

**NEW MEXICO**

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**Public Education Department**

**Educator Quality Division**  
**Educator Preparation Support and**  
**Accountability**

11/21/19

# Mission

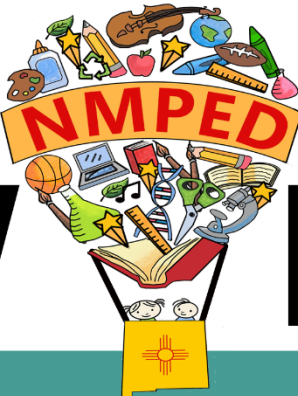
- The New Mexico Public Education Department partners with educators, communities, and families to ensure that ALL students are healthy, secure in their identity, and holistically prepared for college, career, and life.
- Equity, Excellence, and Relevance

# Teacher Residency Model

- Innovative Model for Preparing Teachers
- Offers recruits strong content and clinical preparation
- Connects new teachers to early career mentoring
- Financial Incentives

# Teacher Residency Models and Culturally and Linguistically Responsive Teaching and Learning

- Classroom Environment
- Transparency
- Eliminating the Deficit Perspective
- Responsive Classroom Management
- Understanding Cultural Behaviors/Language



# NEW MEXICO

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## Public Education Department

*Abena McNeely, Grant Manager*

### Program Alpine II

Alternative Licensure Program Increasing Native-Serving Educators

11/21/19

San Juan College Teacher Education presents

# Project Alpine

Serving Educators  
Native students

**Alternative Licensure Program Increase**  
Do you have an undergraduate degree and are you currently employed as a teacher in the Four Corners? Are you interested in becoming a teacher?



San Juan College Teacher Education presents

# Project Alpine II

Are you employed as an  
**Alternative Licensed Teacher in the local area?**  
Are you ready to take the next step toward a  
**Teacher Certification?**

The San Juan College Teacher Education program has funding available for those eligible through the **Project Alpine II grant** to assist with your education!

“Salvador Late or Early” Sandra Cisneros

Salvador with eyes the color of caterpillar, Salvador whose name the boy who is no one's friend, runs along where homes are the color of bad water, feeds them morning.

er cannot remember, is a that vague direction obs their hair with in the dim dark of the string of younger ness of the baby. Tugs day, like yesterday, hundred little tumble and spill yady holds back the



**Project ALPINE II**, beginning Fall 2019 and extending through Summer 2020, in collaboration with our four partner school districts, Farmington Municipal Schools, Bloomfield School District, Aztec Municipal Schools and Central Consolidated School District, is comprised of the following sites (as well as tribal sites) forming a residency model for SJC's **Alternative Licensure Program** and exists through generous funding by the **New Mexico Public Education Department** and **San Juan College Teacher Education**.

**ELEMENTARY RESIDENCY SITES**

- Park Avenue Elementary, Aztec
- Apache Elementary, Farmington
- McCormick Elementary, Farmington
- Eva B. Stokely, Shiprock
- Qio Amarillo Elementary, Central
- Naaba Ani Elementary, Bloomfield

Including any **northwestern NM tribal site** in order to extend resources and opportunities regionally!

**MIDDLE SCHOOL RESIDENCY SITES**

- Koogler Middle School, Aztec
- Tibbetts Middle School, Farmington

Come share your teaching experience and learn from ideas of fellow educators!

# Bisti Writing Project

Invitational Summer Institute

GOALS: Recruit, train and retain teachers to serve in schools that have high native-serving populations in the North-Western Region of New Mexico

Recruitment Goal: 24

Current Recruits: 9 (as of November, 7 months to go!)

Train, Retrain:

- ALP course enrollment
- All have passed required basic skills tests (NES)
- All are required to complete two forums with mentor
  - Culturally relevant & culturally sustaining professional development:  
Bisti Writing Project, state affiliate of National Writing Project

Cultural study, so far: *Salvador Late or Early*, Sandra Sisneros  
*In 1864*, Lucy Tapahonso

Retain & Mentor

Three-year commitment to current school or site of employment, on-going PD and support such as observations and lesson-planning, assessment and preparation guidance

Institution	Native American %	Hispanic %	White %	<i>Alpine %</i>
Bureau of Indian Education Schools	100	NA	NA	6.6
Central Consolidated	91.4	8	6.8	60
Aztec	.83	23.41	62.20	6.66
Bloomfield	32.48	33.57	33.04	6.66
Farmington	29.94	24.94	43.00	26.7
<b>SJC-ALP</b>	<b>56</b>	<b>12</b>	<b>32</b>	<b>100</b>



# Success & Celebrations

- Progress towards recruitment goal
- Inclusion of all public-school districts in San Juan County
  - Scaled to 4 from 2 in Project Alpine I
- Inclusion of BIE-funded and grant schools to support Northern NM
- Increased racial and ethnic diversity in Project Alpine II and at SJC
- Collaboration with and support from SJC departments such as marketing, public relations, & financial aid

# Success & Celebrations

- Collaboration with district coordinators, district HR's, district teachers
- Monthly Alpine meetings
- Phone visits and consistent support from NMPED
- Mentorship (culturally sustaining, teacher support)
- Fall forum to support new teachers
- Fall Advisory Meeting with coordinators slated for December 12<sup>th</sup> for feedback, information collection, vetting, dialogue and future programming

# Challenges

- Timing (reimbursements should coincide at the start of a semester)
- Communication with potential candidates (recruitment)
- Communication between mentors and mentees (mentoring)
- National Evaluation Series (NES) workshops are challenging for career-changers, at times, need additional support
- Fears, timid approach or lack of commitment to 3-years as teacher in NM

# Next Steps

## 1) Fall Advisory Meeting to discuss...

- 1) Communication progress and evolution
- 2) Professional development needs, survey, information

## 2) Spring Forum

- 1) Saturday, February 8, 2020 – Cultural Center SJC 9-12 noon

## 3) Bisti Writing Project *Invitational Summer Institute 2020*

- 1) Cultural Center, SJC – 3 weeks of robust professional development, networking, instructional support, assessment procedures and writing!

## 4) District ideas for EdRising & Spring External Review

*Any questions?*



# Educator Quality Conversation

- **Teacher Evaluation**
- **Mentorship**
- **Native American Language and Culture Certificate (PreK-12)**
- **Modern, Classical and Native Languages License**