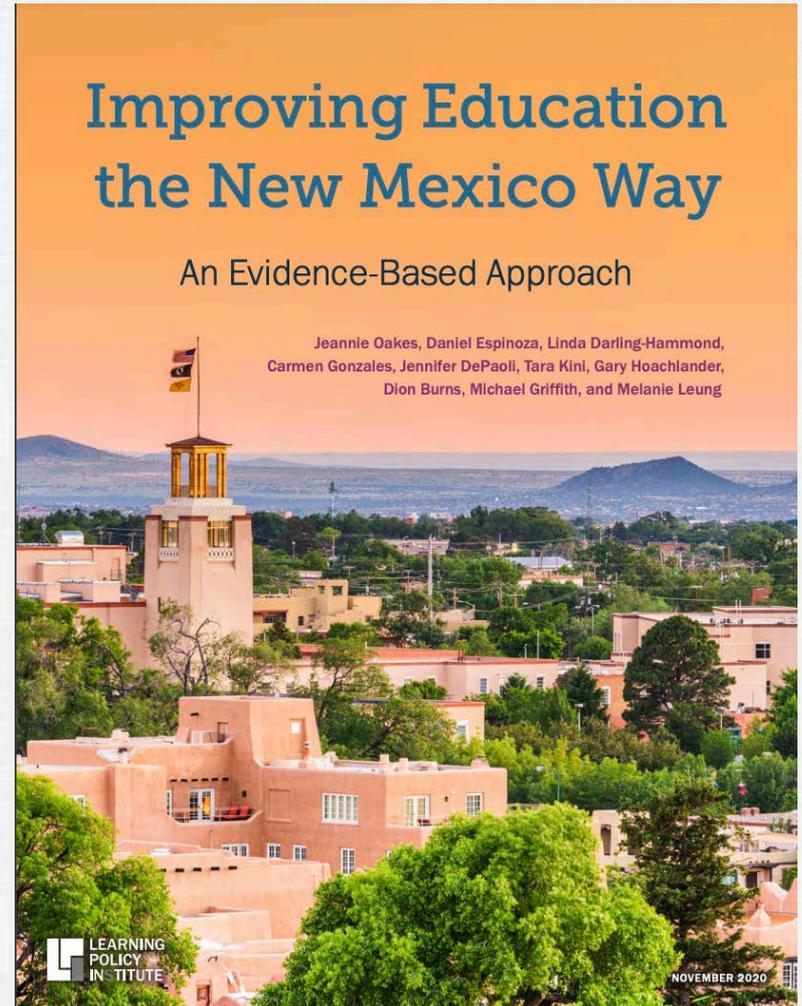


NEW MEXICO LFC PUBLIC EDUCATION SUBCOMMITTEE

Public School Teacher Compensation & Hard-to-Staff Positions

Overview

- ▶ Impact of teacher qualifications, experience, and turnover
- ▶ What matters for teacher retention
- ▶ Teacher compensation in New Mexico
- ▶ State example of solving shortages through comprehensive reform



EDUCATION

New Mexico to hire 500 educational assistants amid teacher shortage

Miranda Cyr Las Cruces Sun-News

Published 4:42 p.m. MT Sep. 9, 2021 | Updated 4:58 p.m. MT Sep. 9, 2021

New Mexico looks to the Philippines amid teacher shortage

By Sam Ribakoff / Farmington Daily Times

Posted Nov 17, 2019 at 9:00 AM

JOBS

APS continues to face teacher, staff shortage; works to fill positions

by: KRQE Staff, Madison Conner

Posted: Aug 3, 2021 / 06:40 AM MDT / Updated: Aug 3, 2021 / 07:09 AM MDT

EDUCATION

New Mexico school districts facing teacher, staff shortfall with hybrid-learning return

by: Chris McKee

Posted: Feb 2, 2021 / 06:35 PM MST / Updated: Feb 3, 2021 / 05:34 AM MST

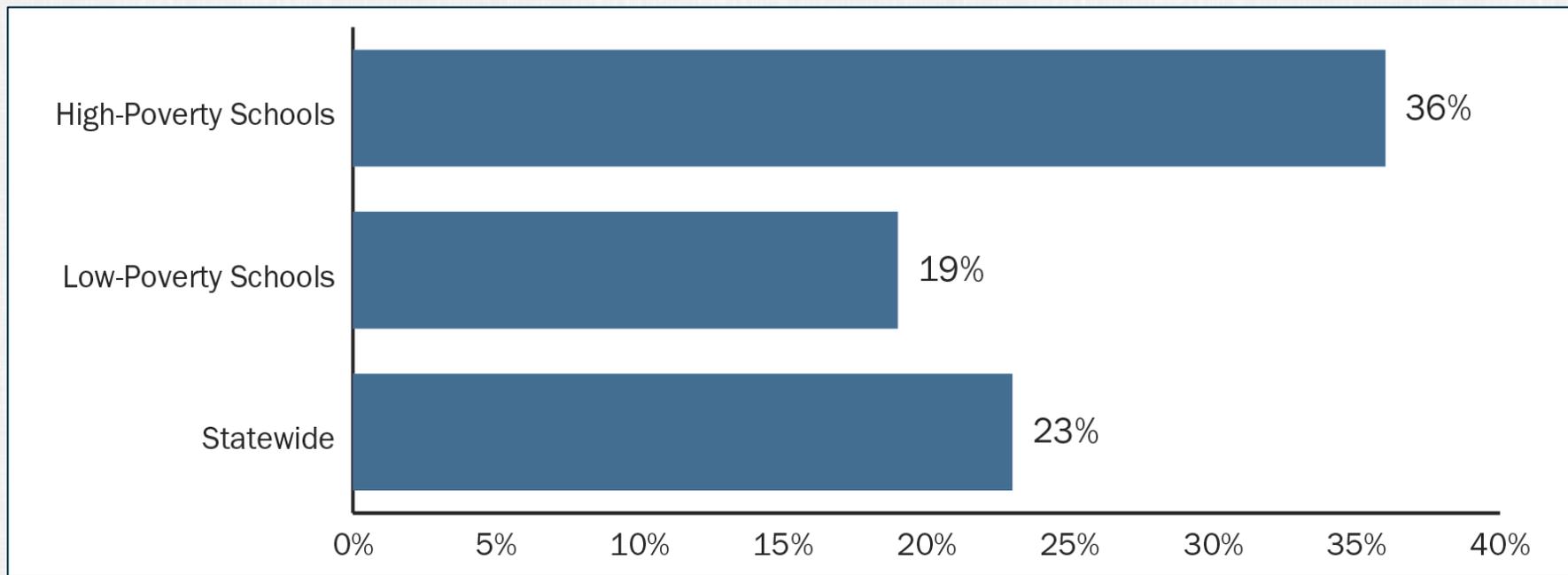
Teacher Qualifications Matter

- Teacher certification is strongly related to student achievement
- Teacher experience is positively associated with student achievement gains
- Teachers with little or no preparation are more likely to leave the profession
- Teachers with little or no preparation are correlated with lower student learning outcomes

Impacts of Teacher Turnover

- ▶ Turnover impacts the achievement of all students
 - (Ronfeldt, Loeb & Wyckoff, 2013; Jackson & Bruegmann, 2009; Kraft and Papay, 2014; Sorensen & Ladd, 2020)
- ▶ Financial costs
 - \$9,000/rural teacher, \$20,000/urban teacher
 - (Barnes, Crowe, & Schaefer, 2007; Milanowski & Odden, 2007; Shockley, Guglielmino & Watlington, 2006)
- ▶ Losing out on the benefits of experienced teachers
 - (Kini & Podolsky, 2016)

Average % Inexperienced Teachers by Schools Serving the Most and the Fewest Students from Low-Income Families, 2018–19



Note: Analysis compares schools in which at least 75% of students are eligible for the Free and Reduced-Price Lunch program with schools in which up to 25% are eligible
Data source: New Mexico Public Education Department, New Mexico Vistas.

What Matters for Teacher Retention?

- ▶ Teacher Compensation
- ▶ Working conditions & collegial environments
- ▶ Administrative supports
- ▶ Quality of teacher preparation
- ▶ Quality of early career mentoring & induction

Teacher Compensation in New Mexico

- ▶ Salary increases each of the last four years
- ▶ Salaries are still unequal
 - Range of average teacher salaries in 2018–19 of \$43,192 to \$60,783

Average Salaries in Neighboring States

	2018–19 Rank	2018–19 Average	2019–20 Rank	2019–20 Average
Arizona	43	\$50,353	46	\$50,782
Colorado	27	\$54,935	25	\$57,706
New Mexico	49	\$47,826	32	\$54,256
Oklahoma	34	\$52,397	34	\$54,096
Texas	29	\$54,121	27	\$57,090
Utah	36	\$51,858	31	\$54,678
United States		\$62,355		\$64,133

Teacher Compensation in New Mexico

- ▶ Salary increases each of the last four years
- ▶ Salaries are still unequal
 - Range of average teacher salaries in 2018–19 of \$43,192 to \$60,783
- ▶ Raising minimum salary to \$41,000

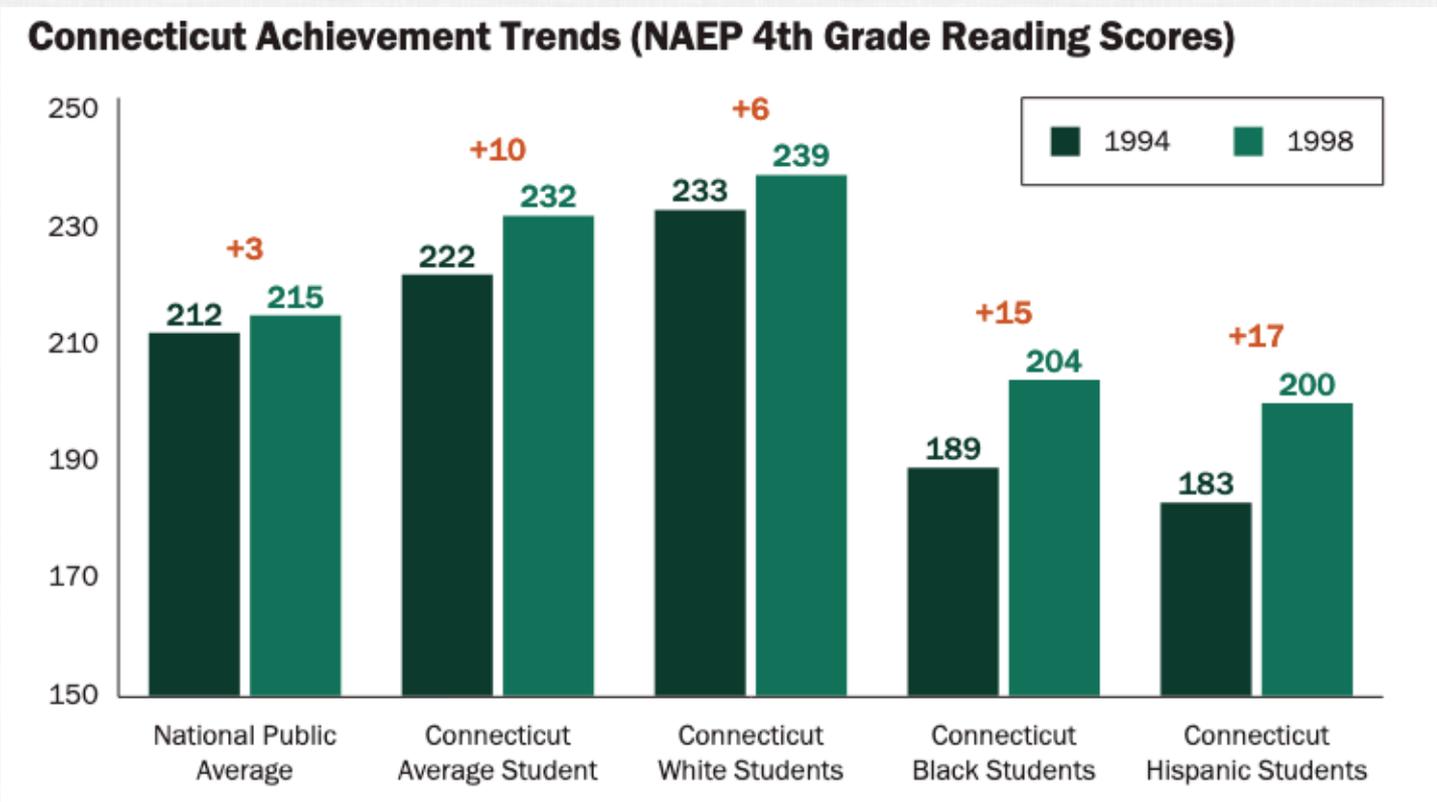


Connecticut reforms to build a strong, stable, and diverse educator workforce

Connecticut Reforms to Strengthen the Educator Workforce

- ▶ Raised beginning teacher salaries
- ▶ Equalized salaries across the state
- ▶ Eliminated emergency certifications
- ▶ Improved teacher certification and licensure standards
- ▶ Launched a statewide teacher mentoring program, including training for all mentors
- ▶ Service scholarships, attracted teachers to shortage fields and teachers of color
- ▶ New standards for principal preparation, mentoring, and evaluation

Impacts of Investing in Teacher Quality



Progress in New Mexico

- Increased salaries
- Residencies & Grow-Your-Own programs
- Service scholarships
- Teacher mentoring
- Further improvements to competitive compensation
- Examining the impacts of the teacher cost index reform
- Making teacher preparation affordable & highly accessible

Additional Resources

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