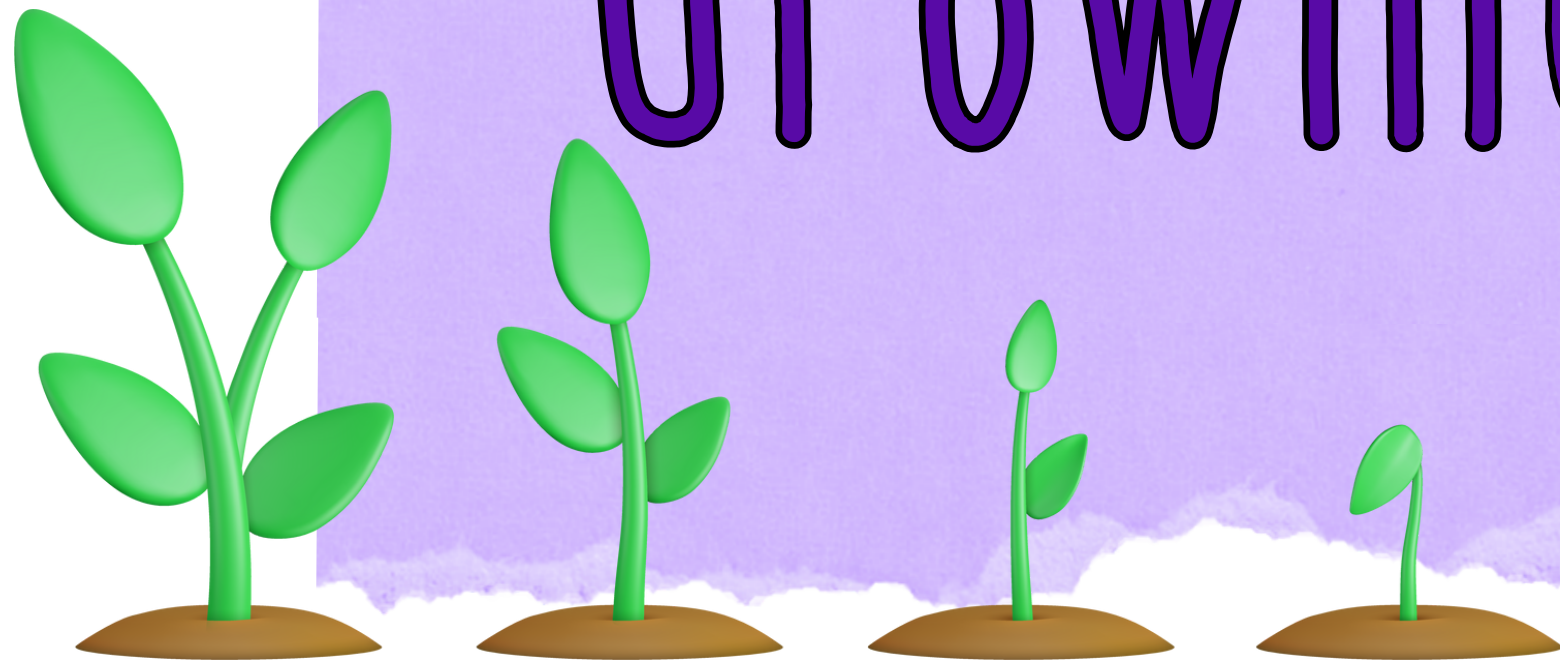
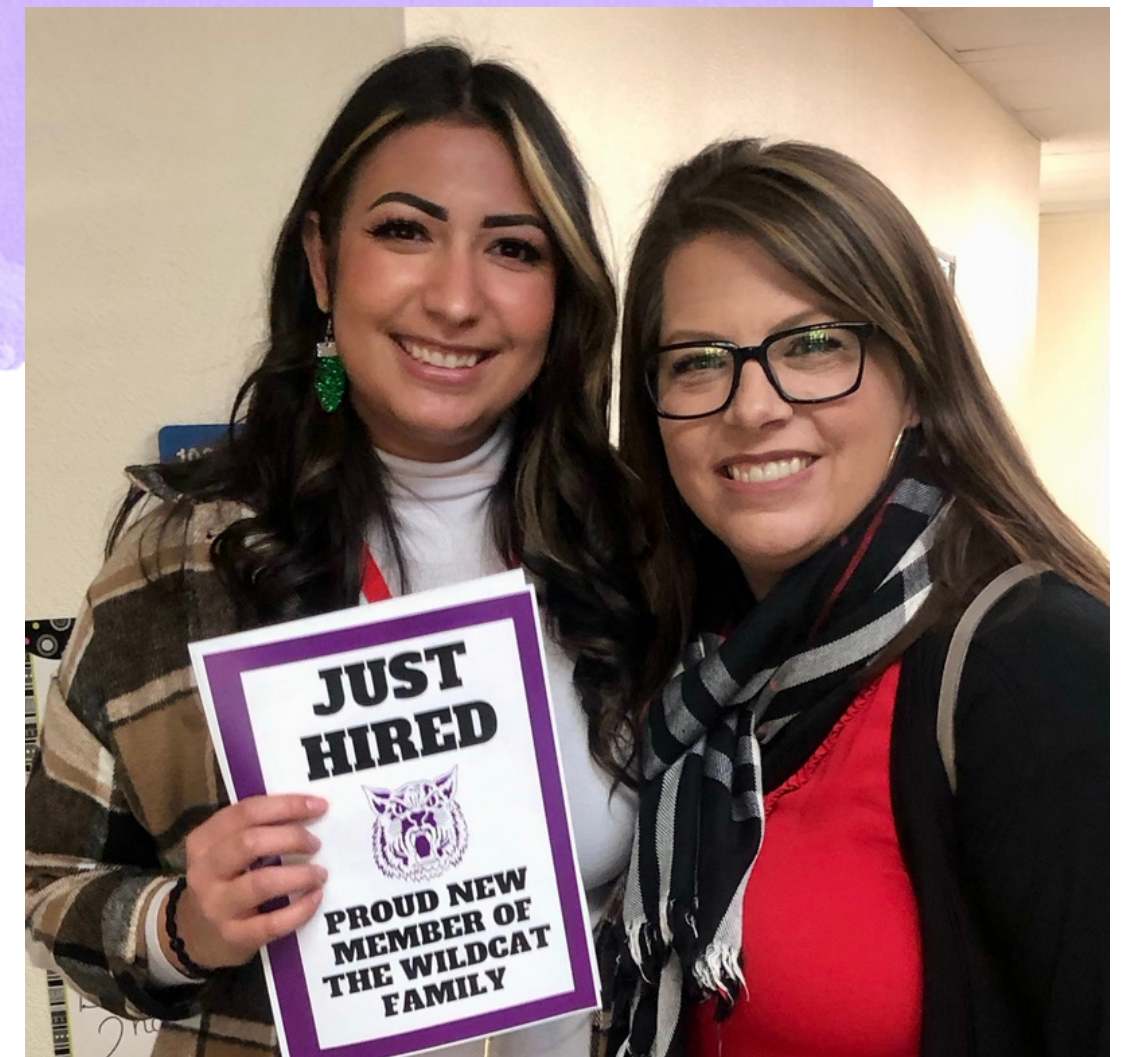


# Growing our Own



**Mandy Carpenter**  
Executive Director  
Talent Management & Development  
Clovis Municipal Schools



# Clovis Municipal Schools



- 7,600 Students
- 1,200 Employees
- 19 Campuses
- Cannon Air Force Base
- BNSF/Dairies/SWCheese

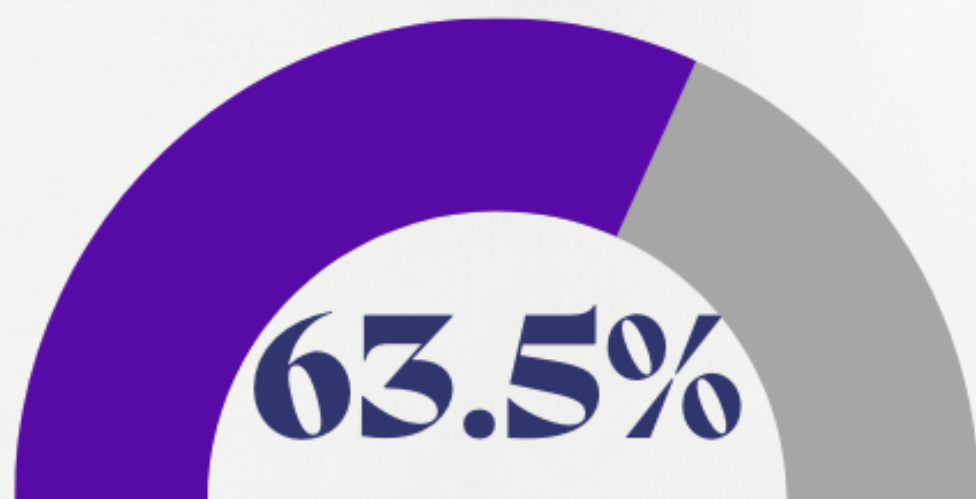


# Hiring Stats

Since July 1, 2022 (14 months) we have filled 736 positions within CMS, both internally and externally.

This accounts for 63.5% of our total current positions.

Some positions have had multiple employees.



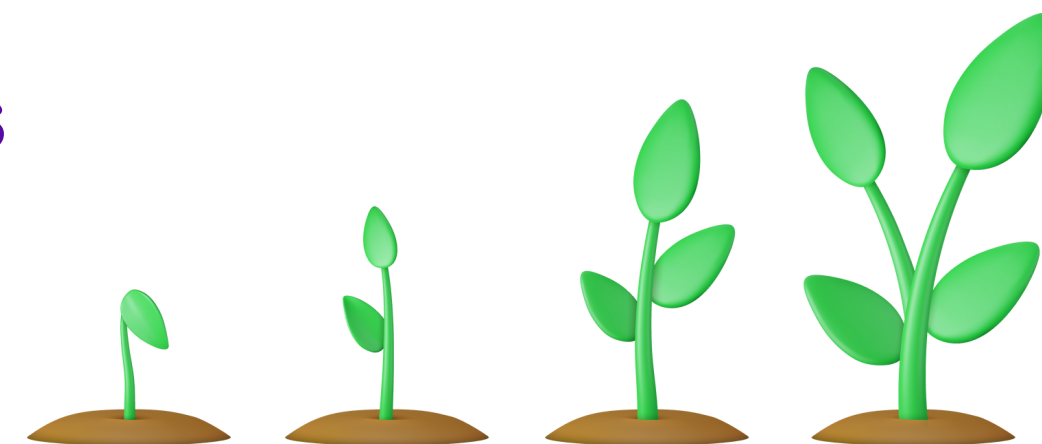
# The Numbers

## 4 years or LESS

54% of the current CMS Staff have been employees for 4 years or less.



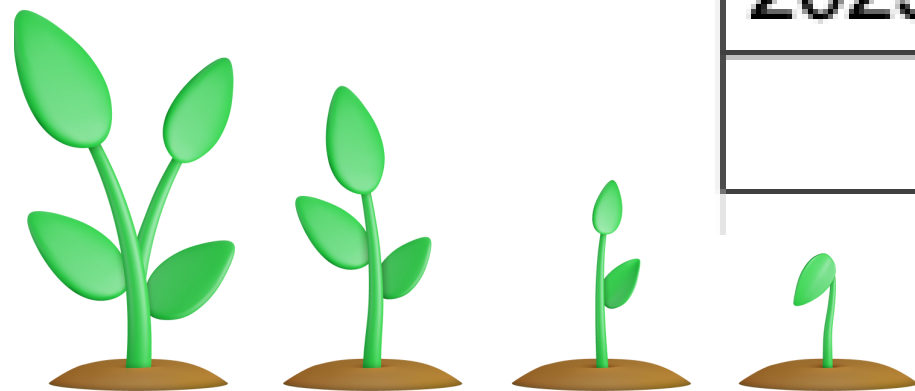
50% of our Staff was born AFTER 1980.



# The Problem

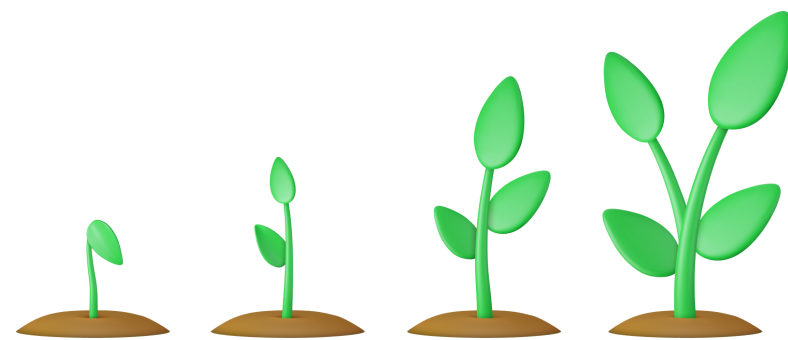
Educators are leaving the classroom at a faster rate than we can adequately fill their positions.

Year	Resignations	New Hires	
2018/19	264		
2019/20	197	282	
2020/21	193	167	
2021/22	271	254	
2022/23	214	224	
2023/24 (so far)	42	144	
<b>Total</b>	<b>1181</b>	<b>1071</b>	<b>-110</b>



# The Solution

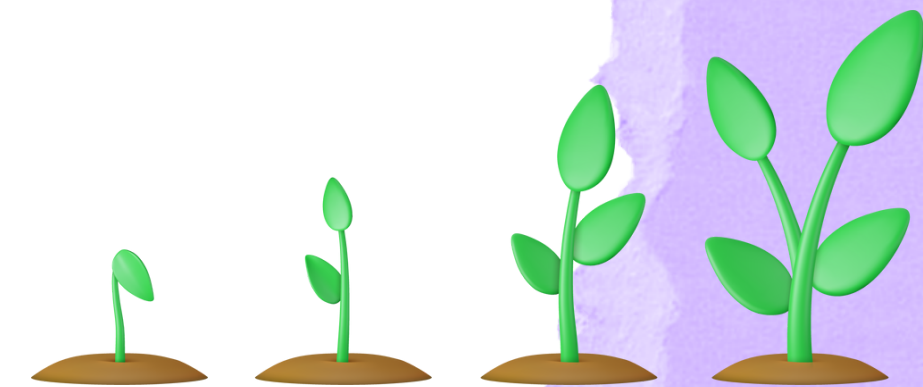
Establishing a Culture where  
NO ONE wants to leave.....  
AND GROWING OUR OWN  
teachers from within!





# Creating a BUZZ

By training our Administration in the requirements, we created buy-in to the program.



EVERYONE wanted one..or more!

# Job Description & Recruitment



## Clovis Municipal Schools EDUCATOR FELLOWS PROGRAM



**Do you want to make a difference by becoming a teacher?**

The Educator Fellows Program provides teacher funding, training, and support for Educational Assistants (EAs) and other individuals who would like to work in the field of education.

### CMS and the New Mexico Public Education Department will provide:

- Full salary and benefits for each fellow.
- Boot-camp style training for the fellows prior to their start in the classroom.
- Coaching and support throughout the fellows' time in the program.
- \$1,000 stipend for each fellow during each successfully enrolled semester to support their postsecondary education.
- Funding for all licensure and background fees.

### Apply Now

[www.clovis-schools.org/career.html](http://www.clovis-schools.org/career.html)

For more information contact Mandy Carpenter at [mandy.carpenter@clovis-schools.org](mailto:mandy.carpenter@clovis-schools.org) or 575-769-4322

## Clovis Municipal Schools Job Description

**Position:** Educator Fellow

**Supervisor:** Building Principal

**General Job Description:** Educator Fellows (EF) will support teachers in their classrooms by providing engaging high-dosage tutoring and small group instruction while concurrently attending post secondary schooling in order to gain their education degree. The fellowship (paid internship) will provide critical hands-on experiences in the education arena and a solid foundation for those who are planning to enter the education profession.

### Essential Duties and Responsibilities:

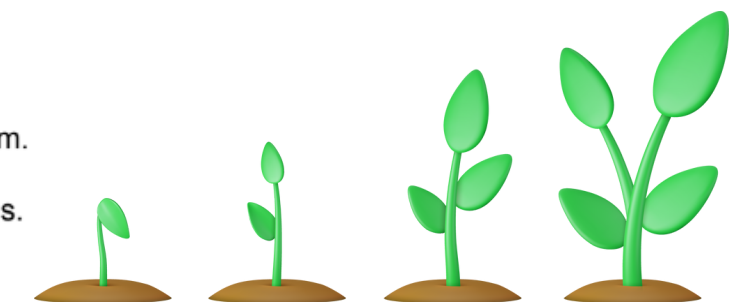
- Provide instructional support services under the direct supervision of a highly qualified teacher.
- Manage the educational setting in a manner that promotes positive student behavior and a safe and healthy environment.
- Communicate with and obtain feedback from students in a manner that enhances student learning and understanding.
- Plan individualized targeted instruction to students in the areas of reading and math, either in a small group or 1-to-1 setting with the collaboration of the Mentor Teacher.
- Consult with Mentor Teacher in tracking student progress, monitoring, and planning interventions.
- Maintain current and accurate records as required.
- Complete professional development on various topics to include but not limited to classroom management, math intervention, reading intervention, high intensity tutoring strategies, and cultural and linguistically responsive teaching and learning.
- Develop strong relationships with students and colleagues.
- Participate in regular coaching and feedback sessions.

### Additional Duties and Responsibilities:

- Manage time appropriately.
- Cooperate with administration, parents and coworkers.
- Demonstrate concern for students' well being and positive esteem.
- Use and apply appropriate conflict resolution skills.
- Use current technology for instruction and management purposes.
- Act as a good role model within the context of the school.

### Qualifications:

- Currently enrolled in a post secondary education program, carrying at least 3 credit hours, and maintaining a 2.5 GPA
- NMPED Level 3 EA License preferred
- Valid driver's license
- Such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable



# 2023-2024

Pre K-1st	8
Elementary K-8th	12
Secondary 6-12th	7
Special Education	4
Bilingual	3
Music/Art/PE	3
Counseling	5
Unsure~	1

# Graduation

Dec 2023	5
May 2024	9
Dec 2024	7
May 2025	7
Dec 2025	3
May 2026	12

# CMS Educator Fellowship

Clovis Municipal Schools is the LARGEST benefactor of the NMPED Educator Fellowship program.

CMS was granted over \$2.07 M in 23/24 and \$1.31 M in 22/23

Grant money goes directly to the Ed Fellow's guaranteed FULL EA salary while each of our Fellows attend college courses to complete their degrees in an Education field.

**CMS is home to 43 Ed Fellows!**



# Educator fellowship Benefits

Full EA Salary + Benefits up to \$42,000 WHILE attending schooling to become an educator

1 hour per class a week in “Study/Homework” time

\$1000 a semester in tuition reimbursement

Cost of required tests and license covered

Licensed Level II or III Teacher on site as a Mentor

On-the-job training with students in the classroom

Access to ALL New Teacher Professional Development



15

# Colleges & Universities

17



Clovis  
Community  
College

2



WESTERN  
NEW MEXICO UNIVERSITY

2



4



1



GRAND CANYON  
UNIVERSITY

1



1



I'm looking into becoming a bilingual teacher. I currently work in a bilingual elementary and I love it so far. I'm interested in 1st and 2nd grades.

I hope I get the opportunity to teach Math or Science.

I am hoping to stay with CMS as a mental health provider position if it is available.

I would love to continue my education and eventually teach secondary biology in either 9th or 10th grade.

This program is a life saver that many education majors don't know about, but would gladly apply if advertised in our schools.



42 of 43 of our Ed Fellows are  
COMMITTED to staying in Clovis!

4 Ed Fellows were  
hired as teachers,  
and began with CMS  
for Fall of 2023.

5 Ed Fellows will  
receive Letters of  
Employment by Nov  
1st, and will begin on  
Jan 8, 2024.

The Results

**JUST  
HIRED**



**PROUD NEW  
MEMBER OF  
THE WILDCAT  
FAMILY**

Thank you!

*Mandy Carpenter*

**EXECUTIVE DIRECTOR**  
Talent Management & Development  
Clovis Municipal Schools



1009 Main Street  
Clovis, NM 88101  
mandy.carpenter@clovis-schools.org  
575.769.4322 x5503