

Recruit, Support and Retain Teachers and Principals



WHY THIS MATTERS

380,263

Research confirms that teachers impact student outcomes more than every other in-school factor,¹³ and principals set the stage for teacher success. But the teaching profession is demanding. We will only be successful if we can effectively recruit, support, and retain our teachers and principals – a daunting task at the scale of Texas, with **380,263** teachers and principals. Our strategic plan calls for an integrated set of actions to improve our support of the profession at scale.¹⁴

OUR THEORY OF ACTION



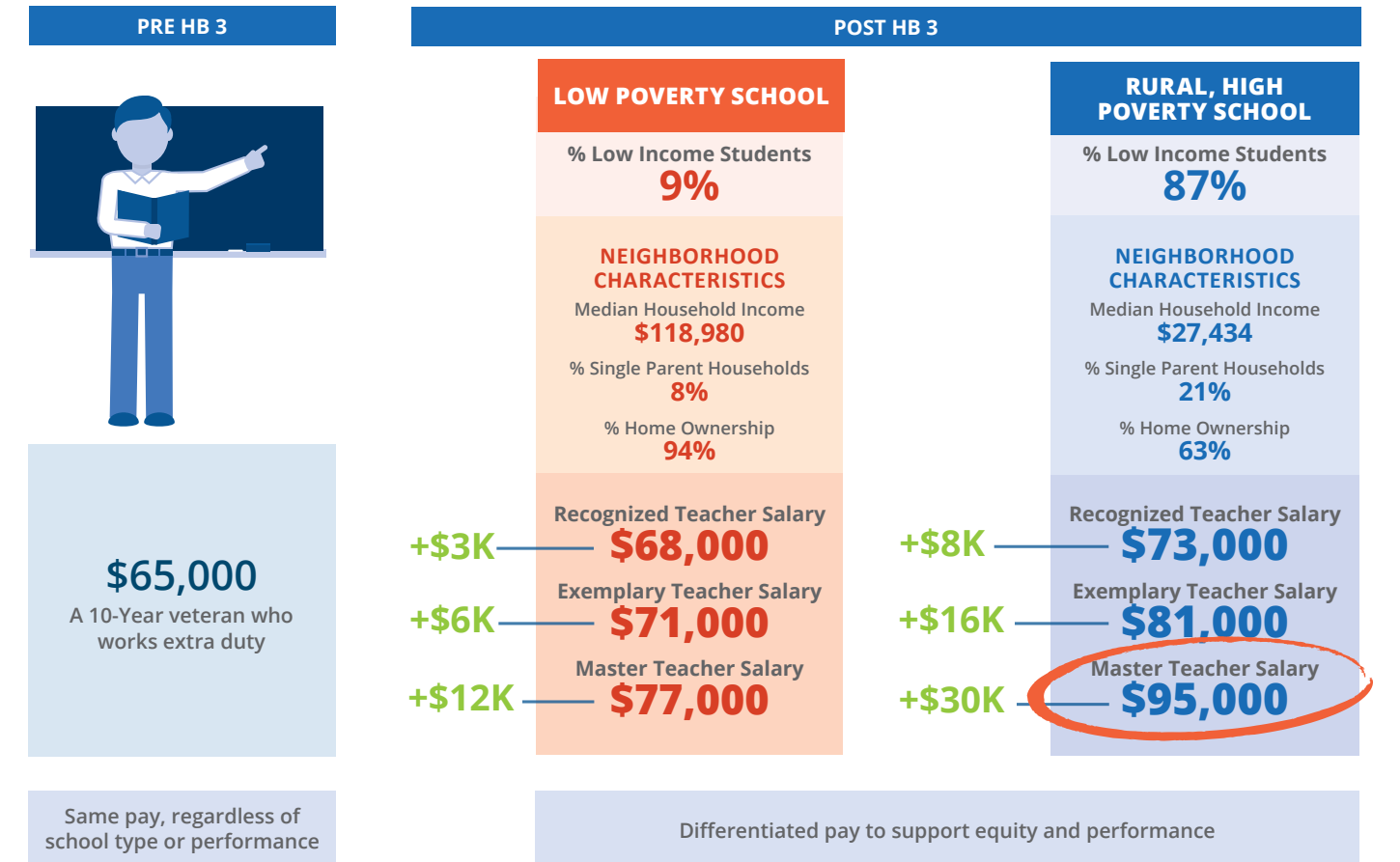
HOUSE BILL 3: IMPROVING TEACHER COMPENSATION



Teaching is one of the most important jobs in the country, and it is one of the toughest. It should also be financially rewarding. In 2019, the Texas Legislature overhauled the state's school finance system, including a massive increase in teacher pay and a major infusion into the teacher retirement system.

Teachers are critical for student success. And while we expect all students to achieve at high levels, in some places, this requires even more from our teachers. So new optional incentive funding is available for the professional growth of all our teachers while also offering even higher salaries for those serving in rural and high poverty schools.¹⁵

ENCOURAGING THE BEST TEACHERS TO STAY IN THE CLASSROOM WHERE THEY ARE MOST NEEDED



Longview LIFT Pioneering Innovative Practices in Teacher Compensation



Longview Independent School District was ahead of the curve in December 2012 when the Board of Trustees voted to implement a performance pay system for middle school reading and math teachers. Designed to help close the achievement gap between low

socio-economic and middle-income students, today the Longview Incentive for Teachers (LIFT) Pay for Performance Program includes three award models. The LIFT Program has been instrumental in retaining high quality educators.