



Understand the challenges districts are currently facing related to teacher vacancies



Share best practices for addressing critical teacher vacancy and shortage areas



Develop recommendations for regulatory or other policy changes for TEA



Provide feedback on TEA initiatives designed to help impact vacancies



Questions?

If you have any questions or comments related to the work of the Teacher Vacancy Task Force, please contact us at:
TEATeacherVacancyTaskForce@tea.texas.gov.



Ideas and Volunteers

If you have an idea, want to volunteer to present, or be a panelist [please complete this form](#).*



Teacher Nominations

If you would like to nominate yourself or another individual to join the Task Force, [please complete this form](#). The deadline for nominations is April 1, 2022.**

Check out the Teacher Vacancy Task Force Website for more information:

<https://tea.texas.gov/texas-schools/health-safety-discipline/covid/teacher-vacancy-task-force-overview>

Task Force Membership

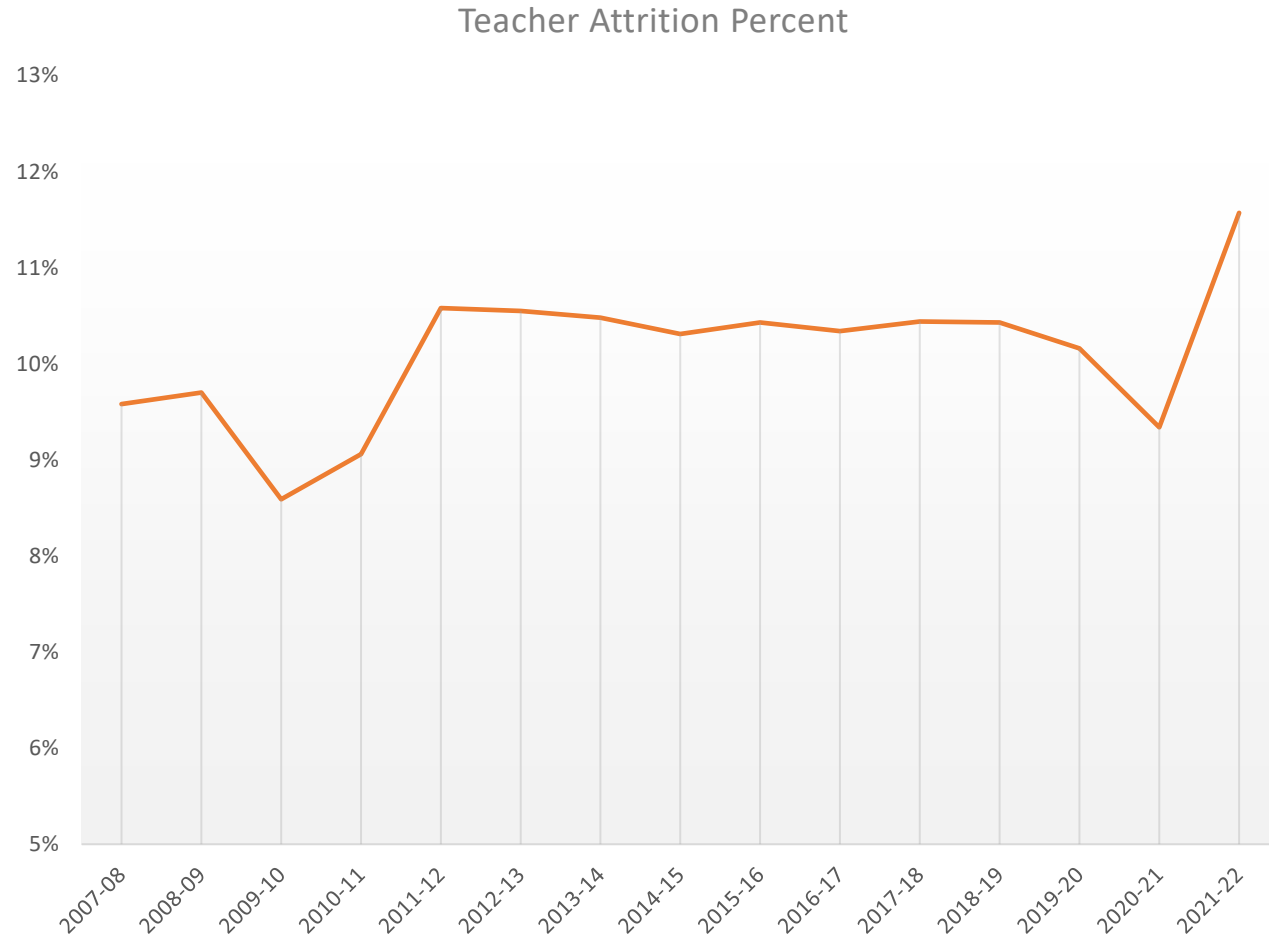
- Diverse set of teachers and school system administrators who understand staffing challenges and have expertise with innovative solutions
- Variety of district geographic areas, sizes, and types;
 - All 20 ESC regions
 - Rural, urban, and suburban
 - Traditional and charter
 - Variety of student populations served
 - Variety of content, grade level, and placement area experience

Task Force is expanding to include 24 additional teacher members

Task Force Launch Meeting Agenda – March 10th

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

COVID has caused a significant disruption in teacher attrition, not seen since the great recession



Teacher Attrition is related to many factors

Working
Conditions

Support

Qualifications

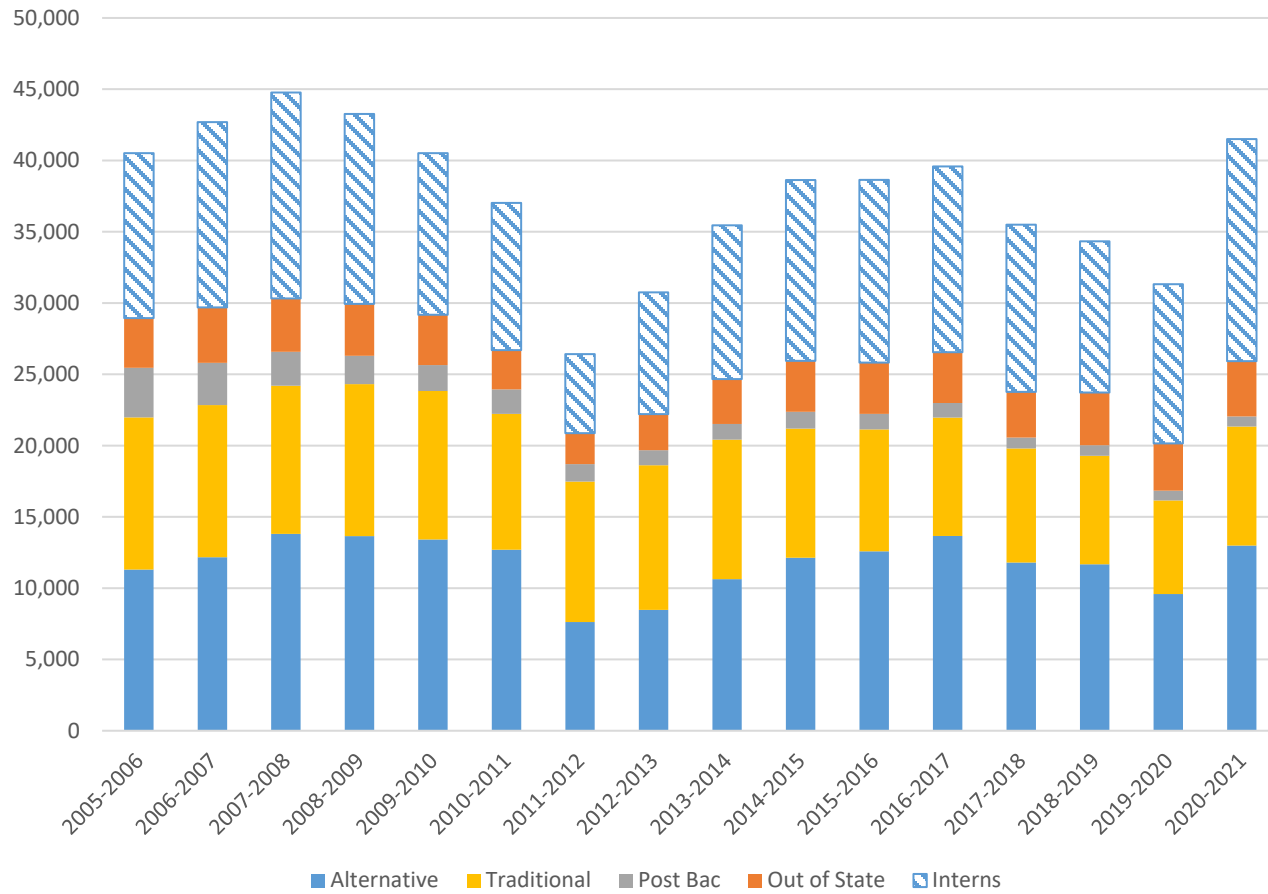
Credentials

Preparation

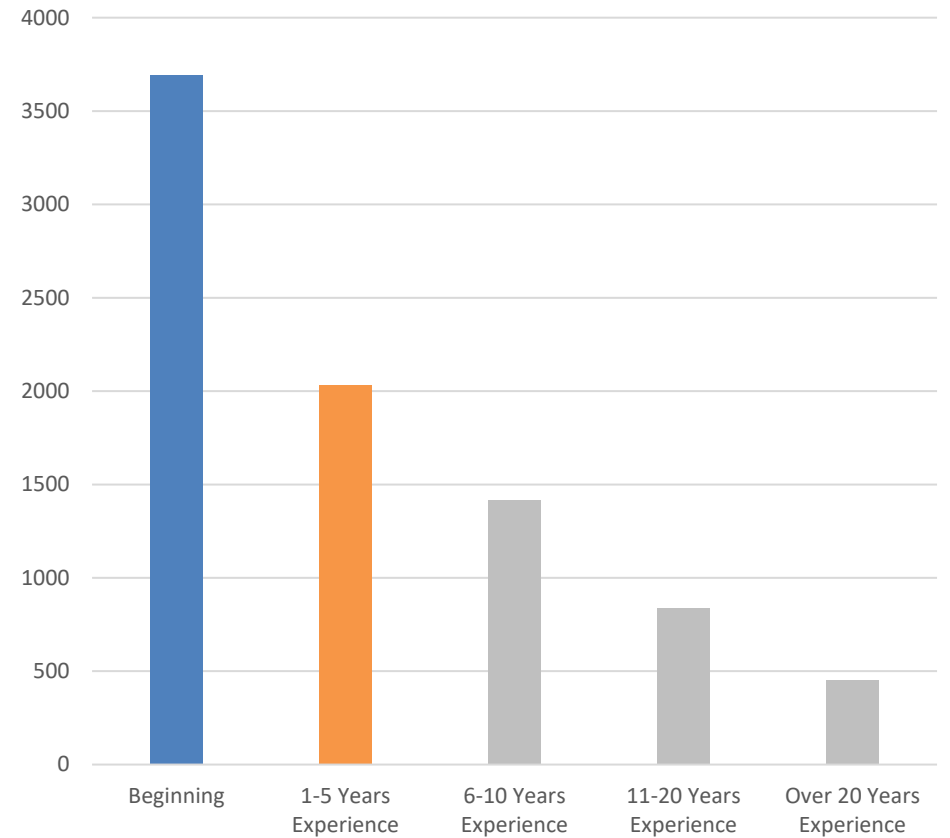
Compensation



We have increased production of novice teachers to meet demand, largely through alternative certification, but novice teachers are more likely to leave.

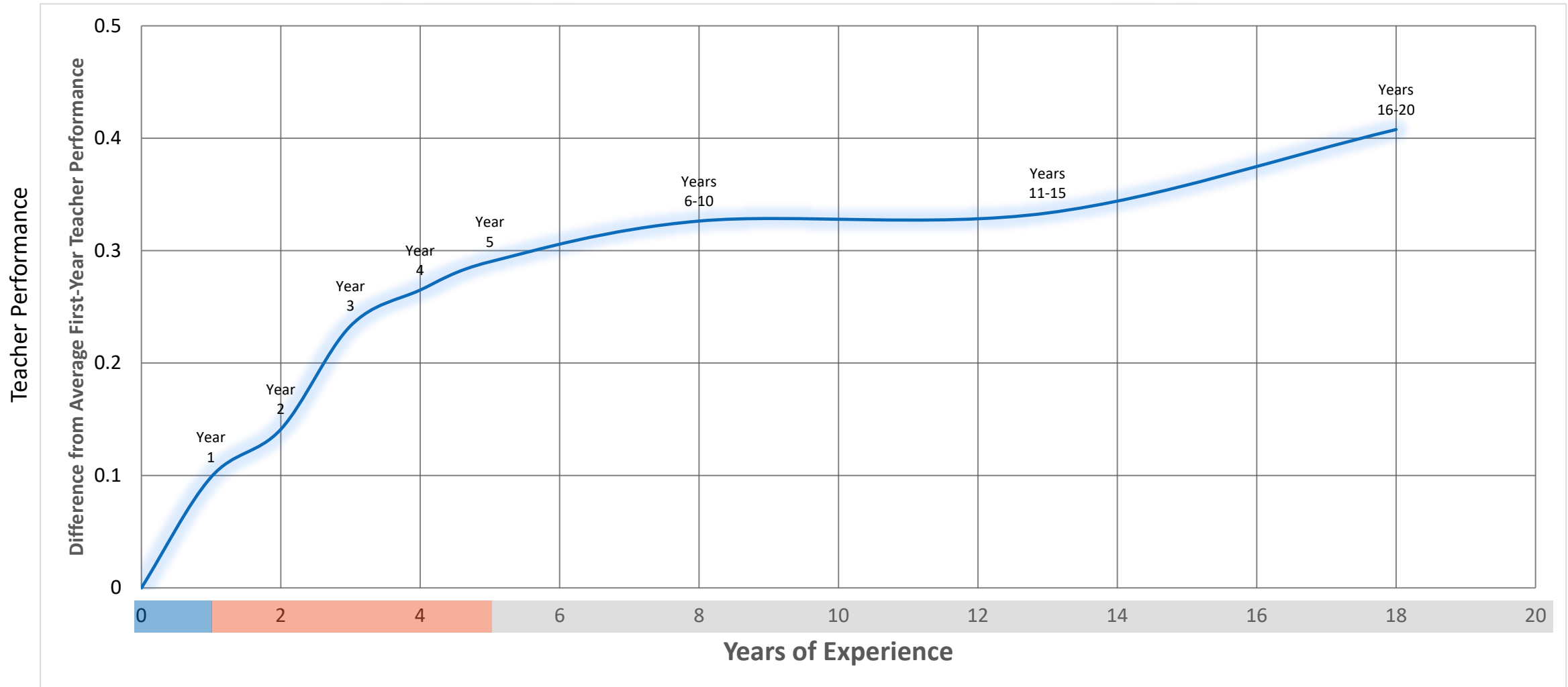


Average Count of Exiting Teachers by Experience Cohort



Policies & practices that increase early career retention could reduce the need for newly certified teachers by up to **3,500** teachers a year.

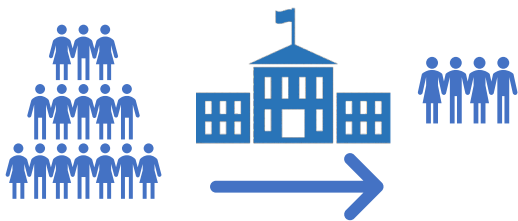
Novice teachers achieve less academic growth with students than more experienced teachers



We must increase teacher preparation rigor AND increase teacher recruitment and retention efforts



If there are no other policy changes, some argue that increased rigor in teacher preparation can reduce the number of people entering the profession...

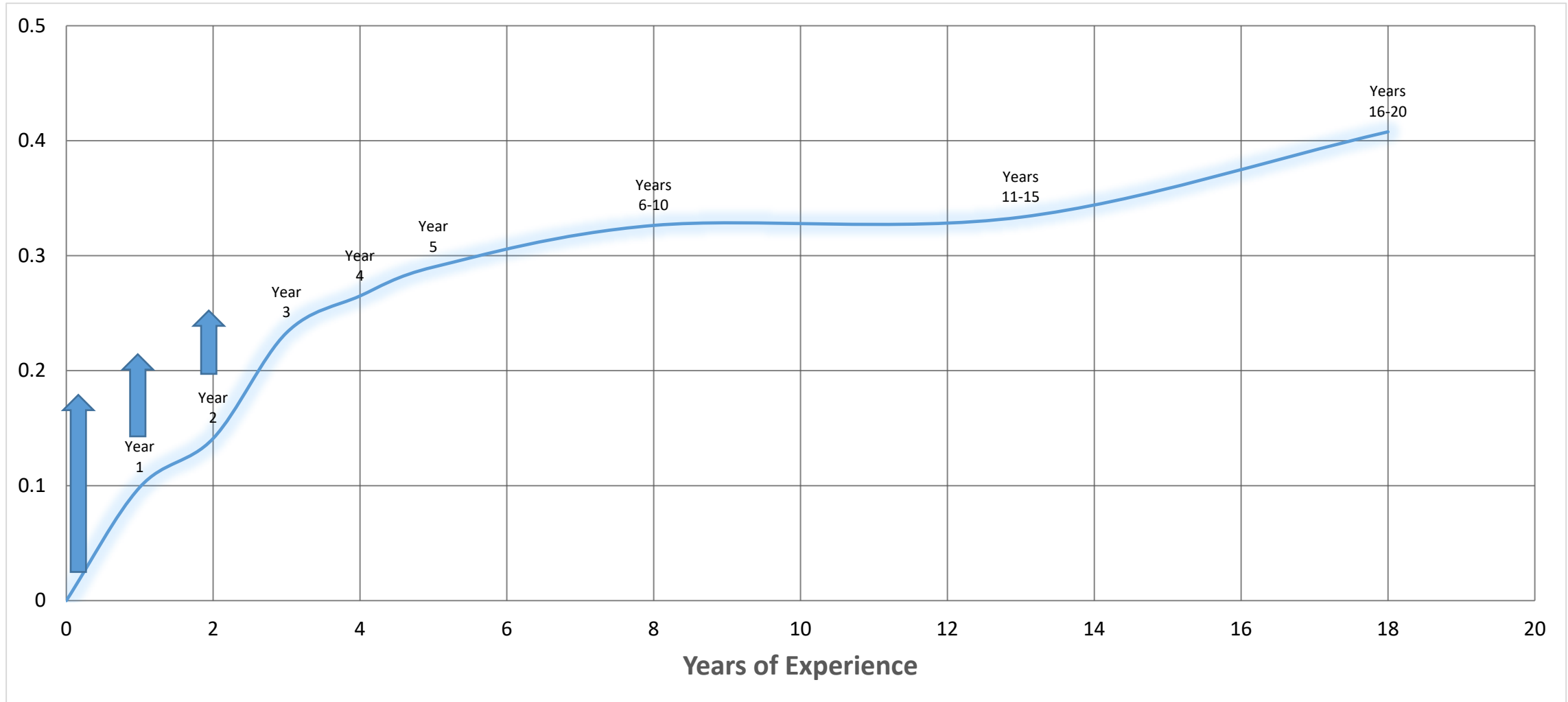


However, low rigor of preparation will continue to lead to increased early career teacher attrition and low outcomes for students taught by novices...



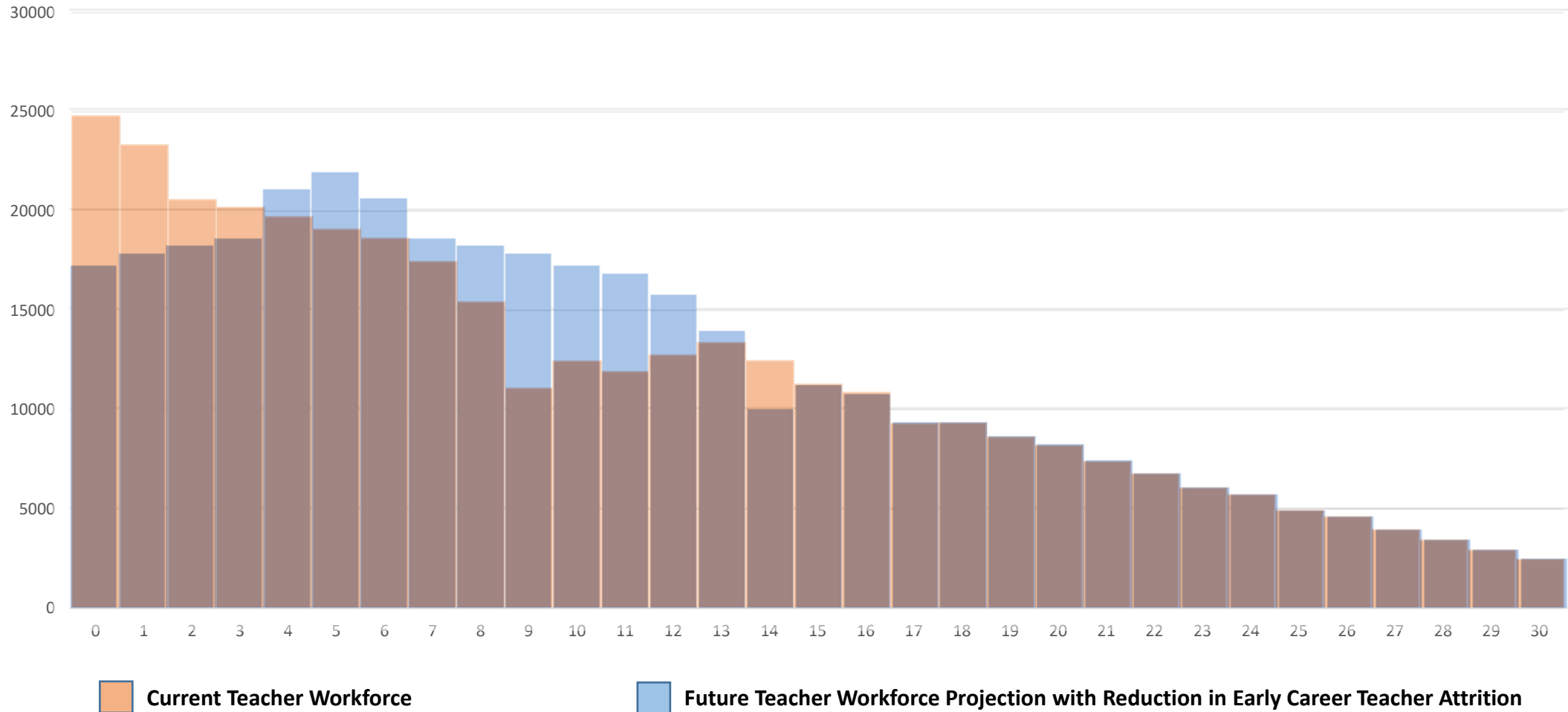
Therefore, we must combine a focus on increasing rigorous preparation with a focus on increasing recruitment, support, and other retention efforts

What the future could be for Texas students



What the future could be for the teaching workforce

Teacher Years of Experience



What will the Task Force produce?

- Resources from 6 Task Force meetings, including presentation decks and resources shared by experts and members during meetings
- Regular updates synthesizing recommendations and resources from Task Force discussions and member surveys
- Updates shared on Task Force webpage after each Task Force meeting
- Final report by March 2023