



LEAP Program Overview

Cohort 9 | 2027–2028

A state-accredited alternative licensure program for new teachers across New Mexico, approved by the New Mexico Public Education Department (NMPED).

Offered by CES in Albuquerque, LEAP supports aspiring educators through a dynamic pathway to certification. The program is available statewide with monthly in-person training in three regions — **Albuquerque, Artesia, and Las Cruces**. LEAP is designed to empower new teachers with the tools, coaching, and confidence they need to succeed and **grow** in the classroom — right from the start!

11

MONTHS · JULY–MAY

3

TRAINING REGIONS

6

LICENSURE PATHWAYS

200

EARLY-CAREER EDUCATORS

YOUR COHORT 9 JOURNEY

CES LEAP is an alternative teacher preparation program for full-time classroom teachers in their first year. Candidates are selected through an **application** and **interview** process.

JULY 2027

Pre-Service

Your induction to teaching kicks off the cohort.

AUGUST 2027 – MAY 2028

Intensive Months

Monthly professional development sessions alongside 200 early-career educators, monthly virtual Methods instructional sessions, and continued support from experienced instructional coaches.

JUNE 2028

LEAP Into Action

A conference in Albuquerque celebrating your completion.

PROFESSIONAL DEVELOPMENT IN LEAP

Methods Sessions

Single license candidates attend one Methods Session per license per month; dual license candidates attend two. Sessions explicitly teach Elementary, Secondary and Special Education delivery and instructional strategies, tools, planning, resources and expectations.

Professional Development Sessions

All candidates attend a monthly full-day Saturday workshop in person in one of three regions: Albuquerque, Artesia, or Las Cruces.

1:1 Coaching

Candidates receive instructional coaching paired with classroom visits, feedback and guidance from their assigned coach from start to finish.

PROGRAM BENEFITS

- ✓ **Shortest alternative licensure program in New Mexico:** LEAP is 11 months, spanning July–May.
- ✓ **Your own LEAP Coach:** every candidate is assigned a coach to guide them through the program, with monthly virtual 1:1 coaching.
- ✓ **Earn while you learn:** 1 year toward ERB retirement is earned during the program; salary and benefits are equivalent to first-year teachers in New Mexico.
- ✓ **Dual licensure:** choose Elementary & Special Education or Secondary & Special Education and finish with two licenses instead of one.
- ✓ **Post-program supports paid by CES LEAP:** TESOL Endorsement and Bilingual Endorsement.
- ✓ **Master's degree credit:** LEAP counts for half of a master's degree at Western New Mexico University or University of the Southwest. CES LEAP does not pay toward or for a master's degree.

Upon successful completion, LEAP completers receive a Transcript and LEAP Certificate of Completion and are supported to apply for a Level 1A teaching license through NMPED.

HOW TO APPLY FOR COHORT 9

Things to know: All candidates must secure a full-time K–12 **teacher-of-record** position. Part-time positions are accepted by LEAP Director approval only. Substitute teaching positions are not permitted.

OPEN ENROLLMENT

Nov. 16, 2026 – July 19, 2027

Application fee: **\$100**

LATE-HIRE ENROLLMENT

July 20 – Aug. 12, 2027

Application fee: **\$250 + Probationary Status*****

STEP 1

Get hired as a full-time teacher

STEP 2

Apply & upload all documents

STEP 3

Interview with LEAP Coach

STEP 4

Receive Letter of Acceptance (LOA)

STEP 5

Apply to NMPED for Level 1A license

REQUIRED APPLICATION DOCUMENTS

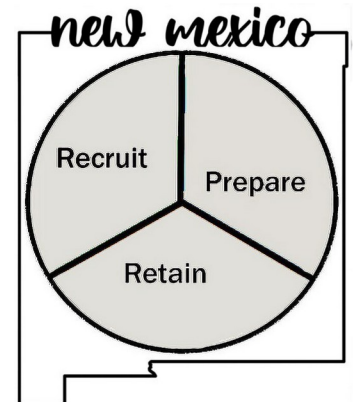
- Current Resume:** Your most recent positions plus any experience working with children.
- Two Letters of Recommendation:** From supervisors speaking to your professionalism, reliability, dispositions, ability to learn, and capacity to work effectively in a school setting with children. Letters must include the supervisor's name, email address, and phone number.
- Bachelor's Degree Transcripts:** Must show a conferred degree and a 2.5 GPA or higher.
Secondary license candidates must verify that their transcripts show at least 24 credit hours of 300-level or higher courses in the intended endorsement area, or provide evidence of a passed Praxis content exam, prior to program entry.
web.ped.nm.gov/bureaus/licensure/endorsements-how-to-add-a-license/
- Intent-to-Hire or Contract:** Provided by your employing school or district for the current school year.
- Disposition Rubric:** Completed and submitted along with your readiness essay.
- Readiness Essay:** Share how you are ready to step into the classroom through LEAP.

TUITION COST PER CANDIDATE

Single License	\$4,000 \$2,000 per semester
Dual License	\$5,000 \$2,500 per semester
Books	\$200 price may vary
Travel & Accommodations For Professional Development sessions and the LEAP Into Action conference	Varies

PROGRAM LICENSURE PATHWAY OPTIONS (6)

- Elementary Education** K–8
- Secondary Education** 6–12
- Special Education** PreK–12
- Dual: Elementary & Special Education** K–8 & PreK–12
- Dual: Secondary & Special Education** 6–12 & PreK–12
- Special Education Capacity Pathway** For L2/L3 teachers adding licensure



* Candidates pursuing Level 1 licensure may select the Portfolio or Praxis assessment track.

** Candidates adding a license (such as Special Education) to one they already hold are exempt from the initial in-program portfolio, but they must complete an Action Research project.

*** Probationary Status includes extra coach check-ins, strict adherence to attendance guidelines, and completing all Aug. and Sept. assignments.

Application questions? Contact Misty Wade • mwade@ces.org • www.ces.org/ces-leap/