

Partner LEA Planning Sessions



Sustaining Equity through Mentorship for Bilingual Teacher Recruitment & Retention

A five-year project to strengthen and expand **Grow-Your-Own**
Teacher Pipelines for Dual Language Bilingual Educators in Northern
New Mexico & New England.



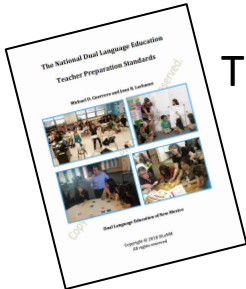
SEMBRAR's Main Goals

- **Improve Teacher Recruitment.**
 - Strengthen pathways for bilingual teaching licensing and endorsement
- **Develop Targeted Professional Learning.**
 - Aligned with EMMA Standards & a National Dual Language Certificate.
- **Support Teacher Collaboration and Retention.**
 - Build capacity to train and retain qualified Bilingual Educators.

Engagement Process



This process guided and supported by:

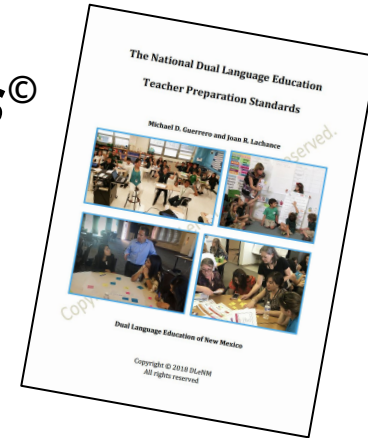


The **EMMA Standards** - EMMAStandards.org

Anchored to, and tied to the research foundations of the

National Dual Language Education Teacher Preparation - NDLETPS

The “EMMA” Standards[©]



Mentor Leaders

Mentor Leader candidates should have skills to provide pedagogical and social-emotional support to bilingual Pre-Service Teachers.

Mentor Leaders will be trained with a National Dual Language Certificate learning program, equipping them to mentor and facilitate professional learning (ie. community of practice).

Mentor Leaders are key to supporting a [Grow Your Own bilingual educator program](#).

Support for Mentor Leaders



- **Pedagogical support**

- Obtain a **National Dual Language Certificate (NDLC)** through a one year Professional Learning Program

- **Academic support**

- Facilitate a Community of Practice for Bilingual Pre-Service Teachers

- **Financial support**

- Receive a flexible one year stipend - **\$3,500**
 - Can be used for tuition

Bilingual *Pre-Service Teachers



Bilingual PST participants have the opportunity to develop dual language bilingual education competencies in their current roles, and make progress toward a state license and/or a bilingual endorsement.

* In-Service Teachers who do not yet have a bilingual credential/endorsement are considered a PST

Bilingual Pre-Service Teachers - PST

Who are invited to participate?

PRE-SERVICE

- Bilingual Ed Assistants w/HS diploma
- Bilingual Ed Assistants with an Associates Degree
- Bilingual Ed Assistants with a BA
- Community Member
- Permanent Substitute Teachers

* IN-SERVICE

- Bilingual Teacher on emergency license
- Bilingual Teacher with out-of-state license
- Bilingual Teacher with an out of country license
- Dual Language Bilingual Ed. Teacher
- Special Education teacher

* In-Service Teachers who do not yet have a bilingual credential/endorsement are considered a PST

Support for Bilingual PST

- **Academic support –**
 - Mentoring from experienced bilingual educators using the National Dual Language Certificate
- **Social and Pedagogical support**
 - Participation in a Community of Practice
- **Financial support**
 - Receive a one year flexible stipend that can be used for tuition - **\$1,750**

Engagement Timeline

- January-May – Recruit Partner Districts, Mentor Leaders & Bilingual PSTs
- *May 25 to June 2, 2025 – Spanish Immersion Institute (NMHU, financial support)*
- June 3 - 4, 2025– Project SEMBRAR Summer Orientation – Mentor Leaders (Track 1)
- June 4, 2025 – Project SEMBRAR Summer Orientation – Bilingual PSTs (Track 2)
- *June 3-July 11, 2025 + Sept-Dec – Coursework/National DL Certificate (Part I), NMHU (ML, PST) - (Methods Course) TENTATIVE*
- *January - May 2026 - Coursework/National DL Certificate (Part II), NMHU (ML, PST) - (Special Topics) TENTATIVE*
- SY2025-26 (beginning September) – Project SEMBRAR Community of Practice
- June 2026 – Project SEMBRAR Summer Wrap-Up
- SY 2026-27 – Community of Practice continues

Partner District Commitment



1. Assign a liaison to work with Project SEMBRAR
2. Sign a letter of commitment for Project SEMBRAR
3. Help recruit Mentor Leaders & Bilingual Pre-Service Teachers
4. Provide protected time for a Community of Practice - CoP at each school participating
 - Mentor Leaders and Bilingual Pre-Service Teacher both participating in a CoP