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House Memorial 18 Educator Workforce Task Force

December 7, 2022

Investing for tomorrow, delivering today.

House Memorial 18 Background

The Legislature passed House Memorial 18 (HM18) in 2021 *to establish a Task Force to study New Mexico educator workforce issues, including gaps, needs, plans, and policies.*

The House Memorial Educator Workforce Task Force is required to:

- Develop strategic plan with short- and long-term goals, steps to achieve goals, and delineate who is responsible for taking those steps or actions
- Provide interim report in 2022 to Governor, Legislature, Public Education Department, Higher Education Department, public postsecondary institution governing boards, and New Mexico Council of University Presidents on analyses, evaluations, and initial recommendations
- Provide these entities with final report in 2023 with the strategic plan, findings, and recommendations

House Memorial 18 Overview

The Educator Workforce Task Force includes representation from:

- Public Education Department
- Higher Education Department
- Colleges and Universities
- School Districts and Charter Schools
- Tribal Partners
- Union Representatives
- Legislative Education Study Committee Representatives

Why is the Task Force meeting?

- To study the educator pipeline in New Mexico and provide final report and strategic plan with findings and recommendations for the educator workforce.

Where the Taskforce is Now: Addressing the Educator Workforce in New Mexico

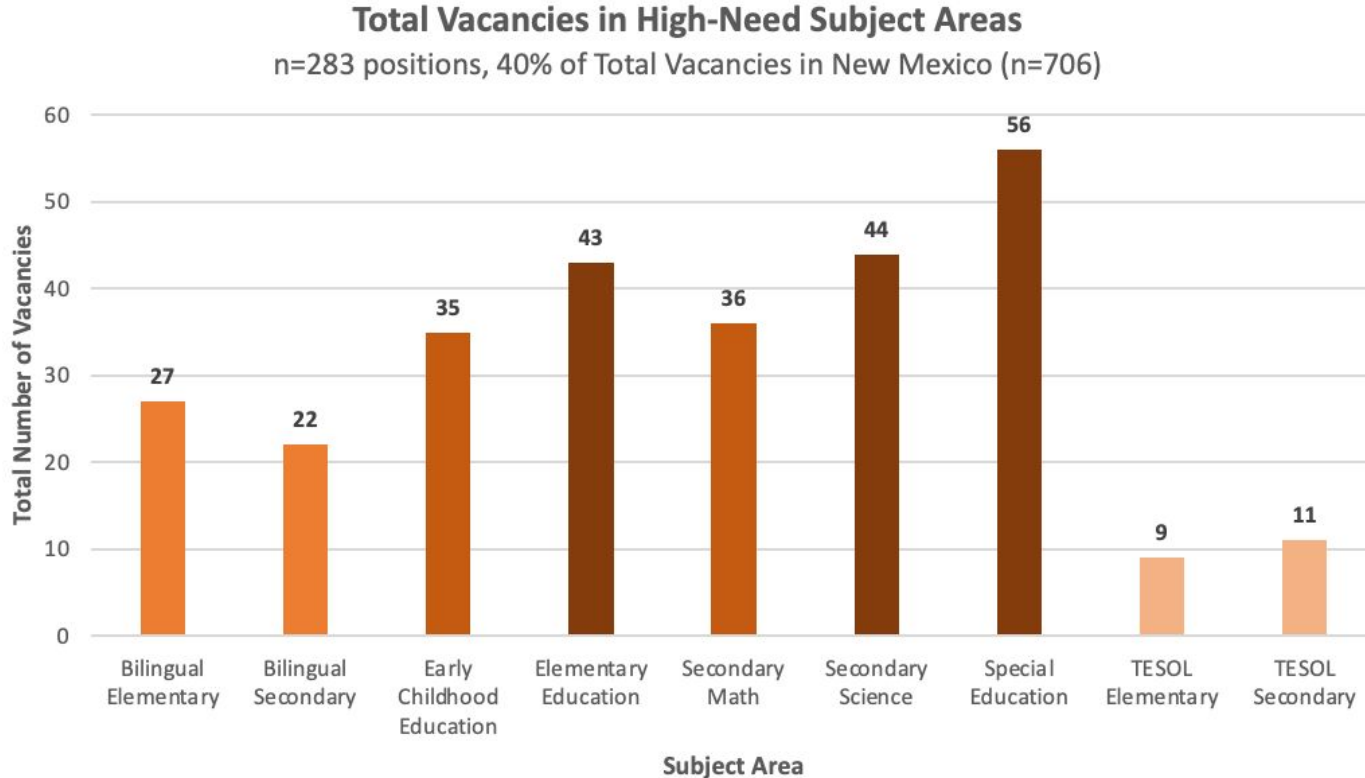
New licenses issued since January 1, 2022:

- 4,025 teachers and 315 administrators
- 72 school counselors and 40 native language certificates

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

- New Mexico's Grow Your Own pathway, Teacher Preparation Affordability Scholarship, and Teacher Loan Repayment Program
- Teacher Residency Program
- Educator Fellows Program and Grow Your Own opportunities
- Paid student teaching
- Opportunity-to-Learn Scholarships
- Salary increases
- Return-to-Work policies

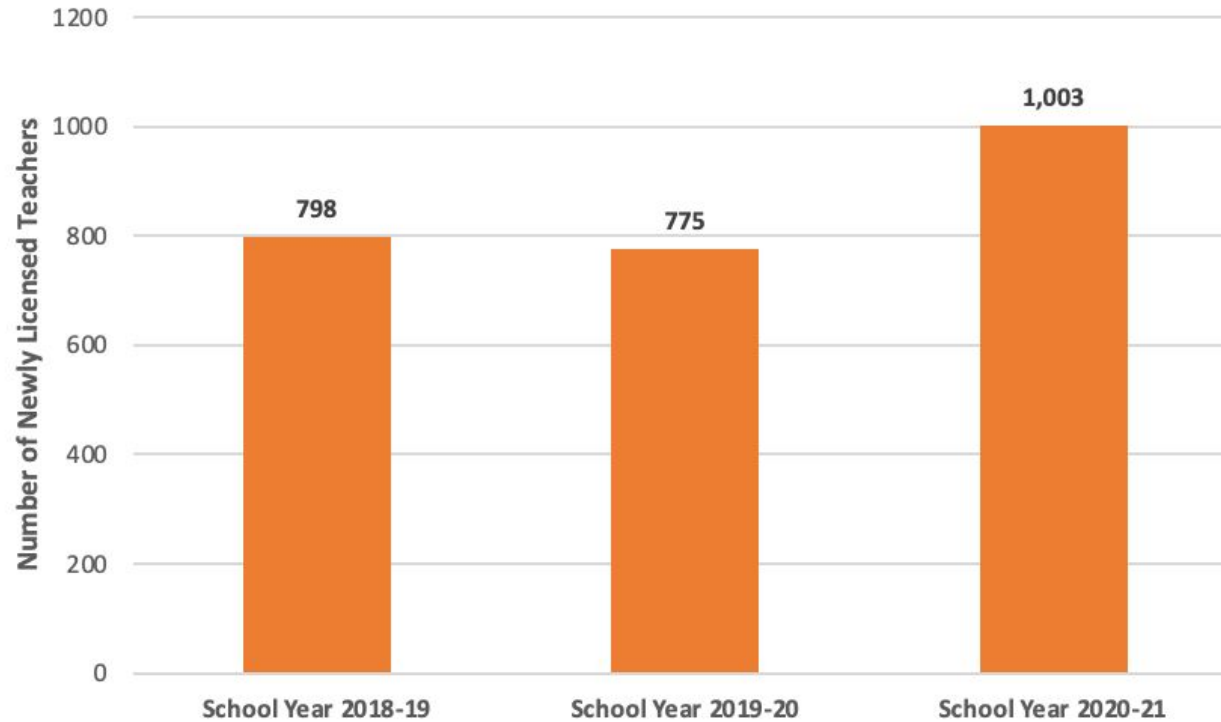
Teacher Vacancies in High-Need Subject Areas



Teacher Residency

Educator Preparation Program	Total Residents	Total Mentor Teachers	Total Supporting Principals
Central New Mexico Community College	27	27	22
Eastern New Mexico College	48	48	40
New Mexico Highlands University	36	36	30
New Mexico State University	85	85	20
Northern New Mexico College	19	19	15
San Juan College	10	10	10
University of New Mexico	86	98	42
Western New Mexico University	48	48	45
Total	359	371	224

Update and Preview: Educator Accountability Reporting System (EARS)



Update and Preview: Educator Accountability Reporting System (EARS)

Traditional Educator Preparation Program

Educator Preparation Program	SY2018-19	SY2019-20	SY2020-21
Eastern NM University	23	24	31
NM Highlands University	29	56	105
NM Junior College	14	10	13
NM State University	90	32	73
Northern NM College	8	10	22
San Juan College	40	38	33
Santa Fe Community College	84	---	125
University of NM	196	157	162
University of the Southwest	22	16	13
Western NM University	39	28	22
Total	545	371	599

Alternative Educator Preparation Program

Educator Preparation Program	SY2018-19	SY2019-20	SY2020-21
Central NM Community College	84	91	135
CES LEAP Program	---	57	104
Eastern NM University	53	76	75
NM Highlands University	---	37	41
NM State University	15	86	27
Northern NM College	4	18	10
University of NM	44	21	12
University of the Southwest	14	3	22
Western NM University	19	43	23
Total	233	432	449

House Memorial 18 Synopsis: Committee Reports and Member Survey

1. Overview of data requested in House Memorial 18 Report and Educator Accountability Reporting System (EARS) Report
2. Current Public Education Department and Higher Education Department educator workforce initiatives
3. Initial recommendations from House Memorial 18 subcommittees
4. Plan for the second year of House Memorial 18

Current Teacher Workforce Programming

Public Education Department

- Streamlined process for initial licensure
- Return-to-work incentives allowing retired teachers to return to the classroom
- Transition the use of dossiers to the Advancement Program for Level I-Level II (APLI-II) and a series of five micro-credentials
- Scholarships for New Mexico full-time Level 2 or Level 3A NM-licensed teachers seeking certification from the National Board for Professional Teaching Standards
- Increase annual salaries for public school teachers (\$50,000, \$60,000, and \$70,000)
- Teacher Residency Program
- Educator Fellows Program
- Paid student teaching

Current Teacher Workforce Programming

Higher Education Department

- New Mexico's Opportunity Scholarship covers tuition and required fees for eligible New Mexico residents pursuing high-demand career training certificates, associate degrees, and bachelor's degrees at public colleges and universities throughout the state.
- Other Financial Aid Programs
 - Grow Your Own Teachers (GYOT) Act and GYOT Scholarship
 - Teacher Preparation Affordability Scholarship
 - Teacher Loan Repayment Program
- A total of \$50 million in faculty endowments were awarded to eight teacher preparation programs at colleges and universities across New Mexico.

One-Stop Website
teachingischanging.org



Teaching is
Changing
LIVES

Join New Mexico's transformation. Be a teacher.

Initial Recommendations from House Memorial 18 Task Force

Initial recommendations fall into six broad categories:

1. Compensation and teacher preparation program funding
2. Improvements to teacher education programs and licensure
3. Access to more specific data
4. Student pathways to careers in education
5. Teaching, learning, and curriculum strategies
6. Educational leadership for systemic change

Plans for Year Two of the House Memorial 18 Task Force

The Legislature appropriated \$60,000 in recurring funds to the Higher Education Department (HED) for House Memorial 18 (HM18). In consultation with the Public Education Department (PED) and the HM18 Task Force, Higher Education Department will spend this year's appropriation on:

- Contract with a facilitator for convening meetings, including the planning, development and publication of the final report
- Award “House Memorial Summer Research Grants” for New Mexico based education researchers to address specific aspects of the House Memorial 18 and develop an asset map across the stakeholder landscape



NATIVE AMERICAN

TEACHER PREPARATION PROGRAM



Beginnings

Indian Education Act and PED Tribal Education Status Report (2019-20)

Student Participants



- Advisement
- Tuition and fees
- Mentorship by Institute for American Indian Education (IAIE) faculty
- Support to prepare for Praxis
- Professional development to sustain Indigenous sovereignty
- Serve as liaison between the university and local education agencies
- Advocate for Indigenous teacher candidates during field experiences and after
- Support to complete a Master of Arts in Language, Literacy Sociocultural Studies (LLSS) with a concentration in American Indian Education

University of New Mexico

Native American Teacher Preparation Program

Tuition & Fees

FA 2022

- Two (2) Graduate
- Four (4) Undergraduate

SP 2023

- Three (3) Graduate
- Three (3) Undergraduate

Program Representation

- Teacher Education, Educational Leadership, and Policy
- Individual, Family, and Community Education
- Language, Literacy, and Sociocultural Studies

Mentorship

IAIE Faculty

- Glenabah Martinez, Ph.D
- Terri Flowerday, Ph.D
- Vincent Werito, Ph.D
- Christine Sims, Ph.D



Indigenous Education Knowledge Networks

FA 2022 Lecture Series

- Vangee Nez, Ph.D, Diné Educator
- Berdine Largo, Mescalero Apache Educator

SP 2023 Lecture Series

- Treva Riley, Pueblos of Laguna and Acoma
- Natalie Martinez, Ph.D, Pueblo of Laguna
- Joe Suina, Ph.D, Pueblo of Cochiti

University of New Mexico Native American Teacher Preparation Program

Test Preparation & Support

6 Students - 15 tests

- Study Guides
- Access to Practice Test



First-Time License Application Fees

6 Students

- One (1) in Early Childhood Education
- Three (3) in Elementary Education
- One (1) in Secondary Education
- One (1) in Elementary Education
 - TESOL

Professional Development

FA 2022

- Access and Equity Conference
- NIEA Conference

SP 2023

- AIHEC Conference
- Indigenous Education Research Conference

"I wanted to take a moment to thank you for the subsidized trip to NIEA. It was empowering, inspiring, and comforting to know there is much consequential work happening throughout Indian Country. I knew several presenters but not their recent work and met many more new/old friends and scholars."

To the NATPP
Staff & Administrators,
I wanted to take this
moment to say Thank You
for everything you do for our
program. I especially
want to thank you for getting
me to the 53rd NIEA
Conference, I had such
an amazing time and
learned so many valuable
"Educator" things.
Truly Grateful

Next Steps

- Continue the progress in meeting New Mexico's teacher workforce requirements and needs
- Ongoing partnership and facilitation for House Memorial 18 meetings, including the planning, development, and publication of final report
- Carefully review data and stakeholder input with goal of building high-quality workforce representative of New Mexico's population

Legislative Requests

Public Education Department

- \$109.3 million for a 4% salary increase (all staff)
- \$56.4 million to address hard-to-fill positions
- \$16.9 million for educator recruitment
 - The Educator Fellows Program will provide resources to districts and state charter schools to fund recruitment and retention for up to 500 educators
- \$2 million for principal residencies
 - Design, develop and implement principal residency programs that allow 20-30 aspiring principals an intense, year-long, clinical experience in a school alongside veteran mentor principal while receiving a salary
- \$15.6 million for teacher residencies
 - Provides up to 400 teacher candidates with \$35,000 stipend for year-long residency at partnering school district
- Funding for retention efforts
 - \$1.1 million for micro-credentials
 - \$500,000 for National Board Certification Scholarships

Legislative Requests

Higher Education Department

- \$100 million for the New Mexico Opportunity Scholarship
- \$10 million for the Teacher Loan Repayment Program
 - \$5 million increase from FY22
 - 184% increase in awardees since FY21 to FY23
 - 966 awardees in FY23
 - We anticipate 900+ additional applicants in FY24
- \$5 million for the Teacher Preparation Affordability Scholarship

Questions?

Please feel free to contact us!

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