PREPARED TO TEACH

# NEW MEXICO TEACHER RESIDENCY

## What State Investment Makes Possible

Legislative Education Study Committee

November 19, 2026



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# All students deserve well-prepared teachers

Teacher residency supports New Mexico's response to Martinez/Yazzie

### THE CHALLENGE

To ensure that all students have equitable access to high-quality educational opportunities and well prepared teachers

### THE INVESTMENT

Paid, yearlong residency makes high-quality clinical preparation more accessible.

### THE GOAL

Well-prepared educators who can meet the needs of every New Mexico community.

**"An investment in teacher preparation is critical for the welfare of our students."**

— School Principal



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# From reactive hiring to proactive workforce development

### ACCESS

Paid clinical practice has increased the number and type of candidates who can afford to pursue a career in education.

### LOCAL PIPELINES

Districts develop future teachers in their own schools and communities.

### CLASSROOM READINESS

Residents learn through guided practice with expert mentors.

**“The investment in residency has been transformational for our workforce and our pipeline, especially around removing barriers to entry into the profession.”**

— State Education Leader



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# Access is a workforce strategy

Paid residency expands who can pursue teaching

**“As an EA I have always dreamed of having my own classroom but could not afford to pursue school full time and support my family.”**

— Teacher Resident

**“I just spoke with a student who wasn't able to finish her program because they couldn't afford the full-time student teaching. Now she can. She's coming back, and she's going to get her license.”**

— Educator Preparation Program Leader






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# Grow your own. Keep talent close to home.

Districts move from reacting to vacancies to preparing and selecting future hires




**"We have a steady stream of quality teachers and can look at where they will fit where we have gaps or openings."**

— Human Resources Leader, District

**"This residency gave us the opportunity to put a resident in one of those classrooms with a National Board Certified teacher who was super supportive and stayed the whole year in there. Not only did we get a resident hire, but we got a hard-to-fill position resident hire out of that."**

— School Principal



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# Co-teaching strengthens the whole classroom

Stronger preparation, stronger instruction, and the opportunity for teacher leadership

### CO-TEACH

Competency development through real-world practice

### CO-PLAN

Well-developed instruction with mentor guidance

### CO-ASSESS

Responsive to students' needs

### CO-REFLECT

Improvment every day

**"The students benefit because right away, having another person in the classroom reduces the student-to-teacher ratio. Immediately, you can reach more students, and their academic gain is phenomenal."**

— Mentor Teacher



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# Preparation is a shared responsibility

EPP & district partnerships connect teacher preparation to community workforce needs

### RECRUIT TOGETHER

Identify local candidates and align recruitment with schools' needs

### PREPARE TOGETHER

Select and support mentors; connect coursework with classroom practice

### PLAN TOGETHER

Place residents in schools anticipating vacancies and high-need roles

### IMPROVE TOGETHER

Share feedback to strengthen programs, placements, and readiness

**"It's our responsibility as a district to develop and prepare candidates."**

— District Leader



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# Investment built a sustainable system

New Mexico's investments in program infrastructure have made all the difference

### SHARED QUALITY

Yearlong clinical practice and evidence-based co-teaching

### MENTOR DEVELOPMENT

Strong mentors, coaching, and reflective practice

### PARTNERSHIP

EPPs and districts plan for local workforce needs

### CONTINUOUS LEARNING

Statewide Communities of Practice, feedback, and evaluation

**Scaling programs and scaling quality are not the same thing.**



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# Early indicators: The pipeline is working

Teacher Residencies by the Numbers | New Mexico statewide evidence

**184 → 331**

Annual residency completers FY23 to FY26

**80% vs 61%**

Entering NM public-school teaching: residency vs. student teaching

**65%**

Residents identifying as people of color (2025–26)

**61**

LEAs hosting residents in 2025–26

**9**

EPPs offering residency in 2026–27

**Principals rated first-year residency graduates more favorably across nearly every area measured.**



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# Protect what works & expand with quality

The next phase of New Mexico's workforce investment

| | |
|---|---|
| **SUSTAIN ACCESS** | Keep paid, yearlong clinical preparation financially possible. |
| **TARGET NEED** | Extend partnerships to rural communities and high-need fields. |
| **PROTECT QUALITY** | Continue mentorship, co-teaching support, shared learning and evaluation. |
| **THE GOAL** | **Every New Mexico student has a well-prepared teacher.** |



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## New Mexico Teacher Residency: What State Investment Makes Possible

*Prepared To Teach*

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