

**LEGISLATIVE EDUCATION STUDY COMMITTEE  
BILL ANALYSIS**

**Bill Number:** HB 193

**51st Legislature, 1st Session, 2013**

**Tracking Number:** .191420.2

**Short Title:** Early Childhood Teacher Retention Project

**Sponsor(s):** Representative Jim R. Trujillo and Others

**Analyst:** James Ball

**Date:** February 13, 2013

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**Bill Summary:**

HB 193 makes an appropriation to fund a demonstration project to increase the quality of early childhood education for children from birth to five years of age by providing incentives to increase retention of teachers in early childhood programs. To carry out the project, the Children, Youth and Families Department (CYFD) shall contract with a nonprofit organization with at least two years' experience in achieving zero attrition among early childhood teachers.

**Fiscal Impact:**

\$300,000 is appropriated from the General Fund to CYFD for expenditure in FY 14. Unexpended or unencumbered funds revert to the General Fund.

**Substantive Issues:**

According to CYFD, the rate of turnover for early childhood education staff in New Mexico is approximately 33 percent annually. HB 193 could help staff complete additional college coursework and improve their professional status. Research has shown that early childhood teacher turnover is decreased through such strategies.

**Background:**

CYFD's analysis of HB 193 states that New Mexico is currently one of several states participating in a national research project related to high turnover rates among early childhood teachers. One finding of the research thus far is that the quality of care received by children and their school readiness was definitely related to the formation of long-term relationships between children and their teachers. However, many early childhood teachers view their jobs as temporary until better-paying opportunities become available.

In 2009, federal stimulus funds were used to conduct a comprehensive study of the child-care workforce. The findings suggest that, while significant progress has been made in developing early childhood professional development systems over the past 20 years, professional development alone is not enough to increase retention.

**Committee Referrals:**

HEC/HAFC

**Related Bills:**

SB 225 *Early Childhood Teacher Retention Project* (Identical)