



## Recruit, Support and Retain Teachers and Principals

Surveys consistently show that teacher satisfaction is driven by three key factors – pay, training, and working conditions.<sup>13</sup> There are many factors that contribute to teacher working conditions, but time is a universal constraint. Many teachers spend time searching for and creating instructional materials and lesson plans, and still have to find additional hours in the day to plan instructional differentiation and grade papers. To respect and value teacher time, the Teacher Vacancy Task Force recommended that local school systems provide educators with access to high-quality instructional materials.



▲ Spring ISD

### Supporting Teachers Means Providing Materials

Teachers are spending **7 hours per week<sup>14</sup>** developing instructional materials but only have **3.75 hours per week<sup>15</sup>** for planning in their master schedule.



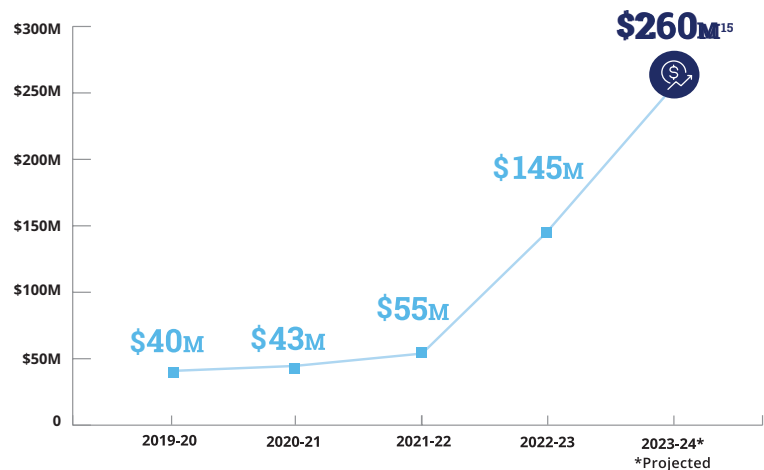
Part of the solution involves providing teachers with **rigorous content**.



### Teacher Incentive Allotment Increasing Pay for Teachers

Improving compensation strategically means ensuring our best teachers have access to higher pay to help keep them in the classroom. Much progress has been made in recent years due to the Teacher Incentive Allotment (TIA).<sup>14</sup> Created by House Bill (HB) 3 in 2019, TIA offers Texas teachers a viable route to earning a six-figure salary, with higher weighted funding for rural and high-needs schools. Overall, TIA funding is dramatically increasing as more teachers see significant pay raises.

TOTAL ALLOTMENTS DISTRIBUTED TO TEXAS DISTRICTS BY YEAR



Currently, **251 rural districts**, or **33% of all rural districts** participate in TIA. Rural participation continues to increase, with 73 new districts joining TIA in the last year.