



# Overview

- Native American educator recruitment and retention
  - Native language program grants (highlights, goals, and professional development (PD) opportunities)
- Indian Education Division's professional development
- Building a robust and effective educator ecosystem in the state
  - Establish clear pathways in the licensure system
  - Advocate for more compensation
  - Establish a recruitment office at the PED (marketing campaign, data tracking, and online portal)

# Native Language Program (NLP) Grant Goals

- Create an effective and cohesive teacher preparation program for Native American language instruction
- Develop a five-year strategic plan and curriculum for increasing the number of Native American Language teachers in New Mexico
- Develop best practices to engage teacher candidates through an equity lens to educate Native American students
- Create and implement a plan for embedded PD with school districts and charter schools

# NLP Grantees

- Pueblo of Santo Domingo (Kewa)
- Pueblo of Jemez
- Diné College
- University of New Mexico (UNM)
- Keres Children's Learning Center (KCLC)

# NLP Grant: Pueblo of Santo Domingo (Kewa)

## Goals

- Develop teacher preparation program for Pueblo of Santo Domingo that addresses the values and priorities of the community
- Plan to work with the four educational programs that serve the Pueblo's students in order to build a culturally sensitive language revitalization framework

## Summary

- Stakeholder engagement: Kewa Keres teachers and Language Board on Strategic Planning Process; and teacher preparation pipeline
- Curriculum Development
- In process: addressing the needs of both Kewa Keres Language and schools/districts via MOU

## Professional Development

- Indigenous Language Institute's Specialized Language Teacher Training
- UNM's American Indian Language Policy Research and Teacher Training
- With the PD plan, all teachers and site directors attend quarterly and yearly trainings

# NLP Grant: Pueblo of Jemez

## Goals

- Design and pilot a Native teacher preparation program focused on language immersion
- Establish cohorts of students from community schools and programs based on their education levels to graduate them to the next degree and/or certification
- Pilot a five-year program to ensure that students complete degrees, obtain licensure, and transition and stay in community schools

## Summary

- In development: program of study and cohort pathways (modeled after the Kahuawaiola Indigenous Teacher Education Program located within Ka Haka 'Ula O Ke'elikōlani College of Hawaiian Language at UH-Hilo)
- Initial recruitment has begun with educators from child care, Head Start and local schools
- The teams are working this summer to have the first cohorts begin in the fall 2021 in the regular UH system

## Professional Development

- The priority is to get the Program Pathways designed, cohorts assigned, and students enrolled and registered for classes to start Fall 2021
- Coordination with the Education Collaborative (local schools, programs and organizations) for professional development opportunities in the fall and next summer for all educators teaching at local schools

# NLP Grant: Diné College

## Goals

- Develop a five-year strategic plan and curriculum for increasing the number of Native American language teachers
- Design and implement a four-week summer institute for Native American language and culture educators
- Create and implement a plan for embedded professional development and culturally responsive curriculum with school districts and charter schools

## Summary

- Northwest Teacher Education Program is located at Diné College-Shiprock Branch campus and was implemented during the spring of 2020
- MOUs: Diné College and Central Consolidated School District (CCSD) and Diné College and San Juan College
- Team has created a recruitment plan to increase enrollment

## Professional Development

- Teacher Certification Preparation Workshop and training modules for teachers, including for self-care; teacher certification workshops in math, literacy, test taking, and pre-test strategies
- PD opportunities will include a Navajo immersion strategies training for educators
- Training modules are specifically for culturally responsive teaching strategies

# NLP Grant: UNM

## Goals

- Identify and recruit a cohort of Diné language speakers
- Plan and execute a summer language institute and family immersion camp
- Provide instructional support, mentoring, and deliver onsite UNM courses

## Summary

- Cohort group of fifteen members have taken a total of 4 courses (12 credit hours) in the fall of 2020 and spring of 2021; anticipate 23 students for the fall of 2021
- Created the course work for the cohort program, which includes courses specifically designed to focus on using language immersion methodologies for Diné language revitalization

## Professional Development

- Cohort members are encouraged to create and develop culturally relevant curriculum materials for their school- and community-based programs

# NLP Grant: KCLC

## Goals

- The offering of systematic professional development opportunities for school district, charter school, and BIE schools throughout the school year with the intention of providing networking, mentoring, training, and technical assistance
- Pathway plan leading to an increased number of Native language educators

## Summary

- Offered quarterly professional development workshops throughout the traditional school year
- Indigenous Montessori Institute team has moved programming to virtual training and PD sessions
- Implemented three cohorts of Native language teacher trainings

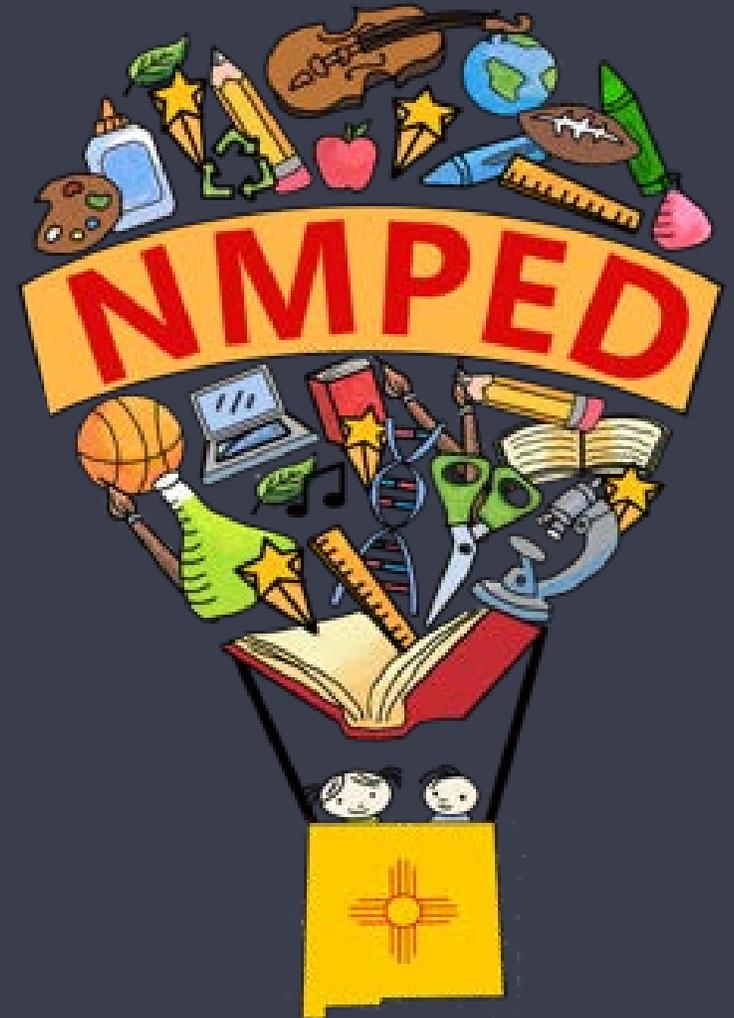
## Professional Development

- Offered four professional development workshops to staff from the Pueblo of Tesuque, Navajo Nation, Pueblo of Cochiti, NACA, La Tierra Montessori, Taos Pueblo Head Start, Pueblo of Pojoaque, Taos Municipal School, Taos BIE Day School, and the NACA Inspired Schools Network

# IED Professional Development

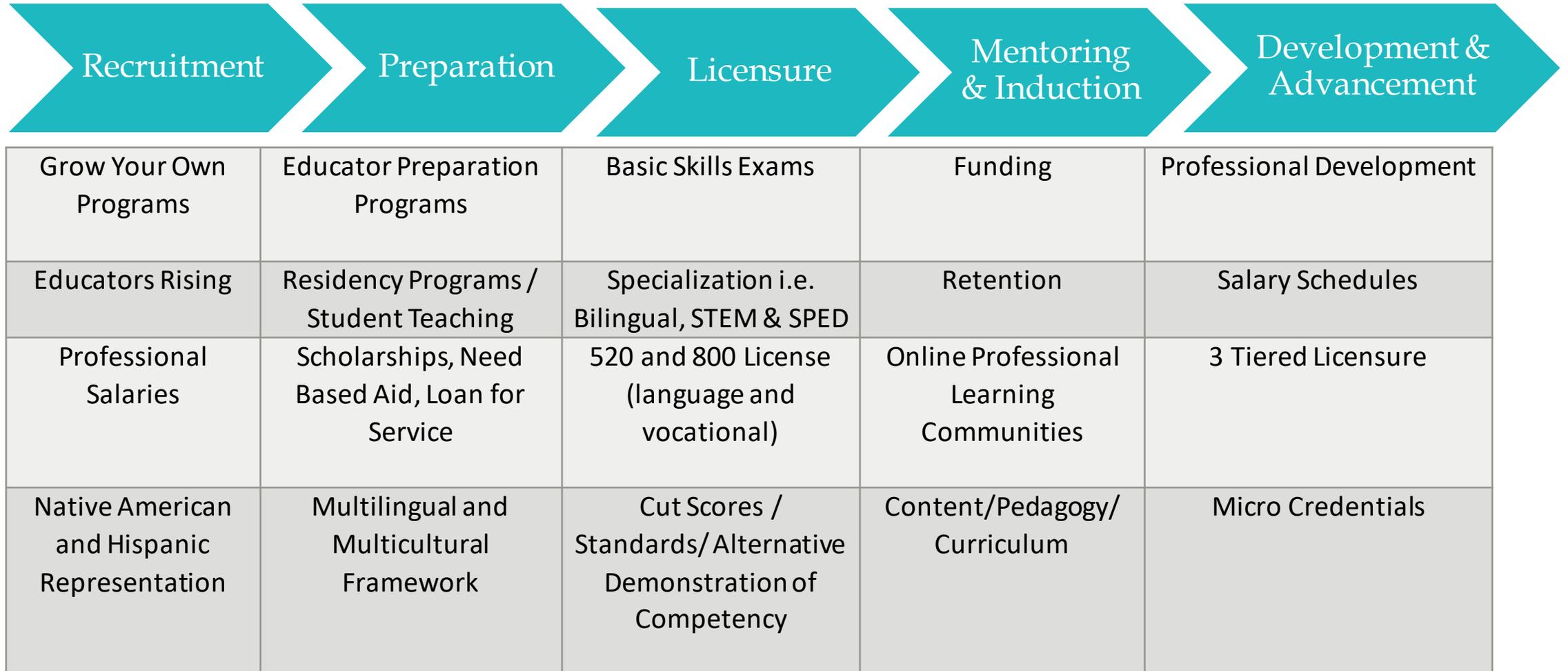
- CLR mandatory training for PED staff
- CLR training offered to school district, charter school, and tribal education department staff
- Accountability training
- Culturally responsive family engagement training
- Computer 101 training for families and parents
- IED will be working with UNM on CLR training development over the next two fiscal years

# Educator Ecosystem



*Investing for tomorrow, delivering today.*

# Developmental Pathway for Teachers



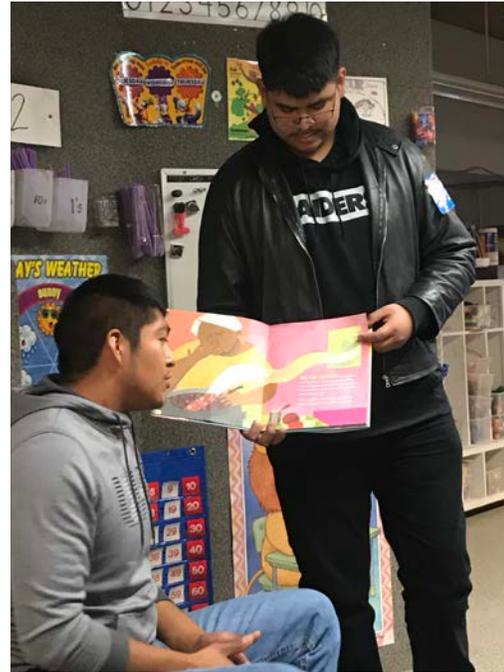
# Teacher Recruitment: Educators Rising SY20-21

- Statewide high school Educators Rising members: 529 students
- Active Chapters

Alamogordo HS	Gadsden HS	Mayfield HS
Atrisco Heritage Academy HS	Hatch Valley HS	Newcomb HS
Aztec HS	Hobbs HS	Organ Mountain HS (formerly Oñate HS)
Bernalillo HS	Jemez Valley HS	Piedra Vista HS
Centennial HS	Laguna-Acoma HS	Portales HS
Chaparral HS	Las Cruces HS	Rio Rancho HS
Clovis Freshman Academy	Las Montañas HS	Santa Teresa HS
Clovis HS	Logan Middle/HS	Taos HS
Del Norte HS	Los Lunas HS	V. Sue Cleveland HS
Deming HS	Lovington HS	West Mesa HS
Eldorado HS	Manzano HS	

# Educators Rising: Laguna-Acoma High School

- Grants-Cibola County Schools, Laguna-Acoma High School, Advisor: Teresa Butcher
- Two lessons taught this year to elementary students (virtually): Read Across America and a lesson in science
- A senior in the second level Teacher Academy class had a teaching internship this year supporting an English class



# Teacher Recruitment: SY20-21 Awards

School or School District	Education Partner	Summary
Siembra Leadership High School	Future Focused Education	Personnel, student teacher stipends, contract labor, assistance with licensure and tuition fees
Zuni Public School District	San Juan College – Alternative Licensure Program	Professional development, language licensure courses and fees, recruitment communications campaign, human resources talent management, tuition, books, fees, exam fee reimbursements
Health Leadership High School	Future Focused Education	Personnel, stipends, contract labor, and assistance with licensure, endorsements, and tuition fees
Roswell Independent School District	Roswell New Mexico Chamber	Job fairs, professional job sites, and recruiting materials
Espanola Public Schools	Northern New Mexico College/TFANM	Recruiting tool: student teacher bonuses, student teaching signing bonuses, new year signing bonuses
Solare	TNTP (The New Teacher Project)	Recruitment supports, recruiting costs, collateral development, new teacher scholarships, teacher ambassador stipends, and materials

# Teacher Recruitment: Educator Fellows

- Objective: To create a temporary workforce, or job corps, of **Educator Fellows** that support teachers in their classrooms and provide an experiential entree into the education profession with funding and established, clear pathways for advancement
  - Educational assistants are vital to student success
  - More adults are able to better serve students with:
    - ✓ just-in-time remediation
    - ✓ targeted small-group instruction

# Educator Fellows: Process



Phase 2: School Year  
Implementation  
and Course Work

Partnerships with Institutions of  
Higher Education



Phase 1: Recruit a Job Corp

Outreach, Collaboration with  
LEAs, Grants, and Initial  
Training



Phase 3: Recruit a Job Corp

Functioning Job Corps and  
Defined Pathways into the  
Profession

# Educator Fellows: Phase One

- Issue grants for participating LEAs to provide salary for each fellow
- Organize recruitment for the job corps
- Initial induction-- establish a summer boot camp for the fellows with a partner organization that focuses on foundational elements of pedagogy, educator support systems, and the basic tenets of accelerated learning
- Initiate ongoing PD for collaborating teachers that will be partnering with the educator fellows
- Hire a project manager

# Educator Fellows: Phase Two

- Establish partnerships with institutions of higher education to provide course work and programs of study that align with one of the following:
  - Associates in Education
  - Bachelors in Education
  - Alternative Licensure in Education
- Hire part-time coaches to support the cohort
- Ensure fellows have secured licensure and background checks
- Establish a partnership with a vendor for program evaluation and research
- Maintain and track on-going PD via Project ECHO

# Educator Fellows: Phase Three

- Ongoing program coordination
  - As the 2021-2022 school year progresses, project coordination and management will address:
    - ✓ Continuing course work
    - ✓ Sustaining in-school support structures and professional learning
    - ✓ Reviewing program evaluation
    - ✓ Ensuring fellows and teachers are well-suited to facilitate accelerated instructional strategies including how to partner to implement high-dosage tutoring

# Teacher Preparation: Grow Your Own Scholarships

- HB22 (2021 session), Grow Your Own (GYO) Teachers Act Scholarships
  - Expands eligibility to allow public school employees who have worked directly with students for two years to qualify
  - Expands eligibility to allow school employees to qualify if they are authorized to work in the U.S.
- Program created in 2019 with \$1 million appropriation (the Higher Education Department administers the program)
- In FY20 – 43 student scholarships
- HED estimated 150 individuals will receive scholarships in FY21

# Teacher Preparation: Residency Programs SY20-21

- Residency Programs for the 2020-2021 school year

<b>Educator Preparation Program</b>	<b>Number of residents</b>	<b>Summary</b>
University of New Mexico	16 residents	Funding for an additional language class or TESOL courses in order to fulfill the credit hours for residents' TESOL certificate
New Mexico Highlands University	10 residents	Residency is focused on math teachers and is providing PD for residents; working with APS, Bernalillo Public Schools, Pojoaque Valley Public Schools, and SFPS
San Juan College	10 residents	Funding stipends for residents, Praxis workshops, a virtual speaker series on culturally sustaining pedagogy (CSP), and PD opportunities (CSP, Native American Heritage Month, and Indigenous Native Identity)

# Educator Ecosystem Recommendations

- Establish clear pathways in the licensure system for advancement
- Advocate for more compensation
- Establish a recruitment office at the PED
  - Marketing campaign
  - Data tracking
  - Online portal



**Thank You!**

