

## TEACHER RESIDENCY PROGRAM

The School Board recognizes the benefits of effective teacher preparation efforts in producing more highly qualified teachers, and that collaborative training by experienced teaching staff will foster a more diverse teaching environment for students within the School District and throughout the State. As a result, the School Board favors and will promote participation in the teacher residency program, to provide a full academic year of guided apprenticeship in the classrooms of Level Two or Level Three teachers, in partnership with a public post-secondary educational institution or tribal college.

Such Level Two and Level Three teachers will receive ongoing evidence-based training in coaching and mentoring teaching residents, and compensation for the time and added responsibilities assumed. The School Board will provide additional support for the teacher residency program, as follows:

- A stipend of not less than thirty-five thousand dollars (\$35,000) per year for teaching residents;
- A stipend of not less than two thousand dollars (\$2,000) per year for Level Two and Level Three teachers participating in the program;
- A stipend of not less than two thousand dollars (\$2,000) per year for principals or head administrators at the participating schools;
- Funding of not less than fifty thousand dollars (\$50,000) per year for teacher residency program coordinators at each PED-approved teacher residency program.

Teaching residents, upon completion of the teacher residency program, shall receive an expectation of employment from the sponsoring school district, as well as mentoring, professional development and networking opportunities for not less than one year following completion of the program, and shall commit to serve a minimum of three years teaching at schools in such school district.

Adopted:

LEGAL REF.: Sections 22-10B-3 and 22-10B-4 NMSA 1978 (revised 2022)