

**LEGISLATIVE EDUCATION STUDY COMMITTEE  
BILL ANALYSIS**

**Bill Number:** SB 225

**51st Legislature, 1st Session, 2013**

**Tracking Number:** .191673.1

**Short Title:** Early Childhood Teacher Retention Project

**Sponsor(s):** Senator Nancy Rodriguez

**Analyst:** LaNysha Adams

**Date:** February 12, 2013

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**Bill Summary:**

SB 225 makes an appropriation to fund a demonstration project to increase the quality of early childhood education for children from birth to five years of age by providing incentives to increase retention of teachers in early childhood education programs.

SB 225 also requires that the demonstration project be operated by a nonprofit entity, with at least two years' demonstrated experience in achieving zero attrition among early childhood teachers.

**Fiscal Impact:**

\$300,000 is appropriated from the General Fund to the Children, Youth and Families Department (CYFD) for FY 14.

According to the Legislative Finance Committee's Fiscal Impact Report (FIR), the \$300,000 appropriation is a recurring expense from the General Fund to CYFD.

**Substantive Issues:**

According to the FIR, the New Mexico Association for the Education of Young Children (NMAEYC) indicates that the rate of staff turnover in early childhood programs throughout the state is approximately 33 percent.

According to the CYFD bill analysis:

- after the first year of the INCENTIVES Early Childhood pilot program (see "Background," below), 46 percent of participants completed additional college coursework and there was no turnover of teachers; and
- after the second year of the INCENTIVES Pilot, 47 percent of participants completed additional college coursework and there was no turnover of teachers.

**Background:**

In 2011, legislation was enacted to create the *Early Childhood Care and Education Act* (ECCEA) to be administered by CYFD for the purpose of:

- establishing a comprehensive early childhood care and education system through an aligned continuum of state and private programs, including:
  - home visitation;
  - early intervention;
  - child-care;
  - Early Head Start and Head Start;
  - early childhood special education;
  - family support; and
  - pre-kindergarten;
- maintaining or establishing the infrastructure necessary to support quality in the system’s programs; and
- creating the Early Learning Advisory Council (ELAC), which is attached to CYFD.

During the December 2012 interim meeting, the Legislative Education Study Committee (LESC) staff provided a report on the update of the ECCEA to the LESC and reported that in addition to the federal Head Start programs, there are three state agencies that provide early childhood care and education services, including:

1. CYFD, which provides Child Care Assistance, Home Visiting, and Pre-K;
2. PED, which provides Pre-K, Early Childhood Special Education, and K-3 Plus; and
3. DOH, which provides the Family Infant Toddler (FIT) Program<sup>1</sup>, and a number of other programs such as Project Linking Actions for Unmet Needs in Children’s Health (LAUNCH), which is designed to promote the wellness of young children ages birth to eight by addressing the physical, emotional, social, and behavioral aspects of their development.

***Related Initiatives***

New Mexico is one of five states currently participating in the Child Care WAGES Project, which provides education-based salary supplements to low-paid teachers, directors, and family child-care providers with children ages birth to five years old. The Child Care WAGES Project is designed to provide preschool children more stable relationships with better educated teachers by rewarding teacher education and continuity of care.

Since 2004, the New Mexico Association for the Education of Young Children (NMAEYC) has administered the Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood Project, which is licensed by the Child Care Services Association in North Carolina, the T.E.A.C.H. parent office. According to the NMAEYC website, the T.E.A.C.H. Project:

- is designed to provide scholarships to individuals that are studying early childhood as they work with children in a child-care center or school;
- provides award monies to over 500 scholars throughout the state; and
- has supported T.E.A.C.H. scholars in obtaining 168 early childhood education degrees, including:

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<sup>1</sup> The Family Infant Toddler (FIT) Program includes home visiting in its service array for children up to the age of three with developmental delay or those at-risk for delay, including those at environmental risk.

- 92 Associate Degrees;
- 38 Bachelor's Degrees;
- 27 Master's Degrees; and
- 11 in Alternative Licensure.

In 2010, INCENTIVES Early Childhood, an affiliate of the Child Care WAGES Project, was started by the NMAEYC as a pilot program in Santa Fe County. The INCENTIVES Early Childhood pilot program:

- provides pay supplements every six months to early childhood teachers or assistant teachers based on the level of education of the teachers;
- is designed to encourage teachers and assistants to commit to their programs and to the early childhood field and to continue to take college classes in Early Childhood Education (to increase the size of their pay supplements); and
- restricts eligibility to teachers of infants, toddlers, or two-year-olds in Santa Fe County.

### ***Race to the Top Early-Learning Challenge Grant***

In 2012, the US Department of Education announced that New Mexico was one of five states to receive a Race to the Top-Early Learning Challenge grant. New Mexico received \$25.0 million, to be paid out over four years and to be split between CYFD, PED, and the DOH for implementing five areas of education reform:

1. successful state systems;
2. high-quality, accountable programs;
3. promoting early learning and development outcomes for children;
4. a great early childhood education workforce; and
5. measuring outcomes and progress.

### ***Early Childhood Education Preparation Programs in New Mexico***

According to the *2013 National Directory of Early Childhood Educator Preparation Institutions*, a directory listing state-recognized colleges, universities, and other postsecondary teacher preparation institutions, in New Mexico, these institutions offer two-year Early Childhood Education degrees:

- Albuquerque Technical Vocational Institute;
- Southwestern Indian Polytechnic Institute;
- New Mexico State University, Carlsbad;
- Clovis Community College;
- Crownpoint Institute of Technology;
- Northern New Mexico College;
- San Juan College;
- New Mexico State University;
- Luna Community College;
- University of New Mexico, Gallup Campus, Valencia, Valencia County Branch, and Taos Education Center;
- Eastern New Mexico University, Main Campus and Roswell Campus;
- Santa Fe Community College;

- Western New Mexico University; and
- Mesalands Community College.

In New Mexico, these institutions offer four-year Early Childhood Education degrees:

- The University of New Mexico;
- New Mexico State University;
- New Mexico Highlands University;
- Eastern New Mexico University; and
- The College of Santa Fe.

**Committee Referrals:**

SEC/SFC

**Related Bills:**

HB 53 *Teacher Loan Repayment Act*

HB 193 *Early Childhood Teacher Retention Project (Identical)*