

**LANL Foundation:
LESC Presentation
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**Recommendations for Recruiting and Retaining Teachers:
Listening to Teacher and Student Voices**

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Mission & Vision

Mission:

To inspire excellence in education and learning in Northern New Mexico through innovative programming, collaboration and advocacy.

Vision:

All New Mexicans have the skills and confidence they need to be self-sufficient, lifelong learners who are engaged in their communities.

Theory of Change

- **Engaged communities, along with outstanding school boards, educators, principals and schools leads to,**
- **Improved learning opportunities and outcomes, which leads to,**
- **Whole child development, which leads to,**
- **Pathways to careers and thriving, engaged communities.**

Current Strategic Focus Areas

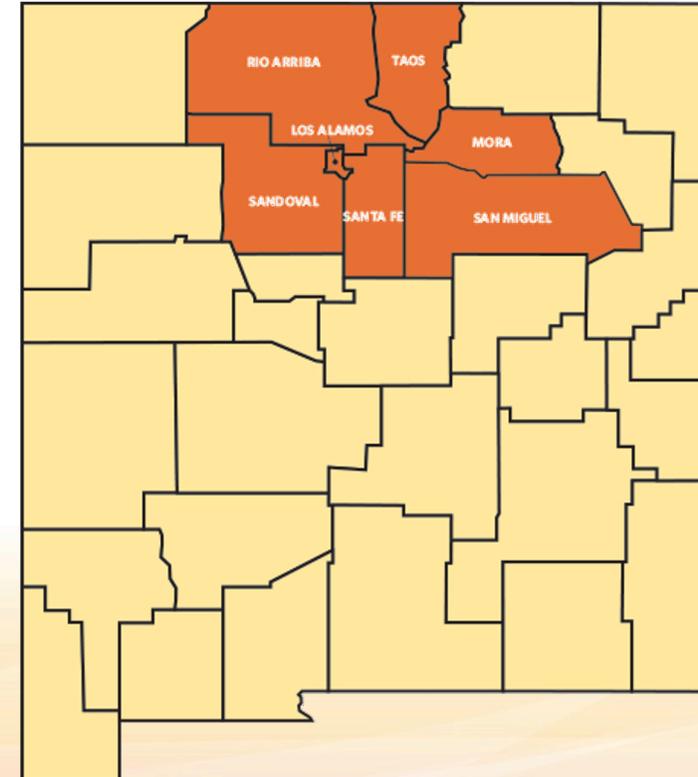
- **Early Childhood**
- **Growing and Supporting Teachers**
- **STEAM education**
- **Social Emotional Well-being of Students and Teachers**
- **College and Career Pathways**
- **Scholarships**

How we work

- **Programs**
- **Grants**
- **Scholarships**
- **Advocacy**
- **Research**
- **Convenings and Collaboratives**

Where we work

The LANL Foundation service area includes 18 Native American tribal nations and seven counties (Los Alamos, Mora, San Miguel, Rio Arriba, Sandoval, Santa Fe, and Taos counties) with a total estimated population of 419,917. We also do statewide programming and advocacy.



Advocacy & Research

Four Main Focus Areas:

- Teacher Retention, Turnover and Recruitment
 - College and Career Supports in High Schools
- Social and Emotional Learning and Supports in our Schools
 - STEAM Education in Northern NM

Our Commitment

We are a learning organization

- committed to listening to the communities we serve
- promoting racial and social equity in all our programs and grantmaking.

Methodology

Learning Alliance of New Mexico
September 8 – October 30, 2019

SURVEY

- **610** teachers participated
- **367** students participated
- **32** districts, charter schools, tribally-controlled and Bureau of Indian Education Schools in Northern New Mexico within the seven-county region served by the LANL Foundation

FOCUS GROUPS

- **28** teacher focus groups
 - **132** teacher participants
- **17** student focus groups
 - **198** student participants
- Focus groups were conducted in **22** districts

Study Findings

What we learned from teachers

- ❖ Local Community Teachers, teachers originally from the communities where they teach, are more likely to attend NM's institutions of higher education, and they live, work and stay in the communities at higher rates than non-local teachers.
- ❖ Teachers are struggling due to lack of support and feeling undervalued.
- ❖ School leadership & pay are two factors that greatly influence teachers' job satisfaction and retention.
- ❖ Most teachers collaborate with their colleagues and are committed to on-going learning and professional development.
- ❖ Strong teacher preparation matters – teachers from traditional programs were more satisfied and committed to the profession; alternatively prepared teachers felt under-prepared.

Study Findings

What we learned from students

- 3% of students surveyed indicated that they wanted to major in education.
- Students expressed interest in becoming teachers but were daunted by a perceived lack of respect for teachers, low salaries, and lack of support for becoming a teacher from the adults in their lives.
- Scholarships, mentoring, and the promise of a job when they graduate would encourage some students to become teachers in their communities.
- Students surveyed expressed a strong interest in majoring in STEM and pursuing STEM fields.

Recommendations for Recruiting and Retaining Excellent Teachers in Northern New Mexico

1. Prioritize the recruitment of youth who reflect Northern New Mexico communities to become Local Community Teachers through a campaign that lifts up the profession of teaching as one where they can make a difference, are respected, and earn a good living.

2. Reimagine and focus teacher preparation programs on fostering partnerships with Northern New Mexico schools and districts to recruit, financially support, prepare and mentor Local Community Teachers.

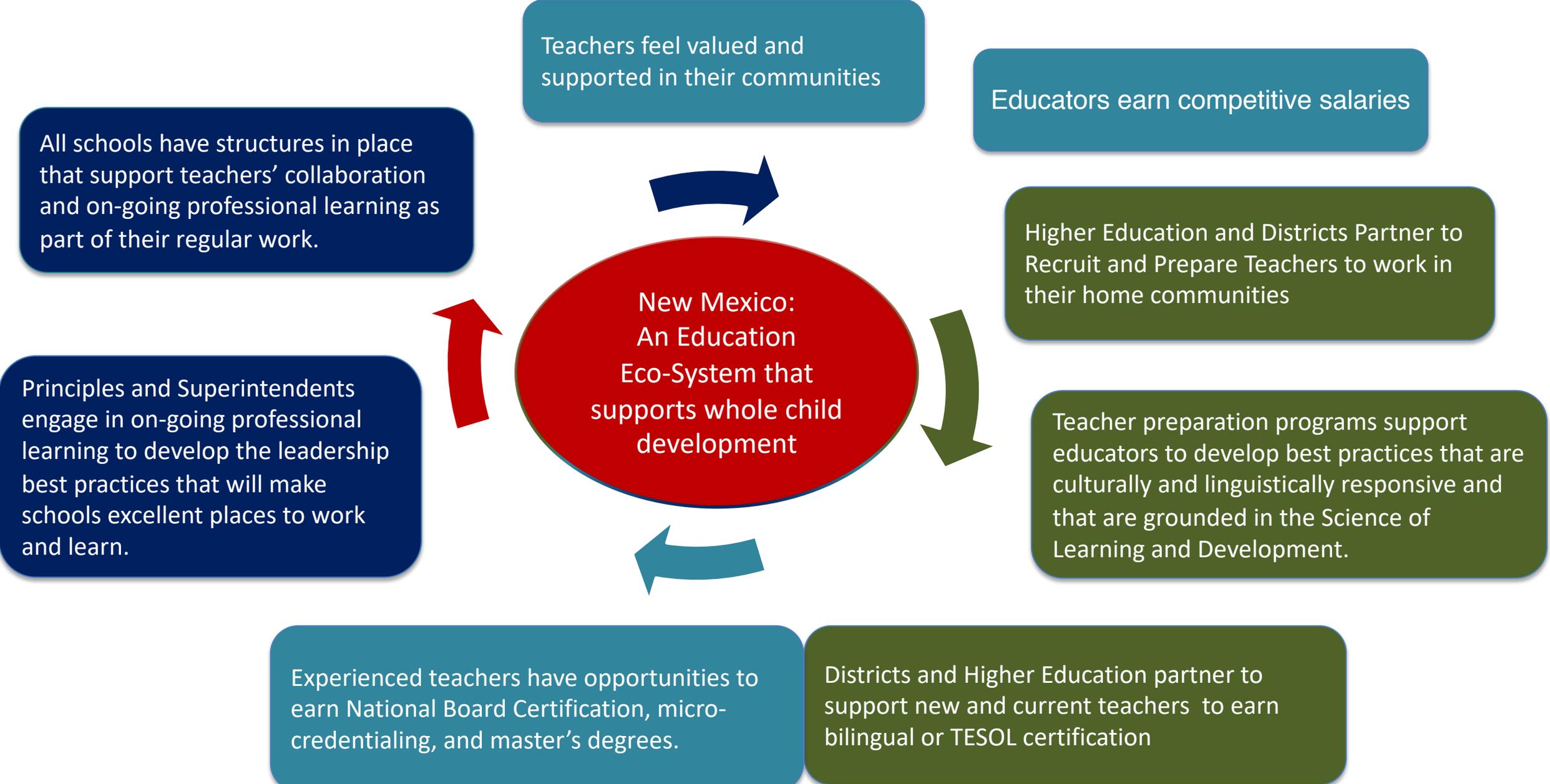
3. Strengthen school systems through robust support and development of School Leadership, improved Teachers' Professional Learning opportunities and collaboration, and continued increases in educators' professional salaries.

Ensure all children and youth have access to qualified, culturally competent, and effective teachers who know and understand our communities.

Recognize that the work is Collaborative

Recommendations	State: Policy Makers & Implementers	Higher Education: Leadership & Faculty	District: Super- intendents	School: Principals	Classroom: Teachers
Prioritize Support for Local Community Teachers:	<i>Launch and sustain a statewide campaign to strengthen respect for educators.</i>				
Reimagine and Focus Teacher Preparation Programs:	<i>Ensure teacher education programs and professional development are grounded in best practices that are culturally and linguistically responsive and in the Science of Learning and Development.</i>				
Strengthen School Leadership, Professional Development & Pay:	<i>Increase training and support for principals and superintendents to develop the leadership best practices that will make schools excellent places to work and learn</i>				

Working TOGETHER, New Mexico can be a state where educators thrive



Thank you

Questions?

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