

# Recruit, Support and Retain Teachers and Principals

“Students need to know that there is somebody who cares about them — who wants them to be successful and is here to listen to them if they have struggles.”

– Jennifer Fuller, Arlington ISD  
Milken Award Winner



Arlington ISD

## WHY THIS MATTERS

Teachers are the most important in-school factor affecting student outcomes. Strong classroom instruction supported by effective instructional leaders makes a tremendous difference in ensuring that students are progressing toward college and career readiness. But it is difficult to consistently achieve excellence. Texas employs over 352,000 teachers across more than 8,600 campuses, with thousands of new teachers hired each year. To that end, TEA seeks to strengthen the teacher pipeline every step of the way and support the development of principals statewide.

260

There are 260 **educator preparation programs** in the state of Texas, stemming from 135 different entities.<sup>14</sup>

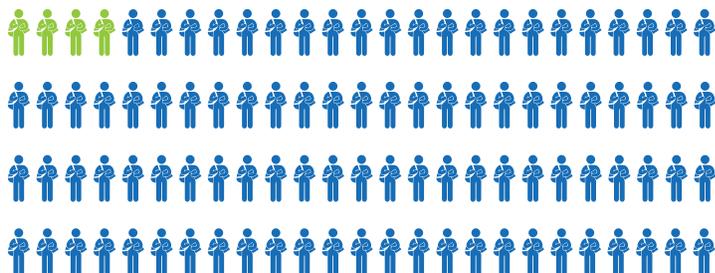
352K

There are 352,000 **certified classroom teachers** in the state of Texas. (24% male; 76% female).<sup>15</sup>

1/3

Over 1/3 of all teachers in the state of Texas have been in the classroom for **5 years or fewer**.<sup>16</sup>

## PERCENT OF STUDENTS INTERESTED IN AN EDUCATION MAJOR



ONLY  
= 4%

of HS students indicated an interest in majoring in education.<sup>17</sup>

To ensure strong education for students, Texas needs equally strong talent in our schools as classroom teachers. Over the past several years, less than 5% of students taking the SAT or ACT identify education as a possible college major. TEA is working on initiatives to attract more high-quality teachers to the classroom.

## “GROW YOUR OWN” – FUTURE TEXAS TEACHERS

With 60% of U.S. educators teaching within 20 miles of where they went to high school, the goal of Grow Your Own is to increase the quality and diversity of the teaching workforce, particularly in small, rural schools throughout Texas<sup>18</sup>. To increase the number of college-ready high school seniors seeking a profession in education, TEA is engaged in efforts to elevate the perception of the teaching profession through the development and facilitation of high-quality education and training courses at the high school level. These courses encourage high school students to consider teaching as a career by providing opportunities for students to be exposed to the teaching profession early on.

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## TEXAS LESSON STUDY



Lesson Study is a professional development opportunity in which teachers work collaboratively to develop, teach and revise research-based lessons. The program works to help teachers improve their effectiveness, share best practices, improve student outcomes and provide a platform to demonstrate mastery within the teaching profession. In 2017, 475 teachers participated in the pilot. TEA’s goal is for 10% of all Texas teachers to participate in the program by 2023.



PRE-TEST STUDENT KNOWLEDGE

53%

POST-TEST STUDENT KNOWLEDGE

69%

↑16%

The effectiveness of Lesson Study is clear.<sup>19</sup> Student mastery of lesson objectives increased 16 percent for instructors participating in the Lesson Study project.<sup>20</sup>

## SPOTLIGHT ON PRINCIPAL CERTIFICATION

As campus leaders, principals play a critical role in improving student outcomes in Texas. As a result, principals must be well prepared for the job. TEA has developed a new rigorous principal certification exam to ensure the men and women stepping into the principal role will be better positioned to serve as high-performing educational leaders.

### OLD EXAM FORMAT

#### SAMPLE QUESTION FROM PREVIOUS FORMAT

A new elementary principal invites parents to a series of informal meetings at the campus in which the primary goal is to encourage parent input. By establishing the meetings with parents, the principal is demonstrating the importance of:

- A) diagnosing campus health by open communication with parents,
- B) collaborating with parents in order to shape the campus culture,
- C) celebrating the contributions of parents toward the realization of the campus vision,
- D) requesting innovative thinking from parents to develop the campus curriculum.

### NEW EXAM FORMAT

#### SAMPLE QUESTION FROM NEW FORMAT



Using the video and supporting documents, develop a coaching plan to address a high-leverage instructional practice that the teacher should improve. The plan should:

- A) Identify ONE high-leverage instructional practice needing improvement.
- B) Identify TWO actions that can be implemented by the teacher to improve that instructional practice.
- C) Explain how the actions will improve the teacher’s practice and support student learning.