



TEA Talent Strategy and Supports





What successful practices did Task Force members name?

Hiring Process

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

Prep/Certification

- Stronger EPP partnerships
- Teacher residencies
- 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
- Marketing innovative staffing/schedules
- Marketing differentiated pay (TIA)

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

Talent Strategy and Supports

Essential Questions

- What are some obstacles or challenges to implementing or accessing aligned TEA initiatives?
- Where are there gaps in current TEA supports that could amplify the best practices presented by the taskforce members?

Effective Preparation Framework

What is it

A framework that codifies the best practices that Texas educator preparation programs engage in daily. The EPF will build common language, support EPP continuous improvement, and inform statewide alignment.

Who is this for:

- All Texas educator preparation programs

What is required:

- The Effective Preparation Framework will inform future State Board for Educator Certification rulemaking and TEA strategic initiatives focused on raising the quality of educator preparation in Texas.

Current status and outcomes:

- Framework development underway with active stakeholder engagement plan

How and when to get involved:

- Opportunities to engage in stakeholder feedback sessions

High-Quality Teacher Residency Models

What
is it

Yearlong teacher residency models that leverage LEA/EPP partnerships to support build a sustainable talent pipeline.

Who is this for:

- All Local Education Agencies, including Open-Enrollment Charter Schools and their EPP partners

What is required:

- Teacher residents meet both immediate instructional needs (lower teacher/student ratio and can serve as tutors, substitutes, paras, cover planning time, etc.) and long-term talent pipeline needs (bench of qualified teachers trained in the LEA)
- Established partnership with an educator preparation program that implements a yearlong teacher residency model.

Current status and outcomes:

- 94 LEAs awarded via TCLAS Decision 5 with 15 EPP partners, with over 1,000+ teacher residents placed and funded annually

How and when to get involved:

- 15 Vetted Teacher Residency Programs (application opens in Spring 2022)

What
is it

Technical assistance supports to design and implement strategic staffing models to address immediate and long-term LEA instructional needs.

Who is this for:

- All Local Education Agencies, including Open-Enrollment Charter Schools

What is required:

- Collaboration between a LEA, strategic staffing technical assistance provider, and in some cases an EPP partner, to develop a strategic staffing model to meet both immediate instructional needs (lower teacher/student ratio, tutoring, substitutes, vacancies, increased planning time) and long-term talent pipeline needs (bench of qualified beginning teachers trained in the LEA, teacher leadership pathways)
- Strategic staffing models will sustainably fund teacher residency wages, teacher leader incentives, other district priorities etc. with district dollars long term.

Current status and outcomes:

- 94 LEAs awarded via TCLAS Decision 5 with 15 EPP partners, impacting 2,000+ educators annually via teacher resident wages and mentor teacher stipends

How and when to get involved:

- 11 ESCs currently being trained as strategic staffing TA providers

Principal Residency Models

What
is it

Yearlong principal residency models that leverage LEA/EPP partnerships to develop a strong bench of future instructional leaders for the LEA.

Who is this for:

- All Local Education Agencies, including Open-Enrollment Charter Schools

What is required:

- Established partnership with an educator preparation program that implements a yearlong principal residency model. The LEA and EPP partner to recruit and select a strong potential principal pipeline and implement meaningful training of principal candidates on high-leverage instructional leadership practices.

Current status and outcomes:

- Annual grant to fund full principal resident position: 14 LEAs participating in Cycle 4 (2021-2022), 15 LEAs will participate in Cycle 5 (2022-2023)
- PRG produces 100+ residents per cycle

How and when to get involved:

- Cycle 6 application will open in August 2022 (2023-2024)
- The next round of the Vetted Principal Residency application will open in April 2022.

What
is it

Districts provide supports for paraprofessionals to become certified teachers and the expansion of high school Education and Training courses.

Who is this for:

- All Local Education Agencies, including Open-Enrollment Charter Schools

What is required:

- Paraprofessional pathway: identify candidates that meet GYO prerequisites (up to 6), develop local participant requirements, provide schedule flexibility
- High School Education & Training pathway: implementation of high-quality E&T curriculum, recruit students, develop long-term E&T strategy

Current status and outcomes:

- GYO has offered over 2,500 paraprofessionals pathways towards certification
- Over 700 teachers will have received stipends to teach Education & Training courses through GYO by the end of school year 2022-23

How and when to get involved:

- Cycle 6 GYO grant applications will likely open in fall 2022

Mentor Program Allotment

What
is it

**Districts
implement high-
quality mentoring
programs to
support
beginning
teachers**

Who is this for:

- All Local Education Agencies, including Open-Enrollment Charter Schools

What is required:

- Mentor teacher training approved by the commissioner, scheduled time for mentoring activities to occur during the school day through a reduced teaching load or release time (up to 12 hours per semester), mentoring focused on high-leverage instructional practices, selection of effective teachers to serve as mentors

Current status and outcomes:

- 92 LEA participants, 2,500 beginning teachers mentored

How and when to get involved:

- Visit tea.texas.gov/mpa for more information
- Cycle 4 of MPA will start in SY 2025-26 with applications due the year prior

What
is it

**Districts build
teacher
leadership
models in one of
three areas**

Who is this for:

- All Local Education Agencies, including Open-Enrollment Charter Schools

What is required:

- *Distributed Leadership, Pathway 1:* develop a distributed leadership model; partner with an ESC to deliver Texas Instructional Leadership training to teacher leaders, campus administrators, and principal supervisors; develop a clear plan to deploy teacher leaders as part of the instructional leadership team
- *National Board, Pathway 2:* support teachers through the National Board Certification process locally or through partnership with a TIA-approved partner
- *District Practices Fellowship, Pathway 3:* provide training and support to teacher leaders who engage with stakeholders and provide input on effective district practices

Current status and outcomes:

- 38 districts and 386 teacher leaders participating in this grant

How and when to get involved:

- The next round of Pathway 2 applications will likely open in summer/fall 2022
- The next round of Pathway 1 and 3 applications will likely open in summer 2023

Teacher Incentive Allotment

What
is it

Districts identify effective teachers by creating a multi-measure system utilizing teacher observation and student growth.

Who is this for: All Local Education Agencies, Open-Enrollment Charter Schools, In-District Charter Partners

What is required: Calibrated appraisers, valid and reliable measures of student growth, stakeholder investment, district capacity to build and implement the system

Current status and outcomes: 4,617 designated teachers as of 2020-2021, 240 districts in the process of implementation as of 2021-2022, 55 approved systems as of 2021-2022

How and when to get involved: Visit www.TIATexas.org for more information, applications are due annually on April 15th

10 minutes

1. Whip around of name and role
2. Discussion of the two essential questions
 1. What are some obstacles and challenges in implementing or accessing the TEA aligned initiatives?
 2. Where are there gaps in current TEA supports that could amplify the best practices presented by the taskforce members?
3. Appoint someone to share out high-level takeaways

What were your key takeaways regarding these essential questions:

1. What are some obstacles and challenges in implementing or accessing the TEA aligned initiatives?
2. Where are there gaps in current TEA supports that could amplify the best practices presented by the taskforce members?



THANK YOU