NEW MEXICO
Public Education Department

Teacher Residencies

Holly Hargrove, Coordinator
Educator Pathways Bureau

Amanda DeBell, Deputy Secretary
Teaching Learning and Innovation

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How Can Teacher Residencies Build the Teacher Workforce New Mexico Students Need?

New Mexico faces two connected challenges:



Teacher shortages:
Persistent vacancies, especially in high-need licensure areas and hard-to-staff communities.



Equitable access to high-quality education:
The Martinez/Yazzie rulings underscore New Mexico's obligation to provide sufficient educational opportunities and supports for students who have historically been underserved.

Teacher Residency is one part of New Mexico's response.

Building a Statewide System of High-Quality Teacher Residency



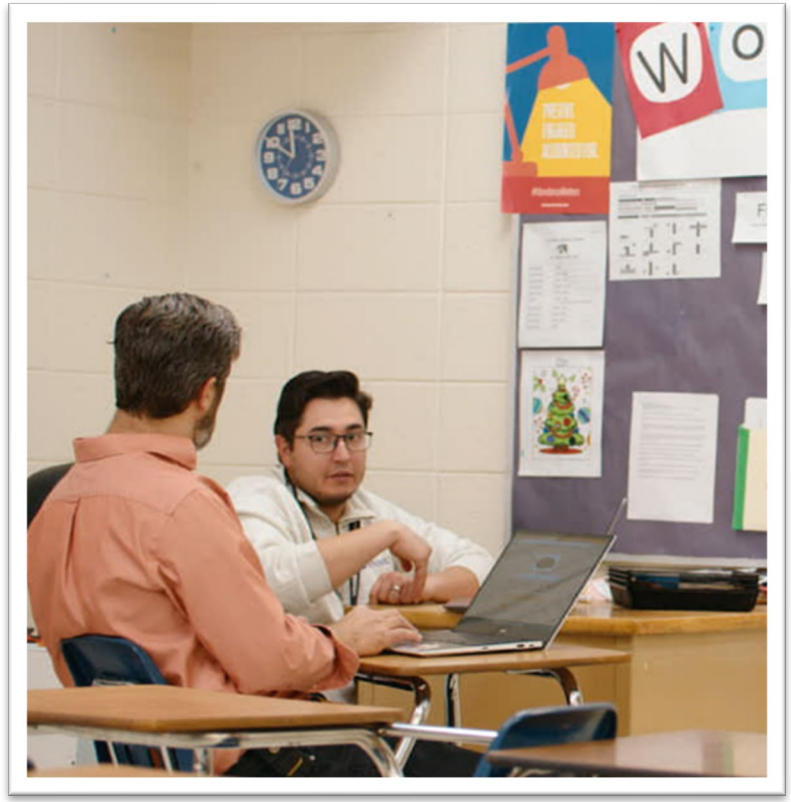
One statewide framework, implemented through local EPP–district partnerships.

What Makes Teacher Residencies Different?

	Teacher Residency	Student Teaching	Alternative Licensure
Clinical Experience Term	Full academic year	Typically, one semester	Teaching while completing preparation
Classroom Role	Co-teaches alongside an experienced teacher	Works alongside a cooperating teacher in a supervised classroom placement	Serves as teacher of record
Mentorship	Daily, in-classroom support from a trained mentor	Supervised by a cooperating teacher during placement	Mentoring and coaching, generally outside daily instruction
Financial Support	Current stipends of $35,700 - $44,000, no benefits	Stipends based on funding capacity, no benefits	Earns Level 1 teacher salary + benefits

Program Model

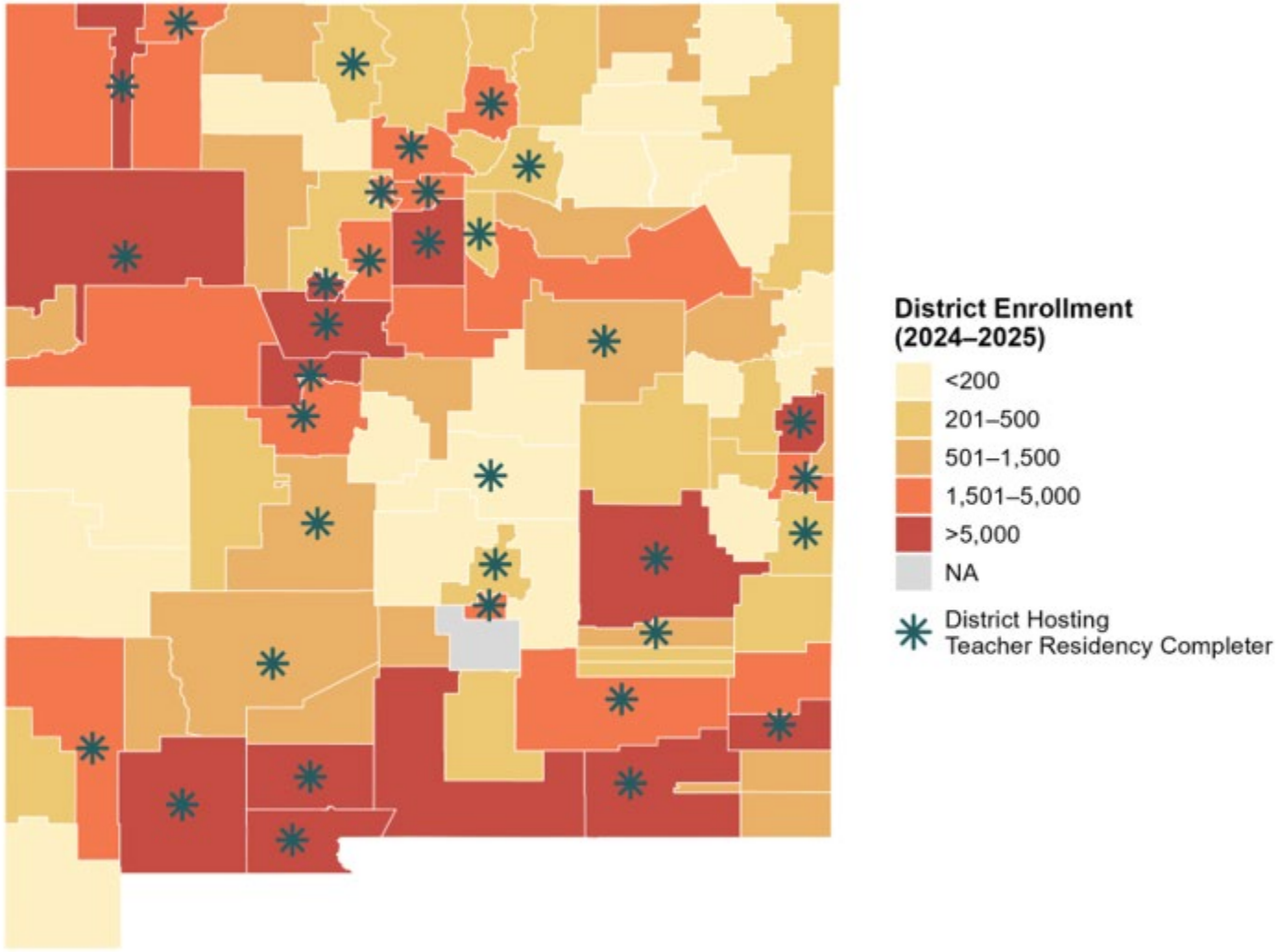
Qualified Mentor Teachers Level 2 or Level 3 licensed teachers who provide daily guidance and support.	**Evidence-Based Co-Teaching** Residents and mentors share instructional responsibilities using multiple co-teaching strategies.
Collaborative Practice Regular co-planning, co-assessing, and co-reflecting to strengthen instruction.	**University Supervision** Ongoing observations, feedback, and support throughout the residency year.



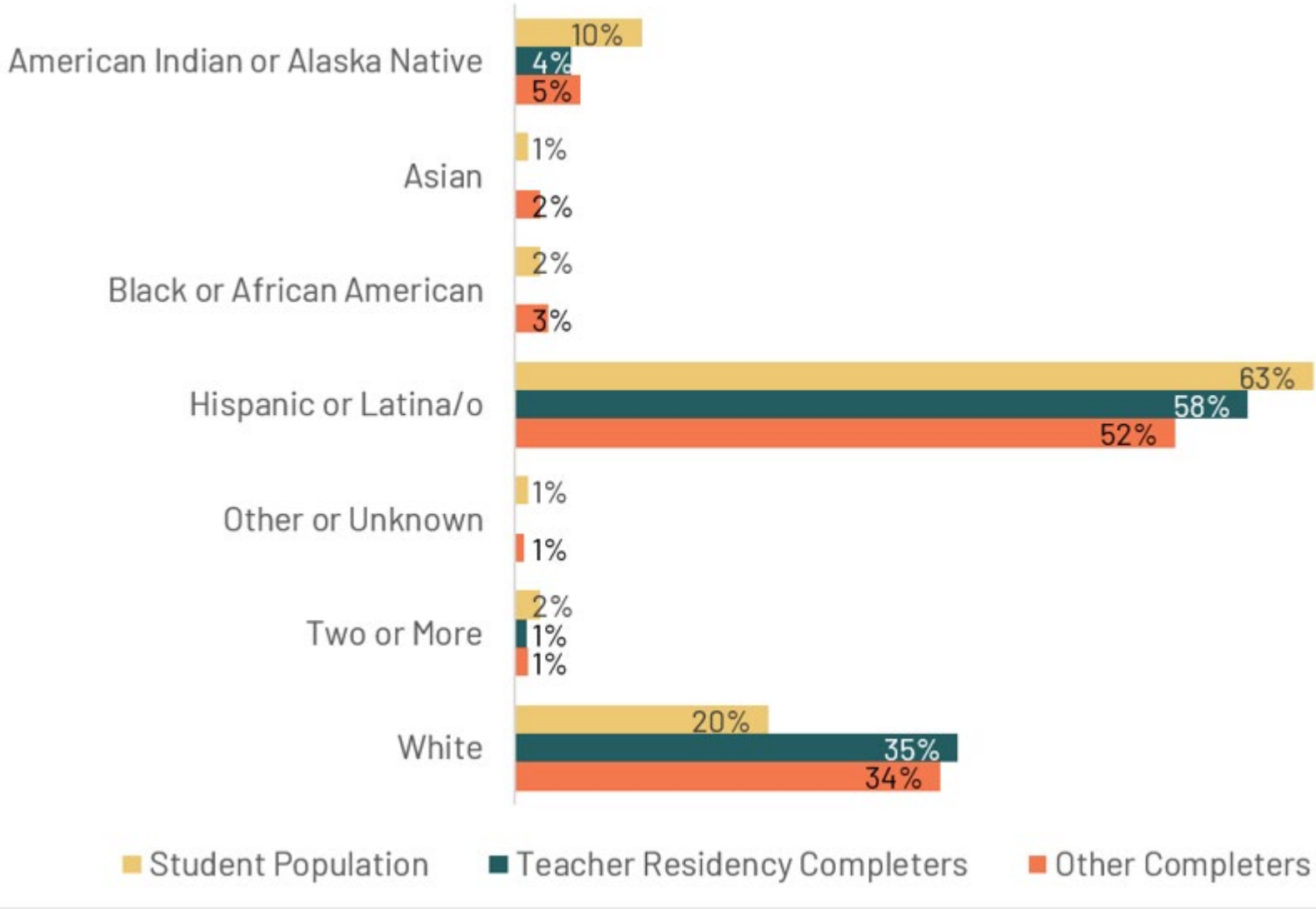
Early Workforce Outcomes

Teacher Residency	Traditional Student Teaching
80%	**61%**
Entered New Mexico's public school teaching workforce within two years of program completion.	Entered New Mexico's public school teaching workforce within two years of program completion.

Statewide Reach of Teacher Residency



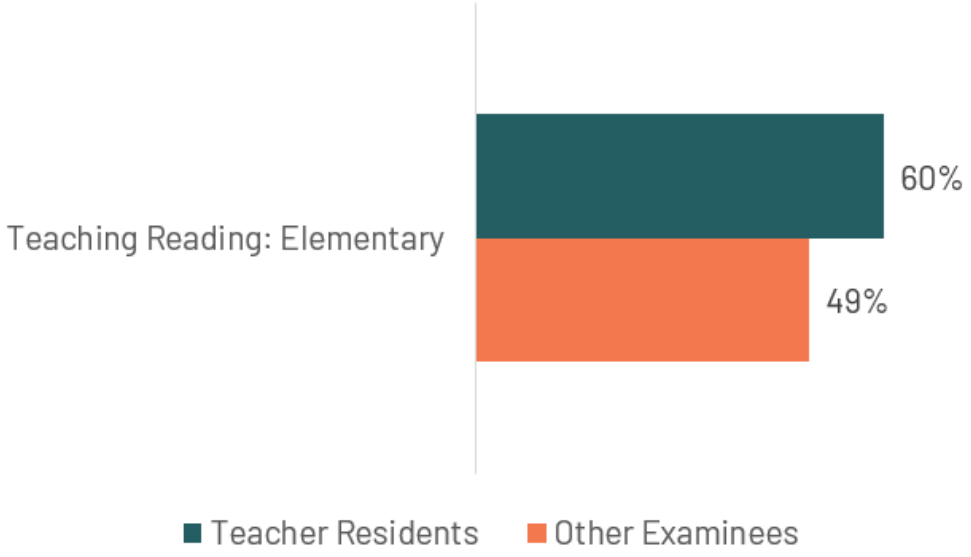
Teacher Residents Demographics



Teacher Readiness

- **Principal Satisfaction**
  Principals state residency graduates are more prepared than other first-year teachers across 9 out of 10 professional practice categories.
  - 82% Student Relationships
  - 73% Receptive to Feedback
  - 71% Inclusive Learning Environments

- **Standardized Competence**
  First-attempt Praxis pass rates benchmarked favorably.



Source Education Testing Services (ETS) Praxis database, AY 2024–25

“The value of hosting residents is that it helps the district plan for its future. We have a steady stream of quality teachers and can look at where they will fit where we have gaps or openings.”

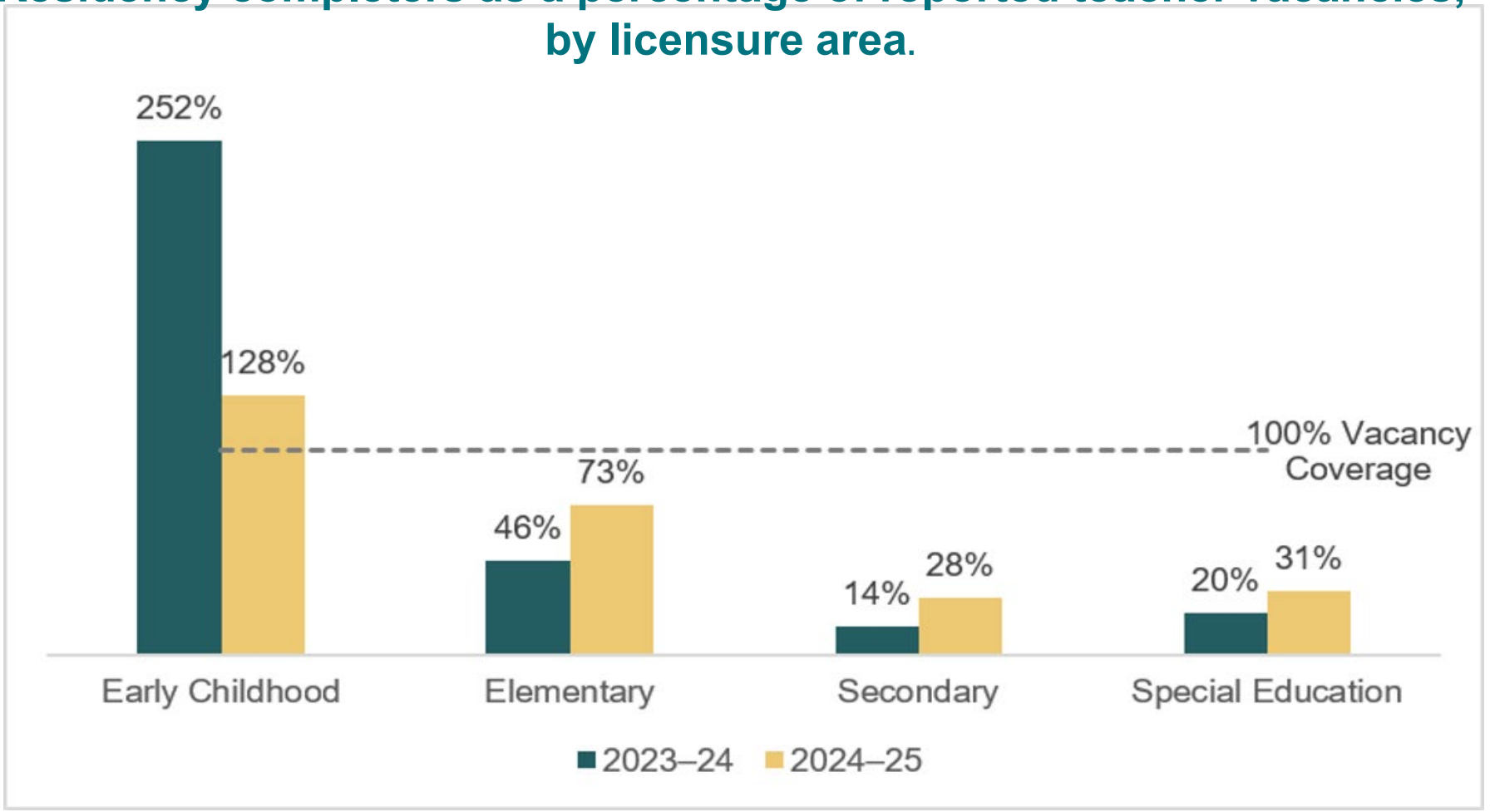
— Human Resources Leader, District

Teacher Residency: Building a Statewide Educator Pipeline

Teacher Residency Completers	Community Reach	One Year Retention
438	**49**	**93%**
teacher residency completers across the 2023-2024 and 2024-2025 academic years.	of New Mexico's 89 school districts hosted residency completers since 2024.	of the initial workforce cohort

Teacher Residency Is Helping Address New Mexico's Workforce Needs

Residency completers as a percentage of reported teacher vacancies, by licensure area.



Cost-Effectiveness and Scaling

- **Improving Efficiencies**
  Direct program investments average $38,000 to $42,000 per completer.
- **Long-Term Return on Investment**
  Research shows teacher turnover costs school districts $12,000 to $25,000 per teacher. Reducing teacher turnover could produce long-term savings for districts. Continued evaluation will help determine whether residency contributes to those savings in New Mexico.
- **Growing Data Systems**
  Improvements in data collection processes and procedures will allow us to follow residents into workforce to monitor retention and success of program.
- **HB 30**
  HB 30 links resident stipends to the minimum Level I teacher salary, helping maintain financial support for candidates while increasing future funding requirements as salaries rise.

Sustaining and Strengthening Teacher Residency

Legislative Funding Request	PED Next Steps
Establish Recurring Funding Provide stable, predictable support for statewide residency programs.	**Improve Stipend Administration** Support timely and predictable payments.
Fund HB 30 Stipend Requirements Account for indexed stipends and program capacity.	**Strengthen Program Oversight** Reinforce consistent quality expectations across programs.
Address Resident Benefits Explore funding to help residents access health coverage and other essential benefits.	**Target Workforce Needs** Use regional vacancy data to guide recruitment and placements.

For More Information

Educator Quality Division – Educator Pathways Bureau

Holly Hargrove, TR Coordinator
Educator Pathways Bureau
Holly.Hargrove@ped.nm.gov
(505) 690-2960

Dr. Denise Beutel, Manager
Educator Pathways Bureau
Denise.Beutel@ped.nm.gov
(505) 695-3700

Dr. Kristin Swenson, Senior Data Analyst
Educator Pathways
Kristin.Swenson@ped.nm.gov
(505) 470-9286

Amanda DeBell, Deputy Secretary
Teaching, Learning and Innovation
Amanda.DeBell@ped.nm.gov
(505) 670-3476