

Closing Session Notes

The Teacher Vacancy Task Force Chair, Josue Tamarez Torres, welcomed the Task Force back to the main room. He thanked everyone for a productive day, reminded the group of the recommendation framework, and shared the session protocol. Mr. Tamarez Torres then asked each group to provide a summary of their working group session.

Compensation Working Group Update

The group shared that they had focused on refining recommendations, and had prioritized three areas:

- Improving Health Care by providing an increase of coverage and ensuring that teachers have access to better insurance
- Increasing Overall Compensation
- Remove the Retire/rehire surcharge

Mr. Tamarez Torres asked Task Force members if they had any questions for the group. A Task Force member asked about the retire/rehire surcharge, and the group clarified that they discussed pausing the surcharge to allow greater flexibility for districts.

Improving Educator Preparation Working Group Update

The group shared that they had had a productive day working toward refining recommendations. Through their work, they had prioritized and focused on the following:

- Incentivize and support scaling of paid, yearlong residencies with an emphasis on residency Educator Preparation Programs (EPPs) that prepare teachers in hard to staff fields and/or rural locations
- Increase utilization of High-Quality Instructional Materials by promoting alignment between resources used by EPPs and Local Education Agencies (LEAs)
- Develop cooperating teacher and mentor teacher trainings that leverage research based best practices while enabling differentiation to meet local needs.

Mr. Tamarez Torres asked Task Force members if there were any questions. The Task Force has a brief discussion around residencies. The topic of residencies is also being discussed by Talent Pipelines.

Talent Pipelines Working Group Update

The group shared that they had worked on prioritizing a list of three recommendations from a larger list of 16.

They had as a group prioritized the following areas, where they examined the role of actors within the prioritized area:

- Design and implementation of staffing models and financial support to compensate and provide time for teacher mentorship and leadership roles
- Create strong supports for early Grow Your Own pathways via high school education and training courses (pathway planning, incentives, technical assistance)
- Establish strong HR (Human Resources) recruitment systems (establish a statewide job board, fund recruitment incentives for hard-to-staff areas).

Mr. Tamarez Torres asked Task Force members if they had any questions for the group. A Task Force member asked about Grow Your Own, and if the group was talking about paraprofessionals as well as high school. The group clarified that they had discussed paraprofessionals and supports for paraprofessionals in getting their certifications, including paying for college tuition.

Teacher Experience Working Group Update

The Teacher Experience Working Group shared that their group had started their session with presentations on High Quality Instructional Materials and Expanded Learning models as a follow-up from the August 25th session and the group's initial set of recommendations. The group shared that they had discussed unintended consequences of recommendations, and that the group worked to refine recommendations in the four prioritized areas:

- Increase access to High Quality Instructional Materials to reduce the amount of time teachers are spending finding instructional materials
- Provide support and resources to assist with creating master schedules that maximize collaborative teacher planning time
- Fund a teacher time audit to be conducted by a third party to better understand teacher time requirements
- Increase opportunities for teacher voice at the campus, district, and state level and improve communication to teachers of these opportunities

The group also shared that they had discussed support for school leaders in building a positive climate and culture that leads to teacher retention.

Mr. Tamarez Torres asked Task Force members if they had questions for the group. The Task Force had no question for the group.

Mr. Tamarez Torres thanked everyone for their participation. Deputy Commissioner Oeser closed the day by thanking the Task Force for their contributions.