NEW MEXICO HIGHER EDUCATION DEPARTMENT (NMHED)

Research & Public Service Project (RPSP) and other Funding Requests

FY2028

Print, sign, and submit cover sheet and individual submissions to NMHED by September 15, 2026

Institution: **Northern New Mexico College**

Primary Contact for **Theresa Storey, Chief Financial Officer/Compliance Officer**

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Governing Board Signature: Date:

Institutional Rank (priority)	Program/Project Title *(Please ensure your Program/Project Title are named the same in all documents)*	Request in FY28	New Program (X)	Expansion Program (X)	Continuing Program (X)	Closeout Program (X)
1	01_FY28_NNMC_Teacher Pipeline Services_Continuing	250,000			X	
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	Total Funding Request	**$ 250,000**				**0**

Please insert additional lines as needed.

NEW MEXICO HIGHER EDUCATION DEPARTMENT (NMHED)

Research & Public Service Project (RPSP)

FY2028

Fill and submit packet to NMHED per instructions by September 15, 2026

Formula Do not Override

Institution: Northern New Mexico College

Formula Do not Override

Title of Project: 01_FY28_NNMC_Teacher Pipeline Services_Continuing

RPSP Type: Expansion - Funding for additional FTE or addition to existing program

RPSP Account Code: 96400-9641-7444 Teacher pipeline initiatives

Note: Ensure you are choosing the account code for your HEI. If it is not listed leave blank.

FY28 Funding Request: $ 250,000

If previously funded, enter amount that was awarded in FY27 OpBud. $ 250,000

Type of Project: Education and Teacher Prep

1 Number of years the project has received General Fund support: (Disregard if new program) 5

Increase cell size as necessary for narratives, if you are sending a PDF please be sure your narratives are fully visible.

2 **Project Description/Executive Summary:**

Teacher Pipeline Initiative has two key goals. The first goal of theproject is to recruit, retain, and prepare a pipeline of diverse teacher candidates that are culturally responsive educators. Programatic initiatives include a strong focus on English Language learners, Native American students, and children with disabilities. The second goal of the project is to recruit and retain a highly qualified diverse faculty.

3 **Budget Narrative (Overview only - Budget Detail follows on next worksheet):**

The budget request is aligned to the elements required to build a diverse teacher pipeline: 1) the recruitment, retainment, and graduation of a diverse student population that is day one ready to work in New Mexico public schools; and 2) the recruitment and retainment of a highly qulaified diverse faculty.

4 **Program Mission (Include population served, other demographic information):**

The mission statement was last reviewed in the spring of 2024 during the bi-annual Department of Teacher Education (DTE) Advisory Committee meeting. The committee is composed of community stakeholders – district superintendents, school principals, Head Start providers, nonprofit directors, faculty, and administrators. DTE faculty lead the group in a reading and evaluation of the DTE mission and vision statements. The Mission Statement was expanded to include the following; To prepare the highest quality teachers in partnership with New Mexico school districts and communities by celebrating the uniqueness of northern New Mexico's multicultural, multilingual students, communities and pueblos.

5 **Key Project Objectives (Overview only - Details and Measures on following worksheet):**

The primary goal of the project is to drive student recruitment, retention, and program completion through intentional community engagement and tailored student support. Alongside student success, the project aims to stabilize faculty recruitment and retention at Northern New Mexico College (NNMC) while building an instructional team that reflects the ethnic, cultural, and linguistic demographics of the student population.

6 **For existing projects, describe major accomplishments in a single paragraph, and if applicable, any obstacles encountered the previous fiscal year. For new projects, identify the top objectives and challenges for the current fiscal year:**

To expand student outreach, the Department of Teacher Education (DTE) successfully partnered with local school districts and early childhood centers to host community-based recruitment events. These events offered flexible engagement formats—including one-on-one advising sessions, informational meetings, and informal networking—bringing together prospective students, district personnel, community members, DTE staff, and student ambassadors. Aligning the ethnic background of faculty and staff with the student body has significantly strengthened campus support systems and boosted overall student metrics.

Faculty hiring has stabilized following the introduction of salary supplements designed to match Level 3 teacher pay scales. Additionally, after two faculty departures, DTE successfully hired three new faculty members for the 2025–2026 academic year, adding an Anglo, a Hispanic, and a Native American educator to further enhance representation. Despite these gains, persistent rural housing shortages continue to pose a barrier to recruitment. The department also addressed operational challenges by evaluating a 2024–2025 trial of remote faculty, ultimately determining that remote arrangements failed to foster the culturally and linguistically responsive relationships critical to the program's success.

7 **Describe the Project Impact (Statewide impact, Governor's initiatives, and/or specific student outcomes):**

The Teacher Pipeline Project supports Governor Lujan Grisham's educational initiative to support teachers and families. The project objectives specifically focus on a strategic plan that supports the project goal- create a diverse teacher pipeline that is trained to work with the culturally and linguistically student populations of New Mexico schools. Enrollment and graduation rates have increased the number of licensed teachers in the State. Our programs include a diverse student population that tend to include students from rural communities. A diverse faculty is being recruited and retained due to the salary supplements that have increased our ability to compete for excellent faculty candidates that are willing to live, work, or commute to rural New Mexico counties.

8 **Describe Student Population Served (in-state vs out-of-state students):**

The Department of Teacher Education serves students from almost every county in northern New Mexico as well as throughout the state. Some of the districts represented in the counties include Pojoaque Valley Schools, Espanola Public Schools, Santa Fe Public Schools, Los Alamos Public Schools, Chama Valley Schools, Peñasco Independent Schools, Questa Independent Schools, Gallup McKinley County Schools, Jemez Mts, Dulce, Taos Municipal Schools, Mesa Vista Schools, Albuquerque Public Schools, Las Cruces Public Schools, and several charter schools- Christine Duncan Academy, Hózhó Academy, McCurdy, Taos Charter, Corrales International, and J Paul Taylor. Our online teacher education programs have provided students in the rural areas and that were working fulltime the flexible schedules needed an opportunity to complete their education goals.

9 **Does the project receive awards, private donations or federal grants? Have you sought out funding from other sources?**

In addition to the RPSP Teacher Pipeline project, The DTE receives funding from HED. The Endowed Faculty Position supports a "grow your own faculty" model in which we hired a practicing teacher in the K-12 setting with a MA in bilingual/TESOL education. The teacher was hired as a tenure track assistant professor that has committed to earn a terminal degree and work for a minimum of 5 years at NNMC. This model highly supports the RPSP project goal of recruiting and retaining highly qualified diverse faculty. Additional funding is also received from PED to support the Residency Program. The residency program is a work intensive program that covers stipends to support teacher candidates while they complete a 2-semester co-teaching experience with a master teacher. There is very little funding allocated to implement the program. The Residency Program is closely aligned with the RPSP project goal of recruiting, retaining, and graduating a diverse teacher candidate pool.

10 **Medical Projects Only - How many graduates stay and practice in New Mexico?**

N/A

RPSP-Budget 1

NEW MEXICO HIGHER EDUCATION DEPARTMENT (NMHED)
Research & Public Service Project (RPSP)
Project Budget Sheet

Institution: *Formula Do Not Override*

Northern New Mexico College

RPSP Project: *Formula Do Not Override*

01_FY28_NNMC_Teacher Pipeline Services_Continuing

Total: *Formula Do Not Override*

$ 250,000.00

Budget verses Actual ******Enter data in Yellow cells only******

Revenue and Transfers	FY26 RPSP Expenditures	Budget FY27 (OpBud)	Change Requested (Formula Do Not Override)	Request FY28	Comments
Beginning Fund Balance			$ -	$ -	
Appropriations					
Federal			$ -		
State plus Tobacco Settlement Fund	$ 250,000.00	$ 250,000.00	$ -	$ 250,000.00	
Local			$ -		
Total Appropriations	$ 250,000.00	$ 250,000.00	$ -	$ 250,000.00	
Grants and Contracts					
Federal			$ -		
State			$ -		
Local			$ -		
Total Grants and Contracts	$ -	$ -	$ -	$ -	
Private Gifts, Grants and Contracts			$ -		
Land & Permanent Fund or Local Property Taxes			$ -		
Tuition and Fees			$ -		
Endowment			$ -		
Sales and Services			$ -		
Other Sources - Detail in Comments			$ -		
Total Revenues	$ 250,000.00	$ 250,000.00	$ -	$ 250,000.00	
Transfers (to) from					
Instruction and General	$ 12,568.00		$ -		Transfer In from I&G for
Student Social and Cultural			$ -		
Research			$ -		
Public Service			$ -		
Internal Service			$ -		
Student Aid			$ -		
Auxiliary Enterprises			$ -		
Athletics			$ -		
Independent Operations			$ -		
Capital Outlay			$ -		
Renewal and Replacement			$ -		
Total Transfers	$ 12,568.00	$ -	$ -	$ -	

Expenses - If multiple revenue sources, provide a breakdown of each revenue source per expense category

	FY27 FTE		Change FTE		Change FTE	$ -	FY28 FTE		
Faculty Salaries		$ 106,010.00	0.0	$ 16,090.00	0.0	$ 18,910.00		$ 35,000.00	
Professional Salaries		$ 74,801.00	0.0		0.0	$ 126,000.00		$ 126,000.00	
Other Staff Salaries			0.0	$ 106,538.00	0.0	$ (106,538.00)		$ -	
Student Salaries (GA/TA)			0.0		0.0	$ -			
Other Salaries			0.0		0.0	$ -		$ -	
Total All Salaries	0.0	$ 180,811.00	0.0	$ 122,628.00	0.0	$ 38,372.00	0.0	$ 161,000.00	
Fringe Benefits		$ 59,695.00		$ 55,504.00		$ 8,496.00		$ 64,000.00	
Travel						$ 15,000.00		$ 15,000.00	
Utilities						$ -			
Institutional Support Charges						$ -			
Plant Operation and Maintenance Charges						$ -			
Supplies and Expenses						$ 10,000.00		$ 10,000.00	
Equipment		$ -		$ 3,041.00		$ (3,041.00)		$ -	
Other Expenditures		$ 22,062.00		$ 68,827.00		$ (68,827.00)			
Total Expenditures	0.0	$ 262,568.00	0.0	$ 250,000.00	0.0	$ -	0.0	$ 250,000.00	
Ending Fund Balance		$ -		$ -		$ -		$ -	

RPSP-Objectives 1

NEW MEXICO HIGHER EDUCATION DEPARTMENT (NMHED)
Research & Public Service Project (RPSP)
Project Objectives Sheet

Institution:

Northern New Mexico College

RPSP Project:

01_FY28_NNMC_Teacher Pipeline Services_Continuing

Total

$ 250,000.00

	Demonstrable goal based on benefit to students (especially at-risk), generation of degrees (especially STEM-H) and the people of New Mexico	Actuals for FY26	Target for FY27	Target for FY28	Comments - Demonstrate consistent improvement as a result of the awarded RPSP, trends, etc.
1	Secure a yearly 5% student enrollment increase that represents the diversity of northern New Mexico based on the availability of quality faculty trained to provide wrap-around services to diverse student populations-	204 Students- Reflects a 50% increase in student enrollment	215 student enrollment	226 student enrollment	The enrollment increase trends are significantly higher the stated 5% goal. The funds awarded provide for additional student supports
2	Secure a competitive diverse faculty pipeline by providing a competitive salary that is equal to or greater than a Level 3 teacher salary $70,000. 2 ECED, 1 ELEM, 1 Native language teacher, 1TESOL/Bilingual, 1 SPED, 1 GEN ED	Salary of $70,000 met for 2 ECED faculty and 1 Elementary faculty, 1 TESOL/Bilingual	Salary of $75,000 to continue to support the retainment of a diverse faculty	Salary $80,000. to support retainment of faculty.	
3	Secure a professional student mentor to provide targeted coaching and support during the final student teaching experience at one mentor for region	Hired 2 regional faculty mentors	Retain 2 regional faculty mentors	Hire a 3rd regional faculty mentor	
4	Secure a support staff position trained to provide administrative support to faculty and students- Add a 2nd support staff	Did not meet this goal.	Add a 2nd support staff	Retain 2nd support staff	
5	Provide professional development opportunities for faculty, student teacher mentors, support staff, and students to enhance the student's academic experience	Provided professional development opportunities for faculty, student teacher mentors, support staff, and students to enhance the student's academic experience	Continue to provide the PD opportunities for faculty, student teacher mentor, support staff, and student teachers	Continue to provide the PD opportunities for faculty, student teacher mentor, support staff, and student teachers	
6	Secure a faulty member that will build our TESOL, bilingual programs, Secure a faulty member that will build our Native language programs	Secured a TESOL/Bilingual endorsed teacher with the support of the HED Endowed Faculty funding	Retain the tenure track faculty/ Secure a Native language faculty to build culturally responsive programs	Retain tenure track faculty	
7	Directors for each of the EDUC programs- 1 ALP, 1 Director for DTE online course/program support, 1 Director for Field Placement	Used stipeds to pay for extra duties/ Director for Field Placement. Other directors positions were not realized	Secure director/coordinator positions- extra duty stipends for faculty-1 ALP, 1 ECED, 1 Director for DTE online course/program support, 1 Director for Field Placement		
8					
9					

Add Additional lines as needed