

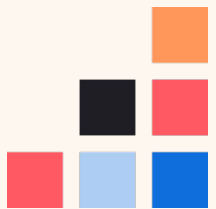


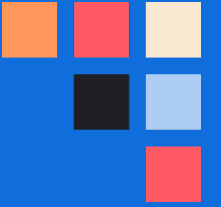
Welcome!

The Role of the State

Making Funded Residencies a Reality

Introduce yourself! Share your name, location, and connection to teacher residencies in the chat.

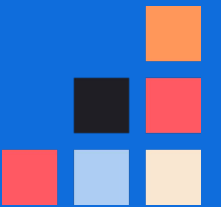


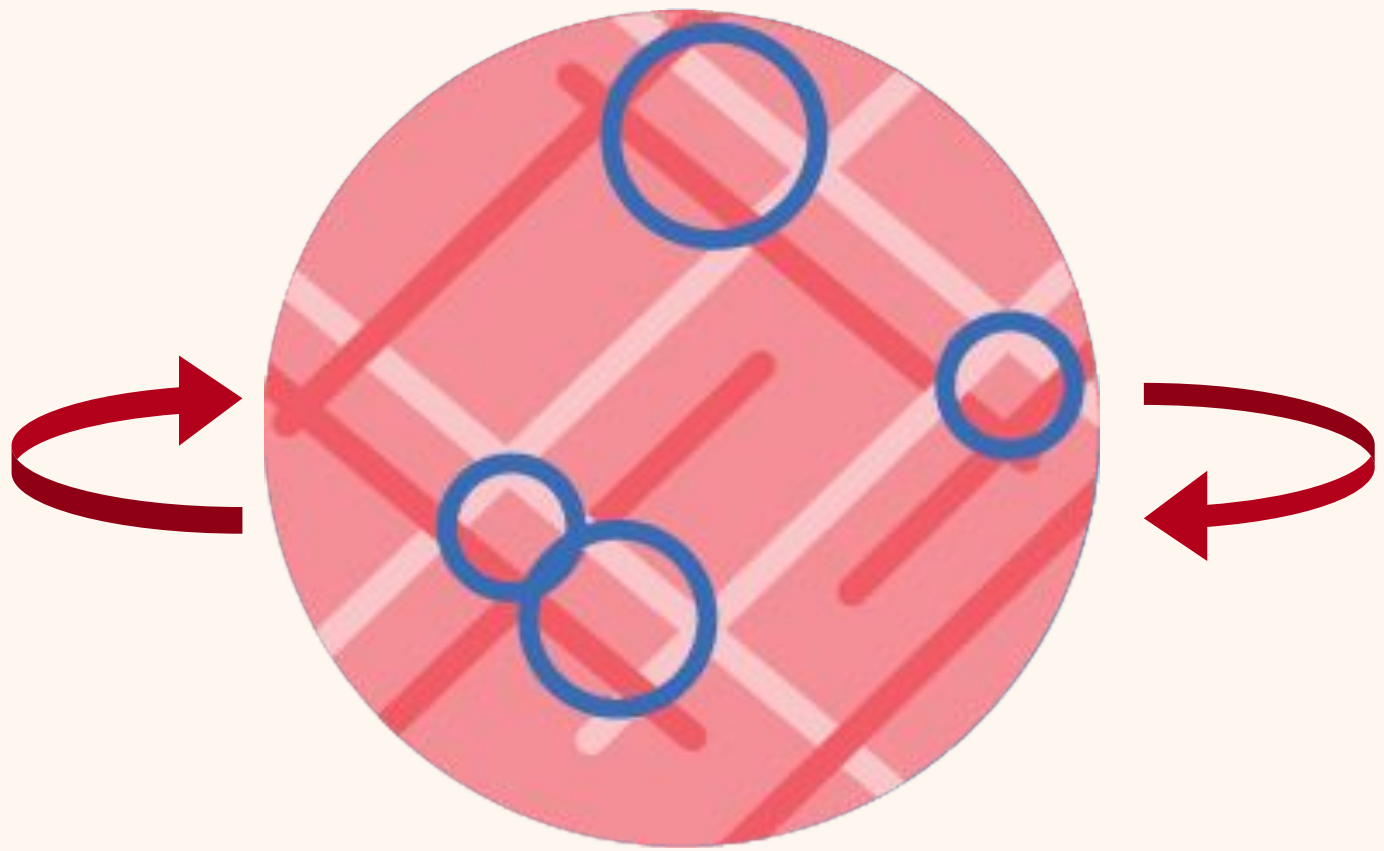
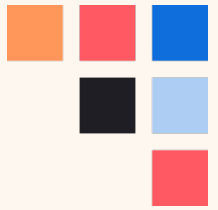


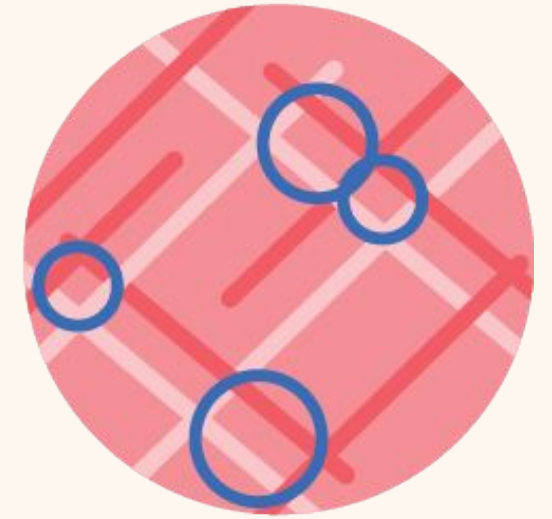
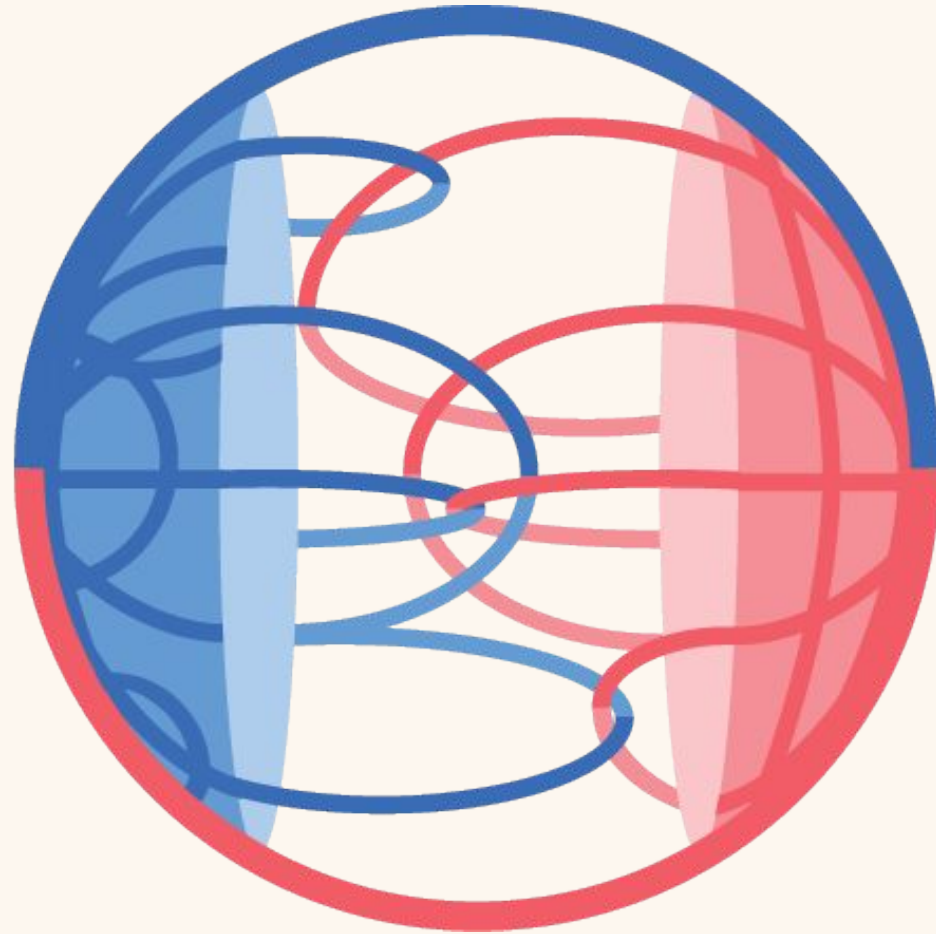
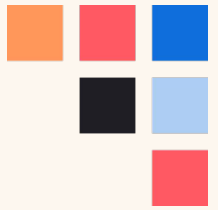
Our Theory of Change for Funded Residencies

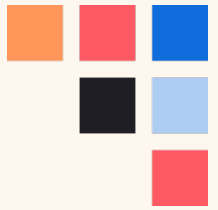
It Takes Two Separate, Coordinated Efforts

Karen DeMoss, *Prepared To Teach*









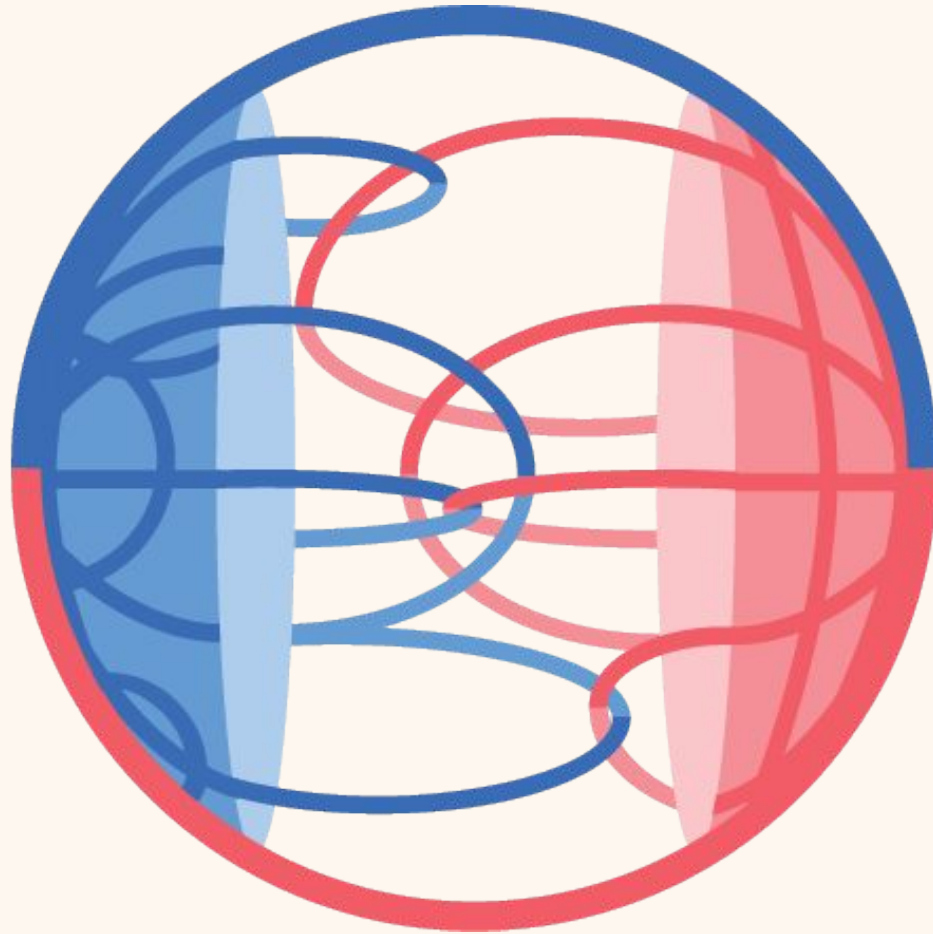
Signal from the top



Investment



Expectations with flexibility



Collective efforts



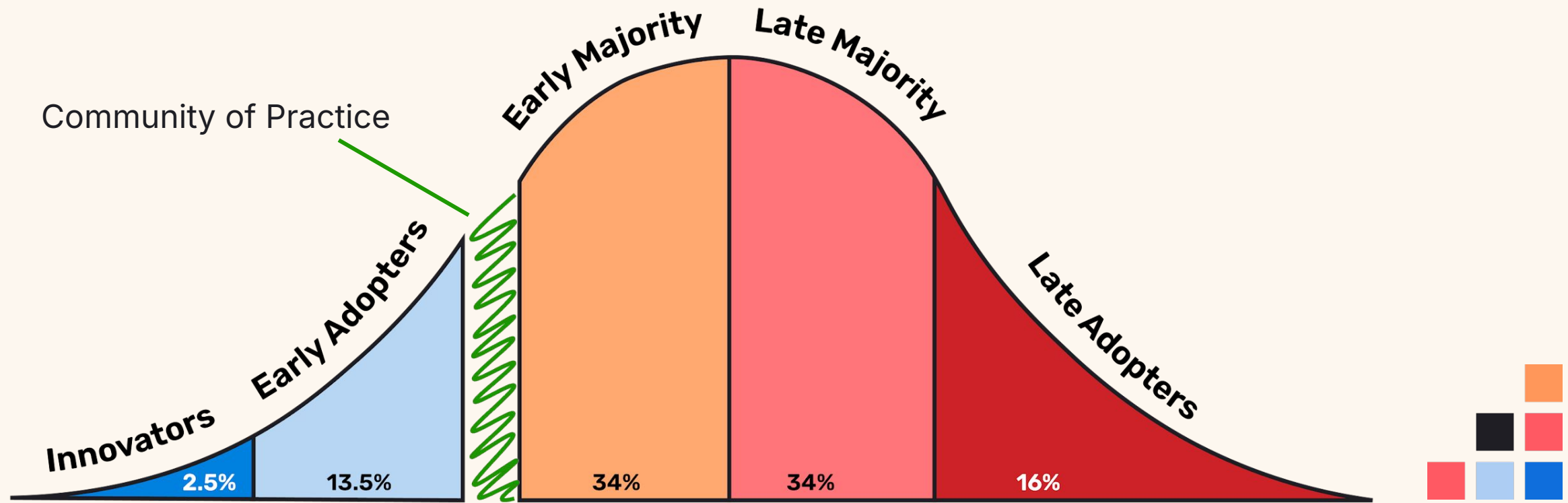
Evidence



Narrative shift

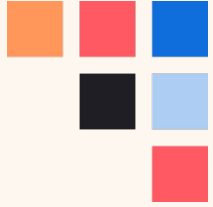
Critical Key: Collaborative Community

Communities of Practice build a bridge across the diffusion of innovation curve. Otherwise, the implementation gap gets filled with models that don't support the vision.



Diffusion of Innovation Theory developed by E.M. Rogers

Thank You!



Newsletter



<http://eepurl.com/iuFdKA>

Linktree



<https://linktr.ee/preparedtoteach>

Case Study



<https://bit.ly/NewMexicoCaseStudy>

The New Mexico Public Education Department

Phoebe Walendziak

Director, Educator Pathways

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The PED Vision: Multiple On-Ramps through Paid Residencies for Careers in Education

On-Ramp 1: High School

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

On-Ramp 4: Career Changers

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

On-Ramp 2: College

- Tuition free Degree in Education
- Ed. Fellows: EA salary and benefits while working toward degree
- **Paid Residency/Apprenticeship**

On-Ramp 3: Graduate Degrees

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



<https://www.educationiscallingnm.org/>



A Brief Timeline of the Journey



As an intermediary in NM, *Prepared To Teach*

- brings people to the table
- builds capacity
- supports policy education
- diffuses good ideas from other places



PED's Three Residency Goals

- Strengthen recruitment and diversity
- Reduce program variability to ensure equitable access to quality preparation and well-prepared teachers
- Create a sustainably funded residency system



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, coteaching with a level II or III mentor teacher



Employment for 3 years following the residency



Our Progress to Date



66% People of Color



92% On-Time Graduation



~400 Projected Residents in the Future



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



1/2 NM School Districts with Residents



33% of all newly certified teachers in NM come through residencies



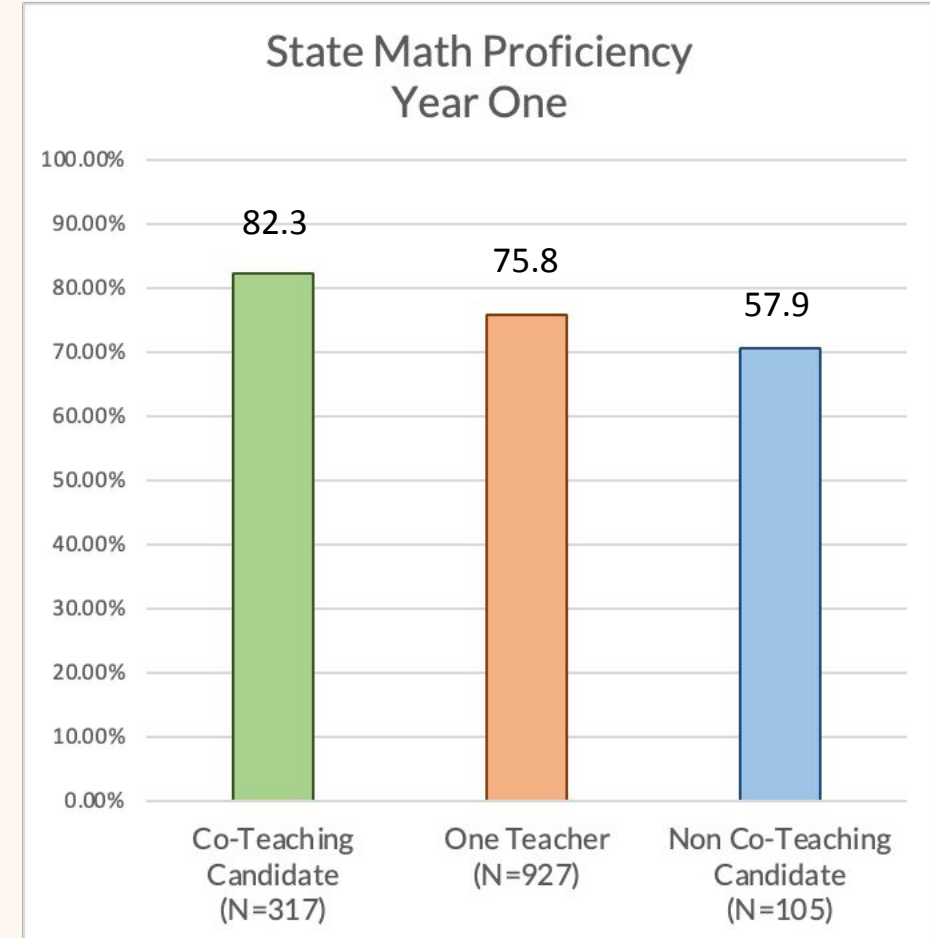
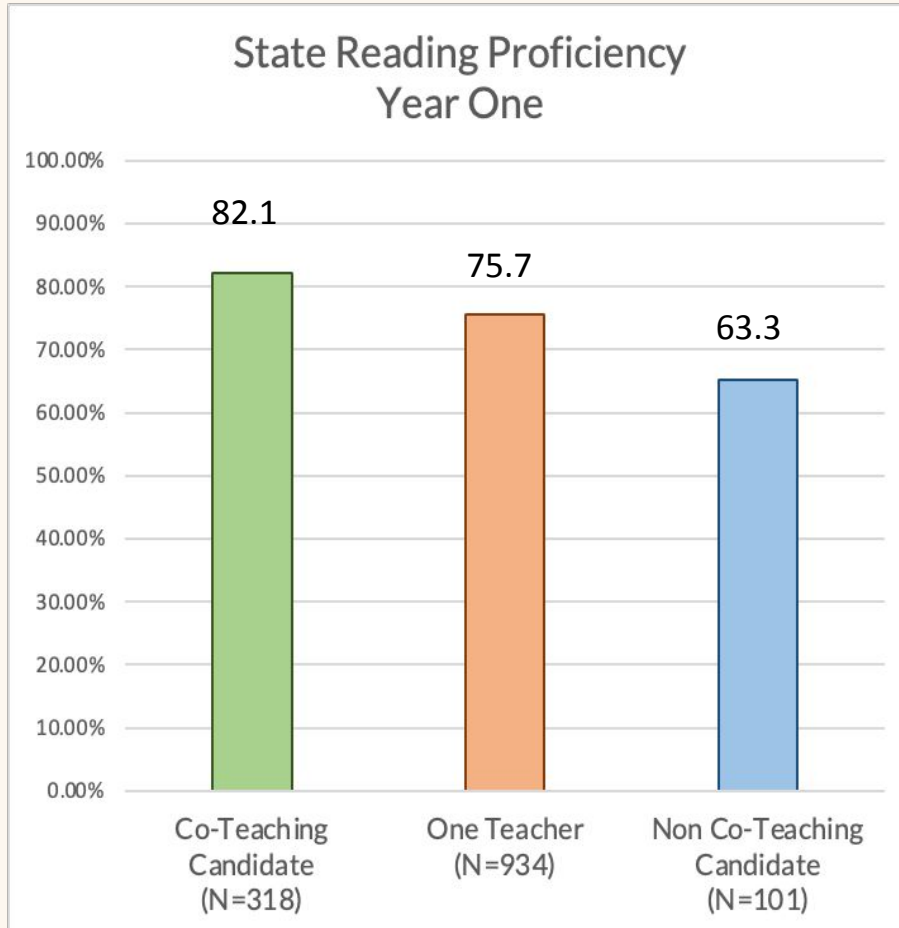


Teresa Washut Heck

twheck@stcloudstate.edu

Professor Emeritus – St. Cloud State University (MN)

Learning Outcomes



Cumulative Data: Reading

State Assessment comparing pre-service co-taught, single teacher, and not co-taught student teaching settings

Reading Proficiency	Co-Taught	One Licensed Teacher	Non Co-Teaching Candidate	Stat. Sig. Level
OVERALL (4 Year Cumulative)	78.8% N=1461	67.2% N=6403	64.0% N=572	< .001*
Free/Reduced Lunch Eligible	65.0% N=477	53.1% N=2684	49.5% N=222	< .001*
Special Education Eligible	74.4% N=433	52.9% N=1945	46.4% N=179	< .001*
English Language Learners	44.7% N=76	30.7% N=515	25.8% N=31	.069

*Statistically significant at the P<.05 level.

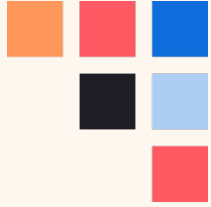
Cumulative Data: Math

State Assessment comparing pre-service co-taught, single teacher, and not co-taught student teaching settings

Math Proficiency	Co-Taught	One Licensed Teacher	Non Co-Teaching Candidate	Stat. Sig. Level
OVERALL (4 Year Cumulative)	72.9% N=1519	63.7% N=6467	63.0% N=597	< .001*
Free/Reduced Lunch Eligible	54.2% N=513	47.3% N=2778	45.7% N=232	.032*
Special Education Eligible	72.0% N=472	54.7% N=1906	48.9% N=180	< .001*
English Language Learners	30.5% N=118	28.8% N=671	26.8% N=41	.656

*Statistically significant at the P<.05 level.

Co-Teaching – Essential Elements



Training/Preparation

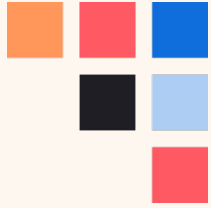
- Co-Teaching workshop for Residents, Mentor Teachers and University Supervisors
 - Co-Teaching Instruction incorporated in teacher preparation curriculum
- Workshop for matched pairs
- Common Language/Threads
- Ongoing Support and Professional Development in Co-Teaching

Collaborative Partnerships

Common Language

Clearly defined expectations, including solo/lead teaching time for resident/teacher candidates

Designated planning time for co-teaching



Co-Teaching



Spring and Summer – Co-Teaching Train the Trainer Workshops

Two Workshops

May & June

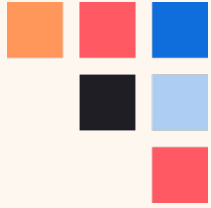
44 IHE Individuals Licensed

13 School District Individuals Licensed



Foundations Workshops presented across the State by those trained

253 mentors and residents have
completed foundations and pairs



Co-Teaching

- Systematic Implementation – slides, dates, etc. (with accelerated implementation)
- Conversations in Co-Teaching – (Mentor and Resident) Online, Monthly
- Supervisor Conversations – Online Monthly
- Co-Teaching Videos – in process
- Mentor Expectations

Supporting Systemic Change through Philanthropy

Michael Weinberg

Senior Policy Officer

michaelweinberg95@gmail.com

Thornburg Foundation



Foundation Overview

Over the past 25 years, the Thornburg Foundation has granted more than \$50 million to nonprofit organizations with a main focus on New Mexico. We support advocacy organizations to create systemic change that improves the lives of people in our communities.

Trust Evidence	Collaborate	Work Strategically	Strive for Excellence
Adapt	Model Transparency and Accountability	Promote Equity	Do the Right Thing

Systems Change

Build the Field:

- Create a vibrant, powerful ecosystem for each issue
- Support organizations and movements to reach capacity for major impact
- Develop new ideas and approaches
- Partner with grantees and funders to share non-partisan research and build collective knowledge

Develop Policy Options:

- Collaborate with policy makers, issue experts, and other grantmakers to build consensus around lasting, nonpartisan policy solutions

Advocate:

- Fund issue education, outreach, policy development, capacity building, influencing government agencies/regulations, litigation

Implement:

- Support agencies and stakeholders with follow-through to improve expected outcomes

Evaluate:

- Collect qualitative and quantitative data to determine whether to revise the strategy or move into a new issue area

Select Issues:

- Use evidence to identify areas where foundation resources, including policy officer expertise, can affect meaningful change

Strategic Initiatives Grantmaking Approach

Within our five strategic initiatives, we fund:

Research studies and projects

Collaboration with foundations aligned with our strategy

Pilot programs with potential for scale

Convenings

Policy analysis

Advocacy

What We Don't Fund:

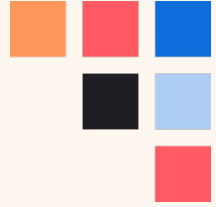
Infrastructure and capital projects

Endowments

Scholarships

Projects outside of our strategy

Lobbying/election campaigns



Thank You!

Newsletter



<http://eepurl.com/iuFdKA>

Linktree



<https://linktr.ee/preparedtoteach>

Case Study



<https://bit.ly/NewMexicoCaseStudy>