

New Mexico Association of Colleges for Teacher Education

Recommendation to Support and Sustain Teacher Pipeline and Sustainability in New Mexico

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Recommendation: Intensive mentorship for Alternative Licensed Teachers (ATL) in teacher preparation programs in New Mexico

Mentorship supports:

- Retain new teachers to stay in the education field
- Residency-style practice under the guidance of an experienced mentor teacher
- Builds capacity of existing workforce as experienced teachers receive professional development in supporting adult learners and mentorship
- Provides supported pathways to teaching to bring diversity in education
- Financial support provides equitable opportunities to becoming a teacher
- Student success in New Mexico increases with stronger teacher preparation and diversity in the workforce

Potential Models:

MODEL 1:

- Alternative Licensure Residency Program (ex. Special Education Teacher Training (SETT) collaboration between Albuquerque Public Schools (APS), Central New Mexico College (CNM), and the Albuquerque Teachers Federation (ATF)
 - Intensive Summer-Summer program (4 terms)
 - Teacher candidates co-teach with mentor/lead teacher in the fall while earning a first-year teaching salary and benefits. Classroom teaching is supported with rigorous coursework in the foundations of special education, curriculum and assessment, classroom and individual behavior management, and literacy instruction.
 - Candidates will also complete coursework for a Teaching English to Speakers of Other Languages (TESOL) endorsement in preparation for working with multilingual students.
 - Spring semester, teacher candidates move to teach in their own classroom with continued mentorship, coaching, and support during first two years

Example Cost for Cohort of 20 Teacher Candidates:

- 20 teacher candidates
 - Approximately \$550,000 in salary/benefits (to cover 1st semester of co-teaching) to participating district
 - Approximately \$3,500 in tuition, books and teacher assessments (average community college tuition rates) = \$70,000 for 20 students. *Teacher Affordability Scholarships could provide support
- Mentor teachers receive \$3000/semester
- Program Coordination (Salary and Benefits)

Salaries & benefits (36%) for 1 term	\$550,00
Tuition, books, teacher assessments	\$70,000
Mentor Teacher- 2 terms	\$120,000
Program Coordinator (FT)	\$100,000
Total Cost per cohort of 20	\$840,000

MODEL 2:

Fund higher education programs to hire full time mentors to “push in” to classrooms of Alternative Licensure Teachers who are not able to co-teach due to district or school constraints.

Ratio: 1 Full Time Mentor to 5 teachers

Full Time Mentor = Level 3 Teacher salary

Cohort of 20 students/4 mentors:

Salaries & benefits (36%) for 4 full time mentors	\$400,000
Tuition, books, teacher assessments	\$70,000
Program Coordinator (FT)	\$100,000
Total Cost per cohort of 20	\$570,000

*Cost will depend on number of Alternative licensed teachers in the district