

Presentation for the Legislative Education Study Committee

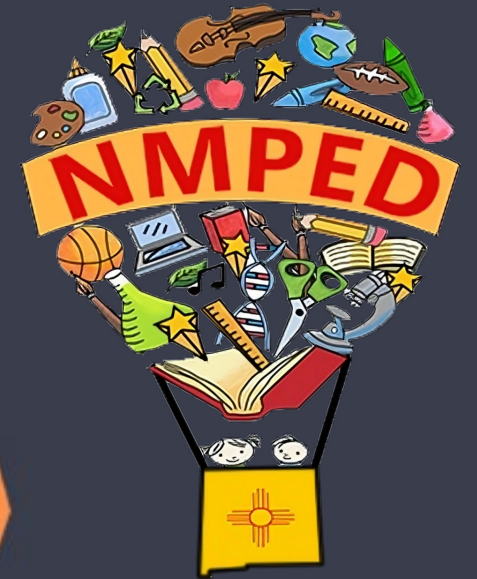
Educator Pathways

On-Ramps into Education

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Educator Pathways
Educator Quality Division

December 18, 2024

Investing for tomorrow, delivering today.



*A Presentation by the
New Mexico Public
Education Department*

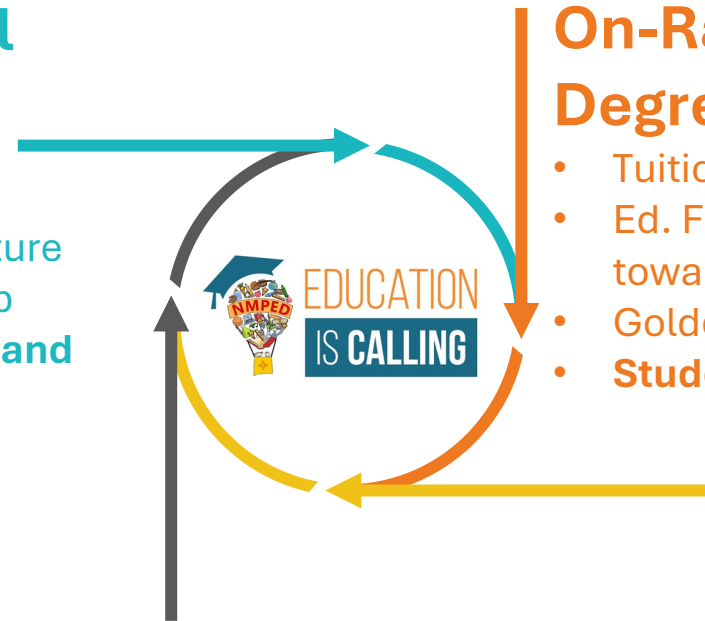
The PED Vision: Multiple On-Ramps Through Residencies for a Career in Education

On-Ramp 1: High School

- Near Peer Tutoring
- After School Tutoring and Clubs
- Community Partners: Educators Rising, Golden Apple Scholars, Future Focused Ed., Youth Apprenticeship
- **Dual Credit Pathways to College and Teaching**

On-Ramp 4: Career Changers & Alternative Candidates

- Tuition support
- Ed. Fellows: EA salary and benefits while working toward degree
- Golden Apple Scholars
- **Student Teaching/Paid Residency Apprenticeship**



On-Ramp 2: Undergraduate Degrees

- Tuition free degree in Education
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On-Ramp 3: Graduate Degrees

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A Clear and Supported Pathway to Teaching



1. Dual credit high school program



2. Paraprofessional role + AA degree



3. College coursework



4. Teacher residency apprenticeships

A clear pathway and seamless progression toward degree completion, high quality clinical practice and a thriving career in education.

Increasing and Diversifying the Teacher Workforce by Increasing College Affordability



Maximizing Access to Financial Resources

- LEA braided funding
- Workforce & Labor Dollars



Reducing Tuition and Related Costs

- Lottery Scholarship
- Opportunity Scholarship
- Teacher Preparation Affordability Scholarship
- Grow Your Own Scholarship



Supports for Basic Needs

- Clinical Practice Stipends
- Paid Leave
- Workforce Labor & Dollars

Increasing Student Achievement and Retention Rates Through High-Quality Preparation



**Youth Apprenticeship
Pathways and Early
Career Education**

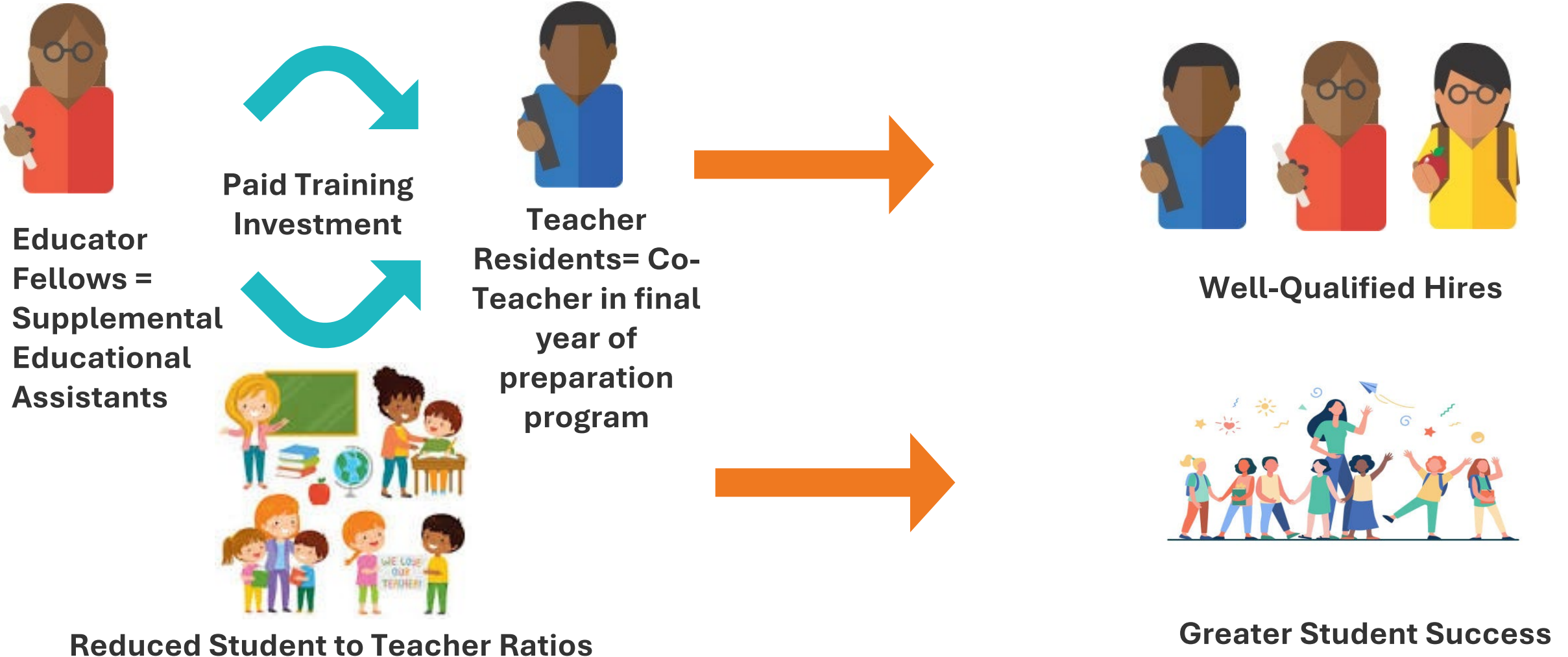


**Grow-Your-Own
Programs That
Support EA Career
Progression**



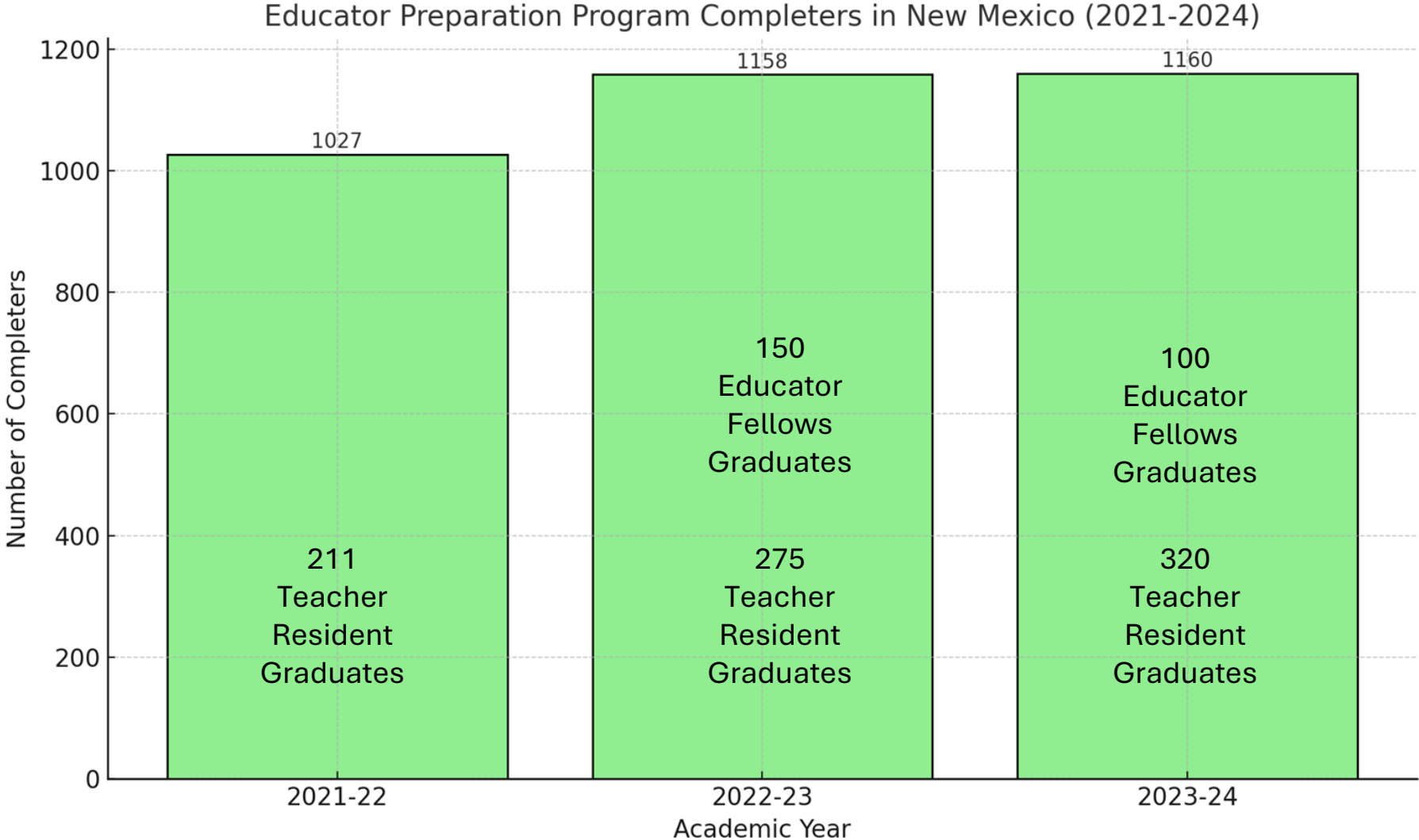
**Full-Year
Residency
Apprenticeship
(co-teaching with
strong
mentorship)**

Initial Investment District-Aligned Hires



Return on Investment

Highly Qualified Educator in NMs Classrooms



Educator Fellows

The Educator Fellows program was created and designed by PED with ESSER funds and is currently state funded.

The program was designed to support two primary goals:

| Goal 1 | Goal 2 |
|---|---|
| A grow-your-own recruitment system designed to build and diversify the educator workforce. | Improve student to teacher ratios and support student learning through small group instruction, targeted intervention, and high-dosage tutoring. |

What Does Educator Fellows Look Like in New Mexico?

Educator Fellows provide teacher candidates with:



A \$25,000 minimum salary plus benefits.



Simultaneous enrollment in a higher education institution, receiving up to 12 hours of paid leave per week to attend classes.

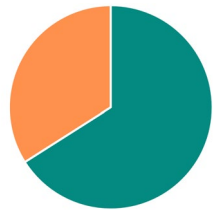


Placement in a fully immersive, clinically-rich experience at a partner school district, providing supplemental small group support under the direction of a mentor teacher.

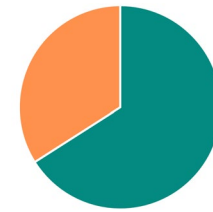


A tool that allows districts to recruit from their

Educator Fellows by the Numbers to Date



76% People of Color



10% Native American



Placed in approximately **300** schools across the state



81 NM LEAs with Ed. Fellows



520 Projected Fellows in FY26

Teacher Residency

Teacher Residency is designed to provide a high-quality, full year clinical practice experience in a candidate's final preparation year.

| Goal 1 | Goal 2 |
|--|--|
| Provide high-quality preparation through a full-year of clinical practice focused on strong mentorship in a co-teaching model to support skill cultivation and strong classroom competencies. | Improve student to teacher ratios and support student learning through a co-teaching model. |

What Does Teacher Residency Look Like in New Mexico?

Residencies provide teacher candidates with:



A \$35,000 one-year stipend.



Simultaneous enrollment in wrap-around coursework at a partnering college/university.



Placement in a fully immersive, year-long, clinically-rich experience at a partner school district, co-teaching with a level II or III mentor teacher.



Employment for 3 years following the residency.

NM Residencies by the Numbers to Date



66% People of Color



92% On-Time Graduation



8 IHEs, preparing **75%** of the state's new teachers



50% NM School Districts with Residents



420 Projected New Residents in FY26

Education Innovation and Research Grant (EIR) NM Residencies Goals

Goal 1

**Recruitment &
Candidate
Selection**

Goal 2

**Quality
Programs- Co-
Teaching**

Goal 3

**Funding
Sustainability**

Basis Policy Research Evaluation

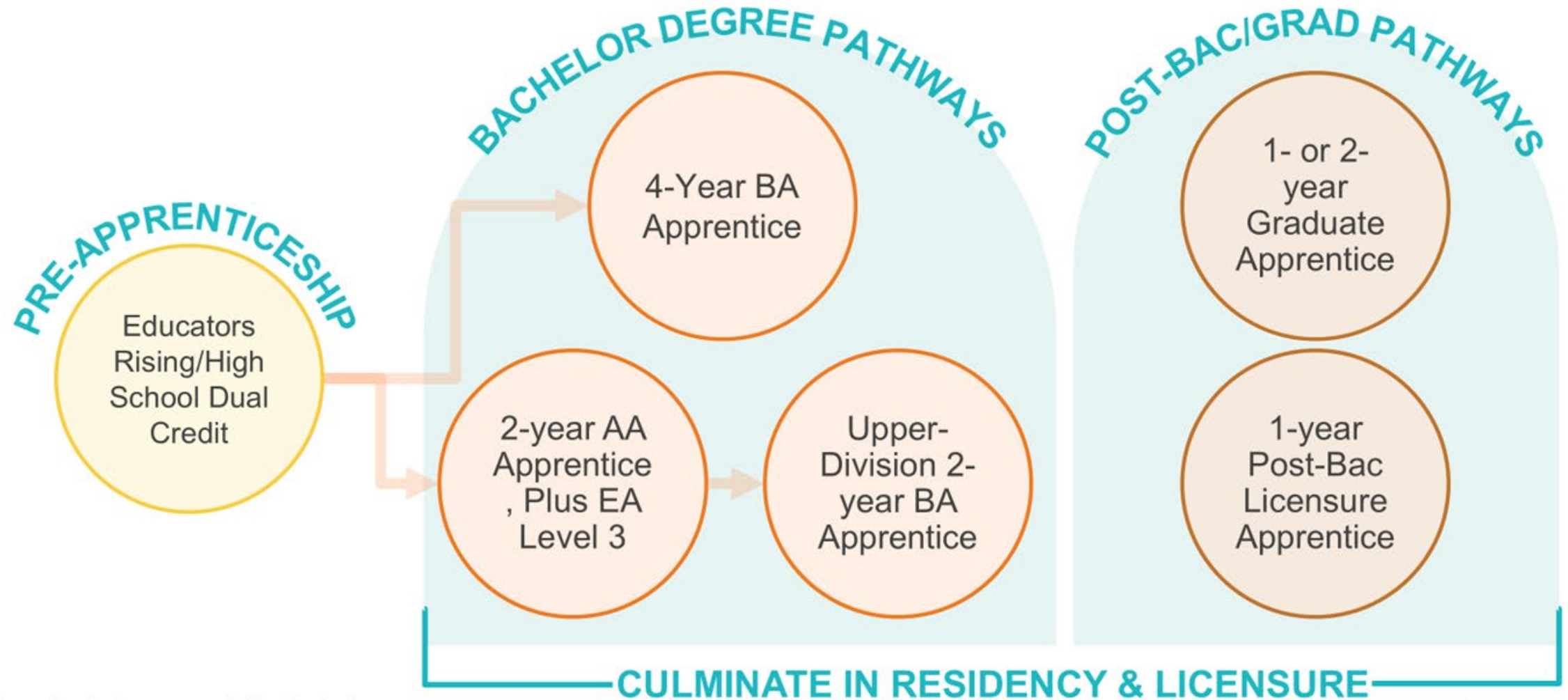
Implementation

Co-teaching, partnerships, mentor/resident recruitment, selection, & support; sustainability

Impact

Co-teaching on achievement and other outcomes; resident graduation, demographics, & hiring

Apprenticeship Building America (ABA2) Registered Apprenticeship Goals



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On-Ramp 4: Career Changers & Alternative Candidates

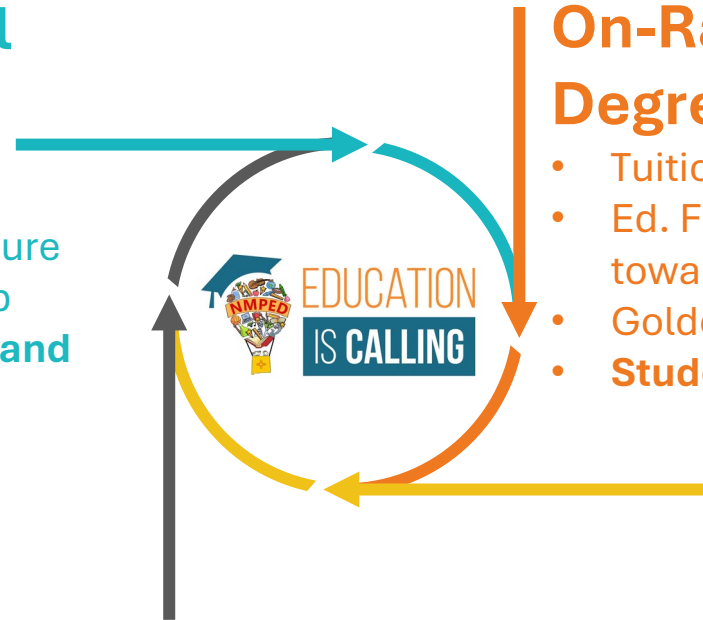
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TeachNewMexico.org

TeachNewMexico.org is a statewide support system for prospective teachers...

that inspires people to consider teaching, identifies those with interest, cultivates that interest, and supports prospects to take the first steps.

INSPIRE & IDENTIFY

CULTIVATE

SUPPORT

... which has a tech-centered approach...

At its heart is the TeachNM.org digital recruitment platform – a one-stop-shop hub for all prospects in the state to explore the profession and get free support on the journey to the classroom.

Your path to the classroom simplified

Everything you need to learn about teaching and get into the classroom. Sign up to get started.

Sign up with just your email

Enter Email

Brought to you by

Your free TEACH account gets you:

- Articles & videos about teaching
- Step-by-step guides to certification
- Advice from certification experts
- Free prep for teaching tests
- Financial assistance for your training
- Connections to local teaching programs

Featured profiles: Cameron Williamson (Former Engineer, High School Math Teacher), Esther Moreno (Recent Grad, Middle School English Teacher), Connor Howard (Veteran, U.S. Navy, 6th Grade Reading Teacher).

... but is a comprehensive system that involves many services beyond the tech.

The initiative is more than a digital resource, though – it involves programming, coaching, financial aid, partnerships, statewide rebranding and marketing, etc.

Meet your Teach Navigators

Featured profiles: Lisa (3rd & 4th Grade), David (Middle School Science), Ricca (High School English), Megan (Special Education).

How TEACH Helps Recruit New Teachers

INSPIRE

1

Elevate the image of the teaching profession

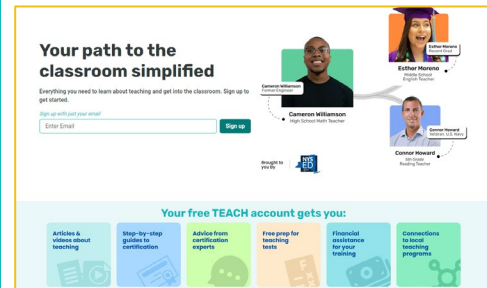


- Radio & TV PSA ads
- Digital ads
- Social media

IDENTIFY

2

Identify & subscribe potential future teachers through TeachNM.org

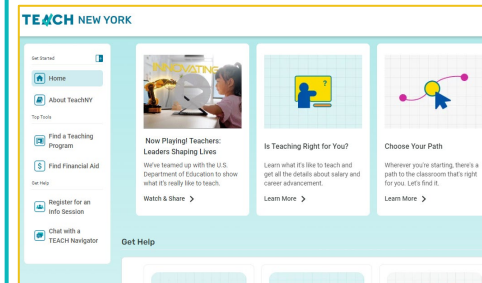


- Targeted digital marketing
- Direct outreach through partner EPPs, LEAs, etc.

CULTIVATE

3

Cultivate interest and overcome 10 perception barriers (esp among POC and shortage areas)

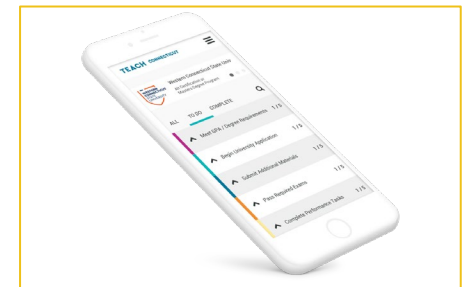


- Online programming and coaching
- Multimedia to inspire, inform
- Ongoing email and other comms

SUPPORT

4

Support them over 4 practical barriers in applying to prep programs

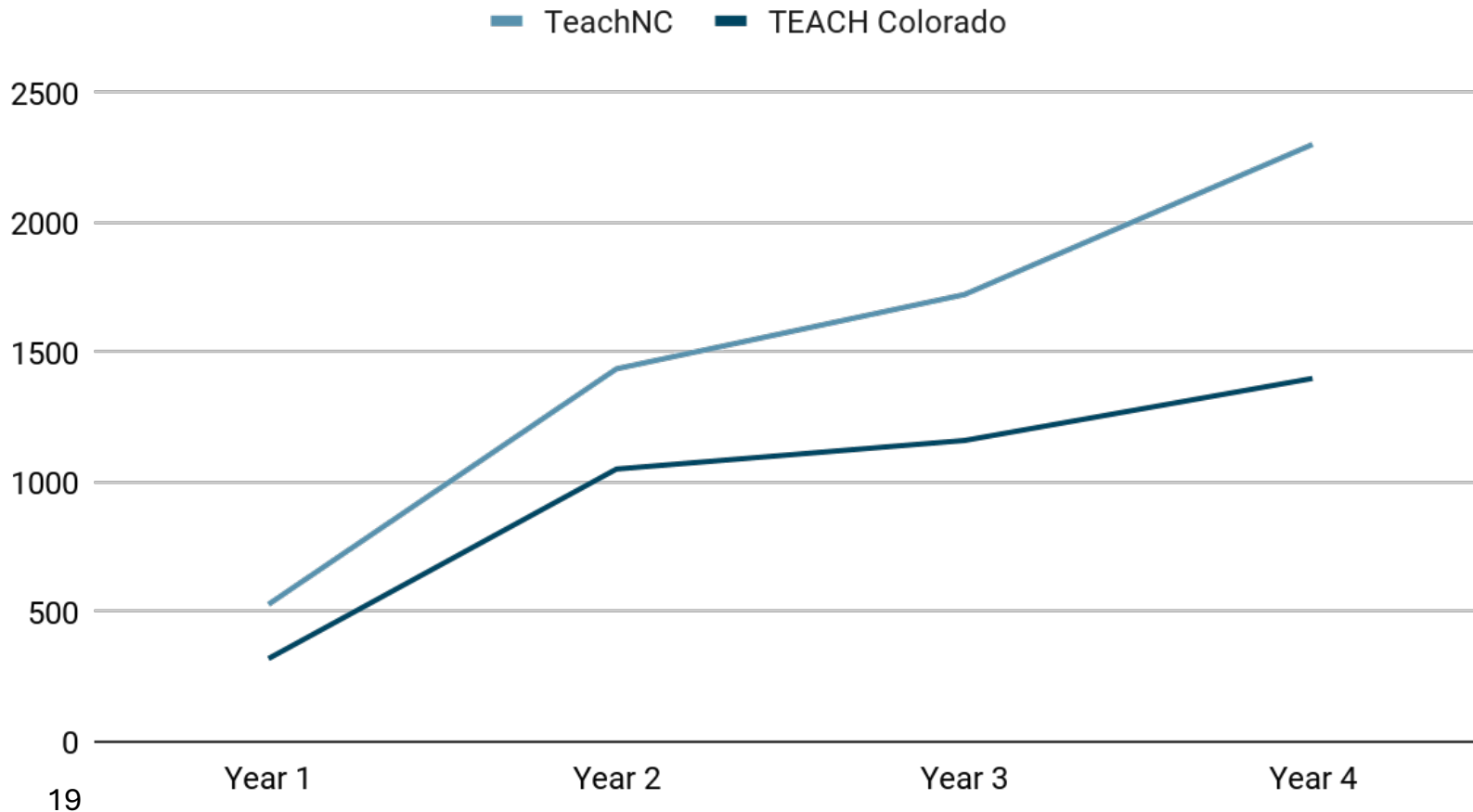


- One-on-one advising
- How-to guides and checklists
- Financial aid
- EPP fee reimbursements
- Test prep

The Teach Pathway to Success

Since 2019, TeachNC & TEACH Colorado have supported more than 6,200 future teachers

Number of TEACH-Supported EPP Applicants: NC & CO

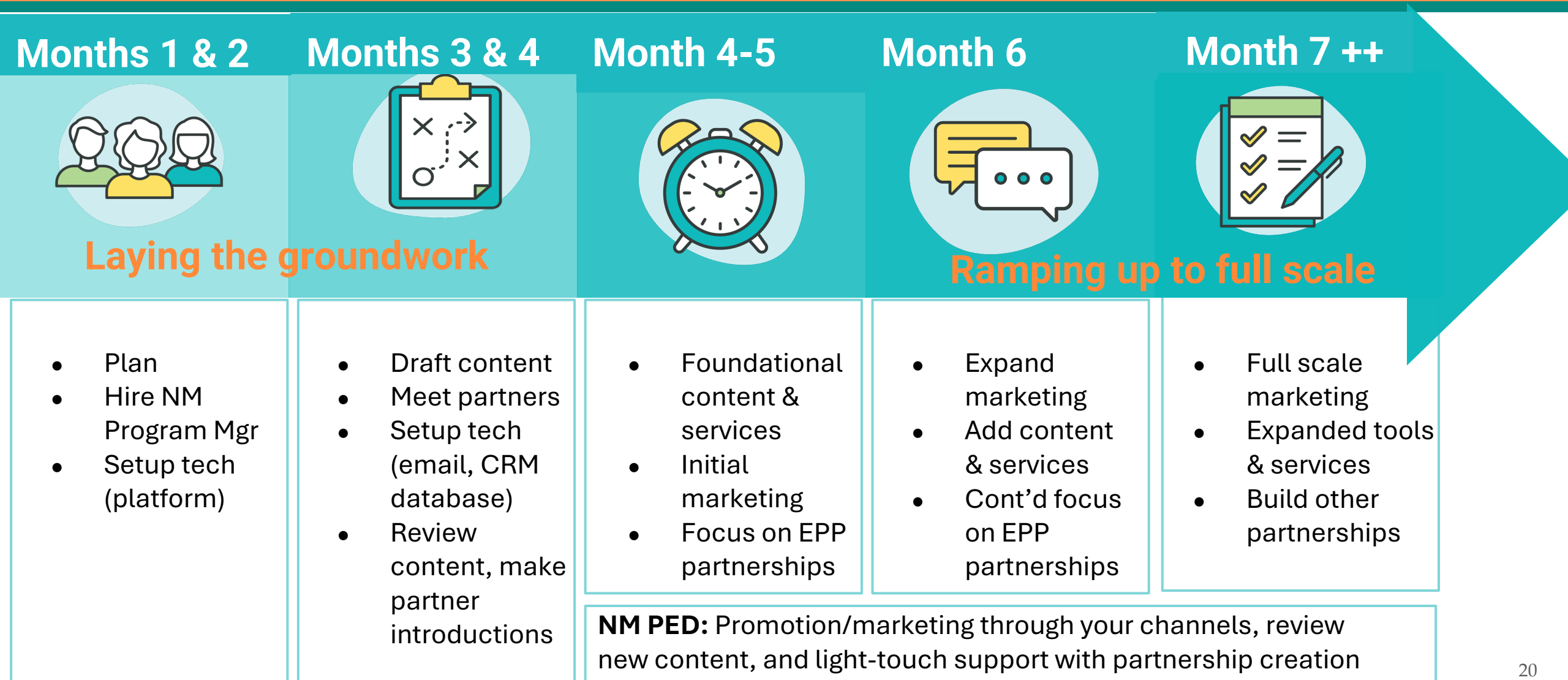


Year over year, TeachNC and TEACH Colorado have increased the number of applicants we have supported in applying to CO and NC educator preparation programs.

In both regions, the number of supported applicants has more than tripled from Year 1.

In AY22-23 alone, TeachNC supported 2,298 EPP applicants, while TEACH Colorado supported 1,409 EPP applicants.

TEACHNewMexico.org Website Launch



Months 1 & 2



Laying the groundwork

- Plan
- Hire NM Program Mgr
- Setup tech (platform)

Months 3 & 4



- Draft content
- Meet partners
- Setup tech (email, CRM database)
- Review content, make partner introductions

Month 4-5



- Foundational content & services
- Initial marketing
- Focus on EPP partnerships

Month 6



Ramping up to full scale

- Expand marketing
- Add content & services
- Cont'd focus on EPP partnerships

Month 7 ++



- Full scale marketing
- Expanded tools & services
- Build other partnerships

NM PED: Promotion/marketing through your channels, review new content, and light-touch support with partnership creation

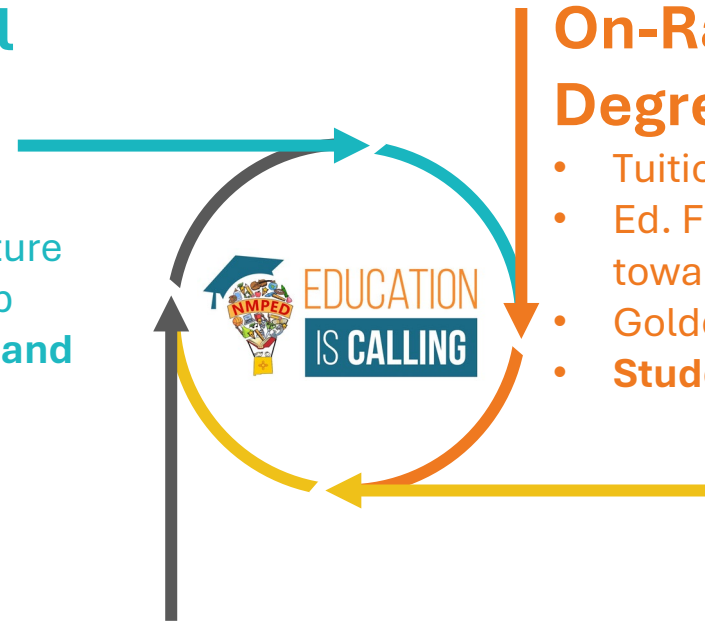
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Thank you!

For Questions

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