

The background of the slide is an aerial photograph of a city skyline at dusk or dawn. The sky is a mix of light blue and orange, with scattered clouds. In the foreground, a large body of water reflects the sky and the buildings. The city skyline is composed of various high-rise buildings, some with glass facades that catch the light. A bridge is visible on the left side of the image, crossing a river or bay. The overall scene is a vibrant and modern urban landscape.

# Understanding Challenges and Opportunities

March 2022

# Agenda

Time	Topic	Facilitators
8:30am	<b>Welcome, Introductions, and Logistics</b>	<i>Kelvey Oeser, Deputy Commissioner of Educator Support</i>
9:00am – 10:00am	<b>Teacher Vacancy Taskforce Charge and Q&amp;A</b>	<i>Mike Morath, Commissioner of Education</i>
10:15am	<b>Challenges and Opportunities (Statewide Data and Trends from Prewrite)</b>	<i>Kelvey Oeser, Deputy Commission of Educator Support Mark Olofson, Director of Educator Data, Research, and Strategy Lizette Ridgeway, Director of District Systems and Support</i>
12:00pm	<b>Lunch</b>	
12:30pm	<b>Certification Flexibilities and Hiring Processes Panel Discussion</b>	<i>Marilyn Cook, Director of Educator Certification Amy Campbell, Director HR Services, TASB Karen Salerno, Partner, TNTP</i>
2:00pm	<b>Overview of TEA Talent Strategy and Supports and Areas for Future Deep Dive Topics</b>	<i>Emily Garcia, Associate Commissioner of Educator Preparation, Certification, and Enforcement Grace Wu, Director of Strategic Compensation</i>
3:00pm	<b>Adjourn</b>	

## Objectives:

- Understand the challenges districts are currently facing related to teacher vacancies through:
  - Deeper dive into statewide data, and
  - Trends from prework survey
- Share best practices for addressing critical teacher vacancy and shortage areas

# Agenda:

Topic	Time
Overview of Statewide and Task Force Survey Trends	10 min
Whole Group and Small Group Discussion of Trends	45 min
Retire/Rehire	20 min
Initial Best Practices Discussion	20 min

A photograph of a school staircase with a large glass window in the background. Several students with backpacks are walking up and down the stairs. The scene is brightly lit, suggesting a sunny day. The text "The Current Landscape" is overlaid on the left side of the image in a blue, sans-serif font.

# The Current Landscape

# Are Teachers Quitting at Historic Rates?

**THE WALL STREET JOURNAL.**

WORK & LIFE

## Teachers Are Quitting, and Companies Are Hot to Hire Them

Businesses eager to fill jobs are offering former educators better pay and more autonomy



EDUCATION

More than half of teachers are looking for the exits, a poll says

February 1, 2022 · 6:14 AM ET

**POLITICO**

## The 'Great Resignation' leaves schools reeling

By BIANCA QUILANTAN | 02/07/2022 10:00 AM EST



**Texas teachers are quitting more often, report finds**



# In Summary

- Teacher Attrition was down in 2020-2021, but has increased in 2021-2022.
- New teacher production has increased, as have admissions to programs. However, new teacher production is not fully meeting the demand.
- The gap between new openings and newly certified teachers have been filled by teachers completing their internships and long-term substitutes.
- Attrition rates are higher for early career teachers, especially early career teacher with less preparation or lower quality preparation.
- We need to increase rigor and quality of preparation AND increase recruitment, hiring flexibility, support, and retention to address the teacher vacancy issue and get to stronger results for students

# Teacher Attrition is related to many factors

Working  
Conditions

Support

Qualifications

Credentials

Preparation

Compensation

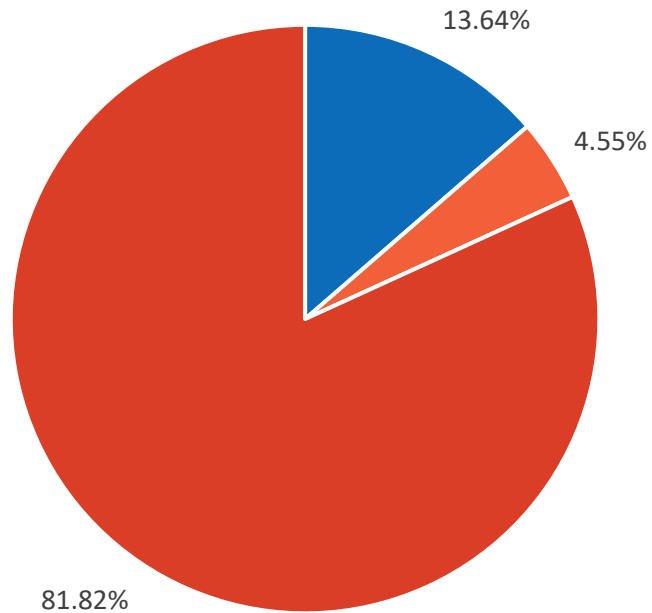


A photograph of a school staircase with several students walking. The students are wearing backpacks and casual clothing. The staircase has metal railings and is set against a large window that looks out onto a green landscape. The image is slightly faded to allow the text to be read clearly.

# What Task Force Members Said

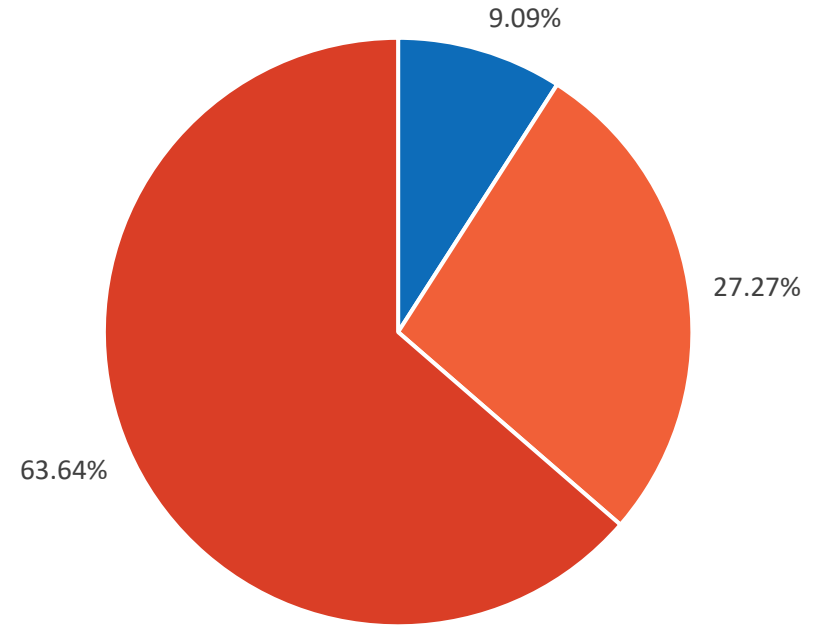
# How did vacancies this year compare to last year?

Beginning of the Year Status



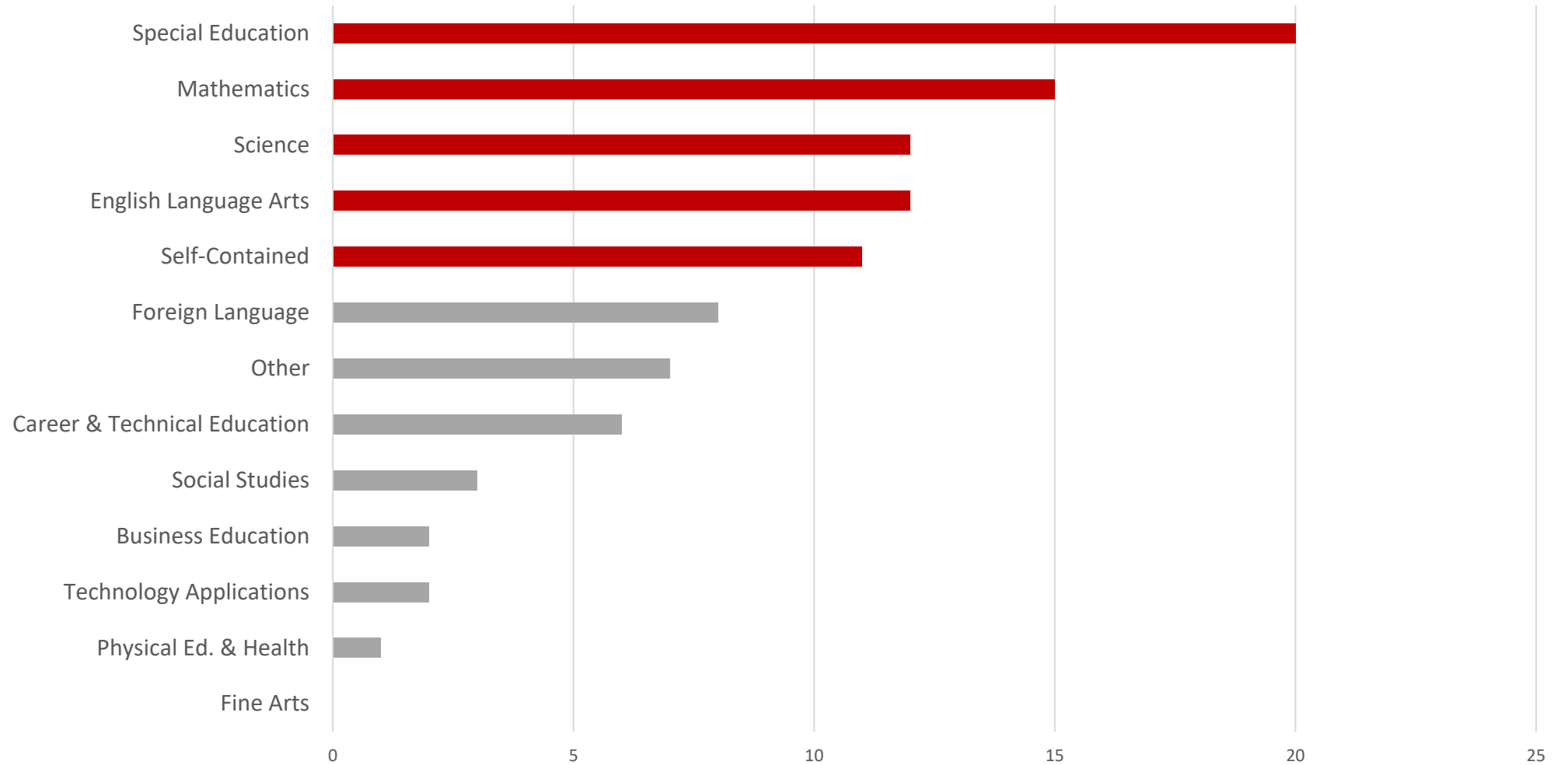
- Fewer unfilled teacher positions
- About the same unfilled teacher positions
- More unfilled teacher positions

Middle of the Year Status

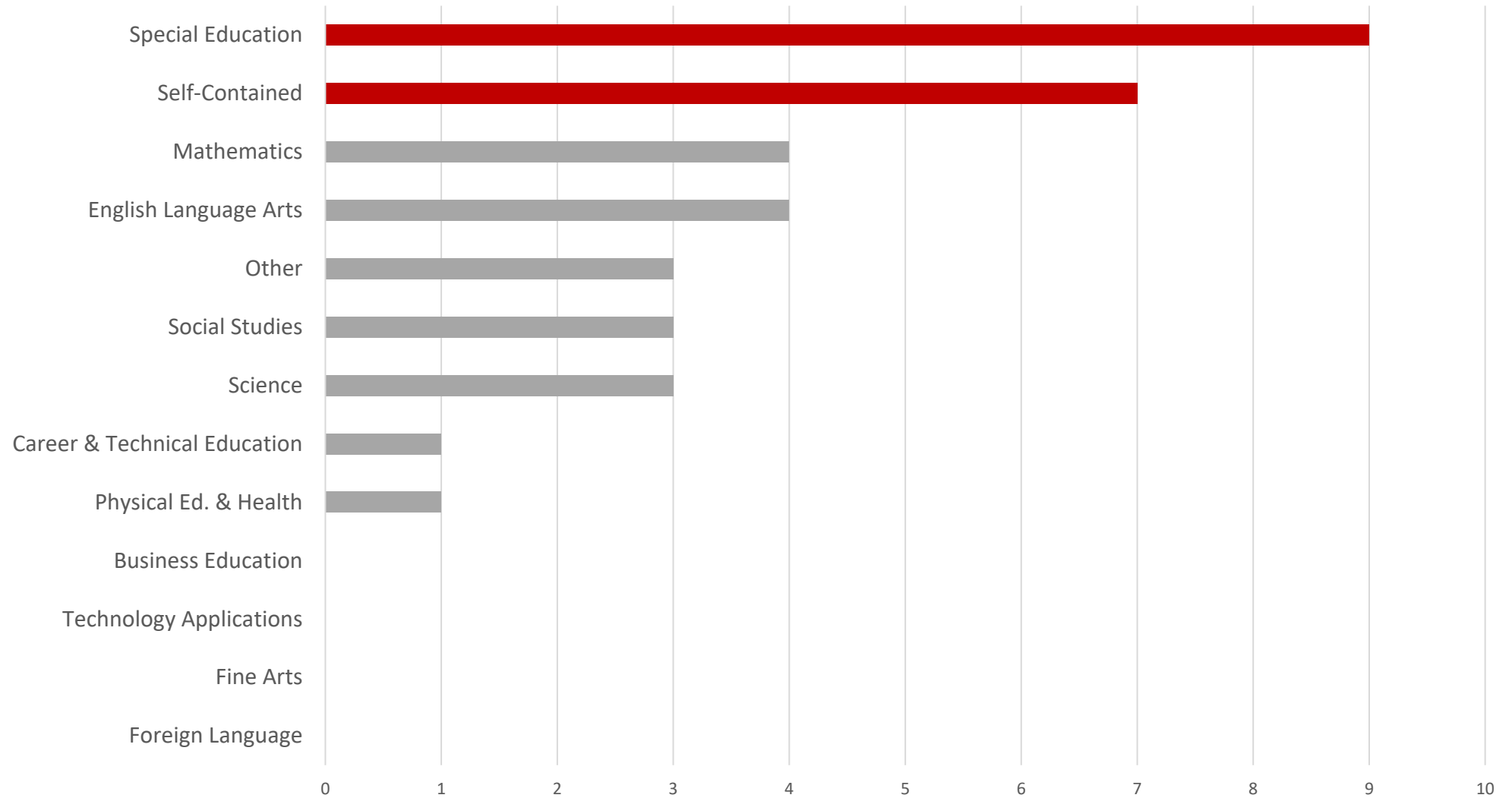


- Fewer unfilled teacher positions
- About the same unfilled teacher positions
- More unfilled teacher positions

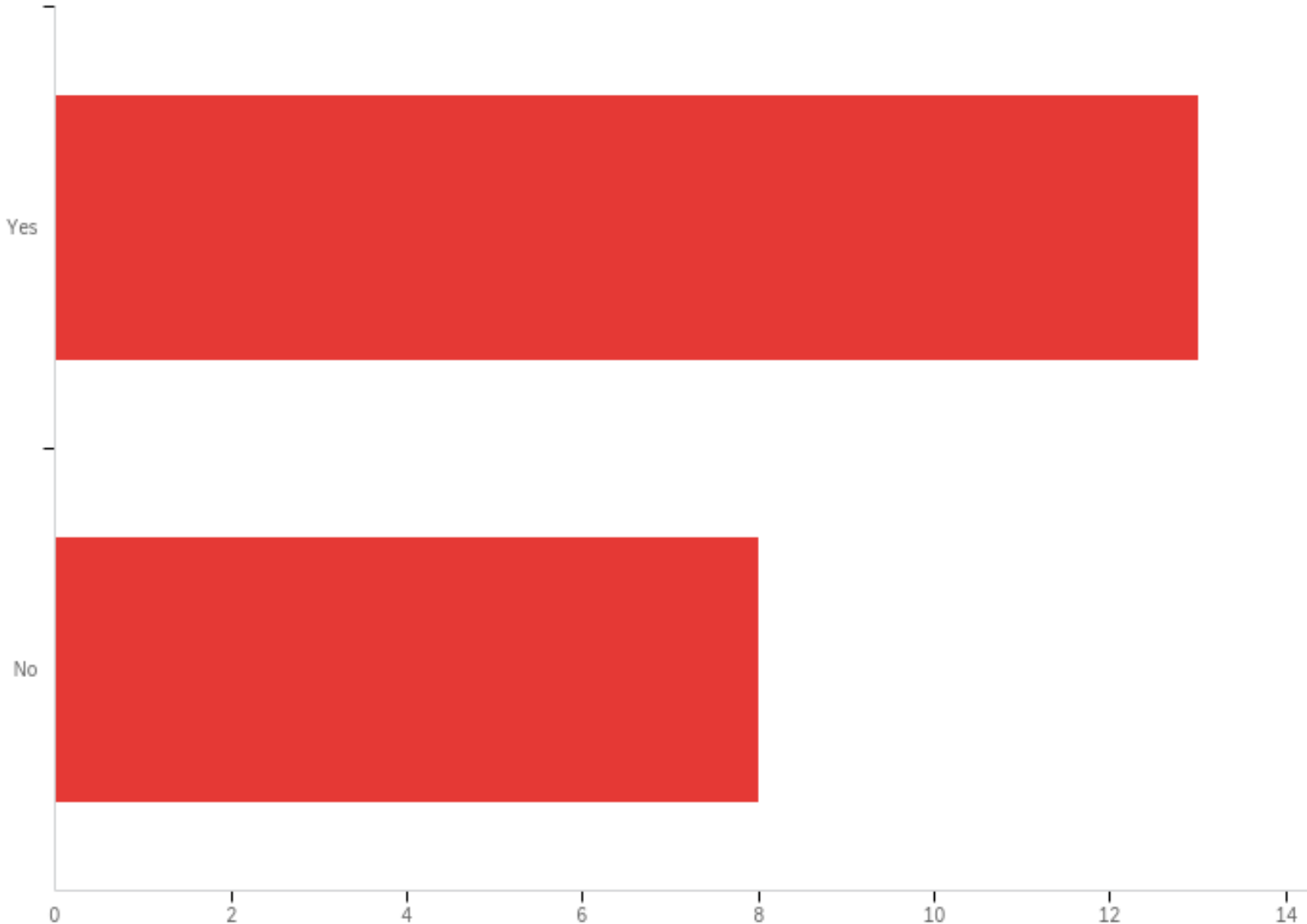
# Subject Areas Hardest to Staff This Year?



# Areas Harder to Staff This Year than prior years?



# Do you project opening 2022-2023 with open positions?



# Discussion

- Whole Group – 10 min.
  - What clarifying questions do you have about these statewide and Task Force data trends?
- Small Group – 10 min.
  - From your perspective, what are the major causes of these trends?
  - What is unique about your context that may not be fully captured by these statewide trends?
  - What reflections do you have on potential opportunities for programs or policies to address these trends?
- Whole Group Share Out – 20 min.

# In Your Small Group

- Name a Notetaker and a Presenter
- Find your group number in the shared notetaking document
- List your group member names
- Take notes on your group discussion
- Be ready to share 2-3 highlights from your small group conversation with the whole group

# Recruiting and Rehiring Retired Teachers



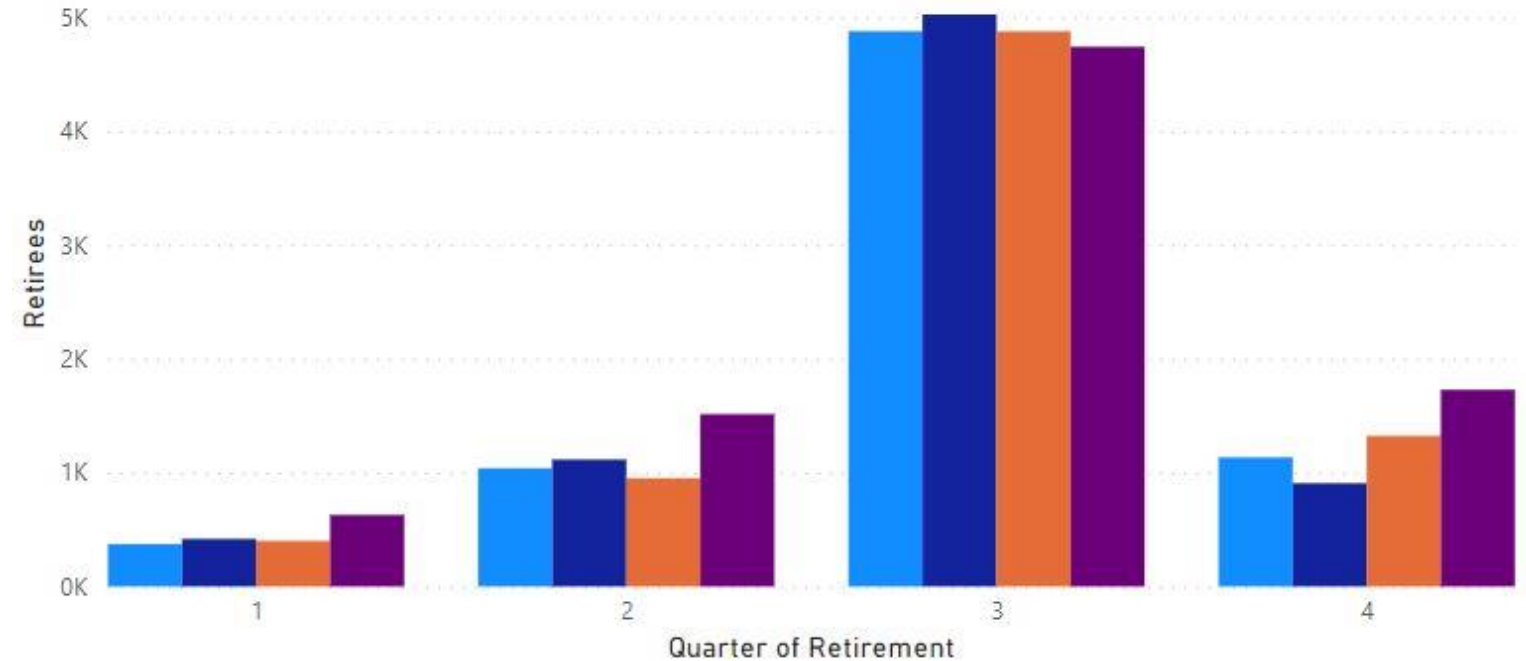


# We also know that Teacher Retirements increased in 2020-2021, and we do not yet have the data for 2021-2022.

Academic Year	Teacher / Librarian Retirements	Percent Increase from Prior Year
2017-2018	7,425	-
2018-2019	7,465	0.5%
2019-2020	7,551	1.2%
2020-2021	8,611	14.0%

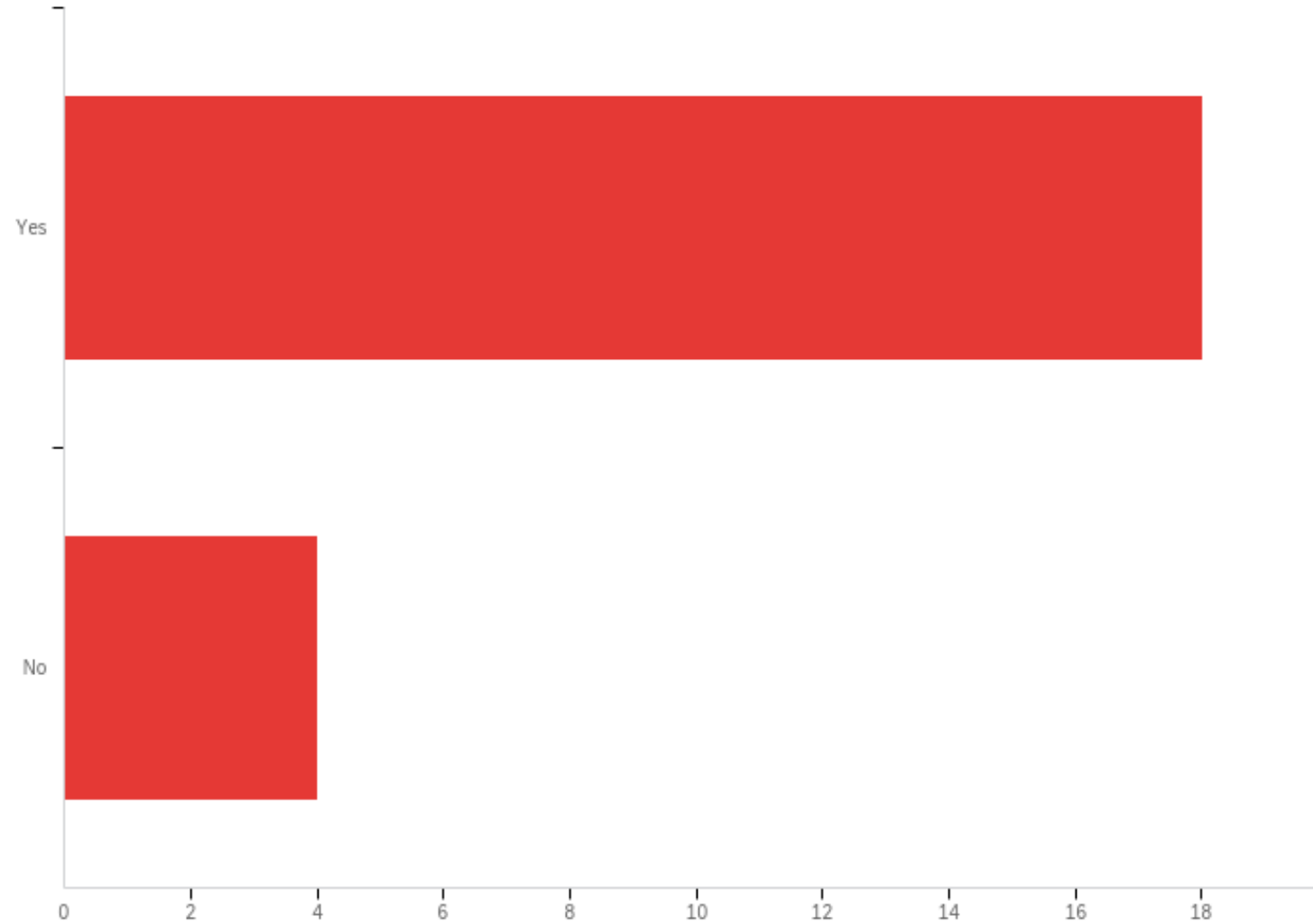
Retirees by Quarter of Retirement and Academic Year

Academic Year ● 2017-2018 ● 2018-2019 ● 2019-2020 ● 2020-2021



This data was provided by the Teacher Retirement System of Texas

# Recruiting Retired Teachers?



# Common Successes and Challenges for Rehiring Retired Teachers from Task Force Members

## Contributing to Successes

- Increasing pay
- Personal connections
- Flexible schedules

## Contributing to Challenges

- COVID risks
- 20-day maximum
- TRS member penalties
- Reporting employer surcharges

# New policies from the 87<sup>th</sup> Legislative Session

## ■ SB 202

- Provides that an employer is ultimately responsible for the pension and applicable health care surcharges for retirees returning to work full time. Provides that the employer is prohibited from directly or indirectly passing the costs to the retiree and provides that the pass-through prohibition begins in the 2021-2022 school year.

## ■ SB 288

- Provides that TRS may not withhold benefits for certain retirees returning to work in public education or collect pension or health care surcharges from the employer on behalf of the rehired retiree for positions related to mitigating student learning loss because of COVID-19. The position must be in addition to the normal staffing level at the public educational institution, be funded wholly by federal funds for the purpose of COVID-19 relief and must end on or before Dec. 31, 2024.

# New policies from the 87<sup>th</sup> Legislative Session

## ■ HB 1585

- Changes the Jan. 1, 2011 date to Jan. 1, 2021 to allow service retirees who retired on or before Jan. 1, 2021 to return to work full time without forfeiting their annuities.

## ■ SB 1356

- Allows a nonprofit teacher organization to facilitate the tutoring of public school students in kindergarten through grade 12 by active or retired certified teachers. Requires TRS to provide each member information electronically about the teacher tutoring program. Provides that these individuals would not be subject to EAR restrictions, but they would be subject to surcharges unless otherwise exempt.

# Key Considerations for Retirees as Tutors

- A TRS retiree hired as a tutor will be exempt from losing their annuity payments, in the same way as other exceptions, such as half-time employees.
- *There is no exemption for the employing entity from the TRS surcharge*
- Employing TRS entities reporting retirees as “tutors” would still be required to pay surcharges even if the “tutors” are in addition to their normal staffing patterns, for the purposes of learning loss remediation, and are paid with funds received under federal COVID-19
- “Tutors” are those referenced in SB 1356 and not those hired under SB 288 (COVID Relief Bill)

# Additional Challenges We've Heard

- Due to SB 202, school systems cannot afford the additional cost of hiring retirees
- The exemption from surcharges under SB 288 for “additional positions” doesn't provide any relief because school systems can't fill their basic staffing needs.
- If school systems could find enough qualified teachers, they would not hire retirees
- Tutors under SB 1356 are still subject to surcharges which drives up the cost of hiring a retiree to serve as a tutor

# Discussion

- How is your district currently utilizing retirees?
- What challenges is your district experiencing using retirees?
- What policies or supports would your district benefit from?



# Sharing promising practices





# What successful practices did Task Force members name?

## Hiring Process

- Over-hiring
- Incentivize early notice of resignation
- Job fairs with “on the spot” offers
- Hiring from substitute pool

## Prep/Certification

- Stronger EPP partnerships
- TOEFL/cert exam test prep
- GYO candidate incentives
- DOI/local cert flexibilities

## Marketing/Recruitment

- Employee referrals
- Increased advertising / Social Media
- More targeted recruitment, use of job-search platforms
- Out-of-state and international recruitment
- Highlighting TIA in marketing materials
- Highlighting innovative staffing models

## Support

- Mentor, induction programs
- Regularly discuss growth and progress/additional coaching
- Teacher leadership positions
- Additional development/ planning time

## Compensation

- Increasing pay, stipends
- Hiring/retention bonuses
- Increased benefits
- Additional time off

- Multiple Teacher Pay Incentives
- Additional teacher support with planning and instruction
- Restructuring district leadership to retain teacher leaders

- Strategic Recruitment (in state and out of state)
- International Recruitment (J1 and H1B visas)
- Incentives for Early Notice of Resignation

# Discussion

- What questions do you have about the promising practices?
- What policies or supports would be needed to spread these practices more widely?
- Which promising practices are you most interested in hearing more about, seeing examples of?