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Teacher Retention: Pathways

[Research](#) illustrates the importance of greater teacher diversity because of the substantial academic and social benefits a diverse teacher workforce provides to all students. Studies also indicate improving teacher retention begins with high-quality teacher preparation. By investing in high retention pathways into education and subsidizing the cost of teacher preparation programs, policymakers can support both a diversified teacher candidate pool and a well-prepared educator workforce. The Legislature has already implemented many of the practices identified by the Learning Policy Institute—a nonprofit research and policy organization—as the most promising for building high-retention and supportive pathways into teaching.

Teacher Residency Program Funding (School Year 2022-2023)			
Institution	Original Resident Request	Number of Residents Funded	Cost per Resident
Central New Mexico Community College (CNM)	28	27	\$35,000
Eastern New Mexico University	50	48	\$35,000
New Mexico Highlands University	38	36	\$35,000
New Mexico State University	100	93	\$35,000
Northern New Mexico College	20	19	\$35,000
San Juan College	10	10	\$35,000
University of New Mexico	100	93	\$35,000
Western New Mexico University	50	48	\$35,000
Statewide Totals	396	374	\$13,090,000

Source: PED

New Mexico Legislative Investments in High Retention Pathways

Teacher Residency Programs. [National research](#) indicates 80 percent of graduates of teacher residency programs remain in the teaching profession after five years compared with up to 50 percent of their non-residency program peers. Researchers found statistically significant differences in teacher retention and student performance between residency graduates and their non-residency peers. Consequently, investing in teacher residency programs in New Mexico is likely an effective strategy to not only recruit highly-qualified teachers into the workforce but also to retain those teachers beyond five years. In 2019, the Legislature began funding teacher residency programs in New Mexico. During the 2022 legislative session, the Legislature increased funding for teacher residency programs to \$15.5 million and PED has awarded funding to eight higher education institutions to fund 374 teacher residents. This funding will provide a \$35 thousand a year stipend to teacher residents, an increase from the \$15 thousand a year stipend previously provided.

Making Preparation Affordable and Accessible. The Teacher Preparation Affordability Act provides need-

based scholarships of up to \$6,000 per year for up to five years to pay for educational expenses in pursuit of a teaching license. In FY22, the Higher Education Department (HED) preliminary awarded 1,880 scholarships and expended \$4.2 million of the \$5 million budget. The Grow Your Own Teachers Act created a scholarship program for school employees who want to pursue a teacher career. In FY21, FY22, and FY23, the Legislature appropriated \$500 thousand to the Grow Your Own scholarship for education staff. HED awarded 35 Grow Your Own scholarships with a preliminary estimated cost of \$73 thousand in FY22.