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HOUSE MEMORIAL 40

54TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2019

INTRODUCED BY

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A MEMORIAL

REQUESTING THE LEGISLATIVE EDUCATION STUDY COMMITTEE TO STUDY
THE EFFICACY AND LOGISTICS OF IMPLEMENTING PAID TEACHER
RESIDENCY PROGRAMS IN NEW MEXICO.

WHEREAS, New Mexico is experiencing a large number of
teacher vacancies, according to an educator vacancy report
prepared by New Mexico state university southwest outreach
academic research laboratory; and

WHEREAS, as of October 2018, there were one thousand one
hundred seventy-three education positions open, including
teachers as well as counselors, librarians and nurses; and

WHEREAS, many factors influence the need for teachers in
New Mexico, including salary, working conditions and work
expectations; and

WHEREAS, in an effort to fill the need for teachers,

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1 school districts, the public education department and the
2 education preparation programs across the state are trying to
3 implement various strategies to recruit and retain teachers and
4 teacher candidates; and

5 WHEREAS, teacher residency programs offer a strategy for
6 developing strong, well-prepared teachers and addressing the
7 high rate of teacher turnover; and

8 WHEREAS, teacher residency programs typically are an
9 alternative pathway to teaching for prospective educators who
10 already have a bachelor's degree; and

11 WHEREAS, in the teacher residency model, teacher
12 candidates work alongside an accomplished teacher for a full
13 year before being placed in their own classes; and

14 WHEREAS, unlike other alternative teaching certification
15 models, residents do not serve as the teachers of record in the
16 classroom; and

17 WHEREAS, a year-long co-teaching model offers great
18 promise for developing strong, well-prepared teachers as well
19 as positively impacting student learning; and

20 WHEREAS, high-quality teacher residencies feature:

- 21 A. strong district and university partnerships;
22 B. high-ability, diverse candidates who are
23 recruited to meet specific district hiring needs, typically in
24 fields where there are shortages;
25 C. a full-year apprenticeship teaching under

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1 supervision;

2 D. coursework about teaching and learning tightly
3 integrated with a clinical practice;

4 E. cohorts of residents placed in "teaching
5 schools" that model good practices with diverse learners and
6 are designed to help novices learn to teach;

7 F. financial support for residents in exchange for
8 a three- to five-year teaching commitment; and

9 G. carefully selected expert mentor teachers who
10 co-teach with residents; and

11 WHEREAS, fifteen states and the District of Columbia
12 include teacher residency programs in their plans to implement
13 the federal Every Student Succeeds Act; and

14 WHEREAS, a learning policy institute article states that
15 research on the impact of the teacher residency model suggests
16 that, on average, residents are more racially diverse than new
17 teachers, are much more likely to stay in the teaching
18 profession, especially in the high-need districts that sponsor
19 them, and are typically more effective than other novice
20 teachers; and

21 WHEREAS, paid residencies are most commonly associated
22 with medical professionals but are appropriate for teachers;
23 and

24 WHEREAS, urban and rural teacher residencies have been
25 successful in recruiting talented candidates in high-need

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1 fields to work as paid apprentices to expert teachers, allowing
2 novices to earn an income and gain experience in exchange for a
3 commitment to teach for several years, according to the
4 national conference of state legislatures; and

5 WHEREAS, in searching for ways to recruit and retain
6 quality educators, New Mexico is urged to consider paid teacher
7 residency programs;

8 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
9 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the legislative
10 education study committee be requested to study the efficacy
11 and logistics of implementing paid teacher residency programs
12 in New Mexico; and

13 BE IT FURTHER RESOLVED that the legislative finance
14 committee, the public education department, school districts
15 and charter schools and the New Mexico coalition of educational
16 leaders be requested to assist the legislative education study
17 committee as required; and

18 BE IT FURTHER RESOLVED that copies of this memorial be
19 transmitted to the secretary of public education and the chair
20 of the legislative education study committee.