

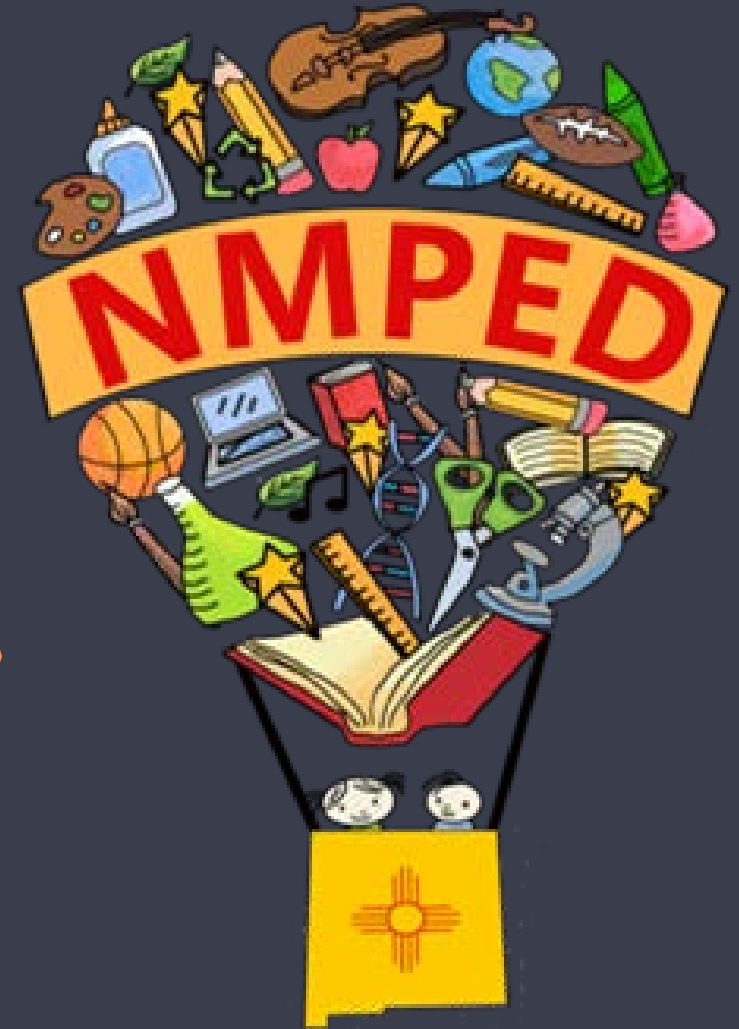
Educator Workforce: Supply and Demand in New Mexico

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Secretary of Teaching, Learning, and
Assessment

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Educator Quality & Ethics

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Investing for tomorrow, delivering today.

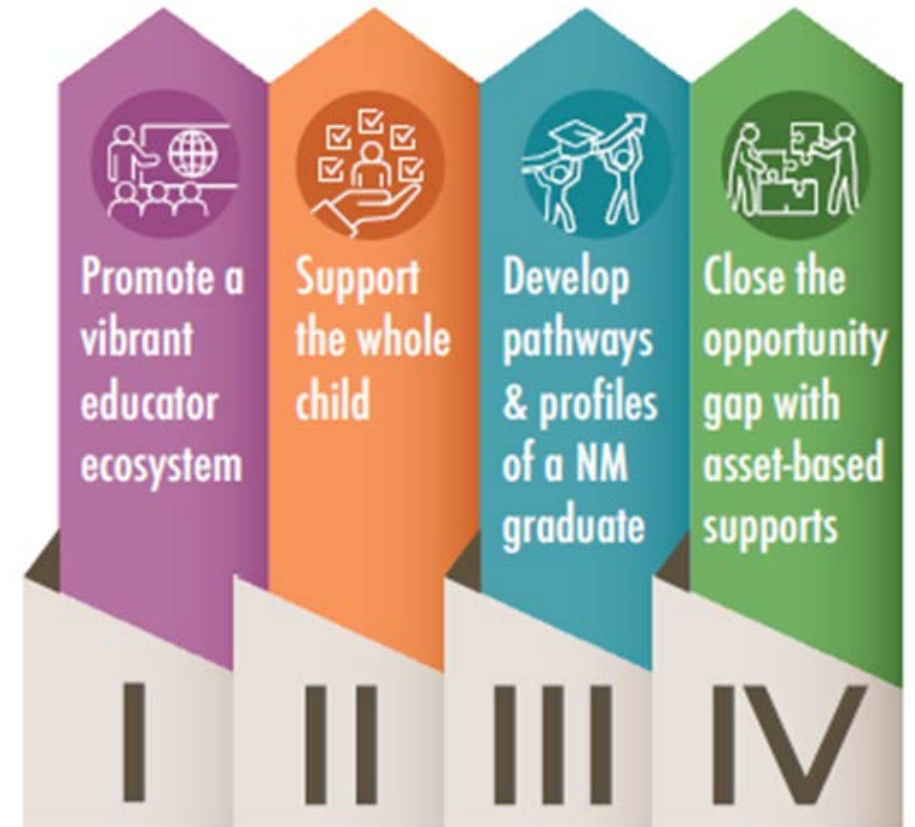


NMPED Strategic Plan

Educator Ecosystem Key Strategies and Evidence Base

STRATEGY I-A. RECRUITMENT

STRATEGY I-B. HIGH QUALITY TEACHER PREPARATION



Strategic Pillars of New Mexico Education

Where We Are: Addressing the Educator Workforce Crisis

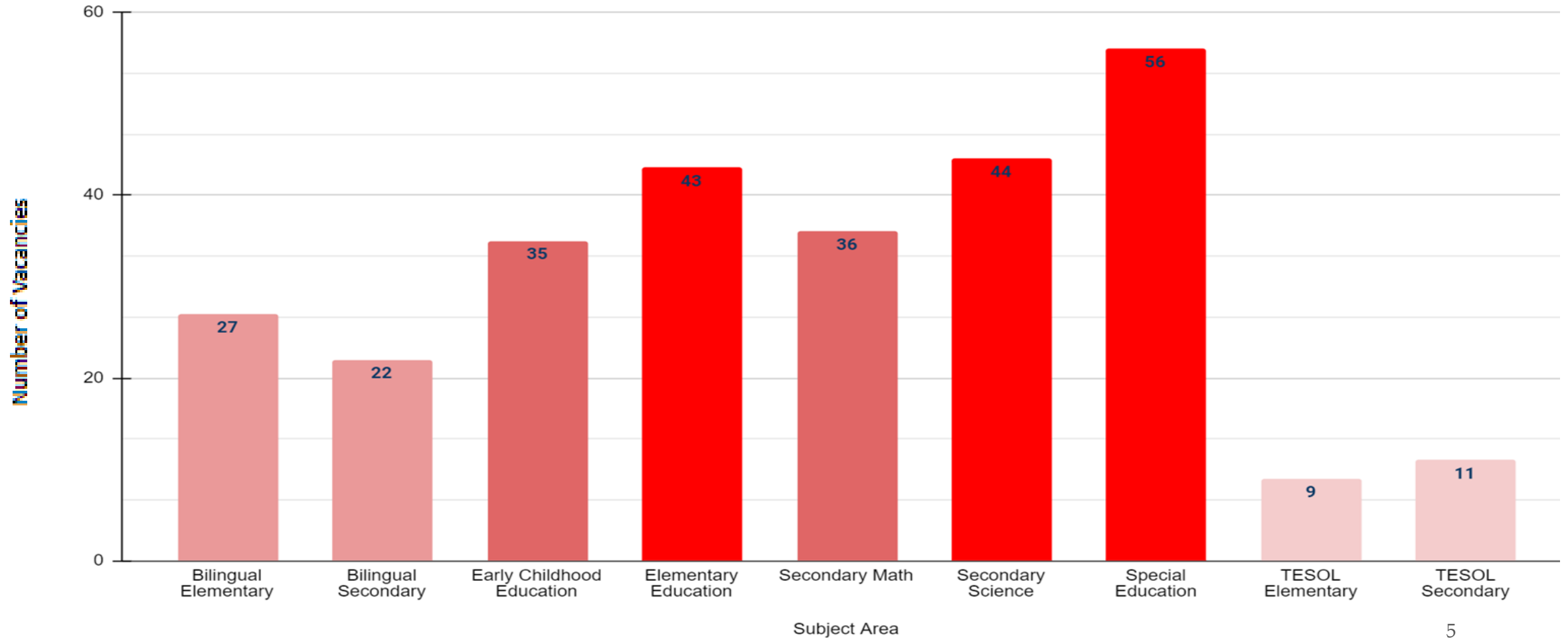
Recruiting, hiring, inducting, and developing a culturally and linguistically relevant educator workforce

- Salary raises
- New licenses issued since January 1:
 - 3,570 teachers and 315 administrators
 - 72 school counselors and 40 native language certificates
- Expanding the Educator Fellows program with on-the-job training
- Providing Teacher Residency grants and Paid Student Teaching stipends.
- New Mexico's Grow Your Own pathway, Teacher Preparation Affordability Scholarships and Teacher Loan Repayment Program.



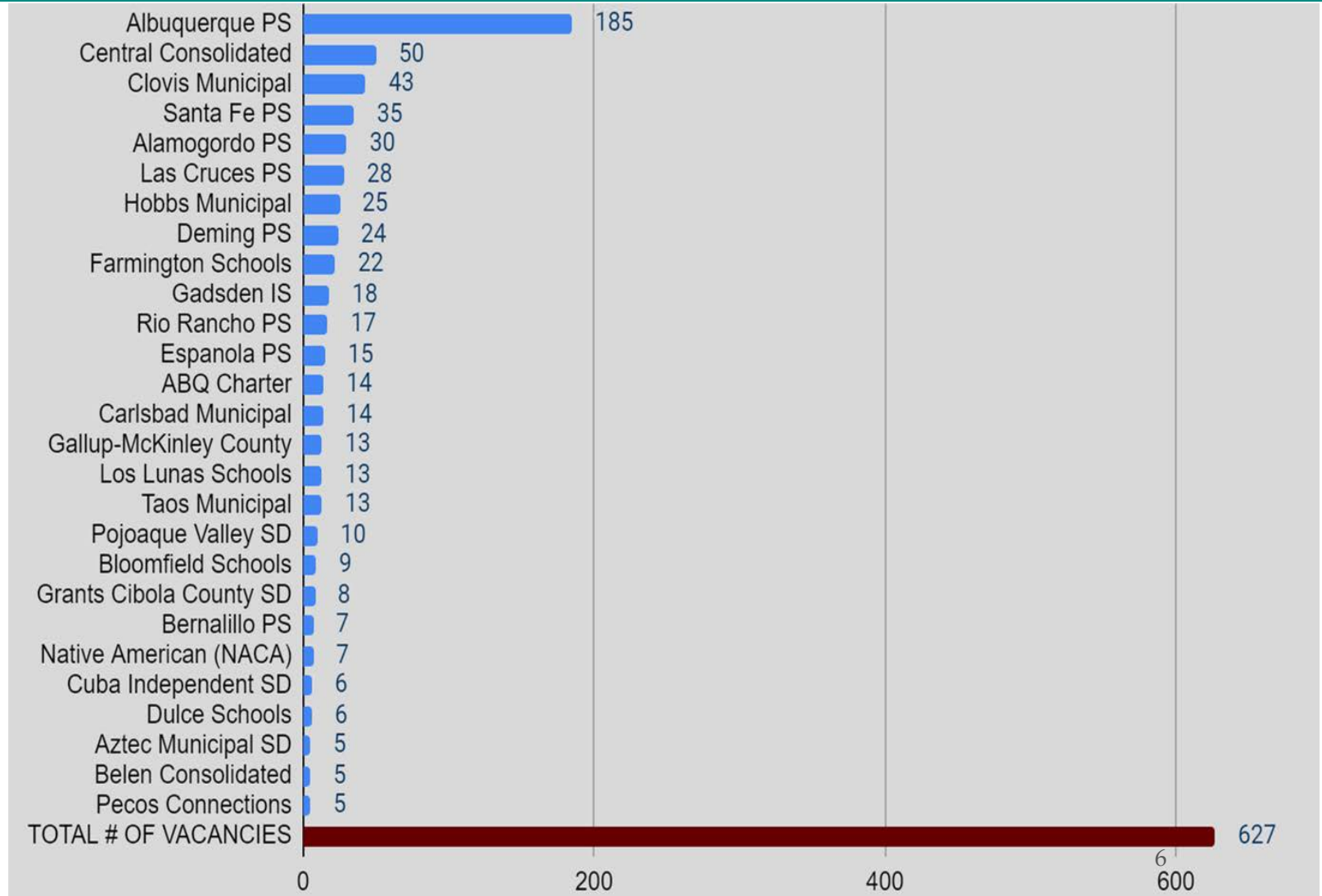
Teacher Vacancies in High Needs Areas

Total Vacancies in High Need Subject Areas n= 283 positions, 40% of Total NM State Vacancies (N=706)



Teacher Vacancies

**Districts in New Mexico with
5 or greater teacher vacancies
(District survey: August 2022)**



Challenging To Fill Support Positions

Vacancy Area	Total Number of RESPONSES reported 1 or more vacancies
Substitutes	79
Bus Drivers	71
Educational Assistants	61
Custodians	44
Counselors	36
Social Workers	36
School Nurses	29
Administrators	10

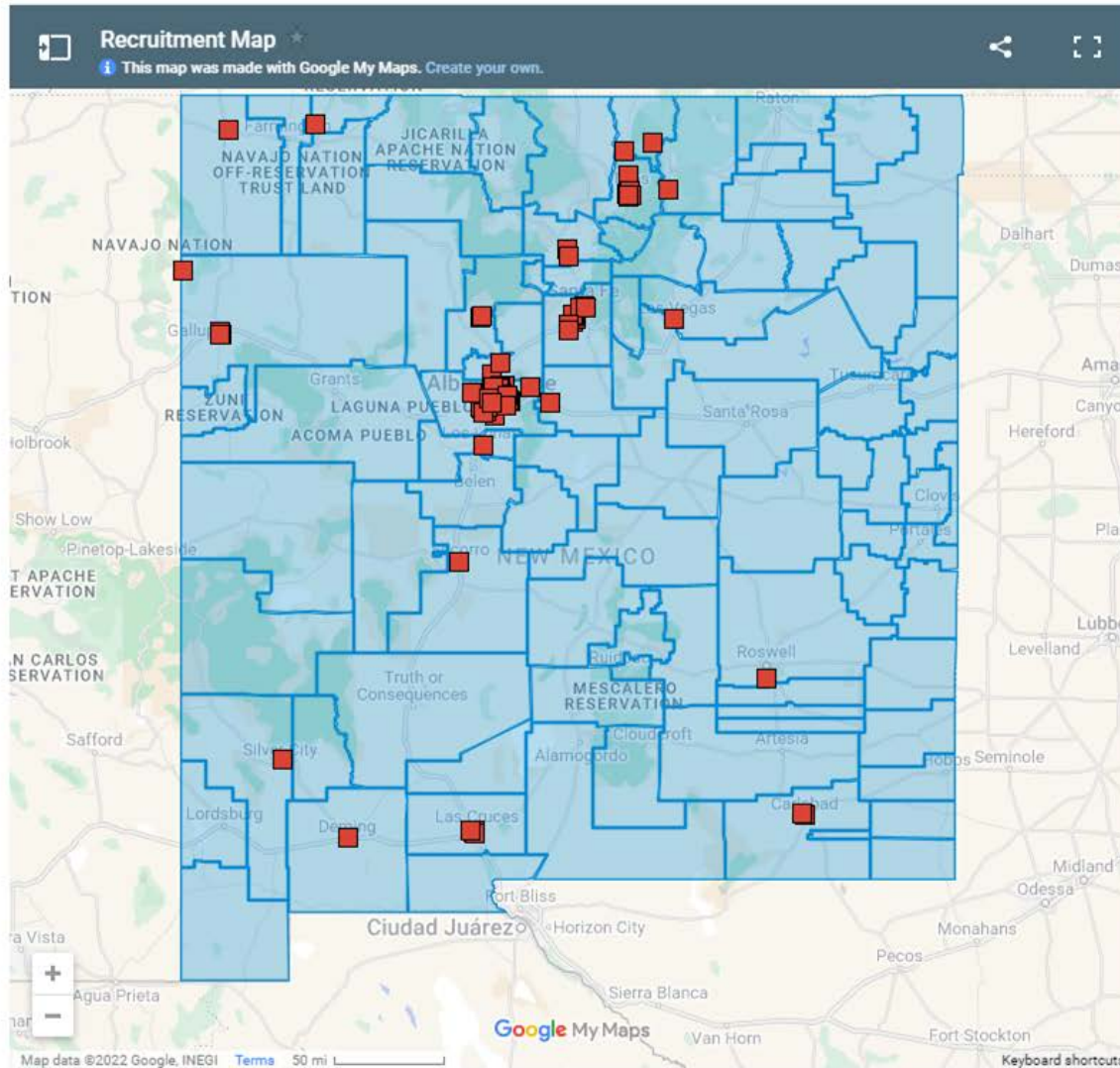
Educator Recruitment

A new initiative, Teaching is Changing New Mexico, provides guidance for current teachers, teachers returning to the classroom and people who want to become teachers.

www.TeachingIsChanging.com






Find Your Opportunity



EXPLORE THE MAP

Find job opportunities in districts and charter schools across New Mexico.

1. Click the red square  icon to for charter school details, or click the blue district outline  to search district details.
2. Click on the district's recruitment link to find open positions in that area.
3. Click the popout  icon in the upper left to filter districts and charters.

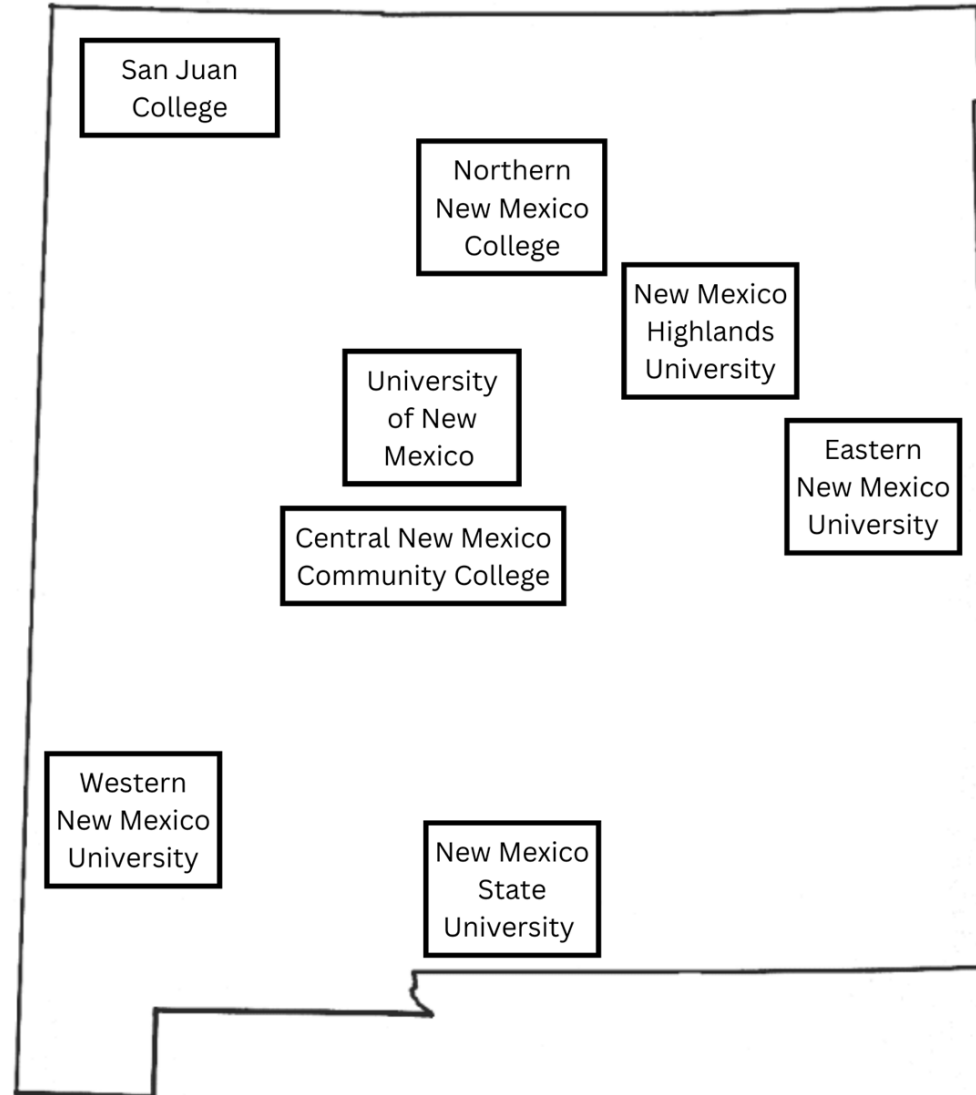
www.TeachingsChanging.com

Educator Preparation Program Supports

- Funding opportunities for students
- Professional Practices and Standards Council
- Educator Preparation Program Data Tool
- Accreditation Site Visits



Teacher Residency in New Mexico



Paid Student Teaching by Institution



Institution	# Student Teachers
Central New Mexico Community College	45
Eastern New Mexico University	20
New Mexico Highlands University	75
New Mexico State University	100
New Mexico Tech	5
Northern New Mexico College	25
University of New Mexico	210
Western New Mexico University	20 ¹²

Educator Fellows in New Mexico



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

The program has two major goals:

1. Create a new teacher/educator pipeline for elementary schools in New Mexico.
2. Improve adult to student ratios in classrooms as the state recovers from the COVID-19 pandemic.

<https://educatorfellows.com/>

Diverse Workforce

- Recruit and Retain High Quality Indigenous Educators

Institution	Amount Funded
Institute for American Indian Education	\$250,000
Pueblo of Jemez Department of Education	\$250,000
CES/Leading Educators (through) Alternative Pathways	\$249,962.98
University of New Mexico	\$224,059

- Native American Workgroup
 - Licensure recommendations
 - Recruitment efforts
 - Focus Groups

Retention Efforts

- Salary increases
 - Level 1 license (base salary \$50,000)
 - Level 2 license (base salary \$60,000)
 - Level 3 license (base salary \$70,000)
- Professional learning opportunities for educators
- National Board Certification Scholarships
- Mentorship and ongoing supports



Considerations for Next Steps

- NM legislative allocation for Educator Fellows (teachers)
 - 500 Ed Fellows
- Principal Residency
 - 50 Principals
- Continued funding for Teacher Residency
 - target is 350 residents across Educator Prep Programs
- Funding for retention efforts:
 - Professional learning opportunities
 - Micro-credentials
 - National Board Scholarships
 - Pay licensure application fee for all educators

Questions

