



# The Educator Workforce Crisis

The educator workforce is in crisis and New Mexico's vacancy rates remain high.

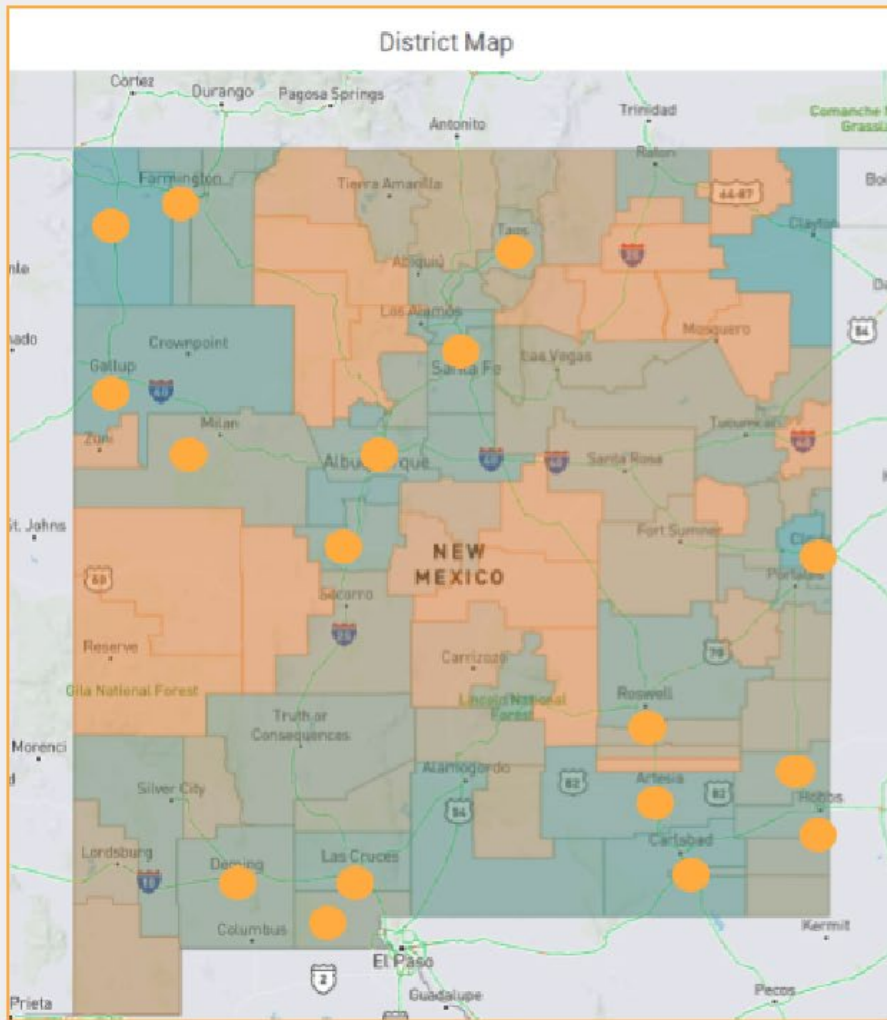
- Underprepared and unsupported teachers leave the profession
- A shortage of quality educators harms students, teachers and the public education system as a whole
- The educator workforce crisis has negative impacts on all students, but especially those named in the Martinez v. Yazzie Consolidated Lawsuit



Teacher Vacancies	
2019-2020	644
2020-2021	571
2021-2022	1048
2022-2023	690
2023-2024	721

# What does the educator workforce look like now?

## Vacancies Across New Mexico



### SY23-24: Teacher Vacancies by Geographic Area

Districts/Charters with 5+ teacher vacancies: 16

Albuquerque Public Schools	253
Belen	55
Carlsbad	23
Central Consolidated	53
Clovis	53
Deming	22
Gadsden	22
Grants Cibola	16
Hobbs	56
Las Cruces	56
Roswell	30
Santa Fe	61
Farmington	20
Gallop-McKinley	7
Lovington	11
Taos	16

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Total vacancies n= 721      Survey Responses=147

# NMPED Strategic Plan

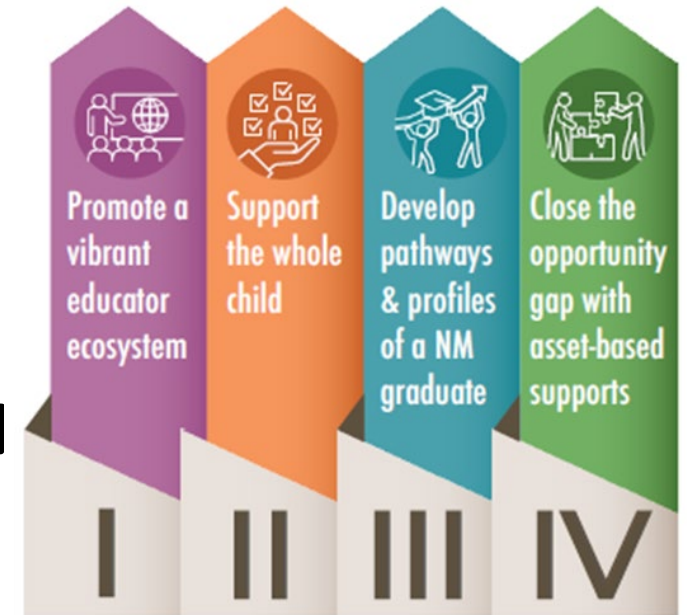
## Educator Ecosystem Key Strategies

### STRATEGY I-A. RECRUITMENT

- Students need teachers who are representative of their culture, community and heritage.

### STRATEGY I-B. HIGH QUALITY TEACHER PREPARATION

- Highly skilled and well-prepared educators have the biggest impact on student learning and success.



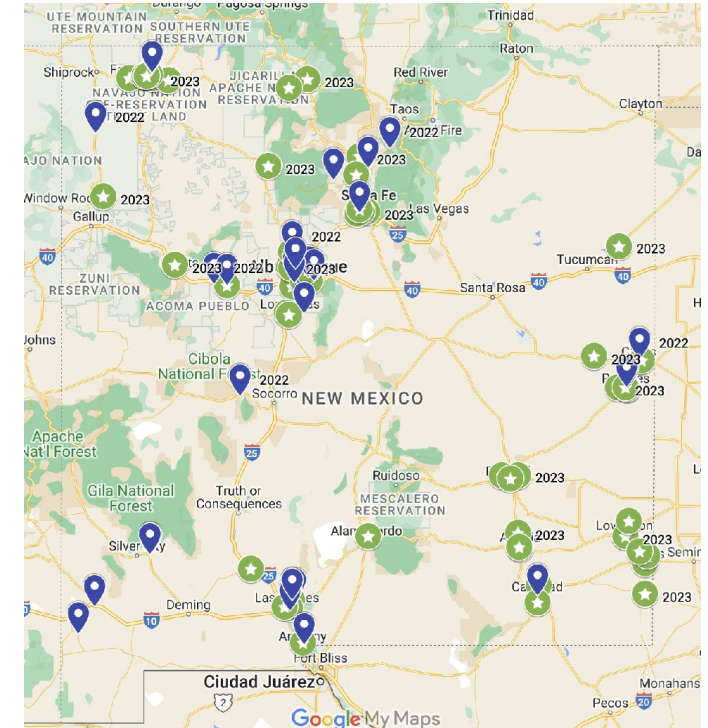
Strategic Pillars of New Mexico Education

# Recruitment

- Event Tabling
- Education is Calling Marketing Campaign
  - Recruitment Coordinators at EPPs
    - Special Educators
  - Golden Apple Scholars
    - Educators Rising

# Golden Apple Scholars Recruitment Efforts

Race/Ethnicity	GA Scholars		NM Teachers**	NM Students**
	Count	Percent	Percent	Percent
	American Indian/Alaskan Native	8	8%	3%
Asian/Pacific Islander	0	0%	4%	≤1%
Black/African American	0	0%	2%	≤5%
Caucasian	30	31%	59%	23%
Hispanic/Latino	56*	59%	34%	62%
Multi-Racial	2	2%	0%	≤5%
<b>Total</b>	<b>96</b>	<b>100%</b>	<b>100%***</b>	<b>100%</b>



In 2022-2023, **96** Golden Apple Scholars were recruited.

Scholars are represented across 21 of the 33 counties in NM.

Table One: Race/Ethnicity for Scholars, New Mexico Teachers, and New Mexico Students  
 \*This includes 17 individuals who indicated Hispanic and another race; if Scholars indicated Hispanic in their response, they were categorized as such.  
 \*\*Source for NM Teachers and Students Data: New Mexico Public Education Department  
<https://newmexicoschools.com/state/999999/teachers>  
 \*\*\*Totals add up to 102%

# High-Quality Preparation

Program	FY24 Funding	FY25 Funding
Student Teaching Stipends (16-week student teaching experience)	<b>For FY24: 446 Student Teachers</b> \$6.5 million	<b>FY25- Maintain Funding</b>
Teacher Residency Programs (Full-year, full-time co-teaching alongside a mentor teacher)	<b>For FY 24: 280 Teacher Residents</b> \$13 million	<b>FY25- Increase and Sustain Funding</b>
Educator Fellows Program (NM-EFP)	<b>For FY 24: 492 Ed. Fellows</b> ESSER Funded	<b>American Red Cross Funds Expire in September 2024</b> <b>FY25-Seeking Funding</b>
Principals, Counselors and Social Workers Residency Pilot	<b>For FY 24: Pre-Residency Semester and Planning for 20-40</b> \$2 million pilot	<b>FY25- Seeking Funding for a School Leadership Institute and Principal Residency</b>
Structured Literacy and Science of Reading Instruction required of all EPPs		

# Paid Student Teaching by Institution

**Student Teachers complete a 15-to-16-week student teaching experience and qualify for a one-time stipend of \$12,000 after completion**



**Currently Funded Student Teachers by Institution FY24**

Institution	# Student Teachers
Central New Mexico Community College	52
Eastern New Mexico University	30
New Mexico Highlands University	40
New Mexico State University	100
New Mexico Tech	3
Northern New Mexico College	43
University of New Mexico	168
Western New Mexico University	10
<b>TOTAL</b>	<b>446</b>

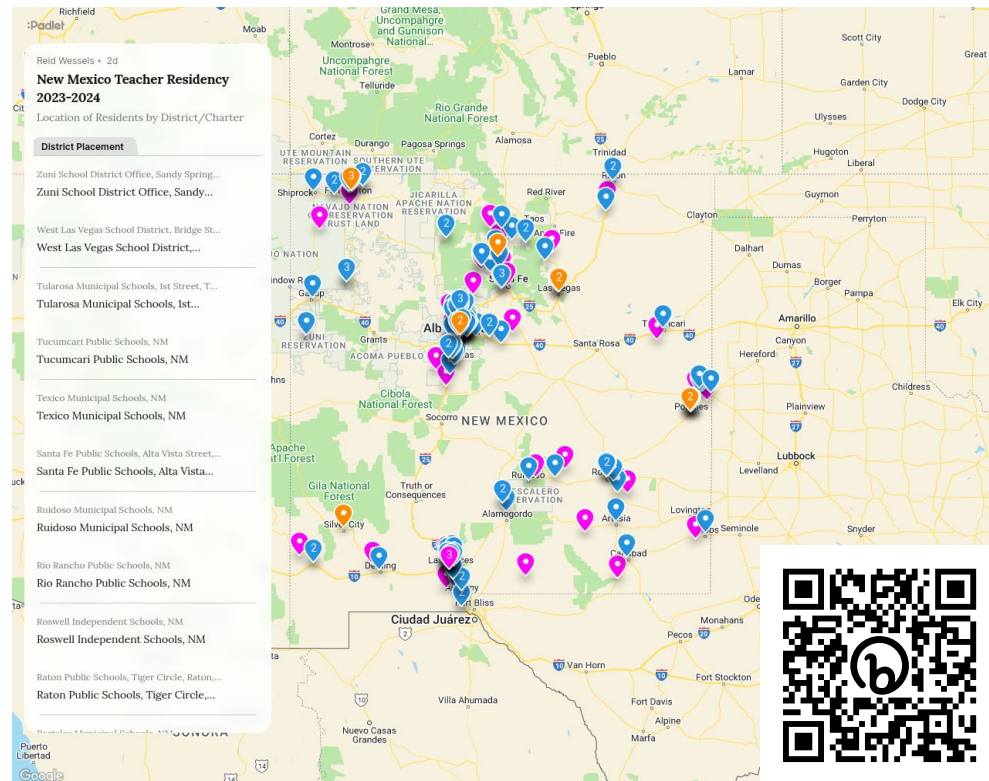
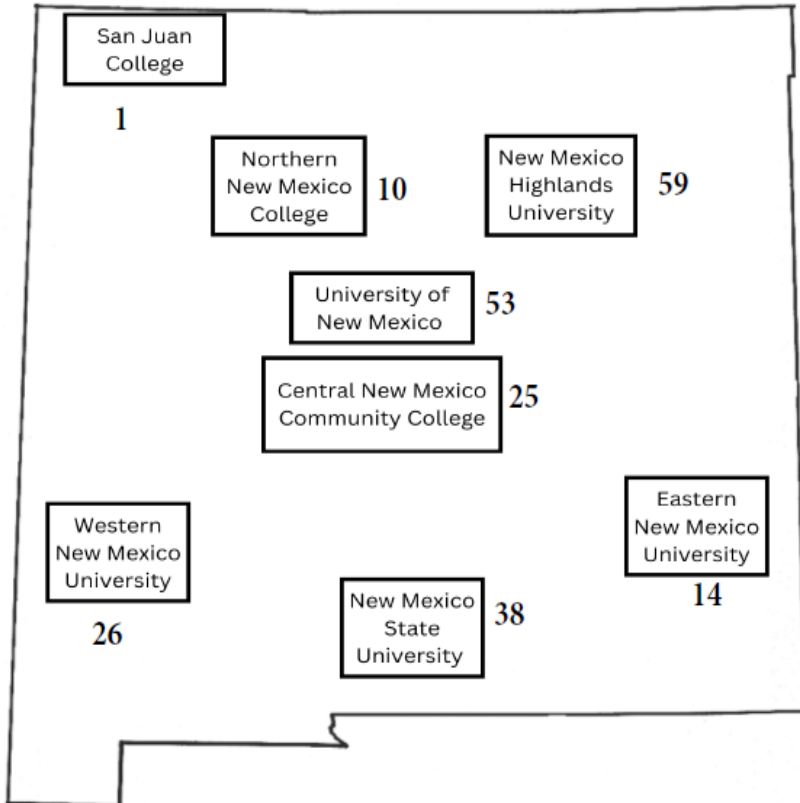




# Teacher Residency Programs in New Mexico

Teacher Residencies  
New Mexico Public Education Department

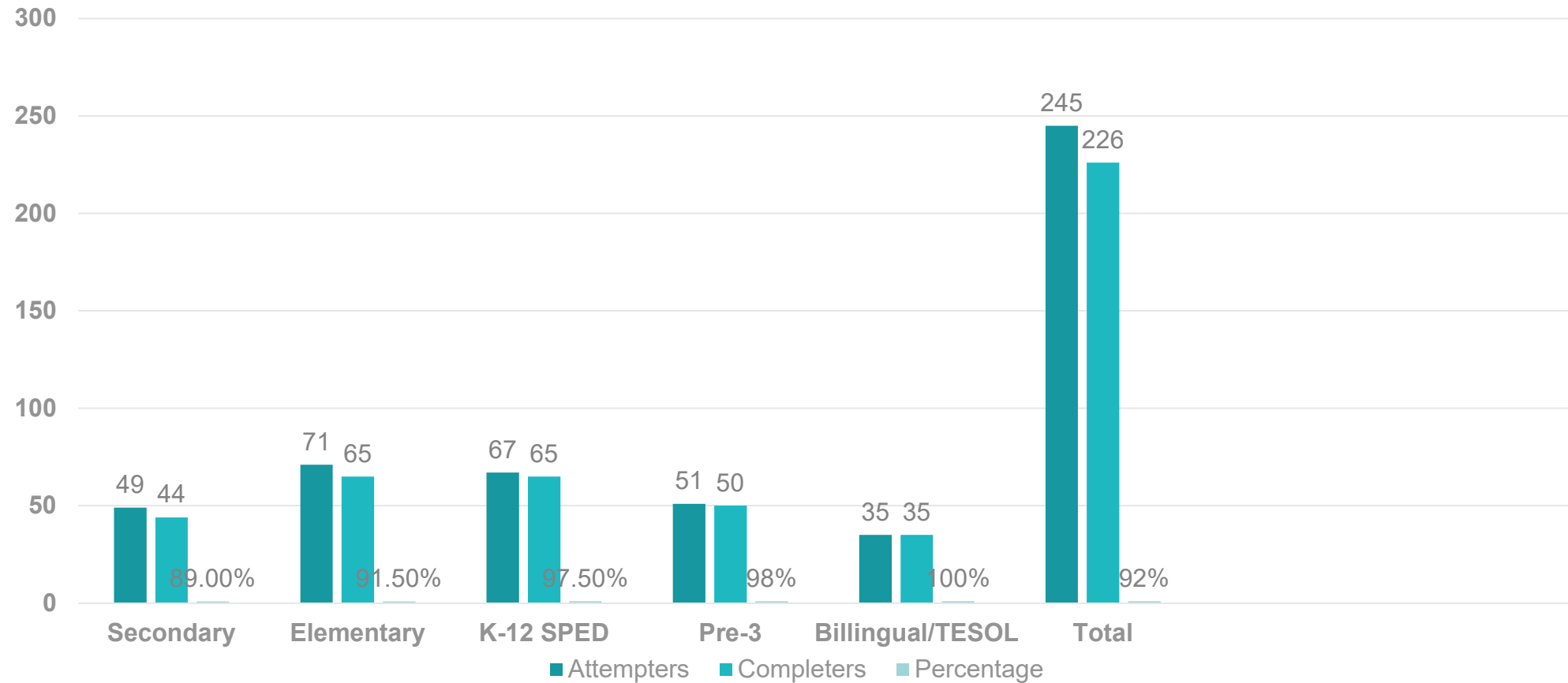
Teacher Residency provides a full-year, full-time co-teaching experience. Teachers hone their craft in the classroom alongside a highly skilled mentor teacher and students benefit from two highly skilled adults working together to support learning in the classroom.



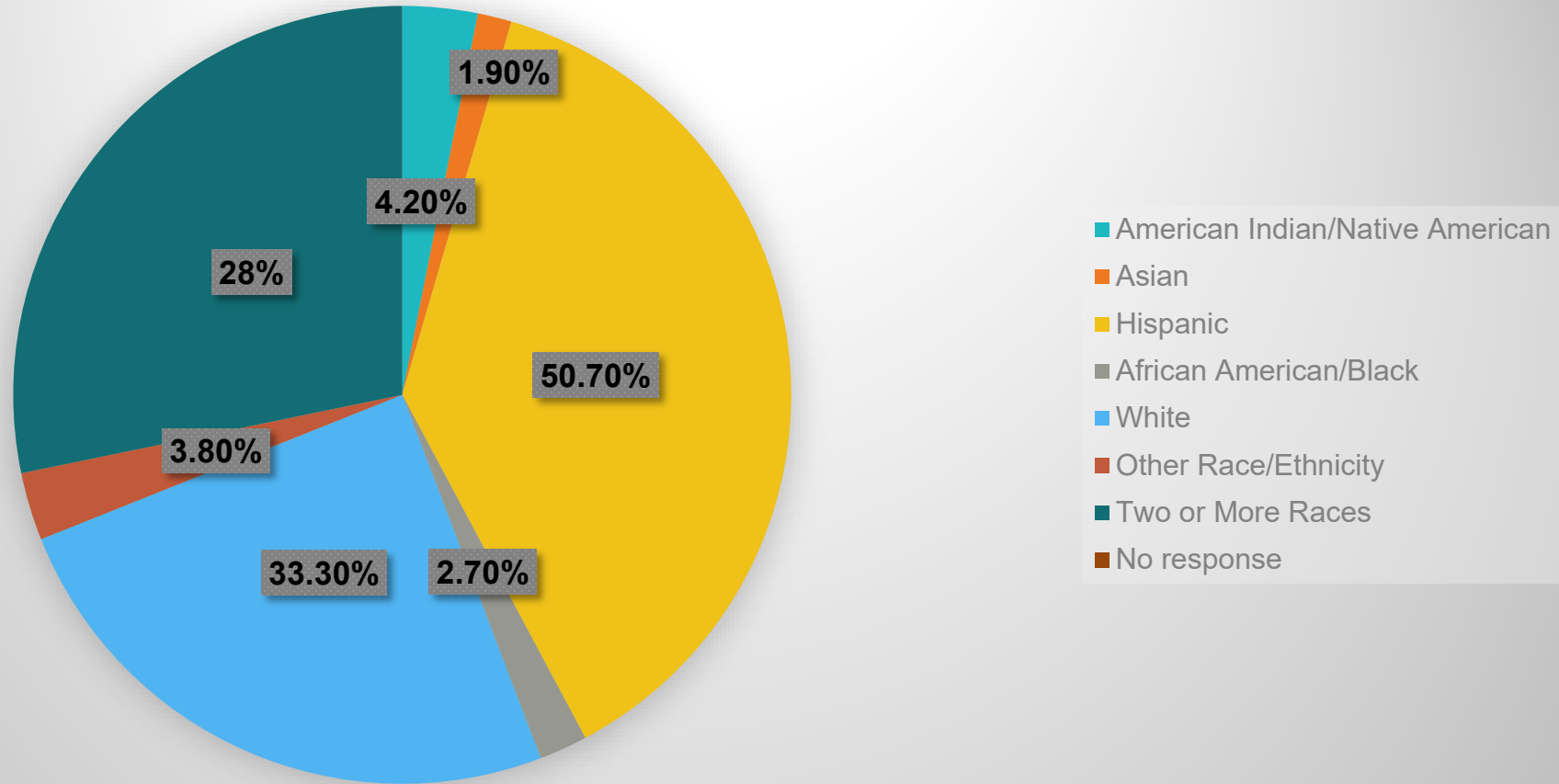
# Residency by Program

EPP	Number of Total Residents	Number of Completers	Percentage
Central New Mexico Community College (CNM)	25	25	100%
Eastern New Mexico University	17	14	82.3%
New Mexico Highlands University	62	59	95%
New Mexico State University	43	38	88.3%
Northern New Mexico College	11	10	91%
San Juan College	1	1	100%
University of New Mexico	59	53	89.8%
Western New Mexico University	27	26	96.2%
<b>Totals</b>	<b>245</b>	<b>226</b>	<b>92.2%</b>

# Residency by Area

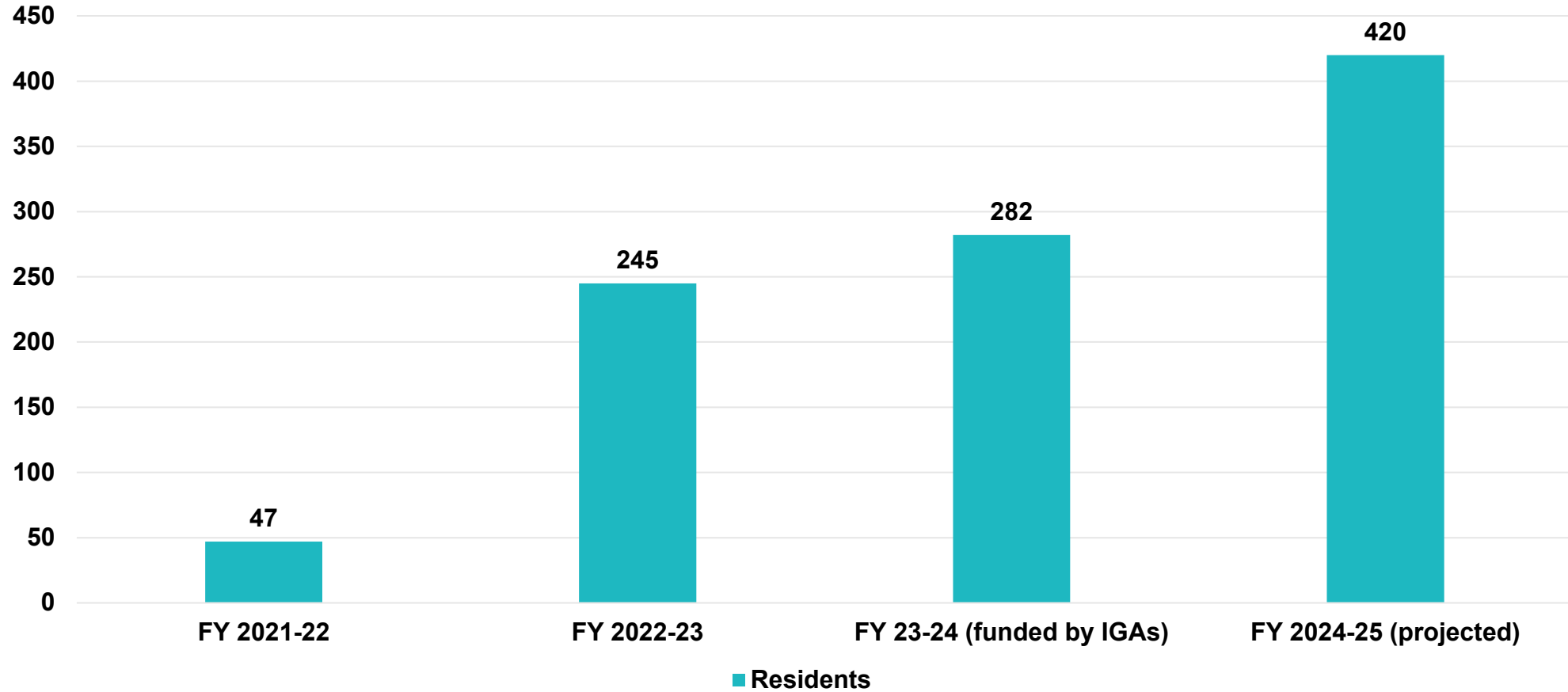


# Residency Diversity



- 66% of all residents self-identify as BIPOC.

# FY Residency Numbers



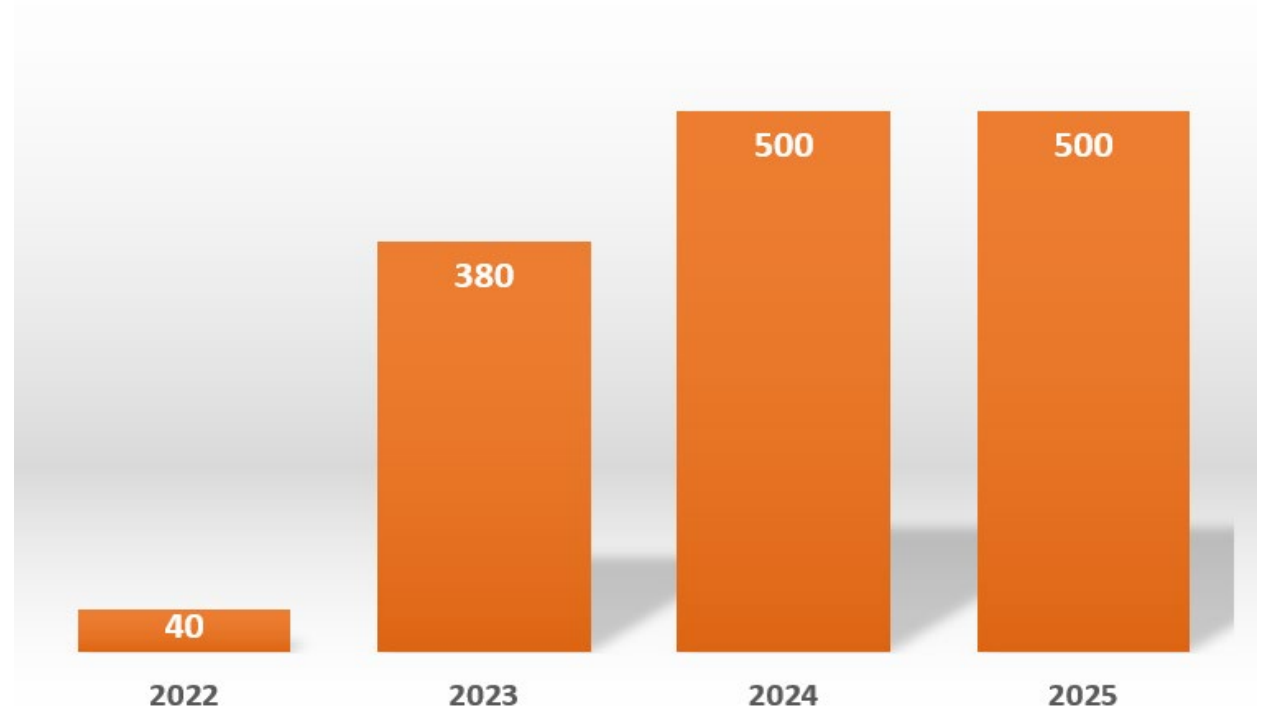
# Educator Fellows

## Building New Mexico's Educator Ecosystem

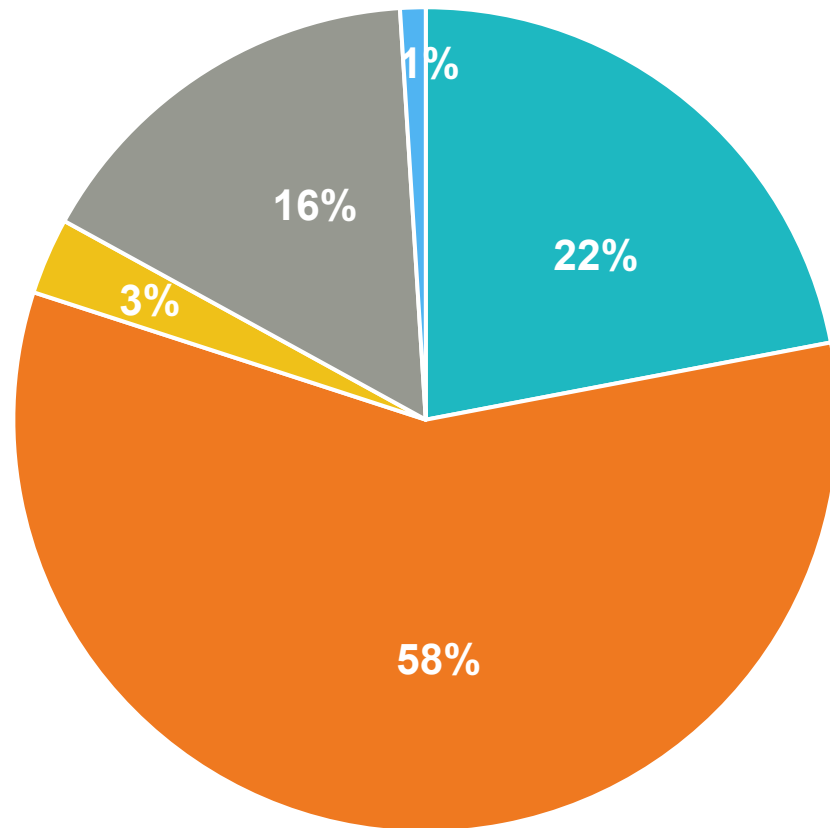
Educator Fellows creates a grow-your-own ecosystem for elementary schools in New Mexico while also improving adult to student ratios in classrooms and offering targeted instruction and small group support.



Number of Educator Fellows



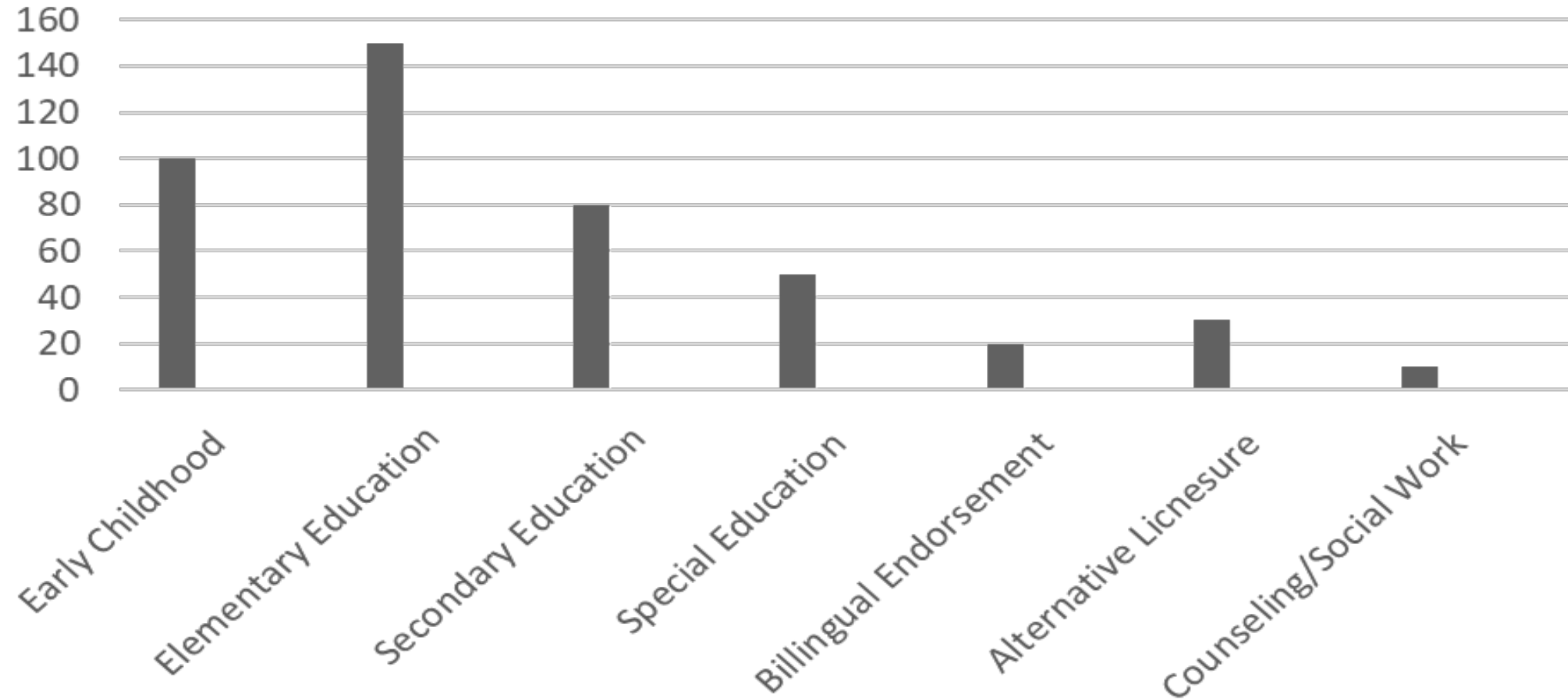
# Educator Fellows Across New Mexico



- Caucasian/White
- African American/Black
- Asian American
- Hispanic/Latin X
- Native American/American Indian

- 70 LEAs participate in the program
- Serving in approximately 190 schools
- The program anticipates 500 Fellows for the 23/24 SY
- As of September 2023, there are 394 active Fellows

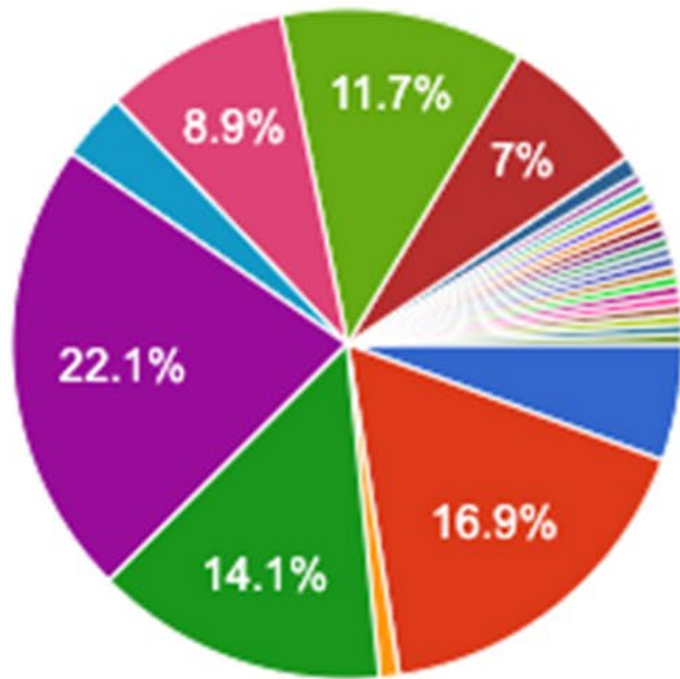
# Educator Fellows Licensure Area





# Educator Fellows Feed the Educator Ecosystem

## Anticipated Graduation



- Fall of 2023 (December)
- Spring of 2024 (May)
- Summer of 2024
- Fall of 2024 (December)
- Spring of 2025 (May)
- Summer of 2025
- Fall of 2025 (December)
- Spring of 2026 (May)

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# Principal, Counselor and Social Worker Residency Pilot

School leadership is second only to teaching for having the greatest impact on constitutional and human right to a quality and sufficient education. Knowledgeable, skillful school leaders are foundational to the improvement to education in New Mexico.

FY24 Funding and Goals	FY25 Funding and Goals
<p><b>\$2 Million</b> to support a Pre-Residency Pipeline and Planning year</p>	<p><b>Increased funding</b> to support a School Leadership Institute and a Full-Year, Full-Time Residency experience for 20-40 School Leaders</p> <p>SLI-Opportunity to evolve school leadership preparation to align with national best-practice and research. Future plans to revise school leadership criteria and licensure requirements</p>

# School Leadership Institute

**The institute would provide a comprehensive and cohesive framework for preparing, mentoring and providing professional development for principals, other school leaders and school district officials.**

**The institute shall offer at least the following programs:**

- (1) licensure preparation for aspiring principals;
- (2) mentoring for new principals and other public-school leaders;
- (3) intensive support for principals at schools in need of improvement;
- (4) professional development for aspiring superintendents; and
- (5) mentoring for new superintendents.

# Retention Efforts

- Salary increases
  - Level 1 license (base salary \$50,000)
  - Level 2 license (base salary \$60,000)
  - Level 3 license (base salary \$70,000)
- Micro-credentials (APLI- APLII)
- National Board Certification Scholarships
- Ongoing PD and Learning Opportunities



# Funding for the Future

- Student Teaching- Recurring Funding
  - target 450 to 500 Student Teachers
- Teacher Residency- Increased & Recurring Funding
  - target is 420 to 500 Teacher Residents
- Educator Fellows- State Funding
  - target 500 Ed Fellows
- Principal Residency & SLI- Increased & Recurring Funding
  - target 50 Building and District Leaders
- Funding for retention efforts:
  - Professional learning opportunities
  - Micro-credentials
  - National Board Scholarships
- Funding for recruitment efforts:
  - Marketing, High School clubs

# Questions

