



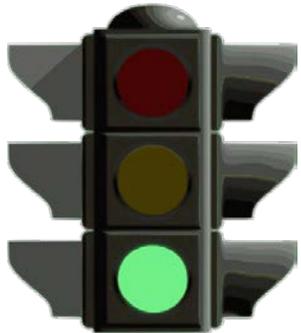
ALBUQUERQUE
TEACHERS
FEDERATION



Central New Mexico
Community College



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PUBLIC SCHOOLS



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GO!

Special Education Teacher Training (SETT)

An APS/CNM/ATF Supported Pathway
to Licensure

Presenters

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SPECIAL EDUCATION TEACHER VACANCY INFORMATION

- **Special education teachers account for 267 or 36% of all teacher openings.**
- **The number of vacancies (including ancillary staff) that serve the special education students in the schools account for 375 of the 985, or 38% of the certified vacancies in New Mexico.**

2018 NEW MEXICO EDUCATOR VACANCY REPORT. NMSU College of Education Southwest Outreach Academic Research (SOAR) Lab.

- **In 2017 394 special education classrooms were staffed by Alternative Licensed Teachers**

The 2017 SOAR teacher vacancy report.

APS averages 120-170 Special

Education teacher vacancies annually.

NMAC 6.60.3.9

Requirements for Alternative Teaching License

- be at least 18 years of age;
- hold either a bachelor of arts or science degree, master of arts or science degree, or doctorate degree from a regionally accredited college or university with a minimum grade point average of 2.75;
- complete a background check in accordance with 6.60.8 NMAC; and
- have no licensure requirements waived on an emergency or temporary basis, or for any other reason; and
- meet the application requirements for the license being sought.

Alternative Educator Preparation Program (EPP) pathway. Applicants following the alternative EPP pathway shall:

- pass the required NMTA essential academic skills tests defined in 6.60.5 NMAC prior to receiving alternative licensure at any level;
- participate in a department-approved EPP with an alternative licensure program;
- serve as a teacher of record for two full school years; and
- complete no fewer than six semester hours including required hours of coursework in the teaching of reading aligned with the competencies for licensure for entry-level teachers for the type of license being sought.

CNM Application Requirements include:

- Submission of official transcript to CNM Records Office confirming Bachelor's degree from an accredited institution
 - GPA of 3.0 on highest degree earned
 - Ability to pass a Criminal Background Check
 - Passing score on the NES Essential Academic Skills *
 - o Subtest I: Reading
 - o Subtest II: Writing
 - o Subtest III: Mathematics
 - Passing results from a NMTA Basic Skills exam taken within the last 10 years will be accepted in lieu of the NES Essential Academic Skills tests.
 - Minimum Credit Hours Required to Complete Certificate: 21
- **SETT added:**
- 3 credit hours: Math for Special Education
 - 6 credit hours: TESOL (Teaching English to Speakers of Other Languages)

SETT Partnership Goal:

Form a **partnership** between ATF, APS and CNM **to create a comprehensive, well-supported** Alternative License program to **attract and retain high quality special education teachers in APS.** (October 2018)



How SETT works:

The unique design of this alternative licensure program ensures success by providing a side-by-side experience of academic coursework for licensure with two years of scaffolded, mentor support.

In addition, while completing courses in pedagogy, content and exceptionalities of special education students over 15 months, Teacher Candidates begin teaching right away earning a first-year teaching salary.

Support begins immediately:

- Teacher Candidates co-teach with a Lead Teacher for one semester enabling daily, intentional modeling by the Lead Teacher.
- Beginning work focuses on how students learn and how teachers differentiate to accommodate that learning while facing the critical legal requirements of special education.



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How SETT works:

- Within a gradual release model of oversight by the Lead Teacher, Teacher Candidates put theory into practice as they hone their new knowledge and skills in a structured environment.
- Lead Teachers continue to support Teacher Candidates in the second semester when Teacher Candidates are placed in their own classrooms. In year two, Teacher Candidates are matched with an APS mentor and an APS special education resource teacher.



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Roles of the Collaboration

The Special Education Teacher Training (SETT) is possible through the collaborative relationship between APS, CNM, and ATF.

All three entities work closely to co-manage and co-lead the program.

We are confident that the SETT program will help us to fill Special Ed vacancies and keep high-quality educators who will bring skill, caring and passion to complex, special education classrooms.

Teacher Candidate Eligibility

Candidates for the SETT program must qualify for admission to CNM, seeking a K-8 teaching license in special education. In addition, candidates must:

- Hold a Bachelor's degree
- Have a minimum 3.0 GPA*
- Pass the New Mexico Teacher Assessment Test of Essential Academic Skills
- Be legally authorized to work in the United States
- "Successful completion of the department's [NM-PED] required background check and approval process." (NMAC 6.65.3.9)
- Agree to work in APS for three years

Teacher Candidate Benefits

- Paid CNM tuition
- Earn Level 1 APS salary with full benefits
- Tiered levels of support for two years (co-teaching with Lead Teacher, Resource Teacher support, Mentoring)
- Guaranteed employment with successful completion of the program

Lead Teachers application criteria:

- Hold a Level 2 or 3 teaching license in special education through the State of New Mexico, which requires at least 3 years of teaching experience.
- Have strong communication skills, including the ability to provide feedback to Teacher Candidates in a timely, constructive and consistent manner.
- Receive a strong recommendation from school site administration.
- Participate in a SETT team interview
- Is a model teacher

APS COST per Teacher Candidate:

- CNM Tuition for 27 credit hours approximately \$2500. CNM to cost out and confirm final tuition costs for APS.
- TC salary for ½ year approximately \$26,000 (half of 40,000 plus 30% for benefits).
- LT differential \$3000 (may be able to cover out of Mentor Program budget)
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- Total: $\$2500 + \$3000 + \$26,000 = \$32,500$ per candidate.
- 20 candidates = \$650,000

We advertised

Information about the first SETT cohort

- 15 teacher candidates (5 men;10 women)
- All second career teachers
- 10 have been placed in placed in cross-categorical classrooms
- 5 have been placed in specialized program in which there is a high need
 - 2 in Autism classrooms
 - 2 in Social Emotions Behavior classrooms
 - 1 in a Functional Skills classroom
- 15 schools across APS
 - 9 Elementary Schools
 - 4 Middle Schools
 - 2 High Schools

- Teacher candidates started CNM classes in the summer of 2019

SETT Cohort 1 Lead Teacher Backgrounds

Licensure Level & National Board Certification (n=15)

NM Level

Level 2 9

Level 3 6

National Board Certification: 3

Average years of teaching experience: 10

SETT will be part of the Teacher
Residency Grant supported by
NMPED.

SETT Program Co-Coordinator

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