



HM 18 Teacher Workforce Task Force Memorial

Sponsored by: Representative Natalie Figueroa

High-quality teachers are critical for students' education. They are at the heart of the education system, but are leaving our schools at alarming rates. Evidence shows that access to effective teachers can improve student performance and help overcome opportunity gaps, particularly for Native American students, English language learners, students with disabilities and students from low-income households.

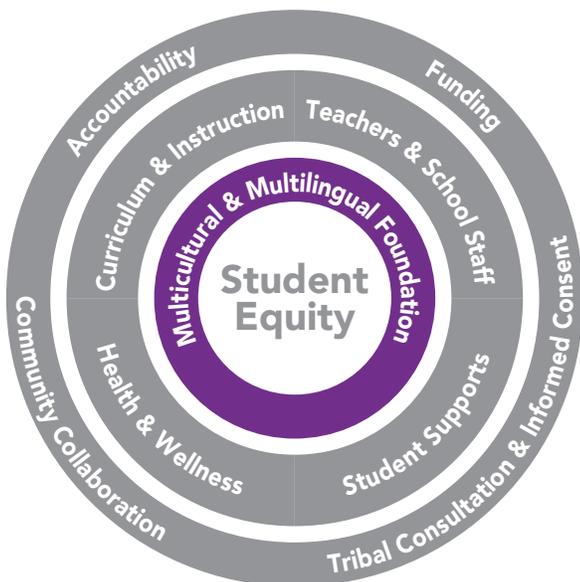
- New Mexico continues to experience a dire shortage of teachers, especially for Indigenous teachers, bilingual education, and special education. In 2020, we had 571 vacancies for teachers. And our most experienced educators are not teaching in the low-income communities that need them the most.
- Our diverse teacher workforce should reflect the backgrounds and lived experiences of our students, yet while 75% of students in the state identify as students of color, only 36% of

teachers identify as teachers of color. The state must take action to increase the number of Native American and Hispanic teachers.

- In addition to hiring more teachers, our education system needs more teachers to be endorsed for bilingual education and Teaching English as a Second Language (TESOL), as well as providing special education for students with disabilities.

HM 18:

- Requests HED and PED to create an interdisciplinary task force to study current and future teacher shortages, teacher diversity, and barriers to recruiting and retaining highly qualified teachers in New Mexico.
- The task force will bring together higher education institutions, teachers, administrators, and subject area experts to make recommendations for achieving a fully staffed, effective and diverse teacher workforce that is responsive to the needs of our students, while honoring and elevating the teaching profession.
- The work of the task force will result in a comprehensive teacher workforce strategic plan, with short and long-term goals, action steps, and funding needs.



Transform Education NM is a coalition of education, tribal and community leaders advancing a new vision for our public education system in New Mexico. For more information, visit transformeducationnm.org.