

Difficult to Staff K-12 Teacher Positions in New Mexico

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**SOAR: Southwest Outreach Academic Research
Evaluation & Policy Center**

Background and Methods

- Produced since 2015
- Picture of staffing needs in K-12 schools across NM
- Inform discussions and decision making
- Pull vacancy listings from district employment websites
- Compile into database for tallies and graphs in report
- Educator Preparation Program (EPP) data provided by institutions
- This presentation will focus on K-12 data

Teaching Positions with Highest Need

- Consistently high vacancies in Elementary, Special Education, Math, Science, and English Language Arts

Position	2019 Vacancies	2020 Vacancies	2021 Vacancies
All Teachers	644	571	1,048
Elementary	173	163	279
Special Education	151	153	291
Math	62	54	84
Science	46	33	77
English Language Arts	46	31	56

Other Challenging Areas

- Biggest increases in health/PE, music, social studies, and Spanish

Position	2019 Vacancies	2020 Vacancies	2021 Vacancies
Health/PE	17	17	46
Music	34	25	40
Social Studies	25	22	40
Spanish	6	8	30

Where are the Vacancies?

- Highest needs in Albuquerque areas
- Also high needs in districts with high Native American populations

Region	2019 Vacancies	2020 Vacancies	2021 Vacancies
Central	309	258	506
Northeast	27	21	35
Northwest	96	113	196
Southeast	147	118	209
Southwest	65	61	102

Other Key Vacancies

- Other staff had several vacancies as well

Position	2019 Vacancies	2020 Vacancies	2021 Vacancies
Educational Assistant	258	173	456
Counselor	37	41	59
Speech Language Pathologist	42	16	52

- Support different individual needs of students
- Social and emotional needs as well

Questions and Contact Information

Follow Up:

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