Golden Apple Scholars, Future Focused Ed., Youth Apprenticeships
- **Dual Credit Pathways to College & Teaching**

## On-Ramp 4: Career Changers

- Tuition support
- Ed. Fellows: EA salary and benefits while working toward degree
- **Paid Residency/Apprenticeship**

## On-Ramp 2: College

- Tuition free Degree in Education
- Ed. Fellows: EA salary and benefits while working toward degree
- **Paid Residency/Apprenticeship**

## On-Ramp 3: Graduate Degrees

- Tuition support
- Ed. Fellows: EA salary and benefits while working toward degree
- **Paid Residency/Apprenticeship**

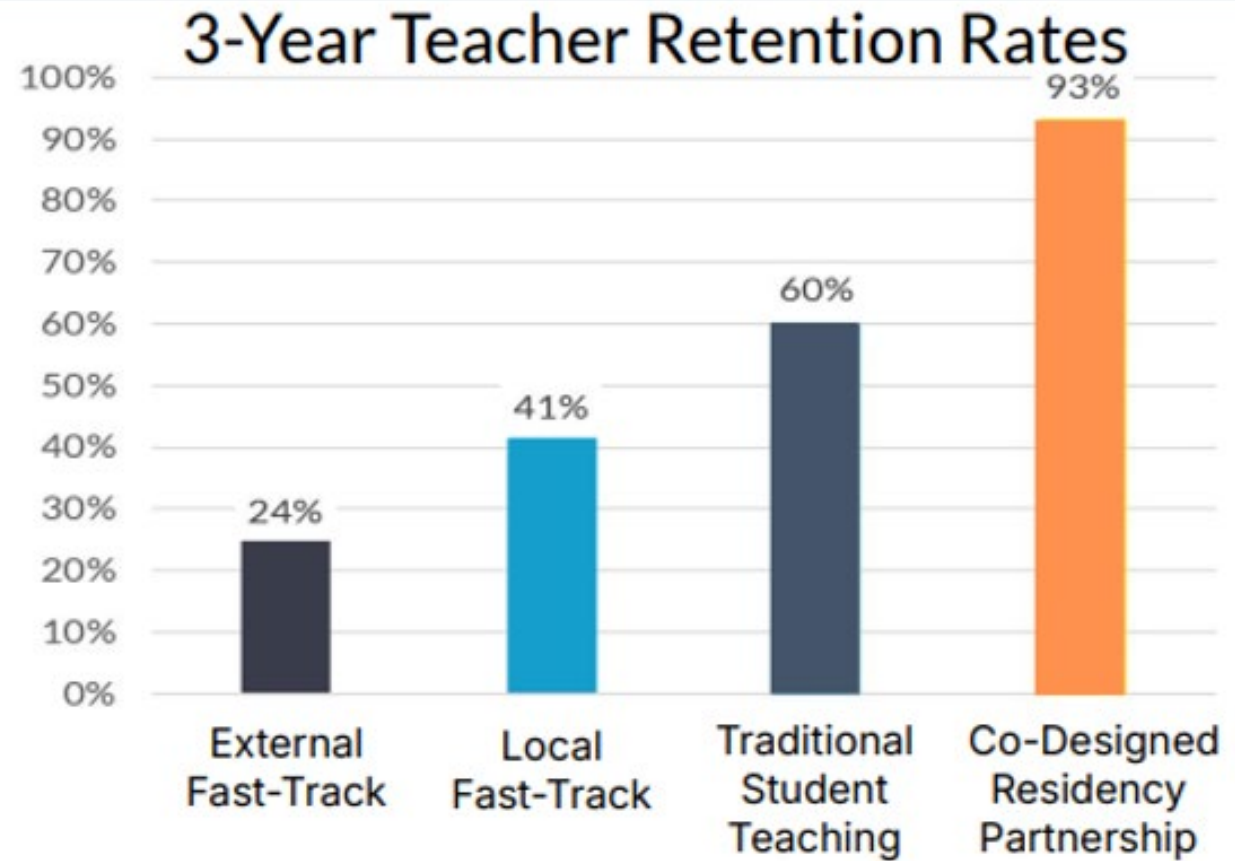


# Fellows Program Description

NM Ed Fellows Program intentionally expands the local educator workforce while providing high-quality, hands-on clinical experience. Educator Fellows support classrooms by serving as instructional assistants through targeted small-group instruction, improving student outcomes while easing staffing shortages.



# Clinical Pathways Matter



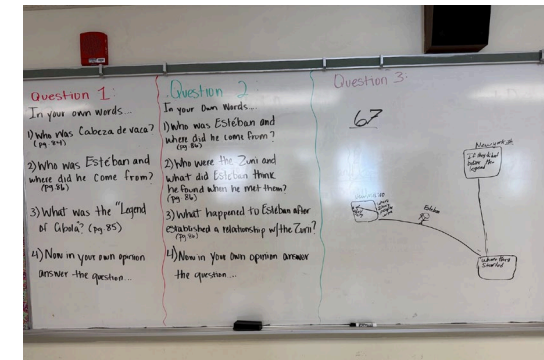
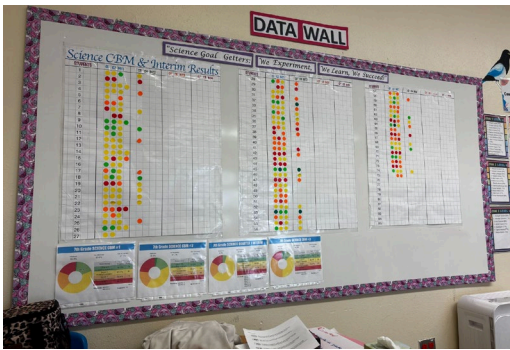
## Statutory or Regulatory Requirements

*HB2 (2025 Session) For the recruitment and retention of educator fellows and grow your own teacher scholarship pursuant to the Grow Your Own Teachers Act, including one million dollars for teacher recruitment pilots and programs to improve the teacher workforce pipeline. The public education department shall prioritize awards to school districts and charter schools that provide local matching funds for participating educators. The other state funds appropriation is from the Grow Your Own Teachers Fund.*

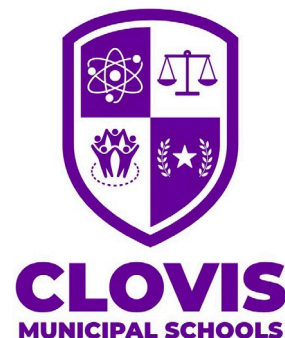


# Program Objectives

- Increase diversity within the educator workforce
- Strengthen teacher preparation through paid, hands-on clinical experience
- Improve student-to-teacher ratios to enable targeted small-group instruction
- Build sustainable, localized educator pipelines for districts and charter schools



“This is BY FAR the one initiative that has made the greatest impact on our ability to fill teaching positions with qualified educators! The Ed Fellows program is truly the definition of growing your own and has allowed us to encourage and promote some of our best EAs to finish school and become classroom teachers. Every time one of them graduates and takes over a classroom, we not only change the trajectory of the employee's life, but we also affect the lives of all the students they will impact over the course of their career!”



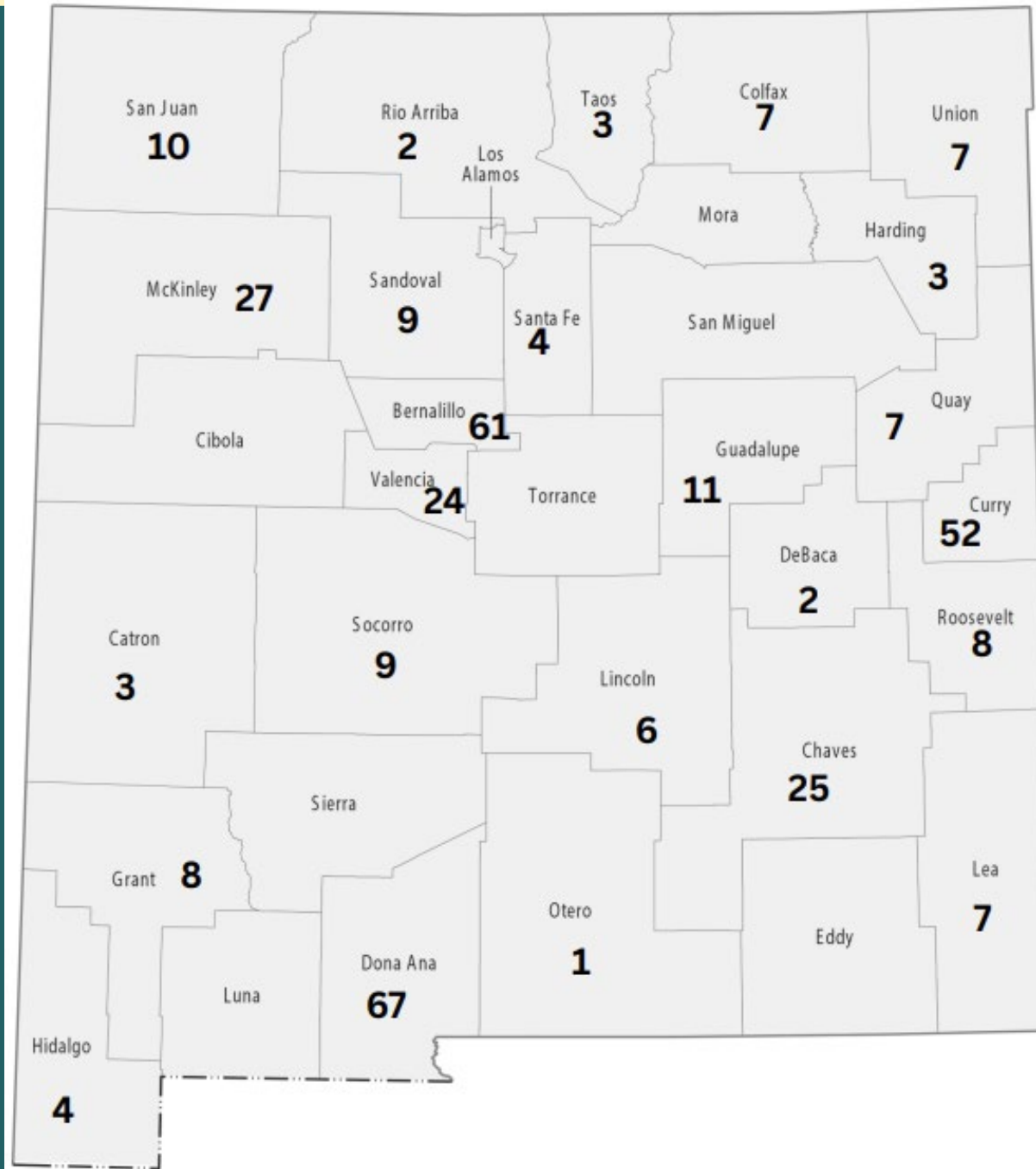
Brandon Boerio, Director of Employee Services  
Clovis Municipal School District



## Fellows Program Specifics

- 370 current Fellows
- Employed by LEAs as supplemental Education Assistants
- Salary and benefits paid through grant
- LEA cost match of \$3,840 per fellow
- Seeking a degree and/or license
- Paid leave to complete higher education coursework
- Providing program coach and mentor teacher
- Monthly communities of practice sharing research based best practices





# 2024-25 Higher Education Enrollment

University/College Name	Fellow Count
Arizona State University	1
Central New Mexico Community College (CNM)	62
Dona Ana Community College	13
Eastern New Mexico University	101
Fort Lewis College	2
Grand Canyon University	22
Highlands University	14
Luna Community College	3
National University	1
Navajo Tech University	1
New Mexico Junior College	3
New Mexico State University	71
Northern New Mexico College	51
Purdue Global	1
San Juan Community College	7
Santa Fe Community College	3
Smart Horizons	2
Trinidad State College	2
University of New Mexico	60
University of Phoenix	11
University of the Southwest	3
Western Governors University	36
Western New Mexico University	18

## Educator Fellows Benefits

- Removes critical barriers for individuals who are working toward licensure in education
- Addresses critical educator shortages using locally grown talent
- Provides immediate classroom assistance while preparing future licensed teachers
- Supports Martinez Yazzie action plan by diversifying the educator pipeline, and providing supplemental immediate support in classrooms improving student to teacher ratios
- Strengthens long-term workforce sustainability statewide





“Participating in the Educator Fellows Program was truly life-changing for me. As a fellow, I was allowed to learn and grow under the guidance of experienced mentor teachers while working directly with students in a supportive, real-world classroom environment. The hands-on experience prepared me not just for licensure, but for long-term success as an educator.

Today, I am proud to serve as a full-time teacher at Santa Rosa Elementary School. Because of this opportunity, I now have the stability and security to support my family. I earn a full salary, receive retirement benefits, and have access to health insurance—something that wasn’t possible for me before entering this program. It has opened doors for me both professionally and personally, and I am deeply grateful for the investment the district and state made in my future.

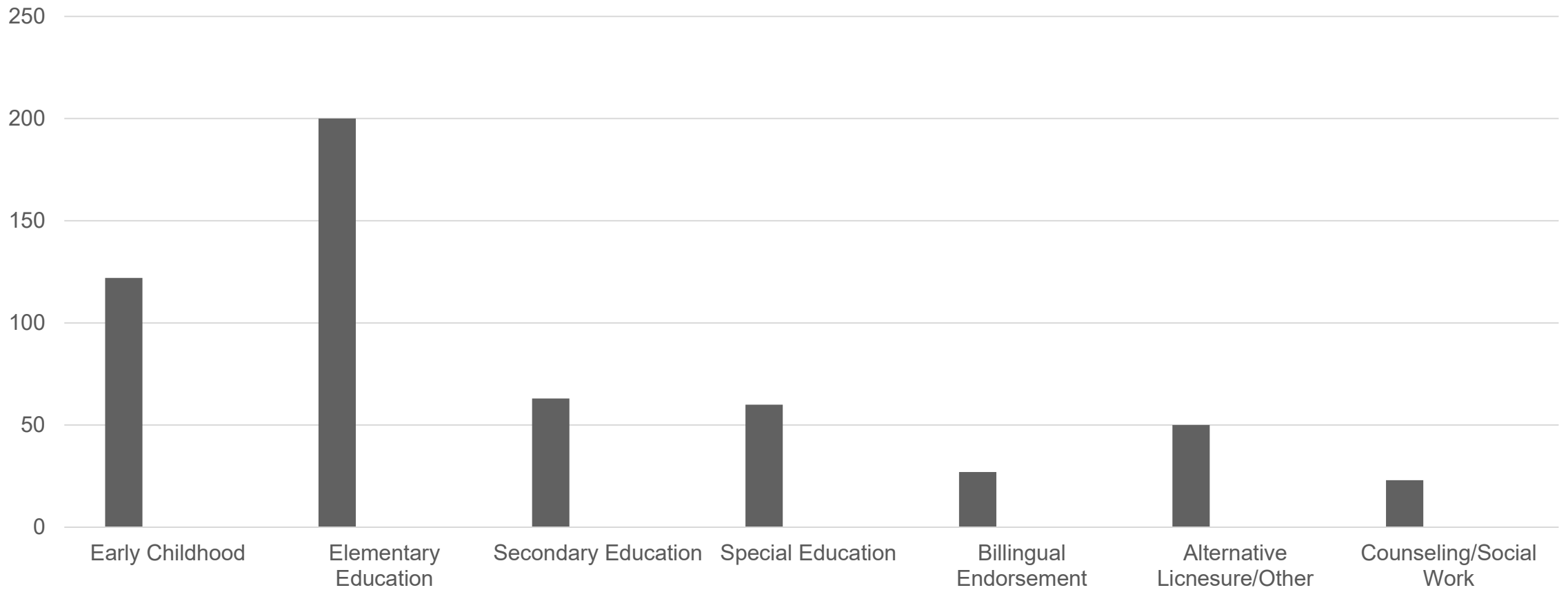
The Educator Fellows Program gave me more than a pathway to a teaching license—it gave me a career, a purpose, and the ability to build a life rooted in service to my community.

**Marcella Sisneros**

*Former Educator Fellow | Current Classroom Teacher, Santa Rosa Consolidated Schools*



# 2024-25 Ed Fellow Licensure



# Notable Statistics

- 86 LEAs/ approximately 180 Schools
- 370 current certified licensure candidates, 100% classified licensure
- Anticipate approximately 85 candidates eligible for Certified Licensure end of 25/26 SY, 80% Level 3 EA license
- 70% People of Color
- 11%-13% Native American – Bernalillo, Cuba, Hozho Academy, Zuni
- 40% Second Career Choice
- 60% First Generation College Students
- Significant EPP enrollment increases across NM EPPs

## Martinez - Yazzie

- Educator Fellows is a concrete implementation of the recommended Martinez - Yazzie action steps, addressing workforce diversity, instructional quality, and student support simultaneously. (1.1e, 2.1a, 2.1e)
- Pre-service teachers earn a salary and benefits, thus removing economic barriers that have historically excluded Native American, Hispanic, and first-generation educators from the profession.(2.1c, 2.1e)
- Fellows immediately strengthen classrooms through small-group instruction while preparing to become licensed teachers, delivering short- and long-term impact. (1.1i,2.2c)
- Investing in local educator pipelines is a sustainable strategy to meet court mandates and stabilize New Mexico's educator workforce statewide. (2.1c, 2.1f)





“We cannot revitalize languages without Native speaking teachers. We cannot transform deficit narratives without Indigenous role models in our classrooms. Educator Fellows is not just crucial to Yazzie/Martinez; it is foundational to realizing the court’s vision. This program allows us to prepare teachers from our communities who will reclaim our children’s education and build the Indigenous educational future we envision. Indigenous educators make all the difference.”

Stephanie Vicente, Indian Education Director  
Hozho Academy, Gallup, NM



## Looking Ahead

- Ensure sustainable opportunities for all LEAs that are interested in the program
- 10 LEAs applied after deadline are on a waiting list, and existing LEAs that are requesting for expansions (35-50 more Ed Fellows if funding allowed)
- Work with the legislature to create an equitable district match system
- Track 3-5 year retention
- Coaches for the program/ERB Independent Contractor challenges
- Registered Apprenticeship Model



## Words From the Field...



## For More Information

### For Questions

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