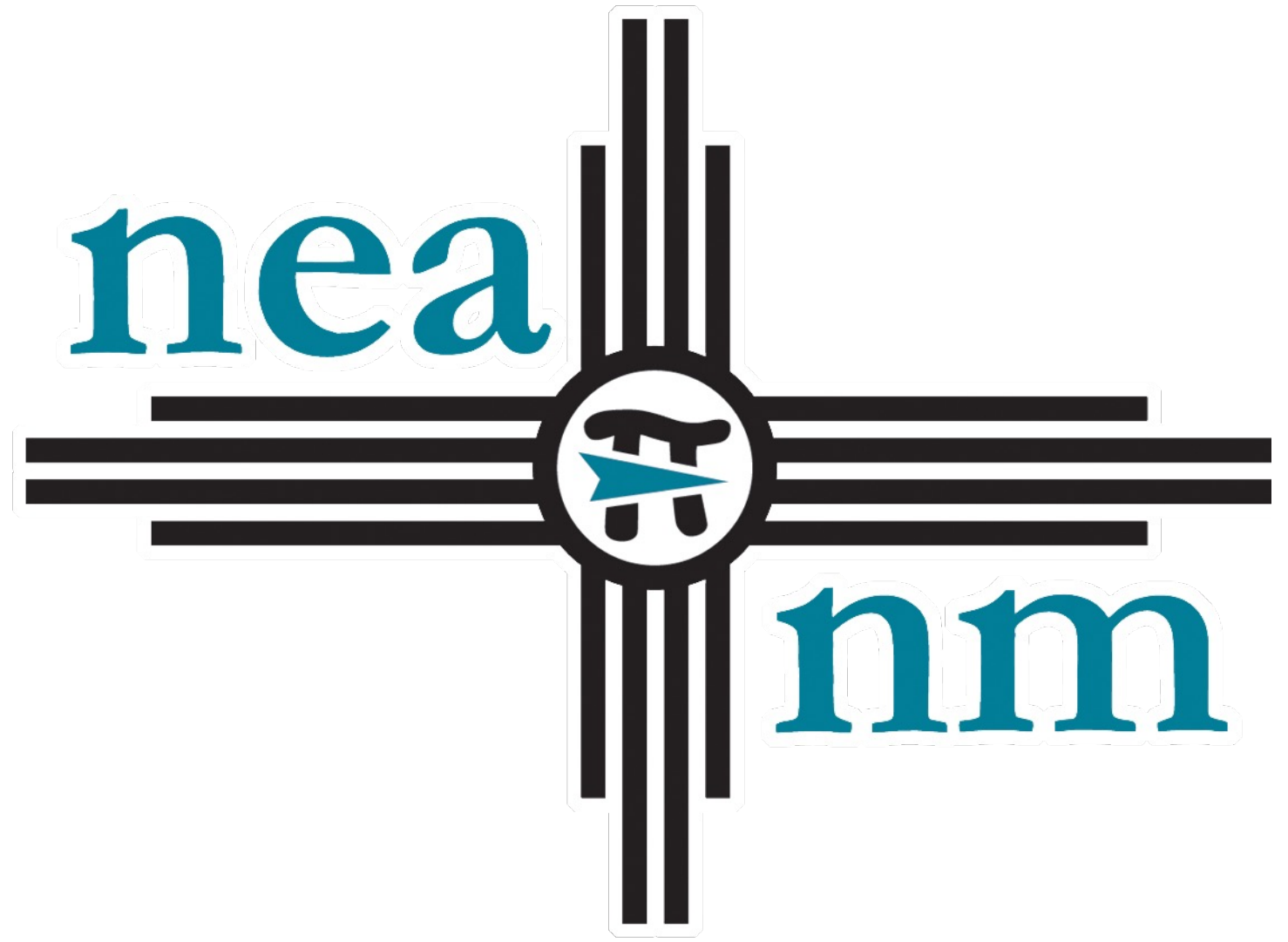
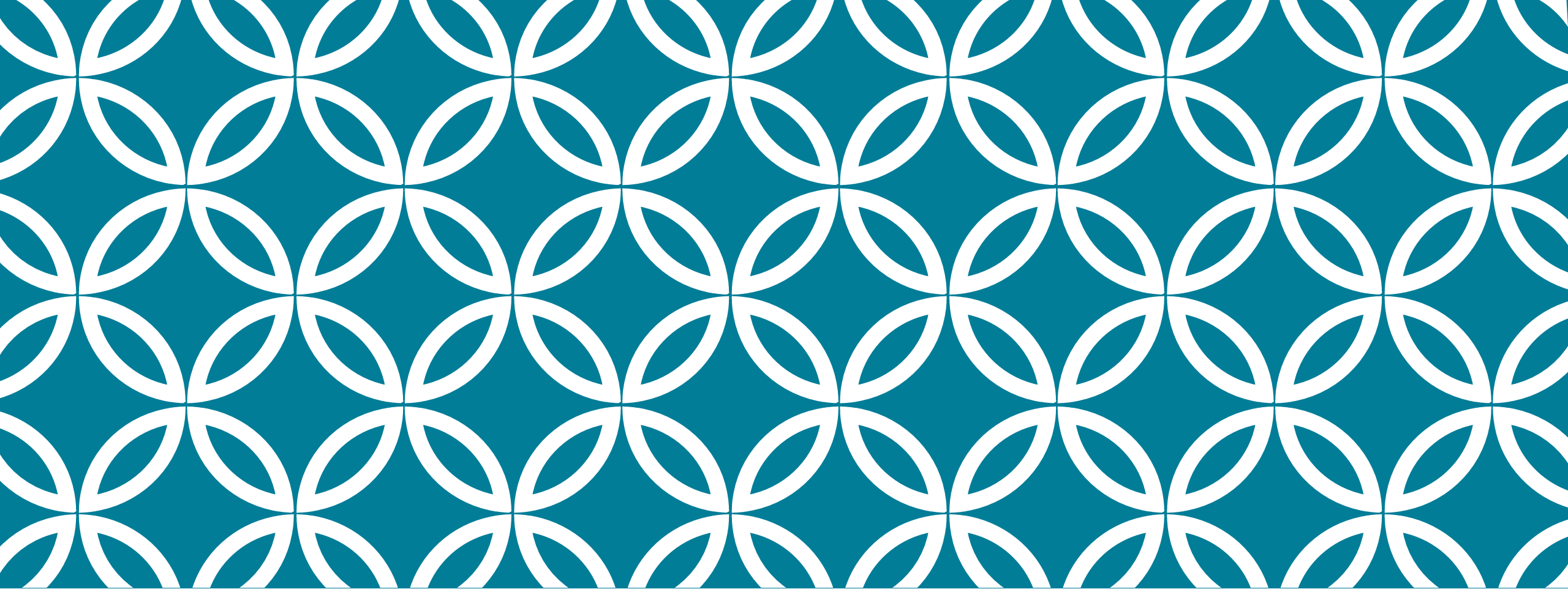


LEGISLATIVE & POLICY PRIORITIES MEMBER SURVEY

September/October 2022





SURVEY DEMOGRAPHIC INFORMATION

- School District
- Membership
- Occupation
- Career Length
- Gender
- Ethnicity



QUICK LOOK

1138 Responses

28 Districts Represented

61% are NEA-NM Members

74% are Certified Teachers

50% have been in the education profession more than 15 years

80% are women

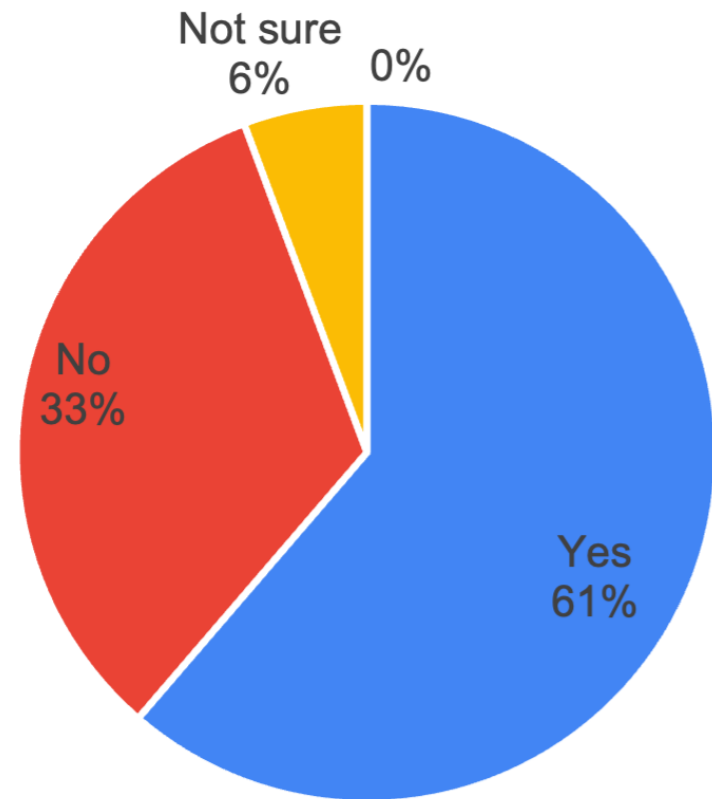
**50% are white; 35% are Hispanic/Latin(o/a/x)/Chican(o/a/x);
2% are Native American**

SCHOOL DISTRICT

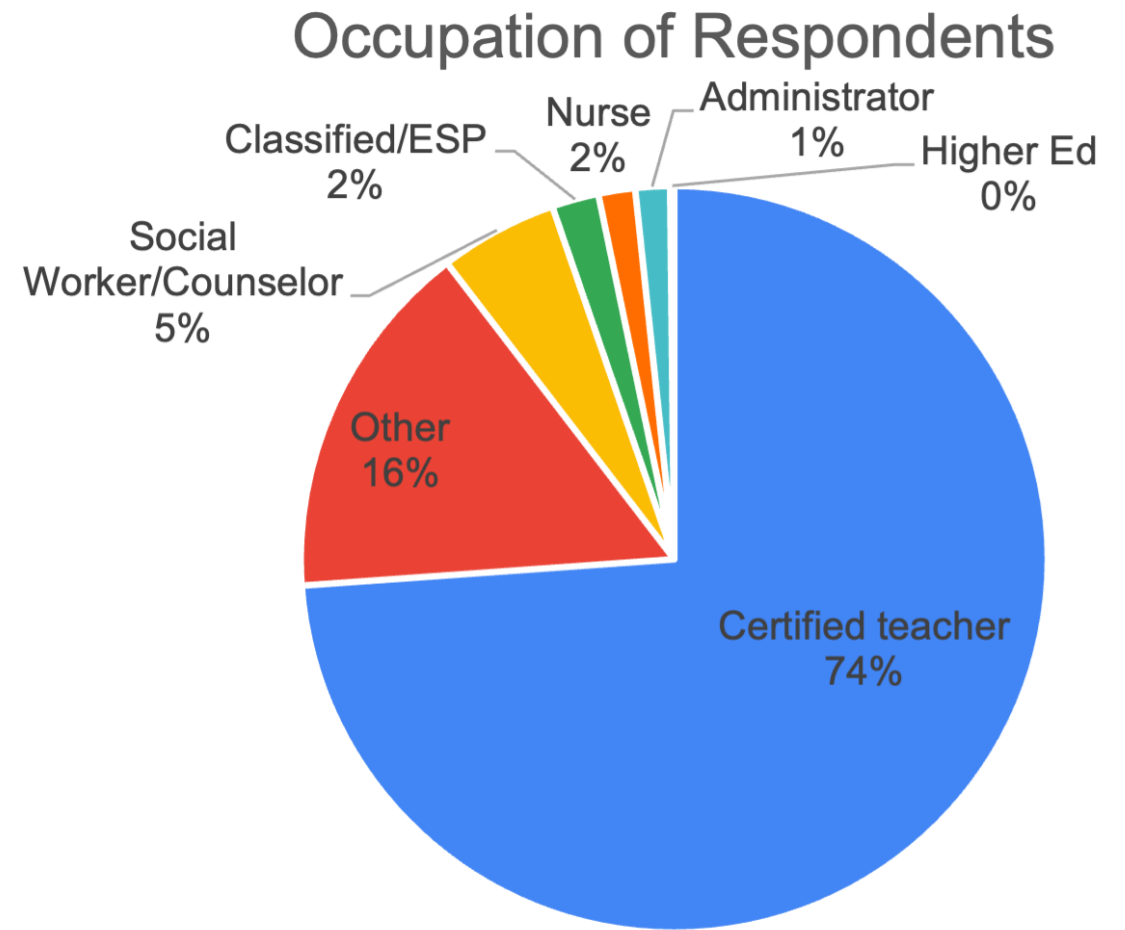
School Districts	Number of Respondents
LAS CRUCES	430
SANTA FE	315
ALAMOGORDO	107
BERNALILLO	50
AZTEC	46
RATON	42
RUIDOSO	31
LOS LUNAS	21
SILVER CONSOLIDATED	18
FARMINGTON	12
ROSWELL	8
DEMING	7
CENTRAL CONSOL EA	6
CARLSBAD	5
LOVINGTON	4
BELEN	4
HOBBS	3
STAFF	3
ALBUQUERQUE	3
ESPANOLA	3
RIO RANCHO	3
CLOVIS EDUCATION ASSOCIATION	3
LORDSBURG	2
JEMEZ VALLEY	2
LAS VEGAS WEST	1
MAGDALENA	1
BLOOMFIELD	1
SAN JUAN COMMUNITY COLLEGE	1
LAS CRUCES CSEC	1
Grand Total	1133

MEMBERSHIP

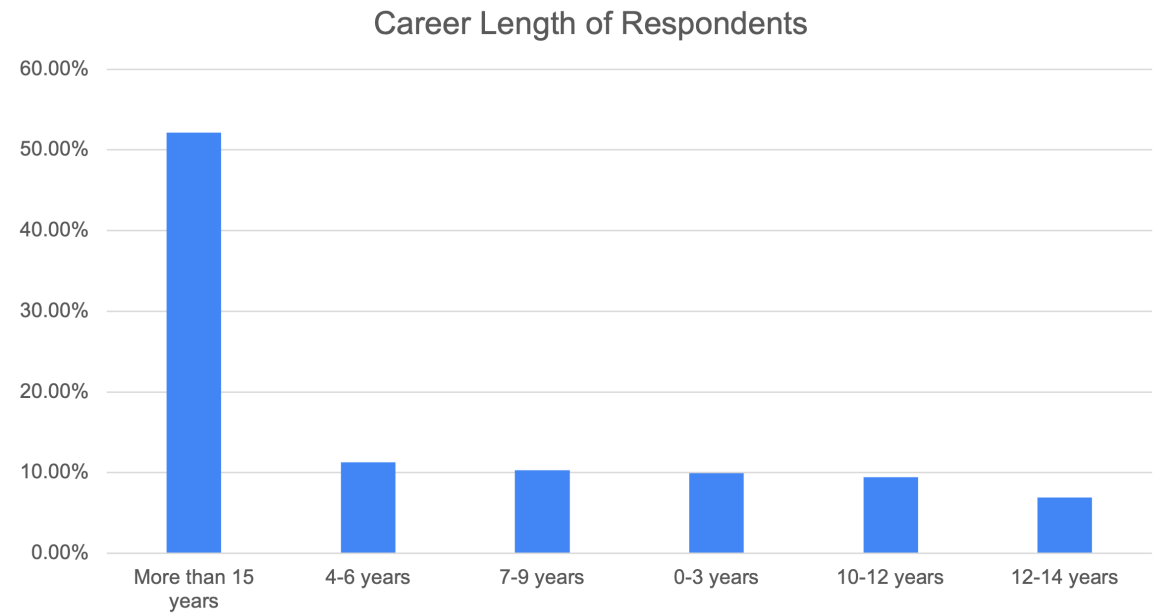
Membership Status of Respondents



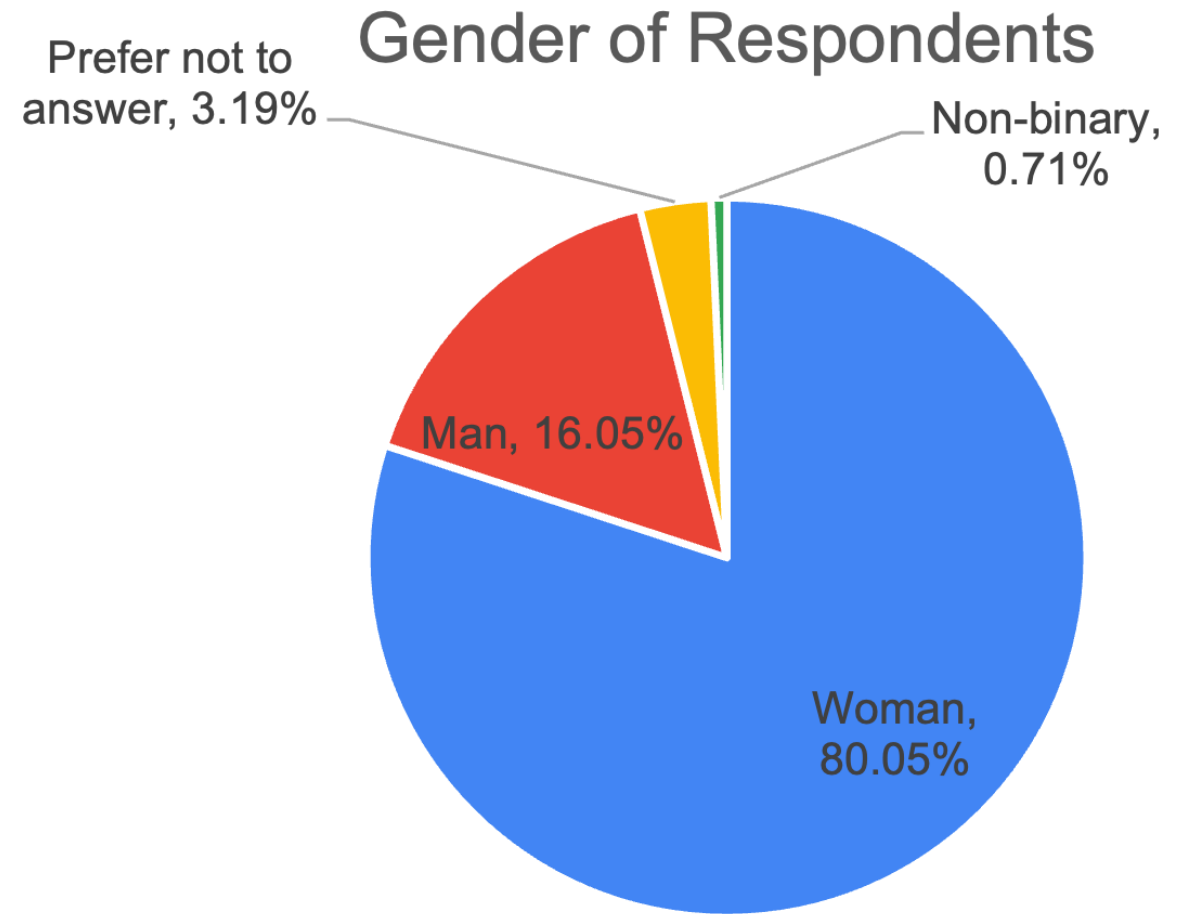
OCCUPATION



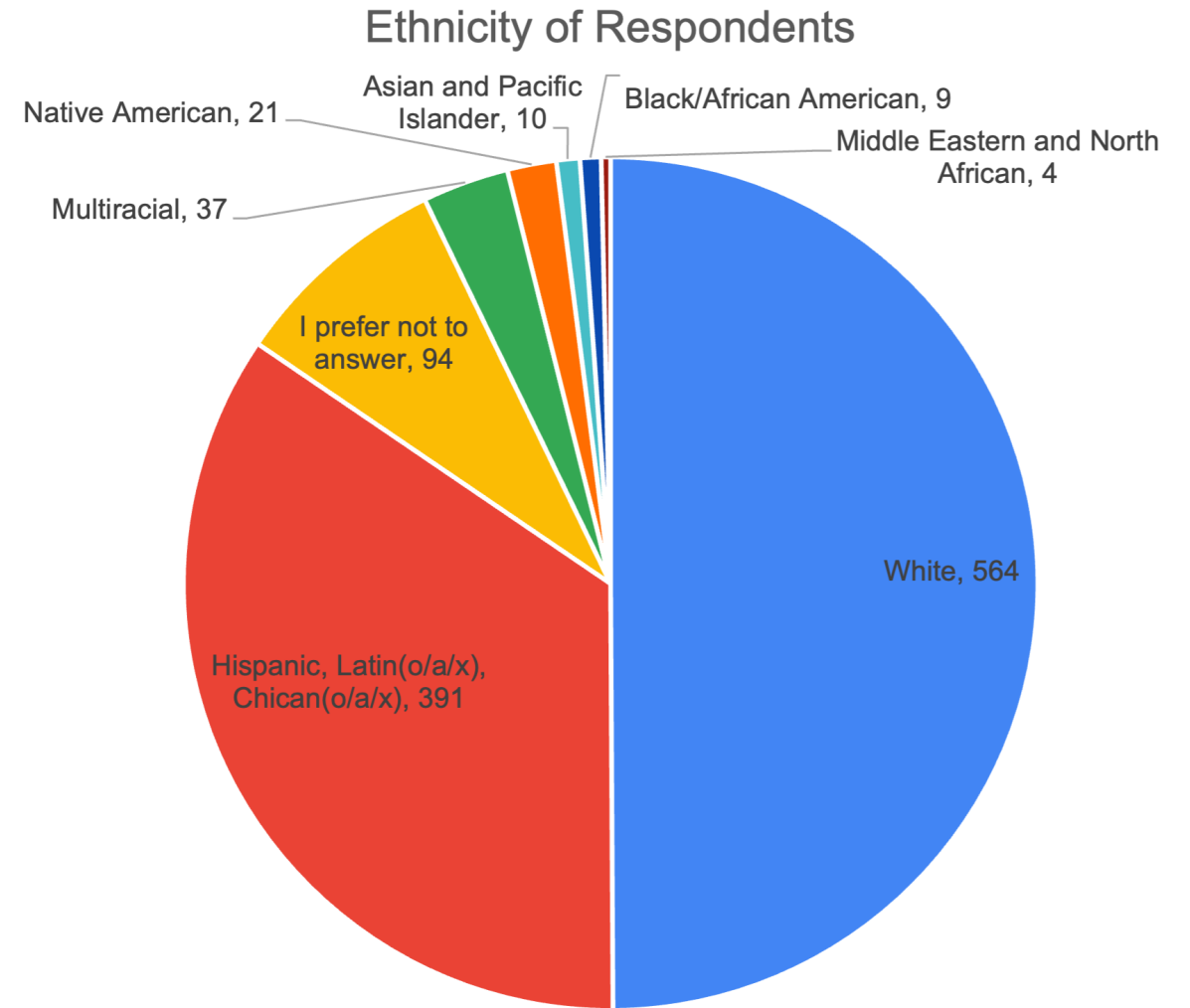
CAREER LENGTH



GENDER



ETHNICITY



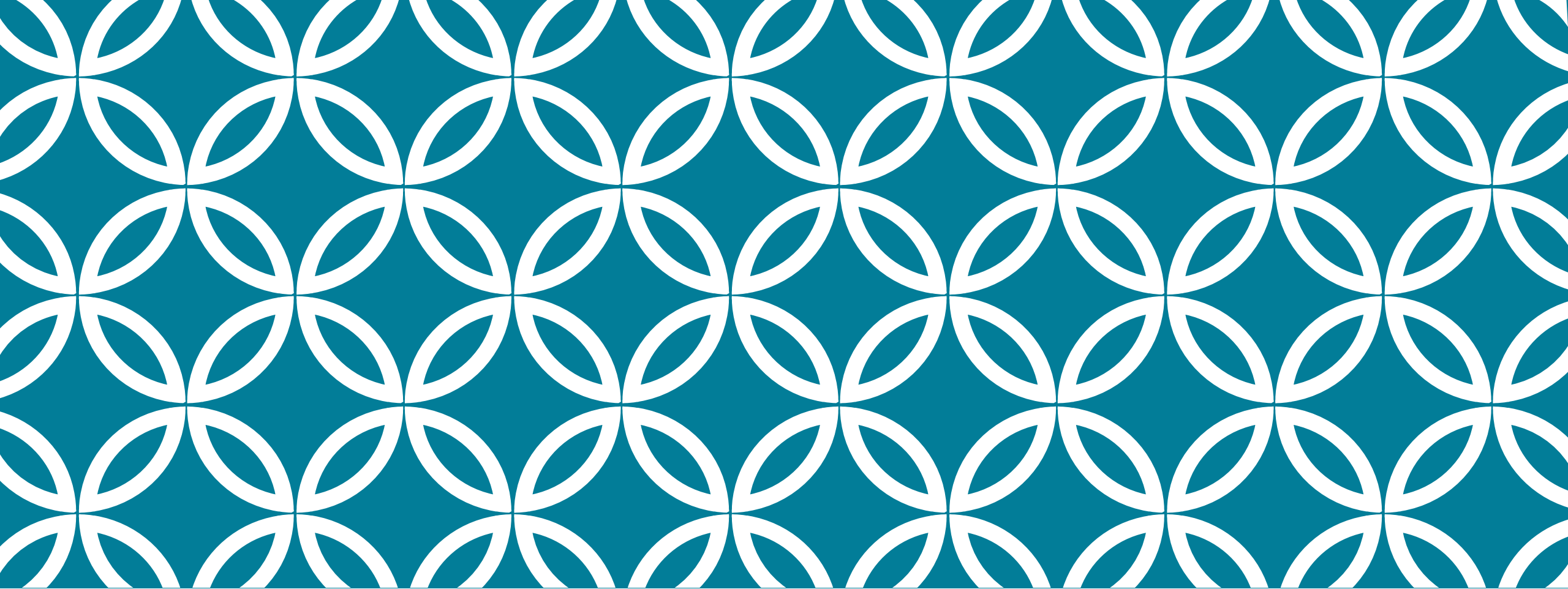


RANKED PRIORITY AREAS

Respondents were asked to rank issue areas identified in NEA-NM's 2023 Legislative & Policy Priorities Document in order of priority.

Weighted ranking is as follows:

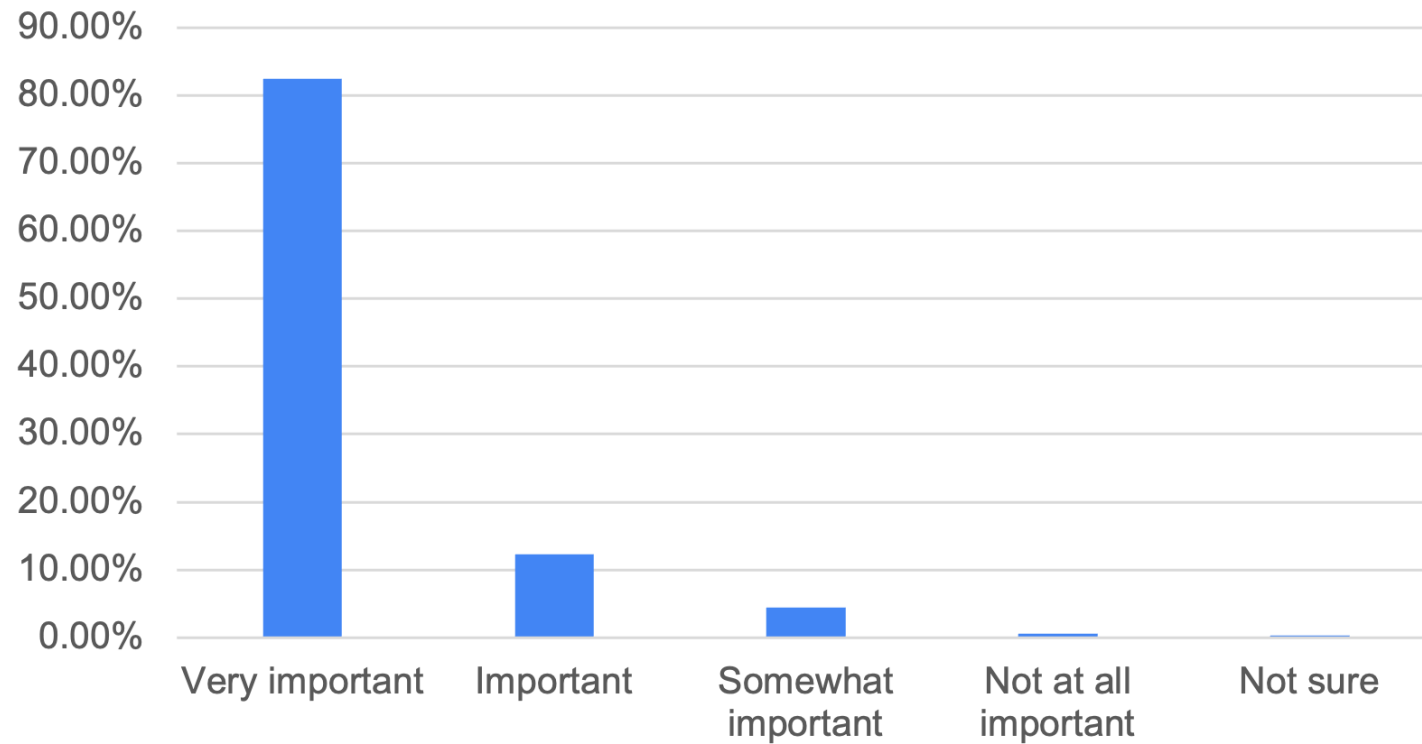
1. Educator Retention (healthcare & wages)
2. Educator Working Conditions & Student Learning Environment (planning time, class size, & adequate staffing)
3. Educator Voice (COVID relief & mental and behavioral health)
4. Vision for the Future (Community Schools, extended learning time, & early childhood education)



EDUCATOR RETENTION

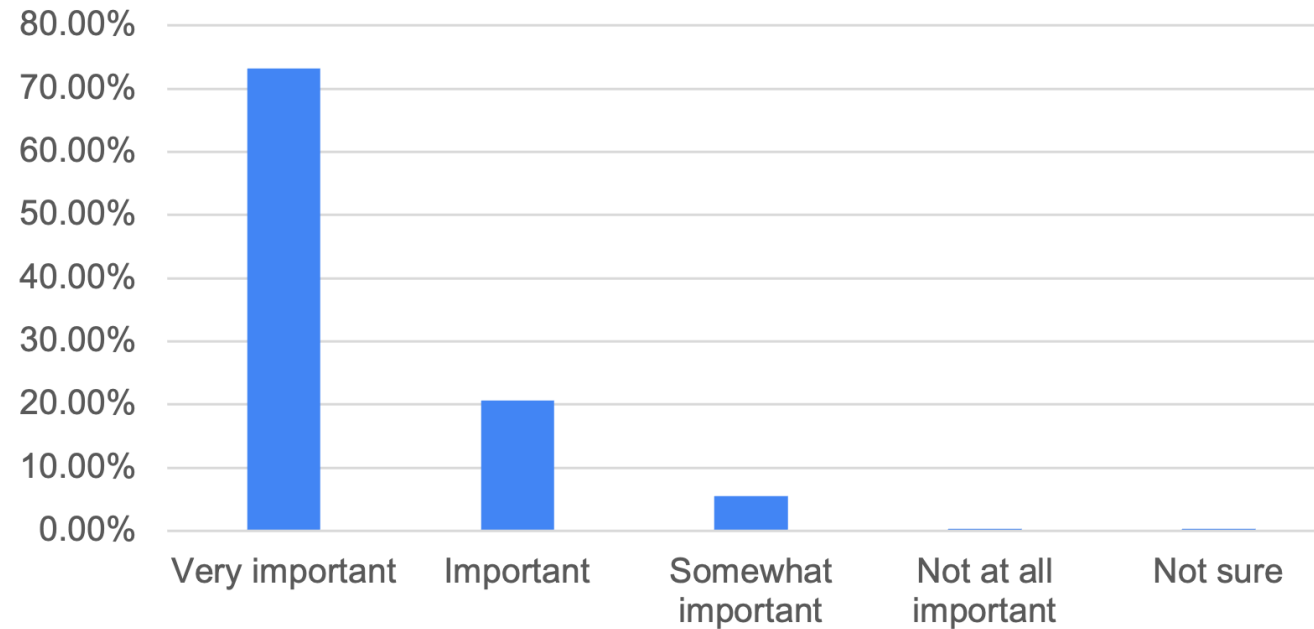
- Wages
- Healthcare

Importance of 80/20 Healthcare Initiative



EDUCATOR HEALTHCARE: NEW MEXICO SHOULD PROVIDE ADDITIONAL FUNDING TO COVER AT LEAST 80 PERCENT OF THE COST OF HEALTH INSURANCE PREMIUMS FOR EDUCATORS AND THEIR FAMILIES. HOW IMPORTANT IS THIS ISSUE TO YOU?

Importance of Educator Wage Increases to Boost Retention



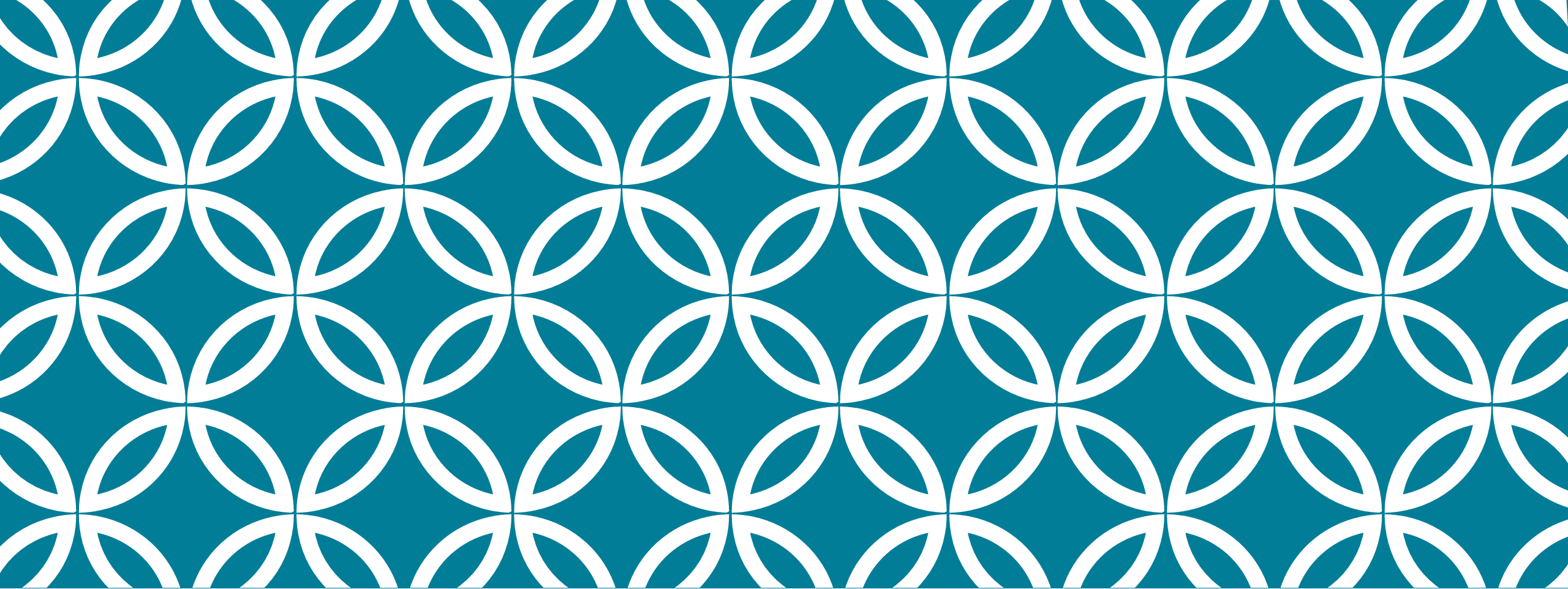
EDUCATOR WAGES: NEW MEXICO SHOULD PROVIDE ADDITIONAL FUNDING FOR WAGE INCREASES FOR EDUCATORS IN ORDER TO HELP RECRUIT AND RETAIN A HIGH QUALITY, DIVERSE EDUCATION WORKFORCE. HOW IMPORTANT IS THIS ISSUE TO YOU?

THOUGHTS FROM EDUCATORS

“The state just gave out raises which I am extremely grateful for. Now we need to look at the cost of insurance. To cover my family, I pay over \$900 a month for dental and health insurance. That is over 1 / 4 of my paycheck after taxes. We need more support in this area.”

“Every time the legislators increase our pay, insurance goes up to meet that pay. The insurance companies never announce their increase BEFORE the legislation has acted so legislators can make decisions that would actually help educators. It has been happening since I became an educator in 2004. It's not a new problem, but one that is NEVER fixed. I'm tired of hearing I'm getting a raise only to have it taken away by increase in cost of living AND/OR insurance companies.”

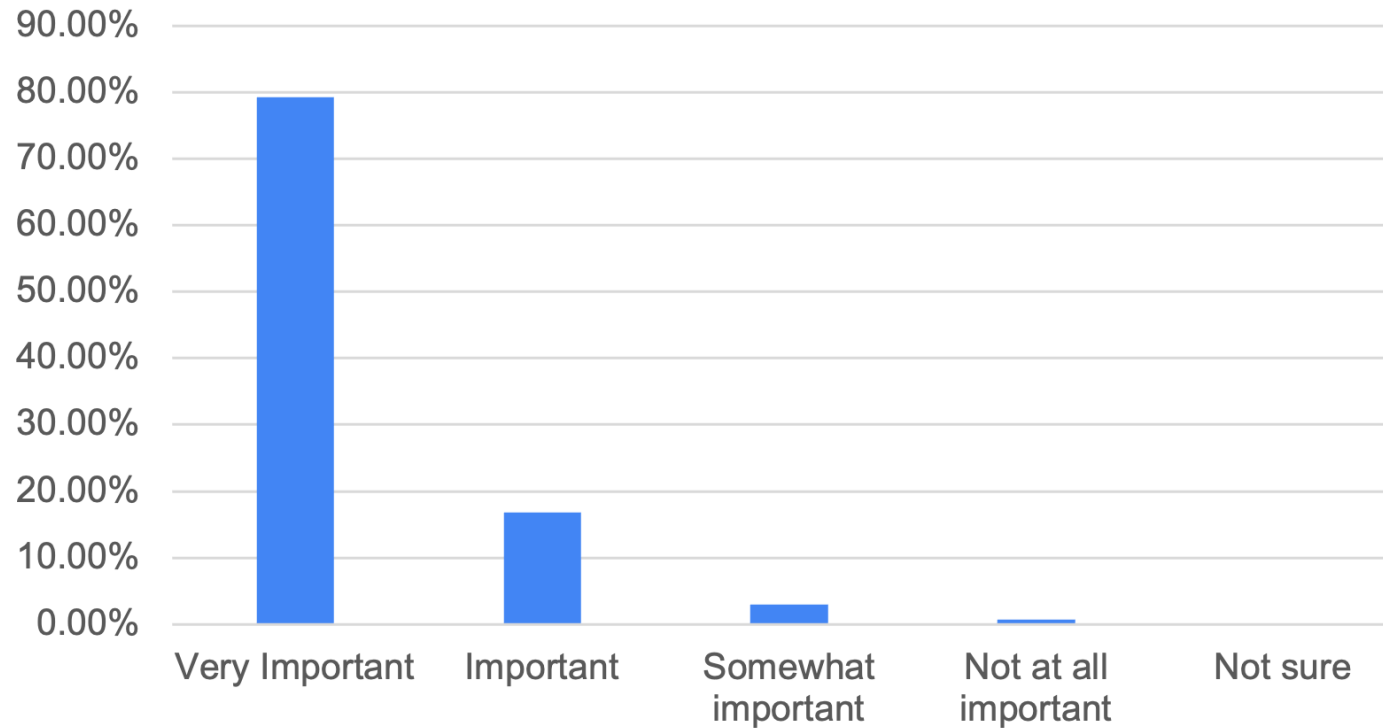
“I taught in California for the first twenty years of my career. When I accepted an identical position in New Mexico in 2020, my new salary was LESS THAN HALF of what I earned in California. If NM is serious about recruiting and retaining veteran teachers, PED needs to prioritize us by paying competitive salaries. If my husband didn't have his California salary/retirement, we couldn't afford to live here and raise two kids. Additionally, the three-tiered system does not reward experience and dedication to the profession. I have been teaching full time since 1996 and I have earned 75+ post BA units (which includes TESOL/CLAD), and I'm stuck on Tier 2. That's not right.”



EDUCATOR WORKING CONDITIONS & STUDENT LEARNING ENVIRONMENT

- Planning Time
- Class Size
- Adequate Staffing

Importance of Planning Time

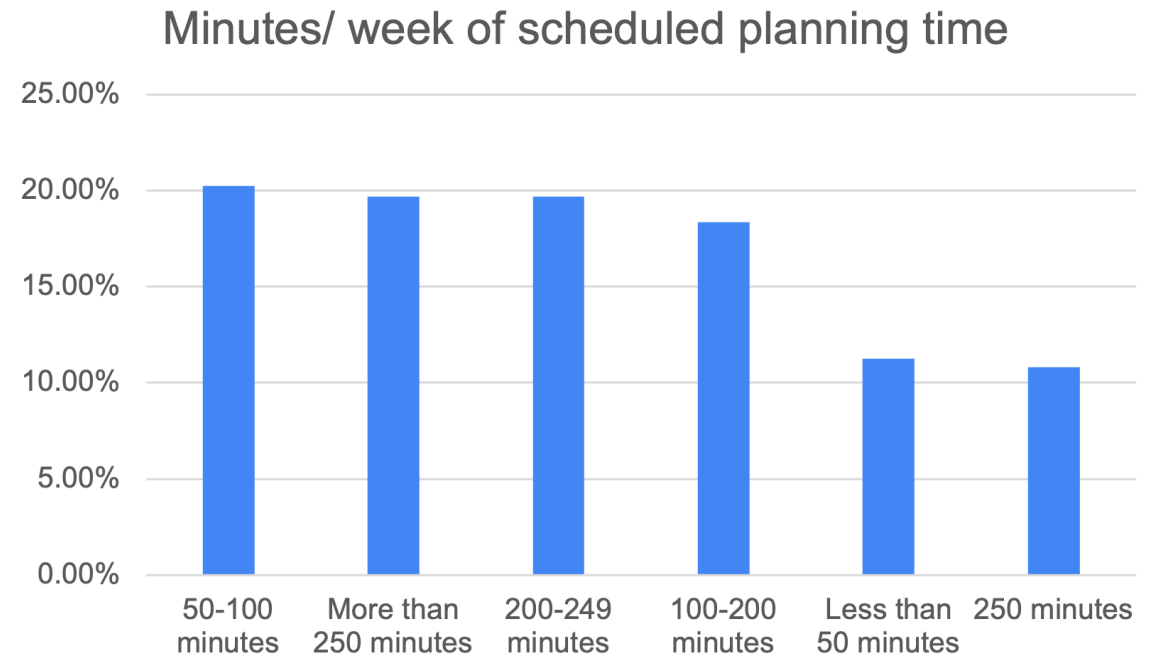


PLANNING TIME: EDUCATORS ARE PROFESSIONALS WHO NEED TIME TO PLAN AND COLLABORATE IN ORDER TO MEET THE DIVERSE NEEDS OF THEIR STUDENTS. NEW MEXICO SHOULD MANDATE THAT SCHOOL DISTRICTS PROVIDE ALL EDUCATORS WITH UNINTERRUPTED, PAID PLANNING TIME. HOW IMPORTANT IS THIS ISSUE TO YOU?

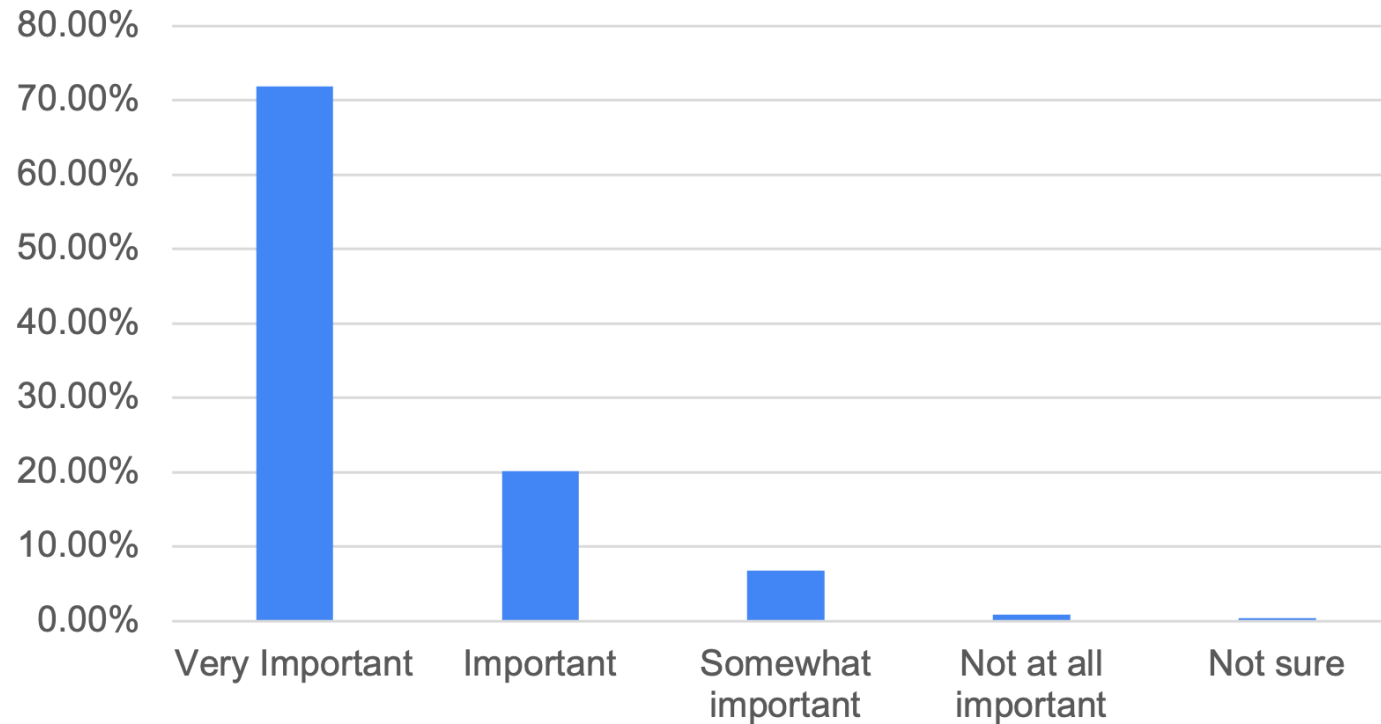
DETAIL ON PLANNING TIME

75% of respondents currently receive paid planning time during the day; 25% do not.

Of those who do receive paid planning time, amount of planning time varies considerably.

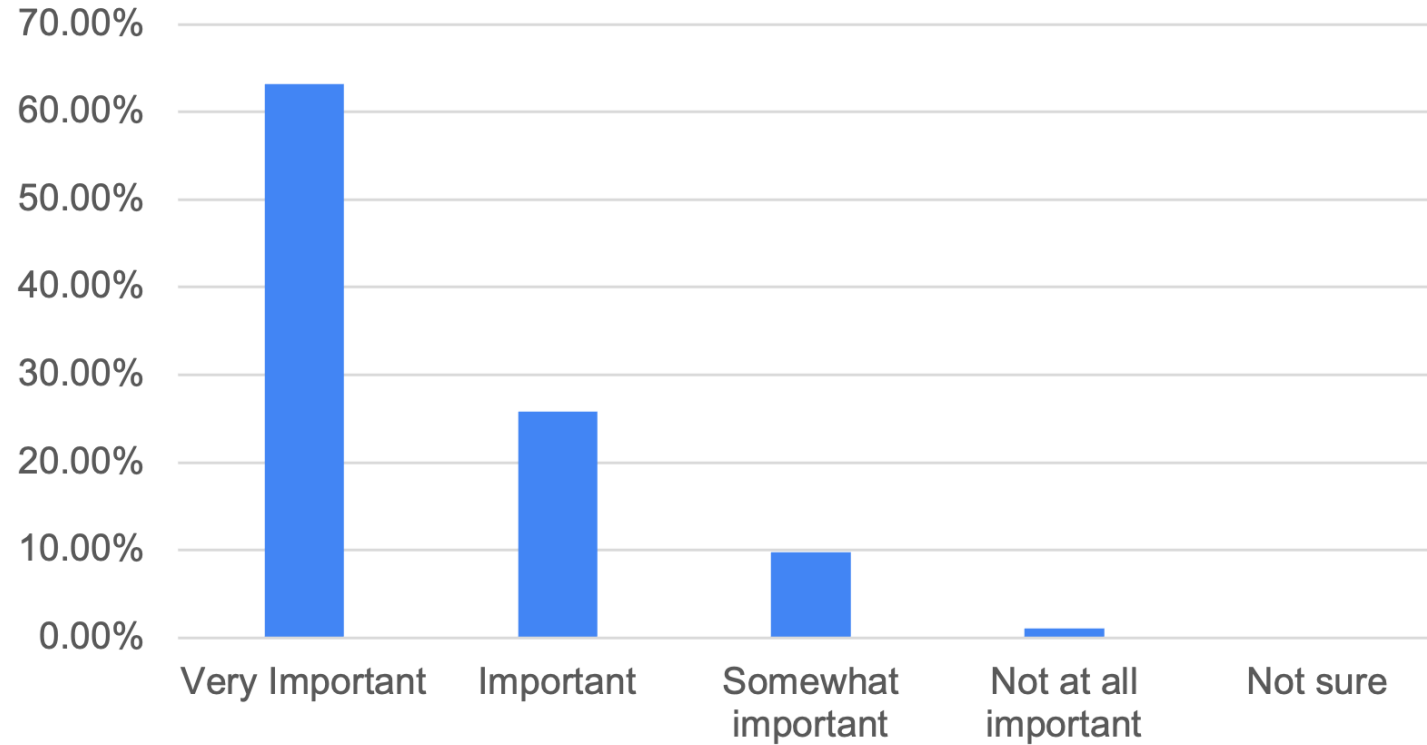


Importance of Small Class Sizes



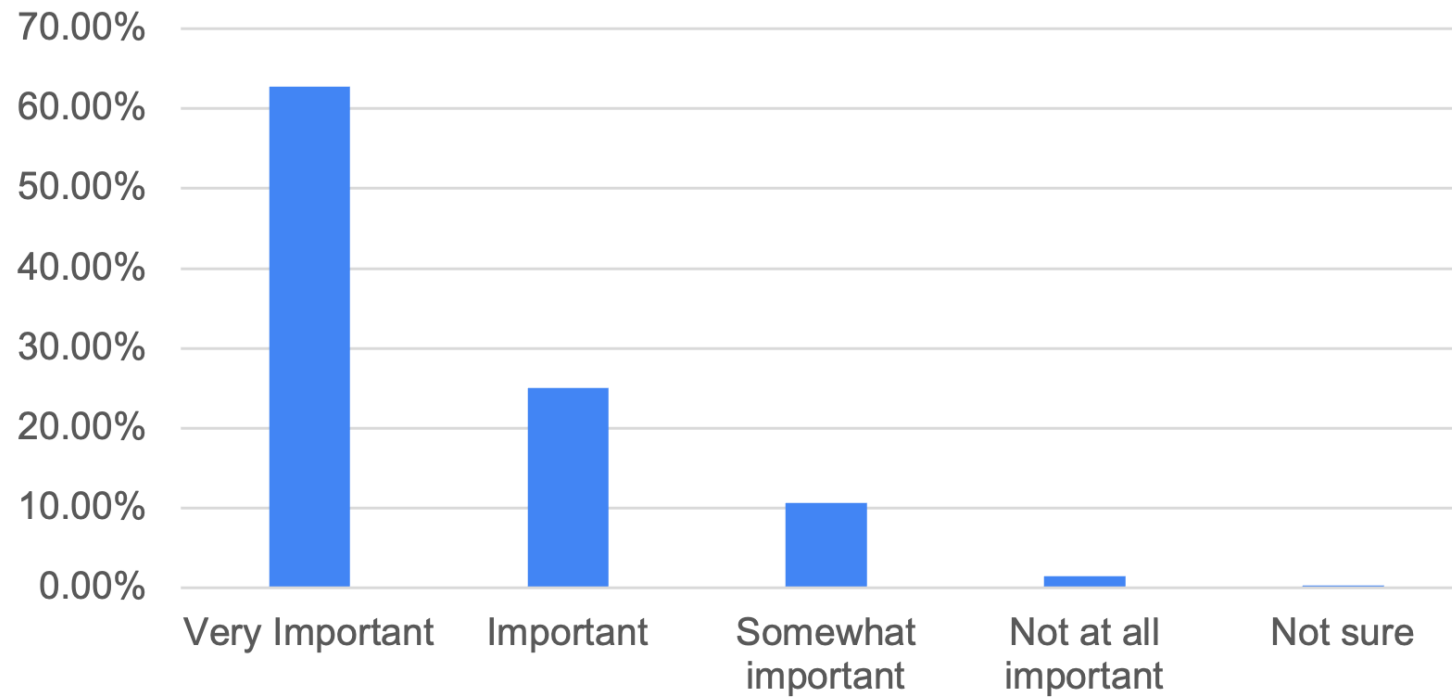
CLASS SIZE: EDUCATORS ARE MORE ABLE TO MEET THE NEEDS OF THEIR STUDENTS WHEN THEY CAN PROVIDE MORE INDIVIDUALIZED ATTENTION WITH SMALLER CLASS SIZES. NEW MEXICO SHOULD PROVIDE ADDITIONAL FUNDING TO ALLOW DISTRICTS TO REDUCE CLASS SIZES. HOW IMPORTANT IS THIS ISSUE TO YOU?

Importance of Special Ed Staffing



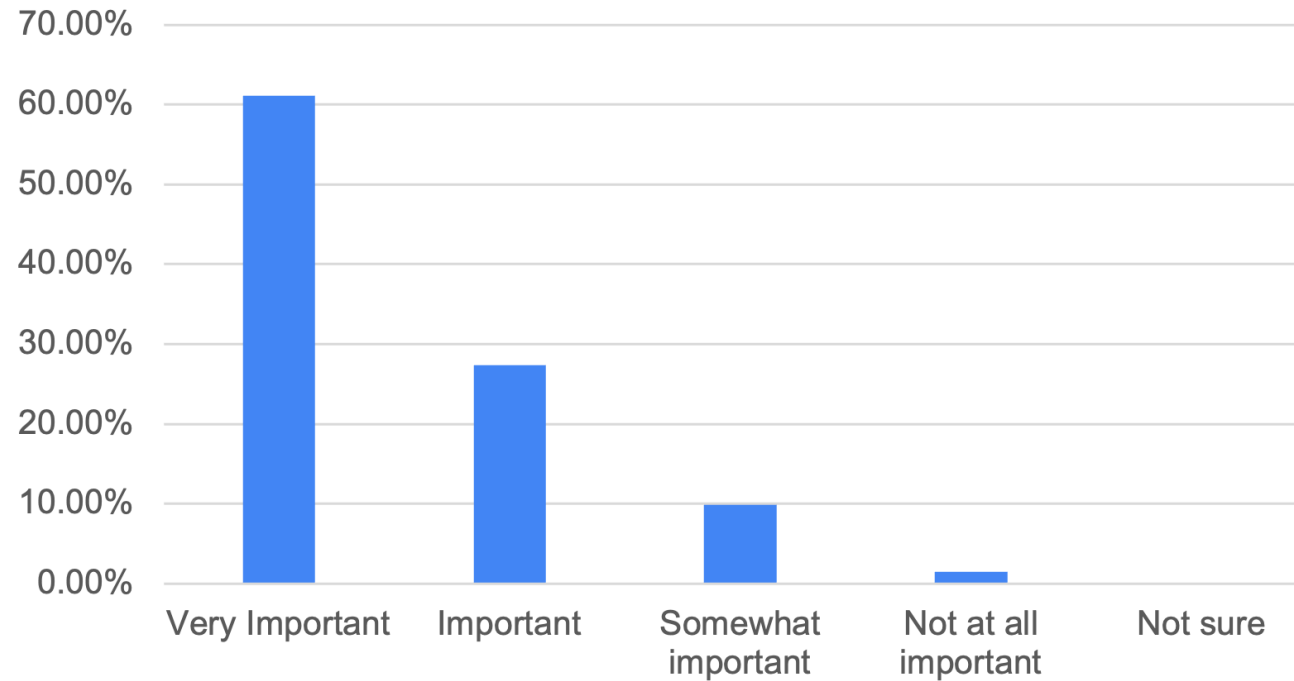
SCHOOL STAFFING: STUDENTS QUALIFYING FOR SPECIAL EDUCATION SERVICES DESERVE INDIVIDUALIZED ATTENTION AND SUPPORT. NEW MEXICO SHOULD PROVIDE ADDITIONAL FUNDING FOR SPECIAL EDUCATION STAFFING SUCH AS SPEECH CLINICIANS, OCCUPATIONAL AND PHYSICAL THERAPISTS, ADAPTIVE PHYSICAL EDUCATORS, AND MUSIC AND ART THERAPISTS. HOW IMPORTANT IS THIS ISSUE TO YOU?

Importance of Mental/Physical Health Staffing



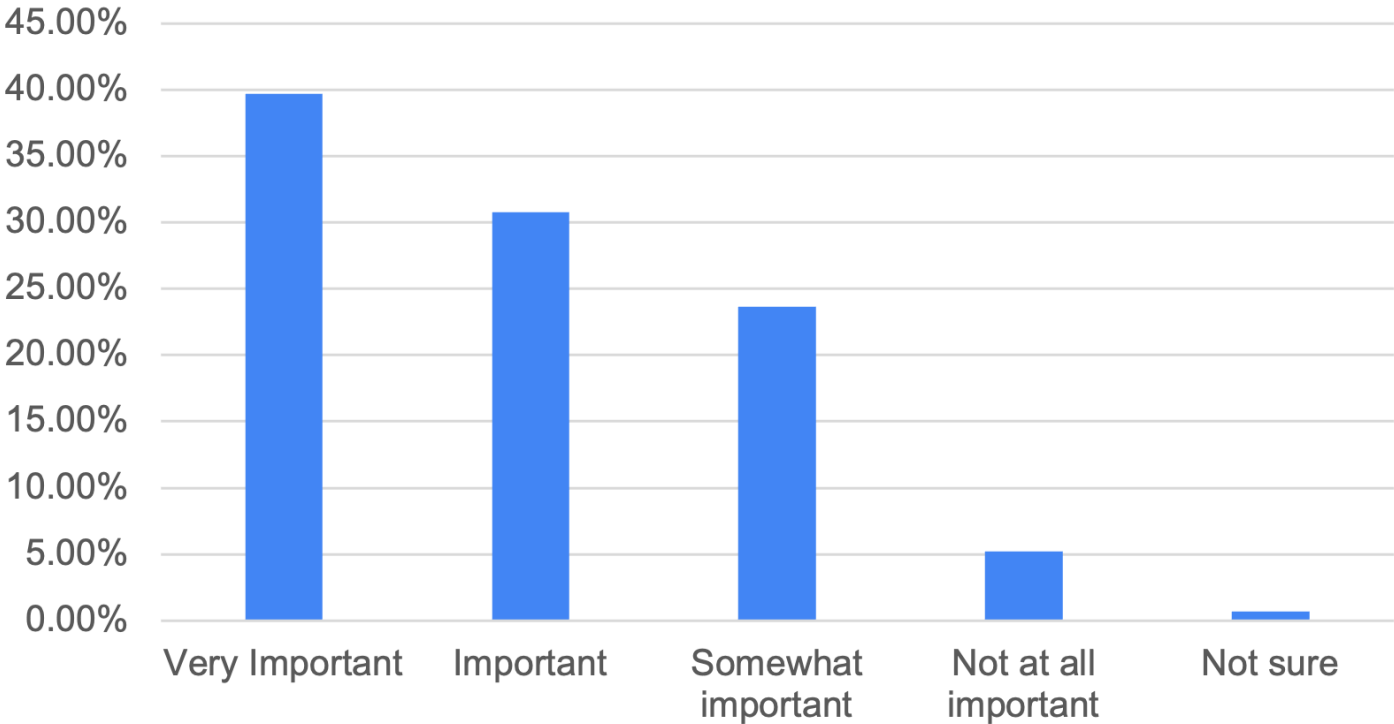
SCHOOL STAFFING: THE PANDEMIC HAS HIGHLIGHTED THE MANY NEEDS, INCLUDING MENTAL HEALTH NEEDS, THAT OUR STUDENTS BRING TO SCHOOL EACH DAY. NEW MEXICO SHOULD PROVIDE ADDITIONAL FUNDING FOR LICENSED SCHOOL NURSES, SCHOOL COUNSELORS, SCHOOL PSYCHOLOGISTS, AND SCHOOL SOCIAL WORKERS. HOW IMPORTANT IS THIS ISSUE TO YOU?

Importance of Art/Music/PE/Library Staffing



SCHOOL STAFFING: STUDENTS ARE MORE THAN A TEST SCORE. SCHOOL SHOULD BE A PLACE THAT INSPIRES JOY, CREATIVITY, AND CRITICAL THINKING. NEW MEXICO SHOULD PROVIDE ADDITIONAL FUNDING FOR LICENSED LIBRARY/MEDIA SPECIALISTS, ART, MUSIC, AND PHYSICAL EDUCATION TEACHERS. HOW IMPORTANT IS THIS ISSUE TO YOU?

Importance of Bilingual Education



SCHOOL STAFFING: NEW MEXICO IS A RICHLY DIVERSE STATE. STUDENTS DESERVE MORE ACCESS TO BILINGUAL EDUCATORS AND DUAL LANGUAGE LEARNING ENVIRONMENTS. **NEW MEXICO SHOULD PROVIDE ADDITIONAL FUNDING FOR RECRUITMENT AND RETENTION OF EDUCATORS WITH BILINGUAL SKILLS.** HOW IMPORTANT IS THIS ISSUE TO YOU?



EDUCATOR WORKING CONDITIONS/STUDENT LEARNING ENVIRONMENT ISSUES WITH HIGHEST SUPPORT FROM NEA-NM MEMBERS, IN RANKED ORDER

1. Paid, Uninterrupted Planning Time
2. Reduced Class Sizes
3. Increased Funding for Special Education Staffing
4. Increased Funding for Physical/Mental Health Staffing
5. Increased Funding for Art/Music/PE/Library Staffing
6. Increased Funding for Bilingual Education Staffing

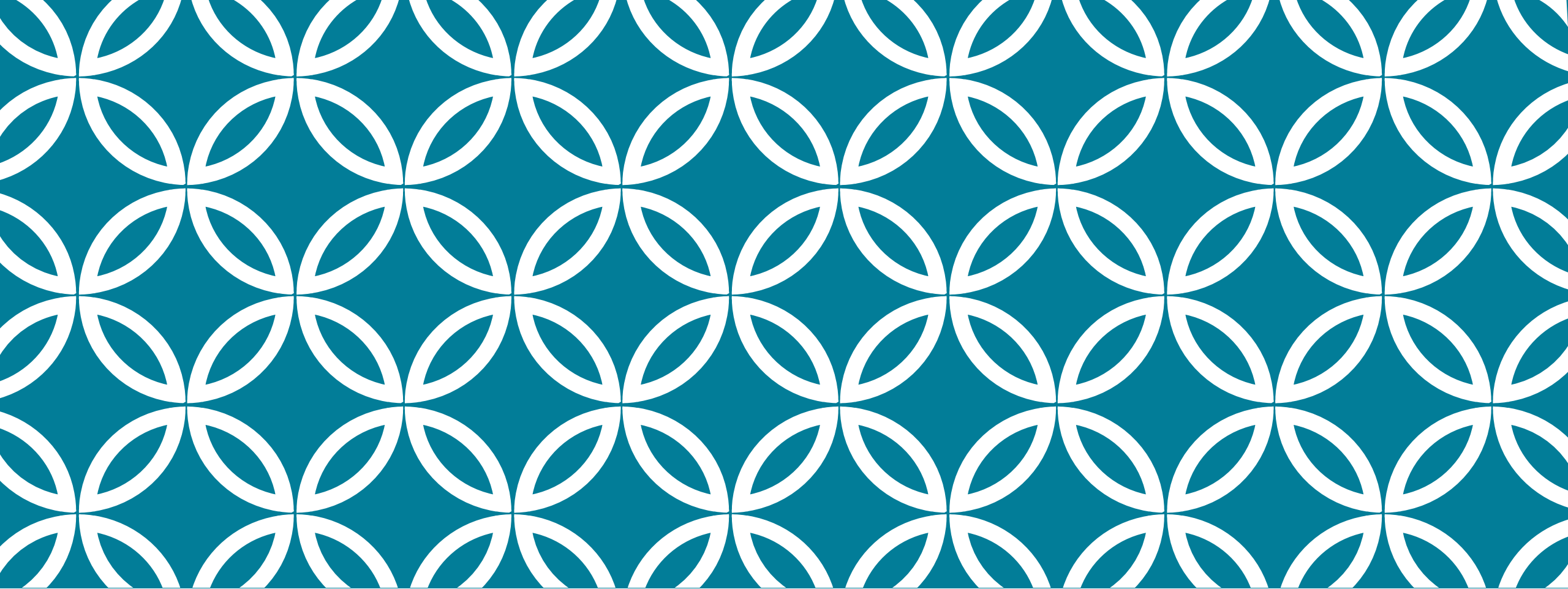
THOUGHTS FROM EDUCATORS:

“Planning time is my biggest concern in this area. I am allotted much more planning time than most educators I know and it still is not enough. I do not have enough time to plan lessons, prepare science activities, respond to student needs (for extra help, a listening ear, making up labs), collaborate with colleagues, grade papers, communicate with counselors and families about student concerns, attend IEPs/fill out necessary paperwork and more. More planning time each day would significantly lower my stress levels and therefore make me a more responsive, present teacher.”

“We need to put more emphasis on support personnel in the classroom and smaller class sizes. We need EA’s in the classroom to help students and/or interventionists to pull students who aren’t at grade level out of the classroom to help them. We need more SPED support. Most students aren’t getting the SPED support they need because there aren’t enough SPED teachers to support what they really need. “

“What has happened over the last few years surrounding the pandemic has changed the kids enormously. Their needs have increased and they are less functional in the classroom. At the same time, most schools are running short on SPED staff. The overall effect is that we have kids with more needs and fewer staff to support the neediest in the overall population. This means we need to prioritize acquiring, training, and supporting SPED staff, hiring more counselors to support the SEL and behavioral needs of students, and hiring more staff in general to provide as much individualized instruction and support to students as possible.”

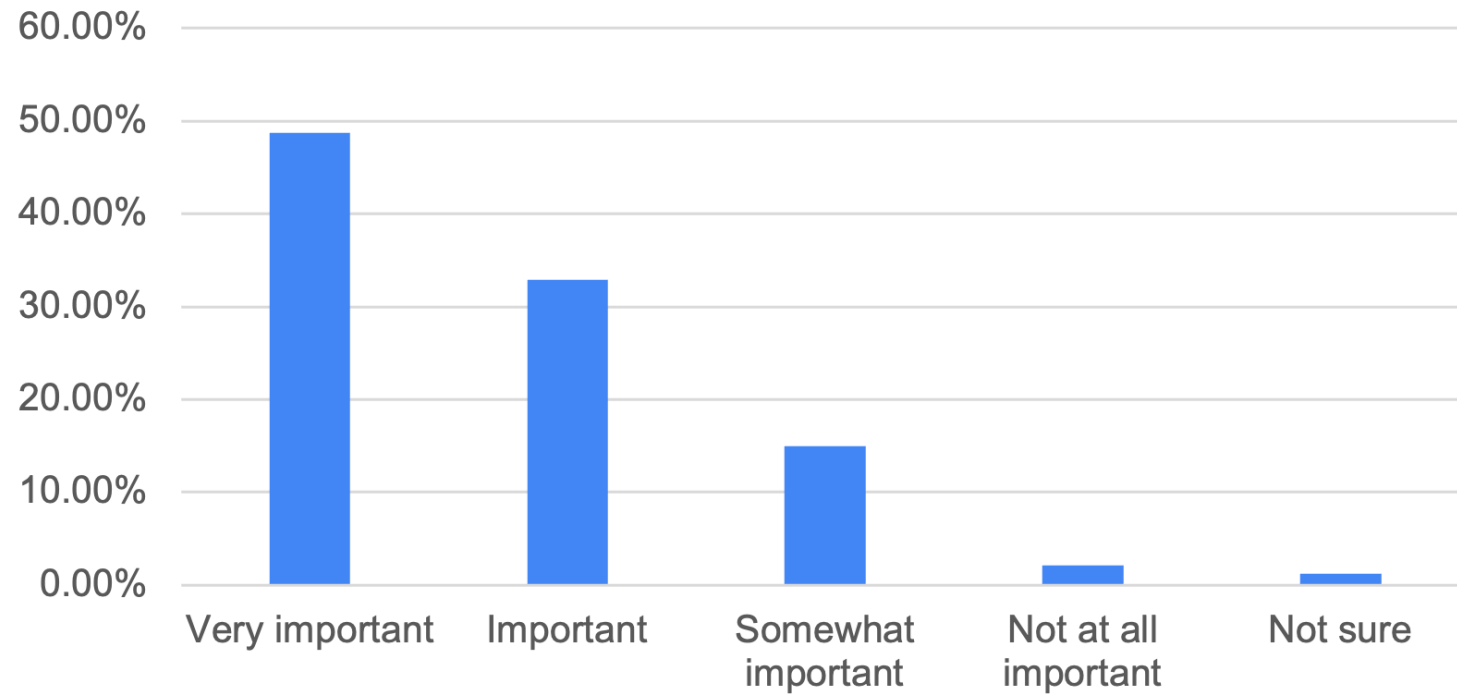
“Bilingual educators in particular are burdened by large classroom ratios. The quantity of tasks associated with teaching in a bilingual environment extends beyond contract times, requires multitasking during the day, dual planning and grading, and the list goes on. When you have large numbers of students with both academic and language needs, quality suffers.”



EDUCATOR VOICE

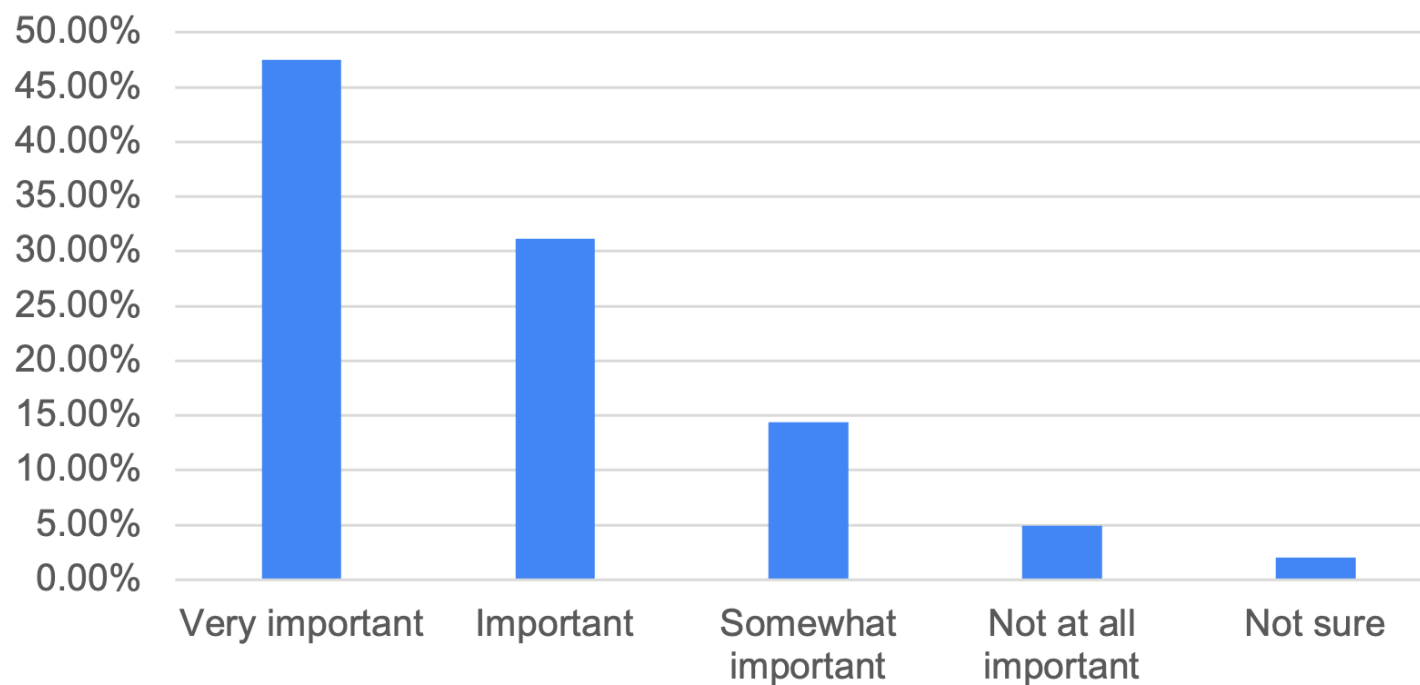
- COVID Relief
- Mental and Behavioral Health

Importance of Shared Decision-making on Use of ESSER Funds



ESSER FUNDING: NEW MEXICO SHOULD MANDATE THAT LOCAL SCHOOL DISTRICTS SURVEY EDUCATORS AND INCORPORATE THEIR FEEDBACK INTO THE PLANS FOR SPENDING FEDERAL COVID RELIEF FUNDS (ESSER) TO ENSURE THAT EDUCATOR PRIORITIES ARE CENTERED IN DISTRICT DECISION-MAKING. HOW IMPORTANT IS THIS ISSUE TO YOU?

Importance of Mental Health Services Funding to Address Impact of Pandemic



MENTAL/BEHAVIORAL HEALTH: THE MENTAL HEALTH IMPACTS OF THE PANDEMIC HAVE FALLEN HARDEST ON OUR MOST VULNERABLE STUDENTS. STUDENTS OF COLOR, STUDENTS WITH DISABILITIES, AND LGBTQ+ STUDENTS WILL BEAR THE BRUNT OF THIS CRISIS IF NOTHING IS DONE. **NEW MEXICO SHOULD REPURPOSE UNUSED DOLLARS FROM THE K-5 PLUS EXTENDED LEARNING TIME PROGRAM TO FUND SCHOOL-BASED MENTAL HEALTH SERVICES STAFFED BY PROFESSIONALS LIKE SCHOOL PSYCHOLOGISTS, COUNSELORS, NURSES, AND SOCIAL WORKERS.** HOW IMPORTANT IS THIS ISSUE TO YOU?

COVID POLICIES

48% of respondents say their district has not implemented any new COVID safety policies this year; Only 15% say new safety policies have been put in place.

Nevertheless, 45% of respondents say they believe their district's COVID mitigation measures are sufficient to ensure the safety of staff, students, and their families; Only 27% think existing measures are not sufficient.

Key Issues Raised by Respondents:

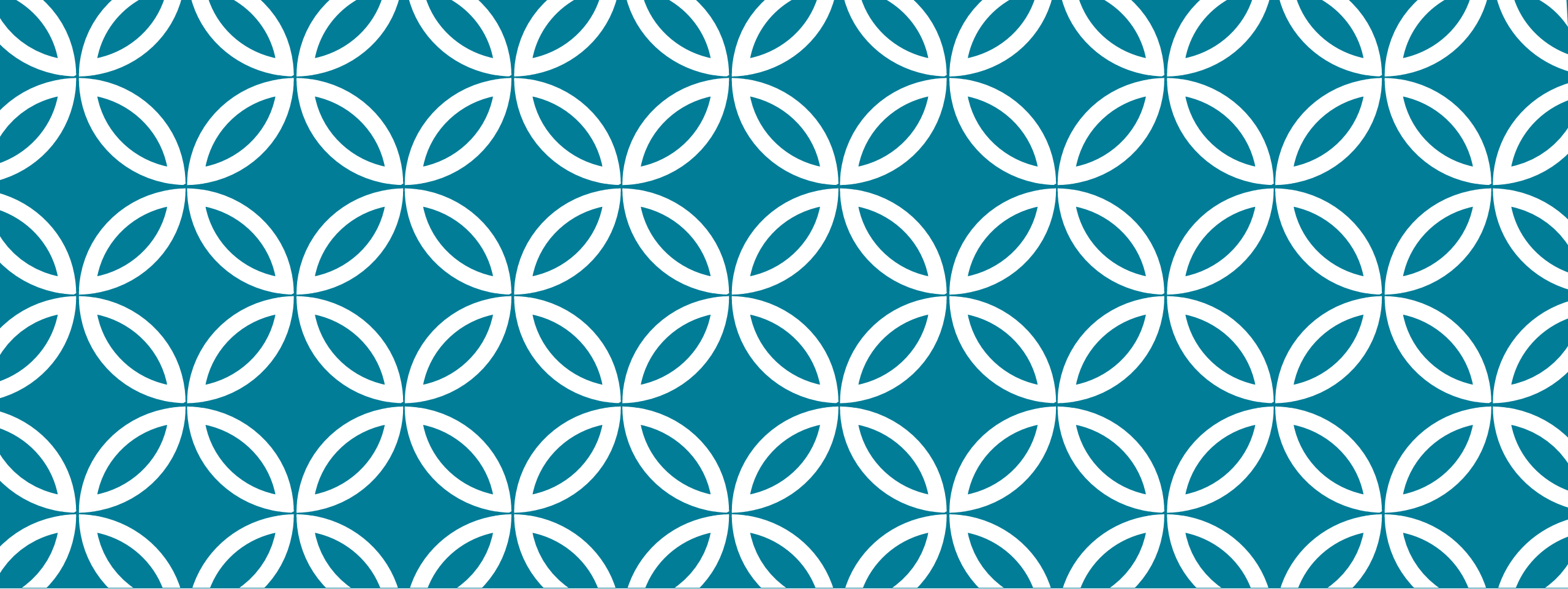
1. Elimination of Paid COVID Sick Leave
2. Reduced access to testing
3. Poor ventilation
4. Inadequate cleaning and sanitization
5. Sick students are not sent home

THOUGHTS FROM EDUCATORS:

“Very stressful having to return to work so soon after testing positive for Covid. I have to care for my own children, my elderly mother, and myself. I am stretched so thin with work obligations that both my mental and physical health suffer resulting in me not being 100% while having to provide services for students in addition to having to complete insane amounts of paperwork for my job.”

“I am a co-sponsor of our school's Gay-Straight Alliance (GSA), a group of students that continues to face discrimination and mistreatment from fellow students, faculty, administrators, and their own families. Our school has also seen numerous students die by suicide each year. Many of my students have disclosed struggling with intense anxiety and/or depression. Mental illness is staggering in this generation of teenagers and I believe we desperately need to provide more mental health supports.”

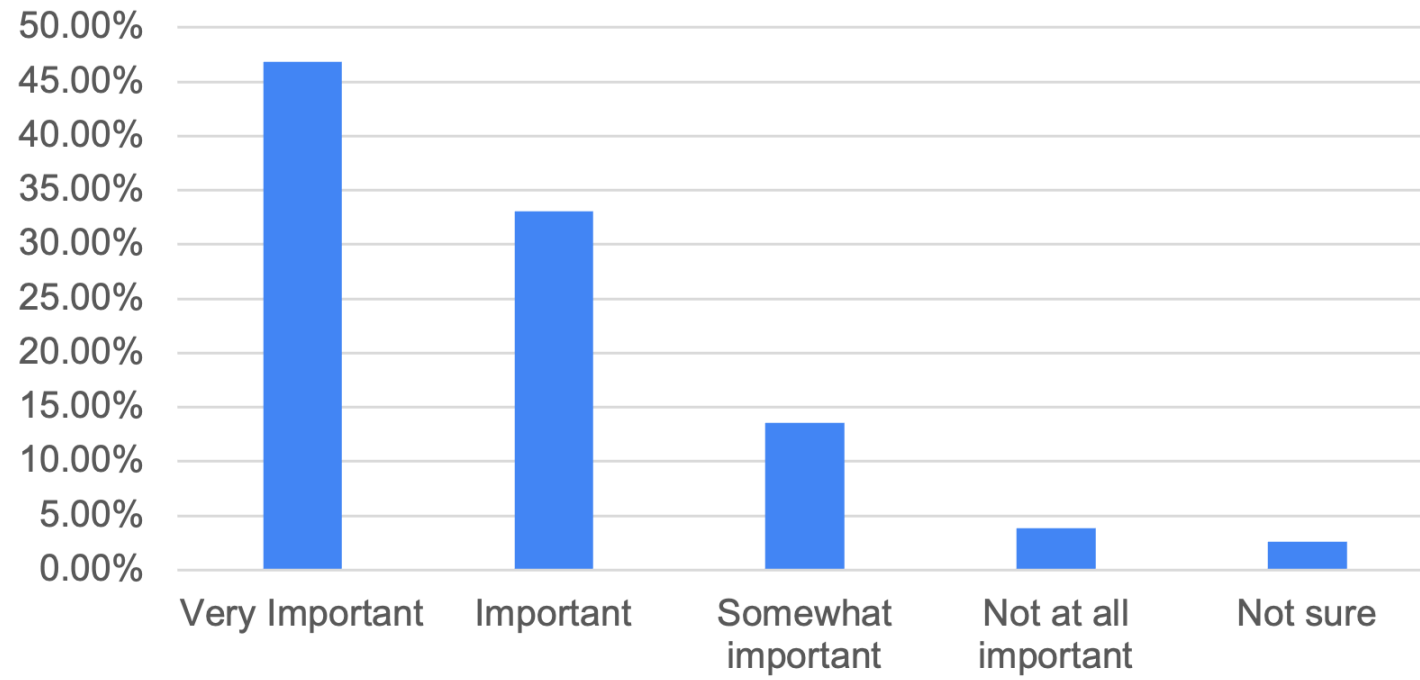
“A lot of focus has been drawn towards how behind our students are academically. While this is a critical concern for other educators and myself, I feel like the biggest difference I have seen in students is in their mental health and SEL skills. As a High School teacher, I have been alarmed to see the extent to which students lack social skills. They struggle to talk to each other in the classroom and to communicate ideas. They also trend towards activities where they stick to themselves. At our school, the freshmen are historically uninvolved in clubs and sports. My fiancée is working in a rotation at a pediatrics office right now and basically tells me that about every third kid she sees has some challenges with mental health as a result of trauma at home, especially with divorce, domestic violence, and drugs. Teachers can help students by providing a supportive, safe classroom and to talk to the kids now and then, but to support them through the journey of dealing with all of these challenges is not something we can do for every child. “



VISION FOR THE FUTURE

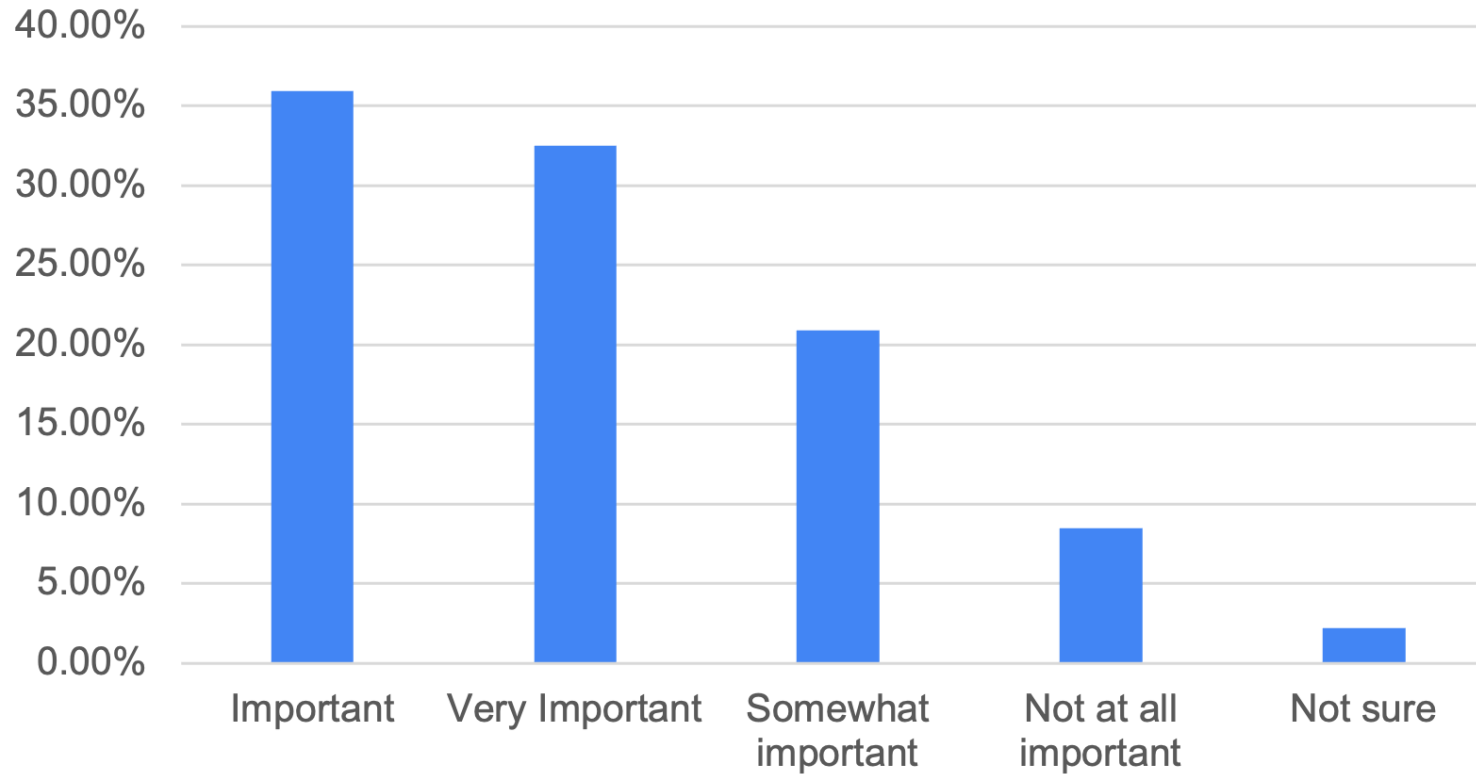
- Community Schools
- Extended Learning Time
- Early Childhood Education

Importance of Increasing Access to Land Grant Permanent Fund



LAND GRANT PERMANENT FUND: NEW MEXICO HAS ONE OF THE LARGEST RESERVE FUNDS OF ANY STATE IN THE NATION. NEW MEXICO SHOULD INCREASE ACCESS TO THESE FUNDS IN ORDER TO HELP PAY FOR HIGH QUALITY EARLY LEARNING/PRE-K PROGRAMS AND TO IMPROVE K-12 PUBLIC SCHOOLS. HOW IMPORTANT IS THIS ISSUE TO YOU?

Importance of Community Schools



COMMUNITY SCHOOLS: PUBLIC SCHOOLS SHOULD SERVE AS NEIGHBORHOOD HUBS, PROVIDING HEALTH AND SOCIAL SERVICES, EXTENDED LEARNING OPPORTUNITIES, SHARED LEADERSHIP STRUCTURES, AND FAMILY AND COMMUNITY ENGAGEMENT ACTIVITIES. NEW MEXICO SHOULD PROVIDE SUSTAINABLE AND RECURRING FUNDING FOR COMMUNITY SCHOOLS TO THAT PARTICIPATING SCHOOLS CAN HIRE THE STAFF NEEDED TO SUPPORT THESE EXPANDED RESOURCES. HOW IMPORTANT IS THIS ISSUE TO YOU?

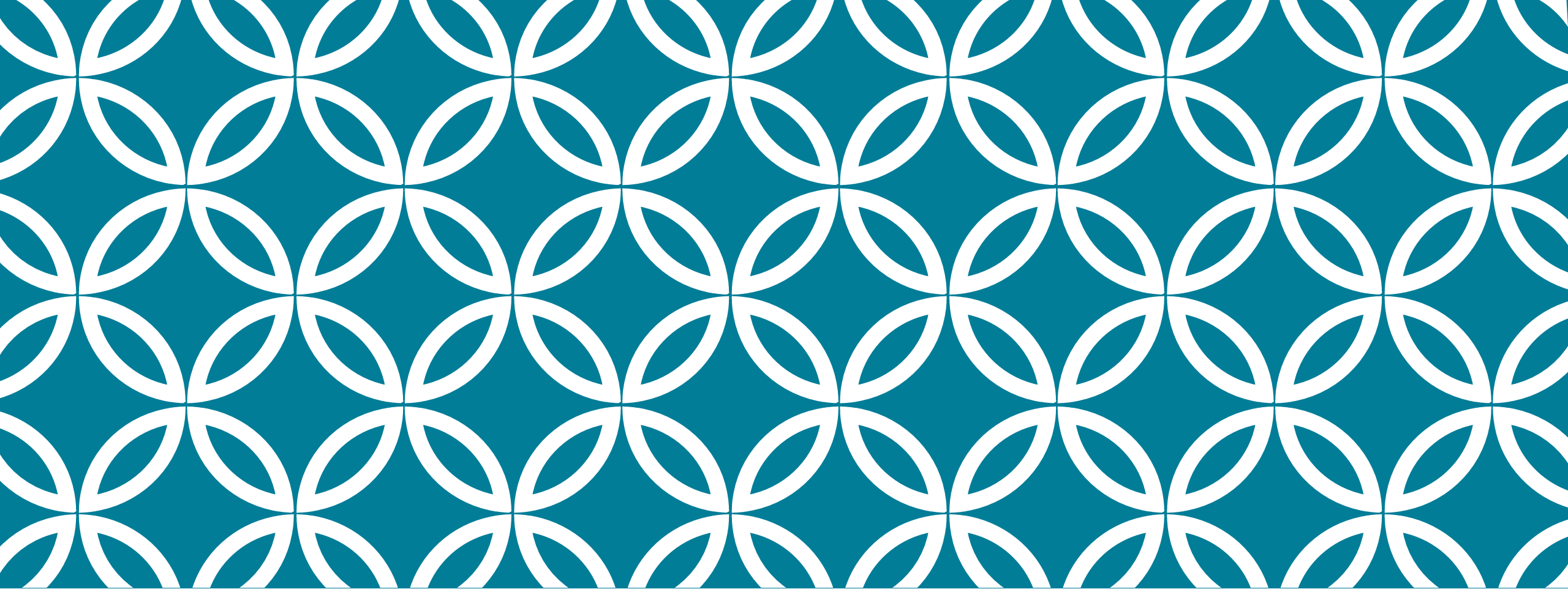
THOUGHTS FROM EDUCATORS:

"If we are saving money for a rainy day... the rainy day is here. Our kids are really struggling. It's really hard to teach kids who aren't getting enough to eat, who are exhausted from working long hours to support their families, who aren't getting enough sleep due to numerous stressors in their lives. I believe wraparound services for students and their families could make a huge impact in the health and academic outcomes for our students."

"Community schools has the most potential to impact overall student well being and to make extended learning time as well as early childhood education more effective. We can provide all kinds of supports at school, but if students have to go to homes that are unsafe, go without adequate food, lack a caring adult in their lives, etc. their progress will be limited or non-existent. We need parenting classes for all parents from the time a child is conceived. We have to break the cycles that perpetuate instability and insecurity."

"Early Childhood Education I feel needs more training/funds/resources. It is an essential stage in child development and should be focused on more. It sets up their foundation for future learning. Quality counselor support is needed within the schools to support social/emotional development. For example, we are in a low socio-economic area, have not been provided a social worker, and our counselor focuses on attendance very little social/emotional learning/development."

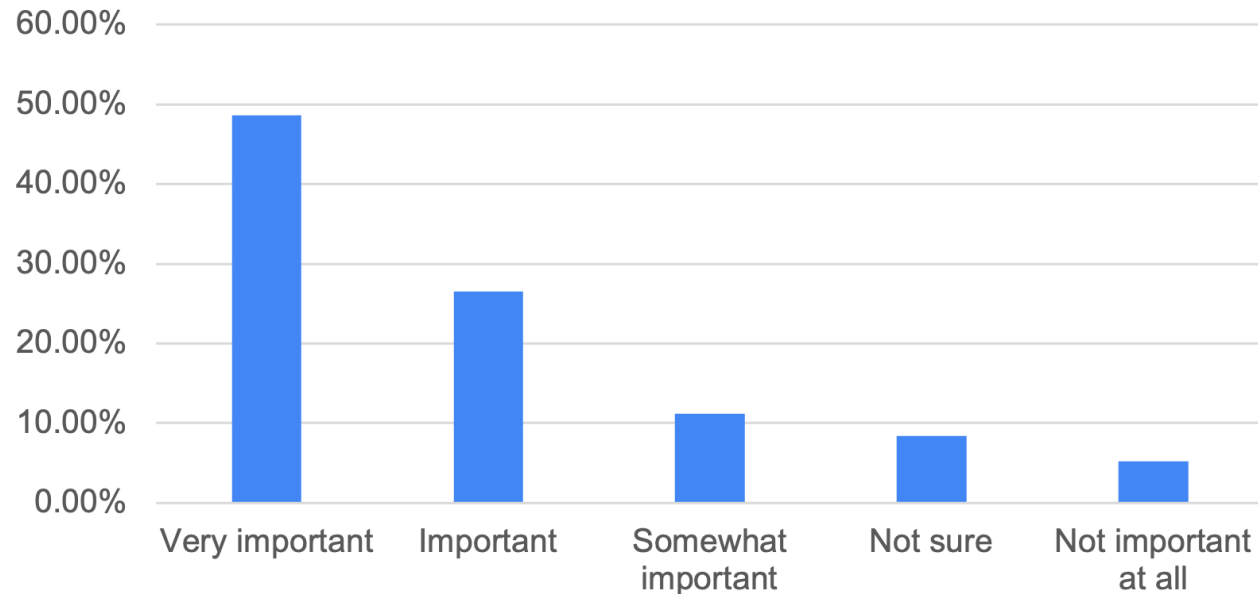
"ELT curriculum and programing should be designed by educators at the school, based on students interests and needs. Let the professionals design and implement the programs and pay us our hourly rates to do it. The ALL or NOTHING aspect of ELT prohibits students, families and educators from participating in this option, This is wrong and short sighted."



HOT TOPICS

- Microcredentials/Professional Development
- Educator Evaluations
- Affordable Housing
- Child Care
- Gun Safety & Gun Violence in Schools
- Reproductive Freedom

EDUCATOR EVALUATIONS

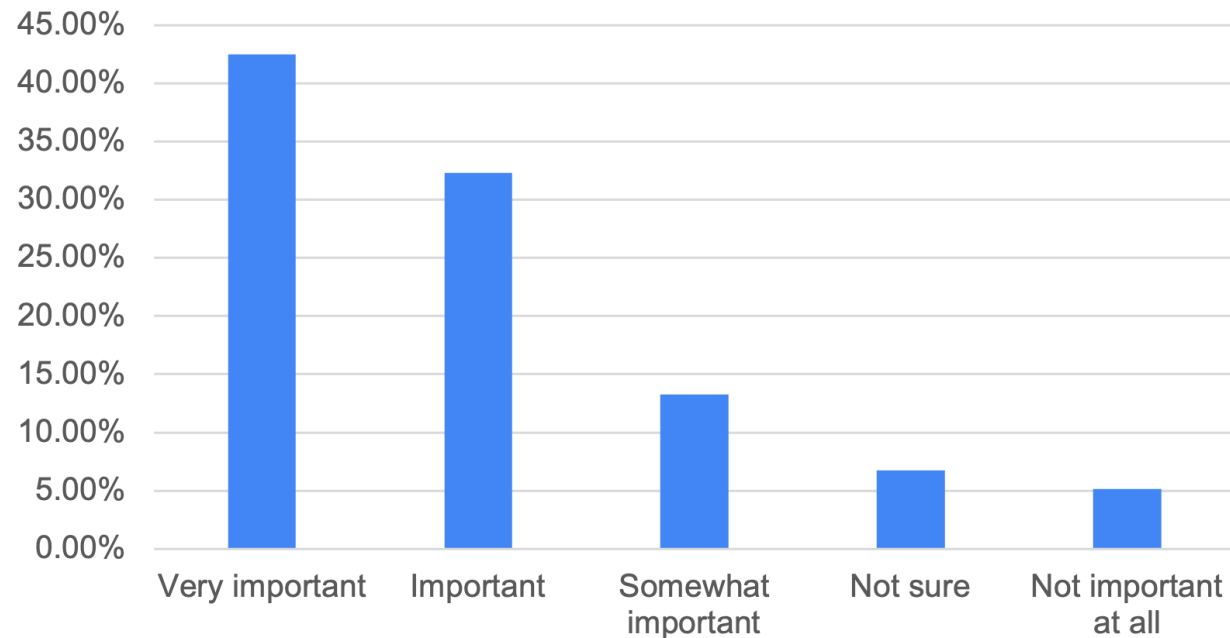


Previous state leaders implemented requirements for educators to upload job evaluation documents to NMPED. However, by law, job performance issues are to be handled by local school districts. **New Mexico educators should no longer be required to upload all of their evaluation documents to NMPED.** How important is this issue to you?

Thoughts from an educator:

“As educators we have so many things on our plate, from grading, planning, progress monitoring, interventions, and teaching. So, jumping through more hoops to create PDP plans and self reflections that are submitted on the NMPED canvas page is just ridiculous and not at all useful.”

MICROCREDENTIALS/PROFESSIONAL DEVELOPMENT



Educators should be able to identify their own professional development needs, including using micro-credentials, rather than being required to attend district-directed PD sessions. How important is this issue to you?

Thoughts from an educator:

"When you plan professional development for everyone, you plan professional development for no one. Teachers are well aware of what they need. Teachers should be able to choose our own professional development path."

AFFORDABLE HOUSING

78% of respondents live in the district where they work.

32% report not having access to affordable housing (affordable housing here defined as rent or mortgage payments not exceeding 30% of their monthly income).

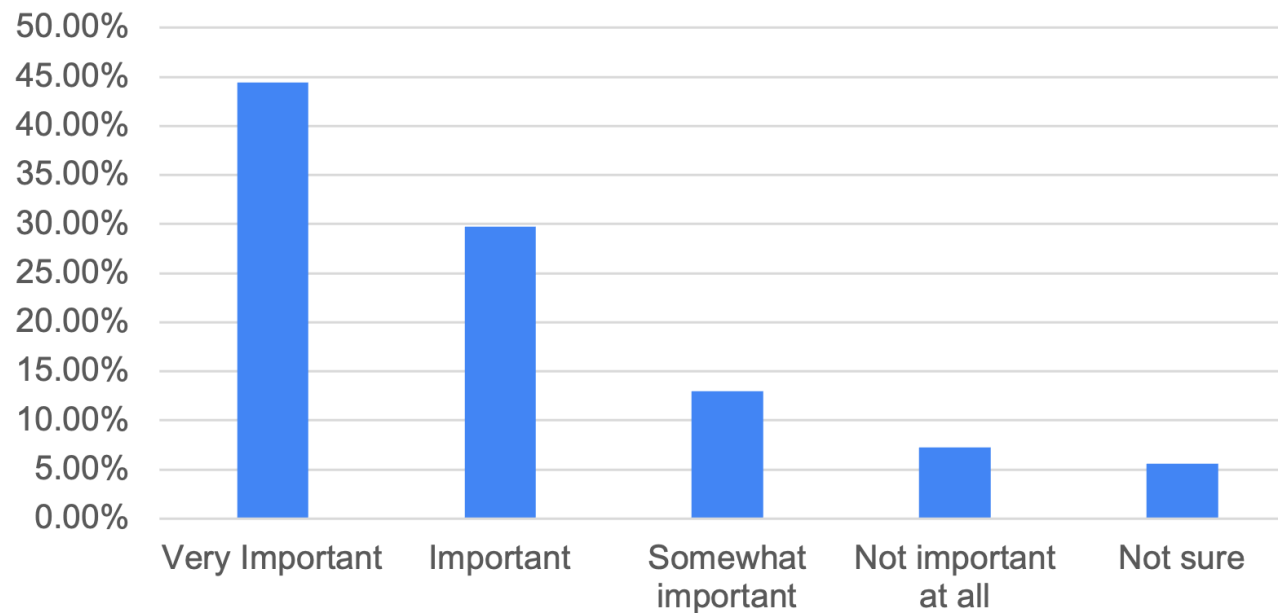
73% report knowing of educators who have struggled with the cost of housing in the last 12 months.

86% of respondents have worked with students who experience homelessness; Only 5% say they have not.

Thoughts from an educator:

“This school district needs to recognize housing issues and work in tandem with city/federal housing authorities to provide low cost housing. We make too much for low cost and too little to afford a home here. Its a twilight zone financially for me.”

CHILD CARE



Through the advocacy of NEA-Santa Fe, the Santa Fe Public Schools now offer a child care center for district employees. How important is it to you that this idea be expanded to other school districts?

Thoughts from an educator:

“Child care is one of the major expenses for families; particularly single parent households. Often times, child care determines the jobs that a parent(s) can take. Child care shouldn’t be an issue in this day and age. Families in New Mexico shouldn’t have to worry about who is going to watch their child(ren) in order for them to work. In addition, when a child or children are sick, especially for single parent educators, they have to miss work to stay home with their child which has a domino affect on the school system. Childcare and housing should be priority in the legislative session.”

GUN SAFETY & GUN VIOLENCE IN SCHOOLS

Respondents were asked to rate the following in terms of safety (where 1 = Extremely Safe/Effective/Well and 5 = Extremely Unsafe/Ineffective/Unwell):

Safety of school site from school violence = 2.88

Effectiveness of school safety drills = 2.93

Degree to which underlying causes of gun violence are being addressed = 3.68

70% of respondents believe NEA-NM *should* take a public stand in favor of common-sense gun safety laws in New Mexico (background checks, safe storage, preventing domestic abusers from possessing guns, 'red flag' laws); Only 15% say NEA-NM *should not* take a public stand.

Thoughts from an educator:

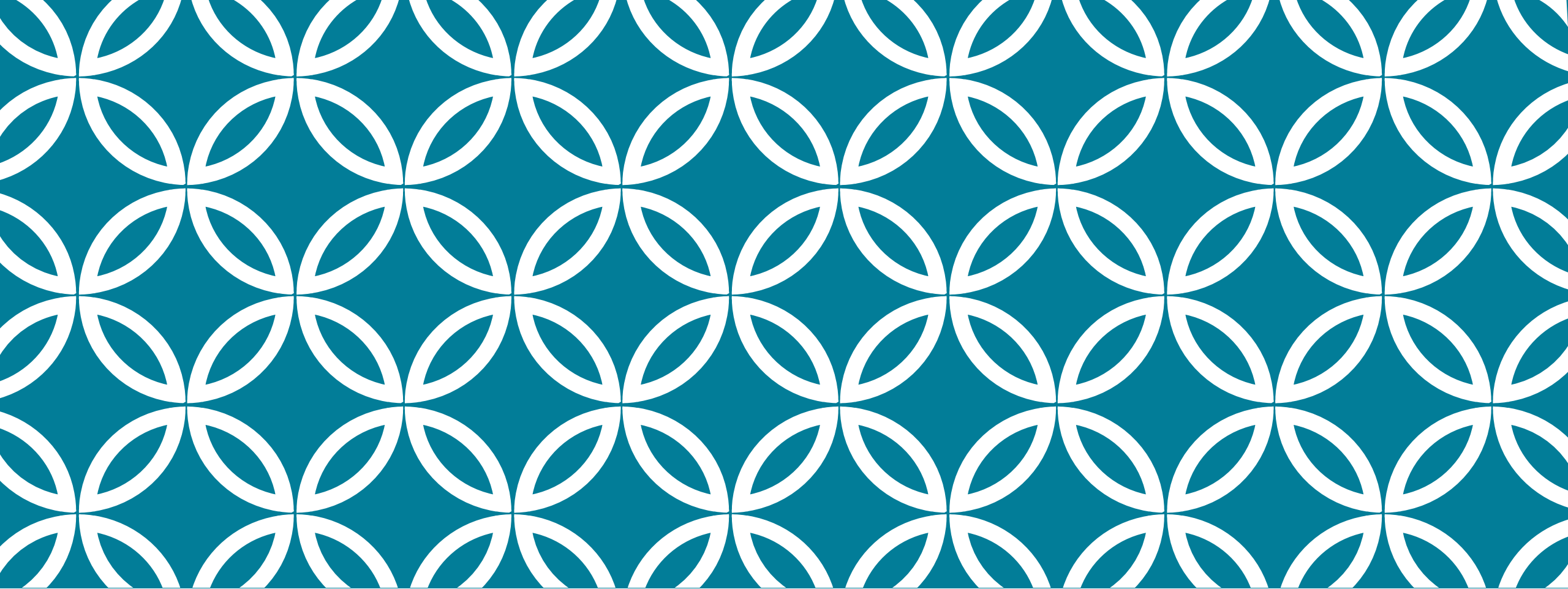
"As a younger teacher, I remember the height of the beginning of school safety drills. The events of Uvalde broke my heart, and I really don't see anyone in charge doing anything to prevent a tragedy like that happening at my school. I do not want to worry about keeping my students alive, that is not my job. My job is to teach them and help them grow as people. It is wholly unfair that I have to consider putting my life on the line to protect my students because those in charge won't take a stand and correct the problem. The United States is the only nation in the world that decided that losing 4th graders to gun violence was an acceptable tradeoff. Abhorrent and unacceptable. This is my number one issue as a teacher. "

REPRODUCTIVE FREEDOM

45% of respondents believe NEA-NM *should* take a public position in support of preserving and expanding access to contraception and abortion care; 35% said NEA-NM should *not*; 20% were unsure.

Thoughts from an educator:

“While I think reproductive freedom is a critical right, I do not want to see the NEA take a position on this issue. I feel it may alienate many who would otherwise support the NEA's position advocating for educators and students.”



KEY FINDINGS

- Priority Areas
- Hot Topics

KEY FINDINGS — PRIORITY AREAS

Educators show highest support for “traditional” union issues: wages, benefits, working conditions, and student learning environment (in that order).

The top working conditions/student learning environment issues are:

Paid, uninterrupted planning time

Reduced class sizes

COVID mitigation policies are not high priority for educators — only 27% of respondents believe the policies in place at their school currently are insufficient.

The Community Schools strategy has general support.

There is strong support for the Land Grant Permanent Fund ballot measure.

KEY FINDINGS — HOT TOPICS

Of proposed “hot topic” issues, **education-related issues** like educator-directed professional development and locally-managed educator evaluations have **highest support**.

Respondents report **high need** among educators both for affordable **child care and housing**.

Most respondents believe NEA-NM **should** take a public stand in favor of common-sense **gun safety laws**.

Opinions on NEA-NM taking a public stand in favor of preserving and expanding access to **contraception and abortion care** are comparatively **mixed**.