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HOUSE BILL 92

**54TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2020**

INTRODUCED BY

Debra M. Sariñana and Joy Garratt

FOR THE LEGISLATIVE EDUCATION STUDY COMMITTEE

AN ACT

RELATING TO PUBLIC EDUCATION; ENACTING THE TEACHER RESIDENCY ACT; CREATING A TEACHER RESIDENCY PROGRAM; PROVIDING PROGRAM COMPONENTS; PROVIDING ELIGIBILITY REQUIREMENTS; PROVIDING PARTICIPANT SELECTION REQUIREMENTS; PROVIDING RULEMAKING AUTHORITY; PROVIDING REPORTING REQUIREMENTS; CREATING A FUND; MAKING AN APPROPRIATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. A new section of the Public School Code is enacted to read:

"[NEW MATERIAL] SHORT TITLE.--This act may be cited as the "Teacher Residency Act"."

SECTION 2. A new section of the Public School Code is enacted to read:

"[NEW MATERIAL] DEFINITIONS.--As used in the Teacher

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1 Residency Act:

2 A. "program" means a teacher residency program  
3 created pursuant to the Teacher Residency Act; and

4 B. "teaching resident" means a participant in a  
5 department-approved teacher residency program."

6 SECTION 3. A new section of the Public School Code is  
7 enacted to read:

8 "[NEW MATERIAL] TEACHER RESIDENCY PROGRAM--CREATED.--

9 A. On or before July 1 of each year, the secretary  
10 shall, through a competitive selection process, provide grants  
11 to establish New Mexico teacher residency programs at public  
12 post-secondary educational institutions and tribal colleges  
13 that have developed a commitment to investing in teacher  
14 education. In selecting grant recipients, the department shall  
15 ensure, to the extent practicable, that grant recipients  
16 include representation from rural, urban and suburban areas  
17 across the state.

18 B. The public post-secondary educational  
19 institution or tribal college shall form a partnership with one  
20 or more school districts or charter schools to provide  
21 employment to residents in the program following their  
22 graduation.

23 C. The program must be designed to:

24 (1) diversify the teaching profession with  
25 candidates that reflect the diversity of the public schools in

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1 the state or the geographic area where the school is located;

2 (2) fill high-need teaching positions within  
3 the state; and

4 (3) provide a full academic year of rigorous  
5 master's or bachelor's level coursework and provide a full  
6 academic year of guided apprenticeship in the classroom of an  
7 expert mentor teacher at the partner area school district or  
8 charter school.

9 D. The public post-secondary educational  
10 institution or tribal college shall ensure faculty who work  
11 with the teacher residency program visit residency sites no  
12 less than three times per month to monitor teacher residents'  
13 programs."

14 SECTION 4. A new section of the Public School Code is  
15 enacted to read:

16 "[NEW MATERIAL] TEACHER RESIDENCY PROGRAM COMPONENTS.--A  
17 teacher residency program established pursuant to the Teacher  
18 Residency Act shall include:

19 A. competitive admission requirements with multiple  
20 criteria;

21 B. rigorous master's or bachelor's level  
22 coursework, while undertaking a full academic year of guided  
23 apprenticeship in the classroom of an expert mentor teacher at  
24 the partner area school district or charter school;

25 C. a team mentorship approach to expose teaching

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1 residents to a variety of teaching methods, philosophies and  
2 classroom environments;

3 D. clear criteria for the selection of mentor  
4 teachers based on measures of teacher effectiveness and the  
5 appropriate subject area knowledge;

6 E. providing mentors with ongoing evidence-based  
7 training in coaching and mentoring teacher candidates and  
8 compensation for time and added responsibility;

9 F. grouping teacher candidates in cohorts to  
10 facilitate professional collaboration among residents and place  
11 candidates in teaching schools or professional development  
12 programs that are organized to support a high-quality teacher  
13 learning experience in a supportive work environment;

14 G. measures of appropriate progress through the  
15 program;

16 H. a livable stipend for teaching residents;

17 I. a post-completion commitment by teaching  
18 residents to serve three years at schools in the sponsoring  
19 school district;

20 J. an expectation of employment for the teaching  
21 resident from the partner school district or charter school;

22 K. support for teaching residents for not less than  
23 one year following the resident's completion of the program  
24 through the provision of mentoring, professional development  
25 and networking opportunities; and

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1 L. demonstration of the integral role and  
2 responsibilities of the partner area school district or charter  
3 school in fulfilling the purpose of the program."

4 SECTION 5. A new section of the Public School Code is  
5 enacted to read:

6 "[NEW MATERIAL] TEACHER RESIDENCY PROGRAM ELIGIBILITY.--To  
7 be eligible to be admitted and hired as a teaching resident  
8 under the program, an individual must:

9 A. hold a bachelor's degree; and

10 B. be a professional from outside the field of  
11 education and have strong content knowledge or a record of  
12 achievement; or

13 C. be a noncertified educator, such as a substitute  
14 teacher or teaching assistant."

15 SECTION 6. A new section of the Public School Code is  
16 enacted to read:

17 "[NEW MATERIAL] TEACHER RESIDENCY PROGRAM PARTICIPANT  
18 SELECTION REQUIREMENTS.--The public post-secondary educational  
19 institution or tribal college shall establish criteria for  
20 selection of individuals to participate in the program. The  
21 selection criteria shall include:

22 A. a demonstration of comprehensive subject area  
23 knowledge or a record of accomplishment or professional  
24 experience in the field or subject area to be taught;

25 B. strong verbal and written communication skills,

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1 which may be demonstrated by performance on appropriate tests  
2 or performance assessments;

3 C. other attributes linked to effective teaching,  
4 which may be determined by interviews or performance  
5 assessments; and

6 D. consideration given to a participant's ability  
7 to increase the racial, ethnic or linguistic diversity of the  
8 teacher workforce."

9 SECTION 7. A new section of the Public School Code is  
10 enacted to read:

11 "[NEW MATERIAL] RULEMAKING AUTHORITY.--The department  
12 shall adopt rules as necessary to implement the Teacher  
13 Residency Act."

14 SECTION 8. A new section of the Public School Code is  
15 enacted to read:

16 "[NEW MATERIAL] TEACHER RESIDENCY FUND--CREATED--  
17 PURPOSE.--The "teacher residency fund" is created as a  
18 nonreverting fund in the state treasury. The fund consists of  
19 appropriations, gifts, grants and donations to the fund. Money  
20 in the fund is subject to appropriation by the legislature to  
21 implement the provisions of the Teacher Residency Act.  
22 Disbursements from the fund shall be made by warrants of the  
23 secretary of finance and administration pursuant to vouchers  
24 signed by the secretary of public education or the secretary's  
25 authorized representative."

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1           SECTION 9. A new section of the Public School Code is  
2 enacted to read:

3           "[NEW MATERIAL] REPORTING REQUIREMENTS.--Public post-  
4 secondary educational institutions and tribal colleges shall  
5 collaborate with their partner school district or charter  
6 school to submit data to the department no later than July 1 of  
7 each year. The department shall compile data from all  
8 residency sites and submit a report to the legislature no later  
9 than November of each year. The report shall include the  
10 following indicators of teacher residency program success:

- 11           A. the standards for entering and exiting the  
12 program;
- 13           B. the number of credit hours required to complete  
14 the program;
- 15           C. the number and percentage of residents  
16 completing the program;
- 17           D. the number and types of teaching licenses  
18 residents are obtaining, including endorsements;
- 19           E. the educator evaluation rating for residents  
20 during their first five years of teaching;
- 21           F. the educator evaluation rating for mentors  
22 during their time as a resident mentor;
- 23           G. the number and percentage of residents who  
24 continue to teach in New Mexico school districts or charter  
25 schools after one, two, three, four and five years;

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1 H. the percentage of residents who are diverse  
2 candidates that reflect the diversity of the public schools in  
3 the state or the geographic area where the school is located;

4 I. performance of students in classes taught by  
5 residency graduates in comparison to students in classes taught  
6 by other trained teachers;

7 J. principal perception surveys of resident and  
8 mentor effectiveness;

9 K. state-student perception surveys;

10 L. the residency program graduate achievement, as  
11 determined by first-time pass rates on the state teaching  
12 performance assessment; and

13 M. other data as determined by the department."

14 SECTION 10. APPROPRIATION.--Five million dollars  
15 (\$5,000,000) is appropriated from the general fund to the  
16 teacher residency fund for expenditure in fiscal year 2021 to  
17 carry out the provisions of the Teacher Residency Act. Any  
18 unexpended or unencumbered balance remaining at the end of a  
19 fiscal year shall not revert to the general fund.