

The Time is Now

Strengthening New Mexico's Educator Preparation Systems



**Collaborative policy recommendations from the
New Mexico Alliance for Teacher Residencies,
a collective of organizations focused on teacher preparation
and teacher quality in New Mexico.**



**Presentation in partnership with
Central New Mexico Community College
and The University of New Mexico**

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those of the Foundation.

Presenters



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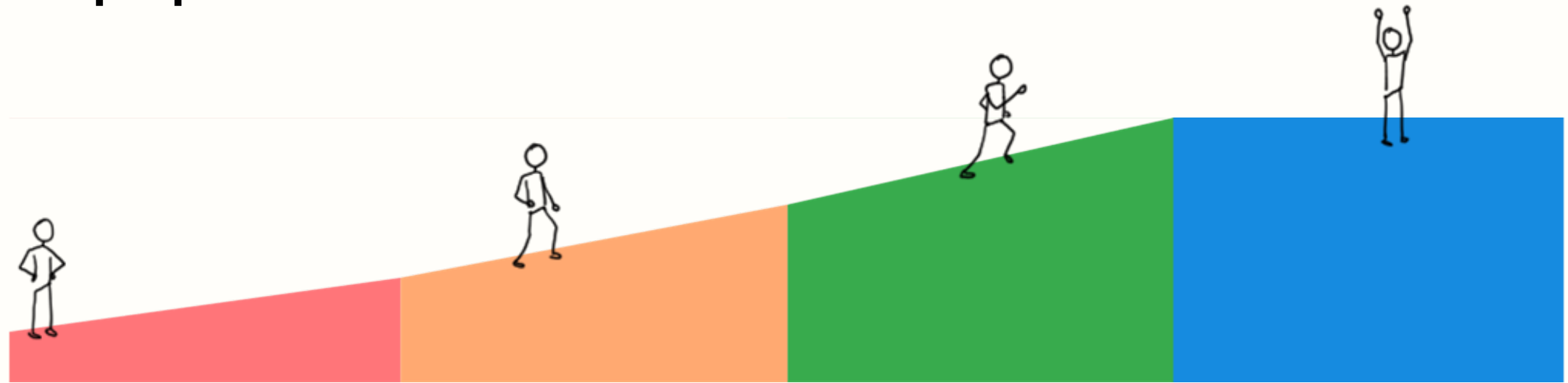
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The Goal of Teacher Residencies

A sustainable, statewide system that prepares, supports, and retains well-prepared teachers who reflect and serve their communities.



Identifying Great Potential Teachers

Ensuring access and affordability

Quality Preparation

Multiple Entry Points
Teacher Residency

Early Career Support

Mentorship & Induction
Professional Learning

Career Advancement

Mentor to Others
Instructional Leaders
Content Experts & Team Leads

NM Residency Basics

Residencies provide teacher candidates with



Minimum \$35,000 one-year stipend



Simultaneous enrollment in wrap-around coursework at a partnering college/university



Placement in a year-long, clinically rich experience at a partner district, co-teaching with a Level II or III mentor



Commitment to employment for 3 years following the residency

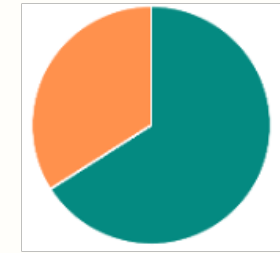
NM Funded Residencies to Date



92% On-Time Graduation



1268 Residents



66% People of Color



8 IHEs & 45+ Districts



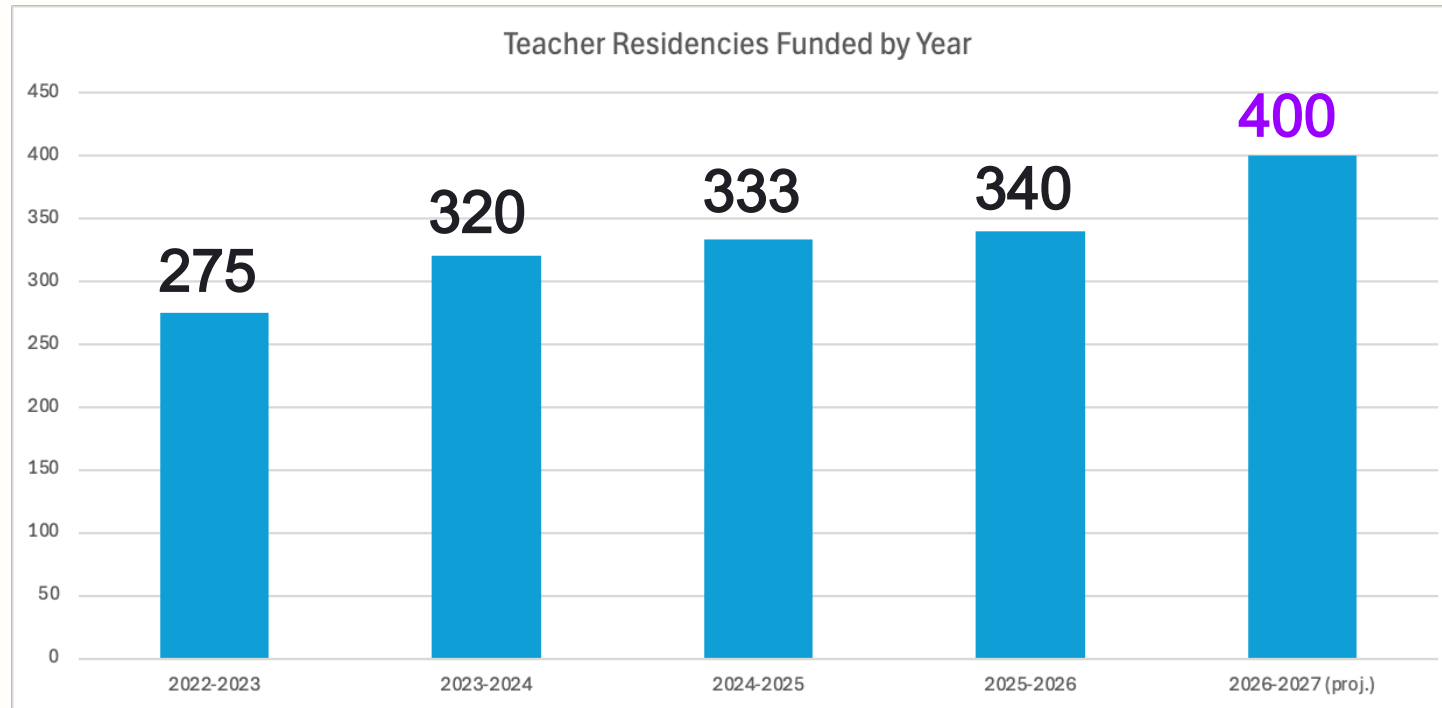
**Monthly Trainings &
Quarterly Communities of
Practice**



**\$8M Education
Innovation and
Research (EIR) Grant**

Highly Qualified Educators for NM

State funded teacher residents to serve in NM classrooms



A Vision for NM: Multiple On-Ramps through Residencies for a Career in Education

On-Ramp 1: High School (Pre-Apprenticeship)

- Near Peer Tutoring
- After School Tutoring and Clubs
- Community Partners: Educators Rising, Golden Apple Scholars, Future Focused Ed., Youth Apprenticeship
- **Dual Credit Pathways to College and Teaching**

On-Ramp 4: Career Changers

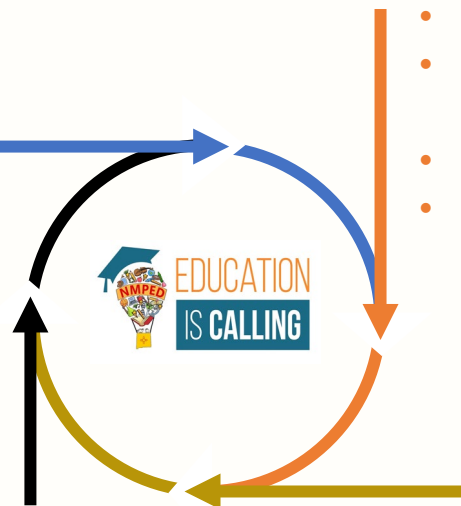
- Tuition support
- Ed. Fellows: EA salary and benefits while working toward degree
- Golden Apple Scholars
- **Student Teaching/Paid Residency Apprenticeship**

On-Ramp 2: Early College

- Tuition free Degree in Education
- Ed. Fellows: EA salary and benefits while working toward degree
- Golden Apple Scholars
- **Student Teaching/Paid Residency Apprenticeship**

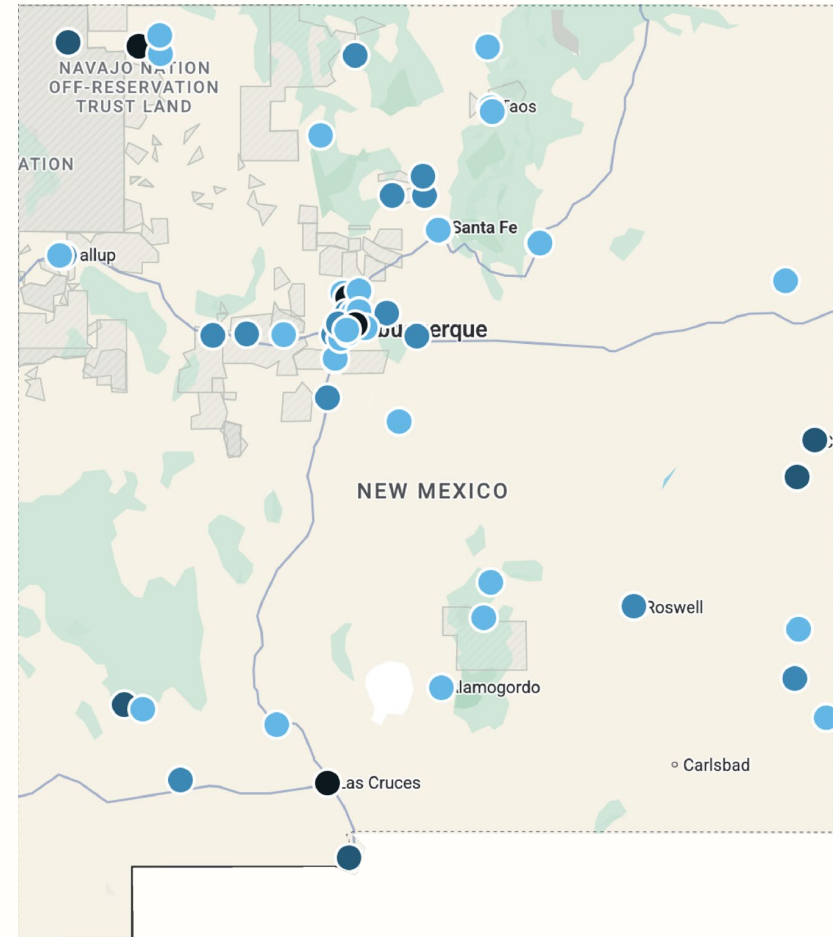
On-Ramp 3: Graduate Degrees

- Tuition support
- Ed. Fellows: EA salary and benefits while working toward degree
- Golden Apple Scholars
- **Student Teaching/Paid Residency Apprenticeship**



Residency Placements 2025-26

Each dot indicates an LEA hosting at least one resident. The darker the color of the dot, the more residents in that LEA.



The Work of New Mexico EPPs

Residency programs require significant coordination and management.

- **Statewide collaboration:** Monthly coordination meetings, quarterly communities of practice, and ad hoc working groups
- **Training and support:** Professional learning for residents and mentors
- **Enhanced supervision:** Monthly site visits and coaching for residents
- **Partnership engagement:** Ongoing collaboration with districts and PED to align residencies with local needs
- **Fiscal management:** Oversight of IGAs, stipends, and compensation processes

These efforts have strengthened collaboration among EPPs, aligned residency standards statewide, and deepened partnerships with districts around shared preparation goals.

Residency at CNM and UNM

- Largest residency cohorts in the state (**UNM: 107** / **CNM: 58**)
- History of residency work (**UNM: since 2017** / **CNM: since 2018**)
- Special Education Teacher Training (SETT) - **UNM & CNM**
 - Collaboration with APS and ATF
 - Graduated 150+ special education teachers
 - Contributed to reduction in openings at APS
- **UNM: residency partnerships with 18 districts/charter schools**
- **CNM: Indigenous residency project in 7 Native-serving schools**

Key Policy Recommendations

The Time Is Now highlights several policy changes. Below are the most critical.

1) Index residency stipends to Level 1 teacher pay

- Adjust residency stipends when teacher salaries increase
- Supports recruitment of diverse and mid-career candidates
- Different stipend levels for undergrad (60-65%) vs. post-bac (80-85%)

2) Establish recurring funding for residencies

- Ensures program stability and statewide scalability
- Allows districts and EPPs to plan and sustain partnerships

Other Report Recommendations

- **Expand eligibility** for residency funding to include other PED-approved educator preparation programs in NM
- **Provide benefits** to residents through district employment models so they receive health and retirement benefits
- **Support program quality** and mentorship by funding supervision and mentor-teacher training at EPPs to meet HB13 expectations.
- **Modernize data and accountability** by replacing static reporting with a PED-managed data portal for continuous improvement
- **Sustain coordination** at the state level by establishing a permanent PED position for clinical practice and residency oversight

Benefits of Residency

Residency programs are transforming teacher preparation in New Mexico.

- Higher retention / lower turnover among new teachers
- Better student outcomes and stronger classroom readiness
- Recruitment of teachers dedicated to their communities
- Full engagement in preparation—residents can focus on learning, not juggling jobs
- Smoother onboarding for districts hiring residency graduates
- Reduced vacancies in high-need areas
- New Mexico is leading the nation in residency funding & coordination!

Contacts and Resources

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Read *The Time is
Now*
<https://qrco.de/bgMrRcf>



Interactive map with
number of residents
and preparation
partners available
[here](#).