



Teacher Vacancy Task Force Working Group Sessions December 1st, 2022

1.) How do the overall themes and recommendations reflect the work of our working group?

2.) What resonated with you?

3.) What questions do you have?

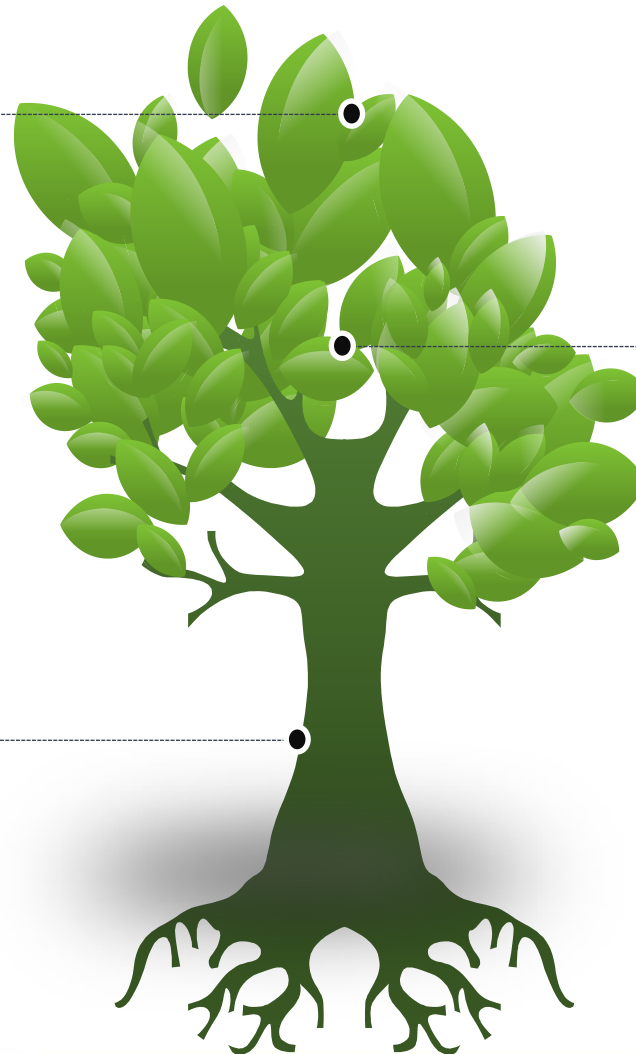
Working group ideas fall into these three research-based buckets

Compensation

1. Overall Salary
2. Benefits
3. Hard to Staff Areas

Training and Support

4. Talent Pipeline (Residencies and GYO)
5. Teacher Leadership and Mentorship
6. High-Quality Instructional Materials



Working Conditions

7. Teacher Time (Strategic Staffing and Scheduling)
8. Positive Culture and Discipline Supports

Theme 1: Overall Salary	Theme 2: Benefits	Theme 3: Hard to Staff Areas
<p>A. Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule</p> <p>B. Incentivize districts to engage in strategic compensation and staffing strategies to further improve salaries through increased technical assistance</p>	<p>A. Lower the cost of healthcare insurance for teachers</p> <p>B. Temporarily fund the retire/rehire surcharge</p> <p>C. Fund program subsidies and technical assistance that would address the needs of teachers such as housing, childcare, and additional leave</p>	<p>A. Develop a state-wide teacher employment web application to support targeted recruitment</p> <p>B. Recruit more Special Education and Bilingual educators into the profession through funding preparation and hiring incentives</p> <p>C. Recruit teachers back into the profession, particularly in hard to staff areas, through incentives and supports</p> <p>D. Collect and report real-time data about teacher vacancies</p>

1.) Based on input and discussion you heard today, how does our group need to further refine these recommendations?

2.) What is missing?

3.) What lingering questions do you have?

Theme 4: Talent Pipeline (Residencies and GYO)	Theme 5: Teacher Leadership and Mentorship	Theme 6: High-Quality Instructional Materials
<ul style="list-style-type: none"> A. Increase funding for Grow Your Own programs from high school Education and Training courses to and through teacher certification B. Establish and fund a Teacher Residency Program preparation route and allotment C. Expand EPP capacity to produce teacher residents through funding EPP technical assistance support 	<ul style="list-style-type: none"> A. Develop cooperating teacher and mentor teacher trainings B. Increase funding for the Mentor Program Allotment C. Provide funding for expansion of Teacher Leadership grants D. Increase opportunities for teacher voice through establishing a state Teacher Leadership Fellowship 	<ul style="list-style-type: none"> A. Expand access to High-Quality Instructional materials and ensure support for implementation B. Embed instruction on utilization of HQIM in Educator Preparation Program design and delivery.

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Theme 7: Teacher Time (Strategic Staffing and Scheduling)	Theme 8: Positive Culture and Discipline Supports
<ul style="list-style-type: none"> A. Fund the implementation and expansion of Texas Strategic Staffing B. Fund a teacher time study to examine the responsibilities and professional learning requirements of teachers C. Develop scheduling academies to support districts in the development of innovative schedules 	<ul style="list-style-type: none"> A. Provide resources and guidance for district and campus administrators on positive culture practices and discipline supports through continued support of initiatives such as Texas Instructional Leadership and Safe and Supportive Schools

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