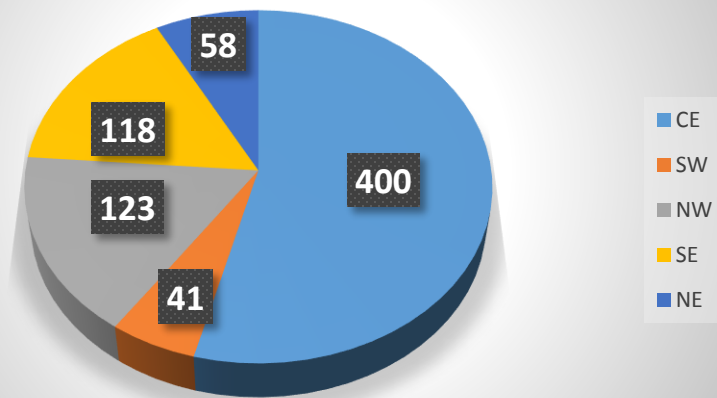
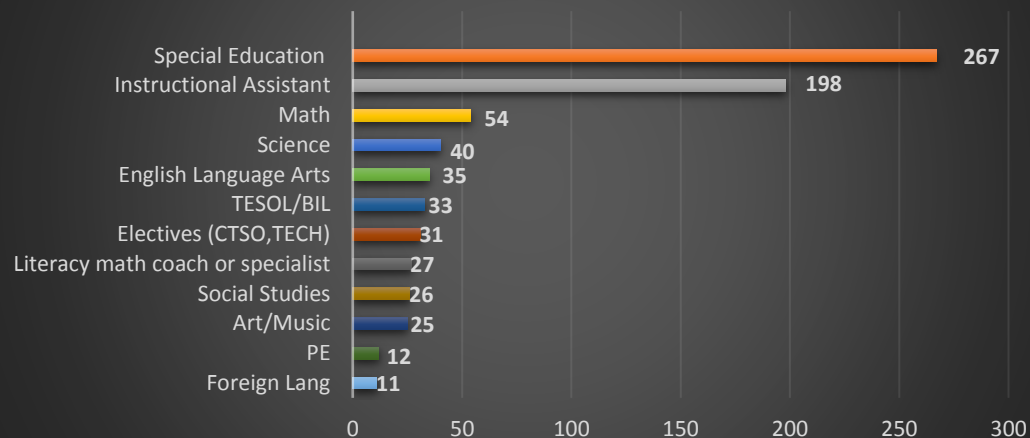


# 2018 Educator Vacancy Report (Preliminary)

## Teacher Vacancies by Region



## Vacancies by Discipline



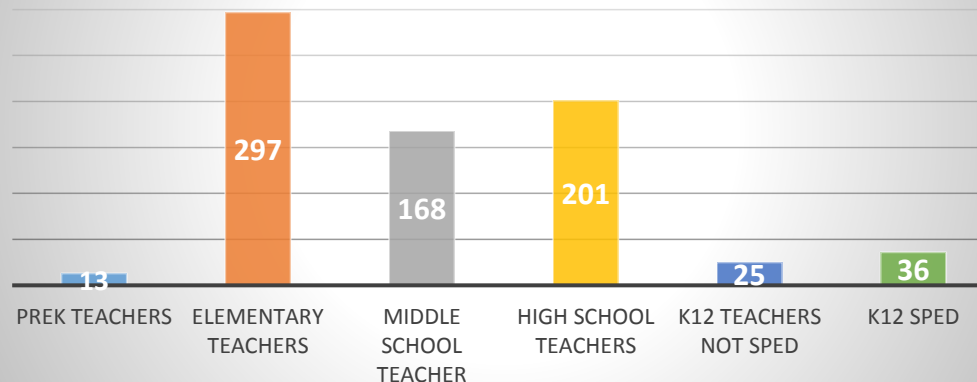
## 2017-2018 EPP Completers

Institution	Sped	Elementary/ECE	Secondary	Total
NMSU	13	52	50	115
ENMU	32	28	58	118
CNM	42	39	43	124
San Juan	8	12	13	33

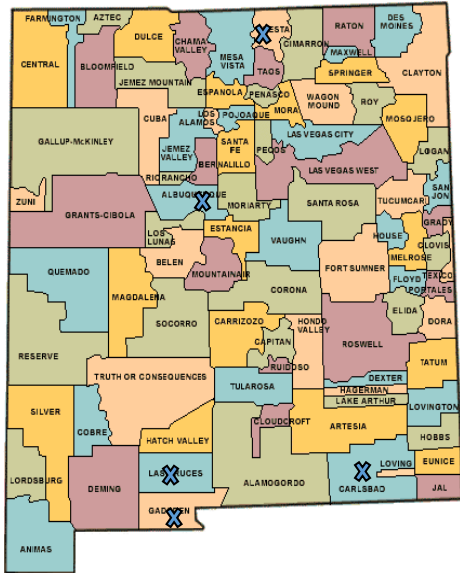
## 2017-2018 Students Admitted

Institution	Sped	Elementary/ECE	Secondary	Total
NMSU	19	56	68	143
ENMU	33	40	64	137
CNM	61	38	46	145
San Juan	14	21	24	59

## Teacher Vacancies by Grade Level



## 2015 Education Pathway Programs (8)

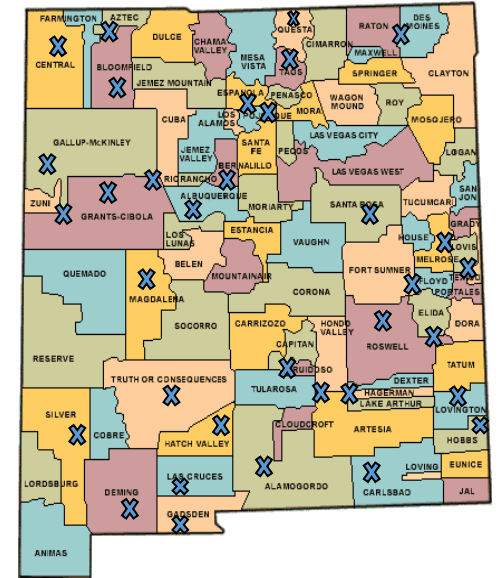


## NEW MEXICO

### Educators Rising Schools from 2015-2018

Alamogordo HS Arrowhead ECHS Artesia HS *Atrisco Heritage HS *Aztec HS *Bernalillo HS *Bloomfield HS Capital HS *Carlbad HS Centennial HS *Chaparral HS *Cliff *Clovis HS *Clovis Freshman Ac.	* Crown Point HS *Deming HS *Eldorado HS *Elida HS Espanola HS *Floyd HS *Gadsden HS Gallup Central HS *Grants HS *Hagerman HS *Hatch Valley HS *Highland HS *Hobbs HS Hot Springs HS	Kirtland Central HS *Laguna Acoma HS Magdalena HS *Manzano HS *Mayfield HS *Melrose HS Mescalero Apache HS *Newcomb HS Ocate HS *Pecos HS *Pojoaque *Questa HS *Raton MS	*Rio Grande Prep HS *Rio Rancho HS *Roswell HS *Santa Teresa HS *Shiprock HS Silver City OHS *Taos HS *Texico HS *Tohatchi HS *Tsé Yí Gai Tularosa MS *V. Sue Cleveland HS Wingate HS  *Active Chapters
---	--	--	---

## 2018 Education Pathway Programs (38)



### STARTING SALARIES OF DISTRICTS in NEIGHBORING STATES

- Dallas ISD \$52,000
- El Paso ISD \$48,300
- Lubbock ISD \$43,000
- Tucson USD \$39,200
- Alamosa SD \$35,041
- Denver ISD \$39,850

How can NM compete?

### RECOMMENDATIONS FOR TEACHER RECRUITMENT/RETENTION

1. Remove unnecessary barriers to licensure (Increased NES Standards)
2. Create an incentive program for students interested in pursuing careers in education. (College scholarships with NM work requirement)
3. Support teacher pipeline programs like Educators Rising NM, EA's to Teachers, Second Career programs etc.
4. Compensate teachers at a salary level comparable to neighboring states.
5. Work with EPP programs to streamline licensure requirements.

### IMPACT OF EDUCATORS RISING NM

- 38 Active High School Chapters
- 647 registered high school students (2017)
- 182 students at 2018 State Conference
- 270 total attended 2018 State Conference
- 38 from NM at 2018 National Conference
- 6 College Chapters: NMSU, ENMU, CNM, UNM, WNMU and NMHU
- Increase in dual credit enrollment
- Recognized CTSO by NMPED & NMAA
- Active Advisory Board