Recruiting, Retaining and, Assisting Professional Teachers

R^{2}APT for Teacher Pipeline: Stop the Leaks, Expand the Pipeline, and Enhance Pathways for Teacher Growth

New **M**exico **A**ssociation of **C**olleges for **T**eacher **E**ducation

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Goals

- More teachers

- More teachers who stay

- More teachers who stay and are effective

- More teachers who stay and are effective in the most challenging situations

- Balanced support along a career pathway

- Coherent system

Stats

- 1000 openings
- Pandemic learning loss: 43 of 89 districts will not add time
- Retirements increase: 40%
- State ranked as 51st

- https://www.abqjournal.com/2433908/new-mexico-needs-a-new-lesson-planex-with-students-falling-further-behind-and-teachers-leaving-in-droves-we-need-to-adjust-how-we-do-k12.html

Teacher Pipeline Problem 1: It's leaky
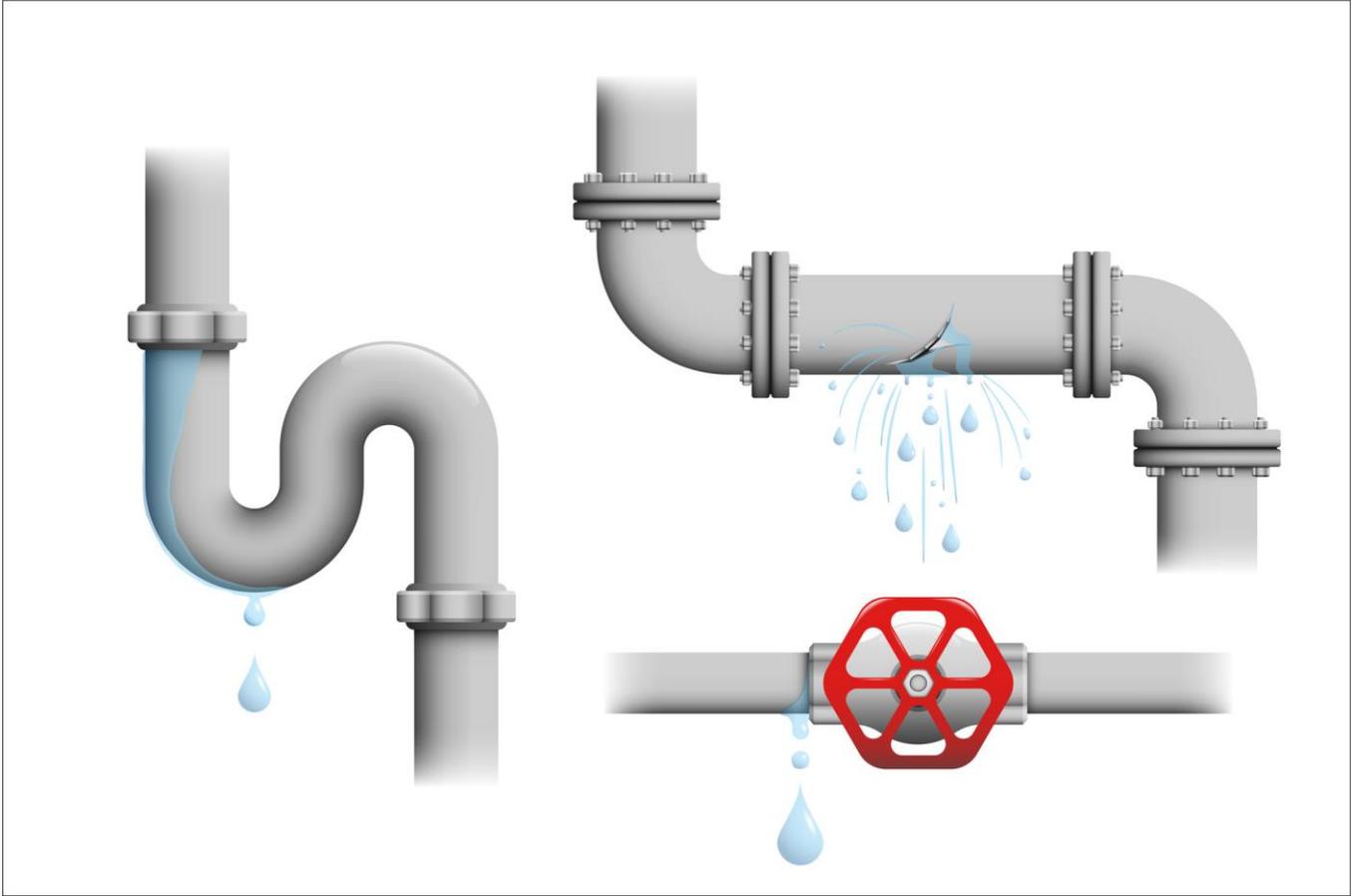
Teacher Pipeline Problem 2: Its Complicated
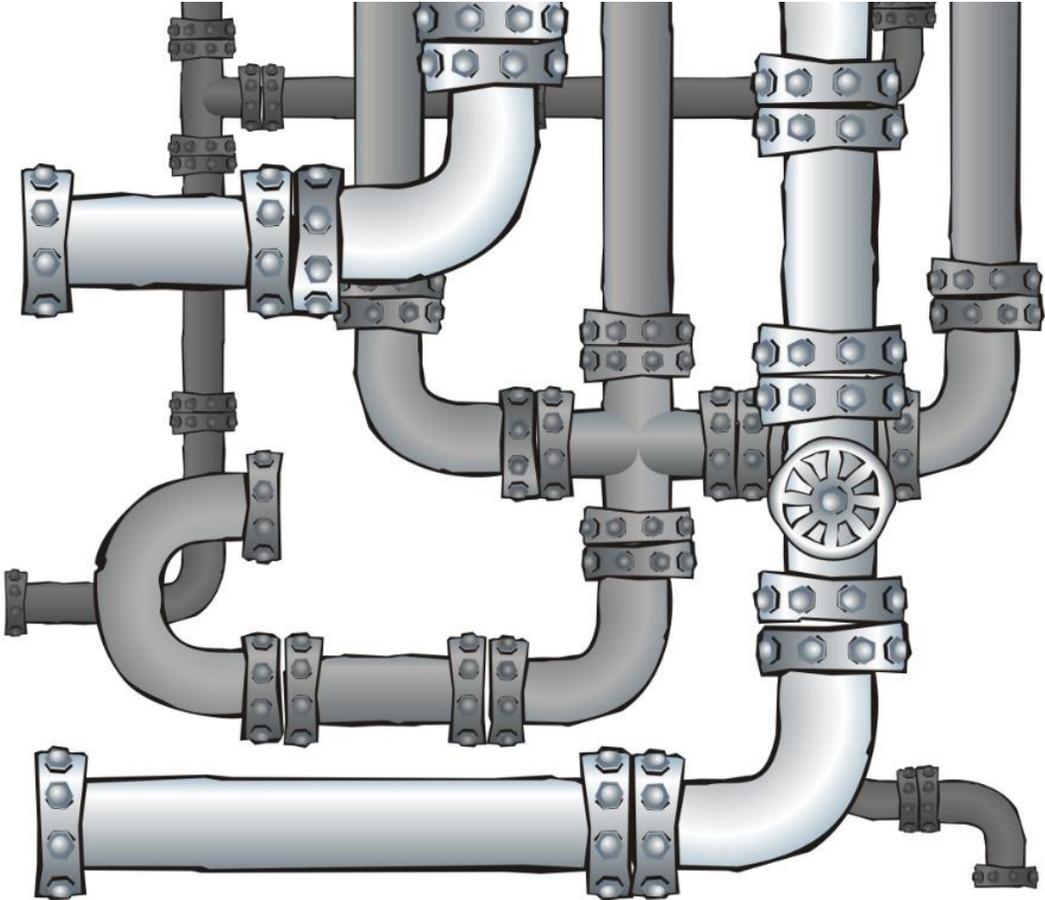
R^{2}APT: Fix leaks, Expand and Strengthen Career Pathway (Programs to Fund)

- **Consortium of IHEs**—NMTED: Research and unify policies and practices

- **At IHEs—Implement "Day one ready" coursework and mentoring**
  - Fresh recruiting strategies
  - Keeping students in programs (Student retention)
- **In the classroom—Support from teaching coaches, principals, and environment**
  - Keeping teachers in classrooms (Teacher retention)
  - Career pathway with social recognitions
  - Career pathways with competitive financial incentives
  - Continual professional development

R^{2}APT Model

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Classroom-Continued Growth

IHEs-Day one ready teachers

TEDC-system-wide action

NMTEDC Teacher Education and Development Consortium: Many IHEs to Clear and Attractive Teacher Pathways

- Take a systemic view
- Manage PR—Media
- Study and untangle disincentives and propose policies
  - Policies that keep teacher scholarships competitive with other opportunities
  - Student teaching stipends that match IOR with alt. cert.
- Evaluate for growth and development—not punishment: feedback loop for update of PD and coursework—Data sharing is key
- Create alternative pathways around hoops (testing, etc.)
- Articulate curriculum
- Create database of best practice in NM—directly addressing Yazzie/Martinez
- Use funds leftover from NMNEC

At IHEs: R^{2}APT Recruitment and Retention

- Goal: Get students in programs and keep them in

- Create multiple ways of demonstrating proficiency

- Hire recruitment professionals

- Hire mentors to support and develop students

- Provide special recognition programs

R^{2}APT Classroom: Keeping teachers in the classroom

- Provide new teachers with extensive coaching
- Provide paid professional development
- Provide scholarships for graduate school
- Support renewal and professional community activities

R^{2}APT Budget (Scalable based on number served. Includes administrative costs)

Program	Task	Cost Per Year	Per 100
TED Consortium	Coordination	$5M	Add to total
IHEs—Recruitment and Retention	Recruiters (13 IHEs) and communications	$1,012,500 $216,000	1,228,500
	Mentors	$5000 per student (max=5)	$500,000
	Student Teaching Stipends	$30,000 per student	$3M
In the Classroom			
	Coaches	$5000 per teacher (max=5)	$500,000
	PD—Con. Ed.	$500 per teacher	$50,000
	PD to degree	$3000 scholarships	$30,000
	Renewal	$250,000	Add to total

R^{2}APT Budget calculator for a typical year with 1000 preservice and in-service participants

	Cost per participant	x1000 participants
Mentors	$5,000	$5,000,000
Stipends	$30,000	$30,000,000
Coaches	$5,000	$5,000,000
PD	$500	$500,000
Subtotal1		$40,500,000
TEDC (fixed)		$5,000,000
Recruiting Corps		$1,012,500
Communications		$216,000
Renewal		$250,000
Subtotal2		$6,478,500
Total 1+2		$46,978,500