



# Overview of Task Force Deliverables and Working Groups

June 2, 2022

- 8:30am | **Welcome, Introductions, and Logistics** | *Josue Tamarez Torres, TVTF Chair*
- 9:00am | **Commissioner Morath’s Comments and Q&A**

*BREAK – 15 min.*

- 10:15 am | **Overview of Task Force Deliverables and Working Groups**

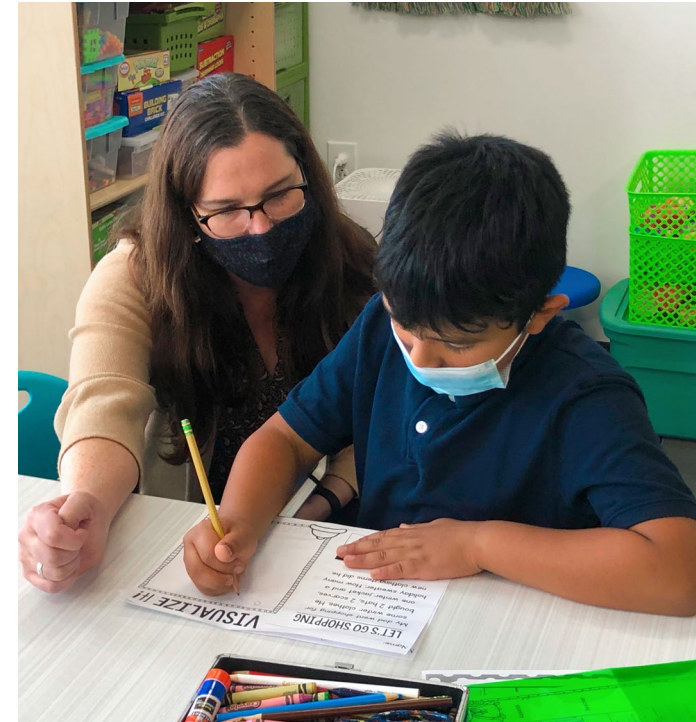
- 11:00am | **Working Group Time** | *includes 30 min. lunch break at ~12:00 PM*

<b>Working Group 1:</b> Improving Educator Preparation	<b>Working Group 2:</b> Strategic Staffing Models	<b>Working Group 3:</b> Compensation Models	<b>Working Group 4:</b> Understanding the Teacher Experience
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*BREAK – 10 min.*

- 2:30pm | **Working Group Share Out**
- 4:00pm | **Adjourn**





Kelvey Oeser, Deputy Commissioner of Educator Support



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



## Resources

- Presentation decks and notes from each meeting
- Resources shared by experts and members
- Links to research and best practices

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Published after each meeting



## Recommendations

- Synthesized recommendations for regulatory and policy changes
- Case studies of recommended district best practices

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Published at multiple points throughout the year



## Final Report

- Final synthesis and collection of all resources
- Recommendations from the Task Force

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Published March 2023

# What will the recommendations/reports include?

- Synthesized trends of the highest leverage challenges/opportunities to address teacher vacancies
- Recommendations for ways to address these challenges/scale these opportunities, divided into:
  - Statutory changes that require a change in statute or action taken during the legislative session
  - Regulatory changes that require a change in rule by the SBOE, SBEC, or Commissioner through the rule-making process
  - State-level practice changes that would require a change in practice or implementation by the Commissioner/TEA staff
  - District-level practice or policy changes that would require a change in district policy or practices (some of which may require changes in local school board policies)



# How will the TVTF produce and communicate recommendations?

## **Task Force members will:**

- Review statewide and national data and research reports and share input, reflections, and feedback through regular surveys as part of the TVTF meeting prework and post-work
- Actively participate in the TVTF meetings and working group discussions
- Work with TEA staff to synthesize working discussions and surveys into trends, resources and recommendations

## **TEA staff and the Commissioner of Education will:**

- Collect, analyze, and synthesize data and research from multiple statewide and national sources to share with Task Force members for their consideration
- Invite experts and education stakeholders to provide additional perspectives to Task Force members during TVTF meetings and working groups and facilitate the TVTF meeting and working discussions
- Synthesize trends from Task Force surveys and discussions into resources, recommendations, and reports

**All final TVTF resources, recommendations, and reports will be published on the TEA website, utilized to inform TEA guidance and support when relevant, and shared with legislators, SBOE members, and/or SBEC members when requested**



# Task Force Operations Discussion

## **Small Group Breakouts, 5-6 members per group (10 min.)**

- What questions do you have about how the Task Force will work together to develop trends, resources, and recommendations?
- What additional norms, structures, or procedures would be helpful to make our work together productive?

## **Whole Group Share Out (15 min.)**

- Choose 1 person from each group to share trends with the whole group



**2000+ responses to the survey form on the TVTF Website**

**Interviews with 60+ teacher finalists for TVTF membership**

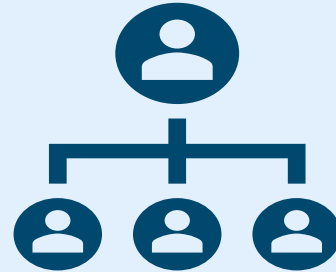
**Discussions, input, and feedback from the initial TVTF meeting on 3/10**

**State and national teacher surveys, education organization reports, and research review**

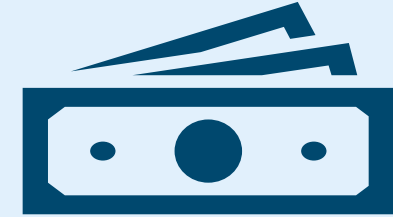
**Statewide teacher vacancy, staffing, and compensation data analysis**



**Improving Educator  
Preparation**



**Strategic Staffing  
Models**



**Compensation  
Models**



**Understanding the Teacher Experience**

# Working Group Purpose

## **Purpose:**

- Opportunity to go deeper into a particular topic, allow more room for Task Force members to share perspective, and hear from additional topic specific experts and stakeholders

## **Common Discussion Questions Across Groups:**

- What are the potential implications or specific strategies that should be considered for our hardest to staff certification and placement areas: Special Education and Bilingual?
- How do the proposed strategies influence teacher recruitment and marketing messages that could make the teaching profession more attractive to future candidates?
- How do the proposed strategies influence teacher retention and create conditions in which teachers are more willing to stay?

## **Within Working Groups:**

- Panels with topic specific experts and additional perspectives
- Opportunities for smaller group discussions between Task Force members
- Task Force members lead and TEA staff will begin to synthesize trends from the group
- Not expected to come to clear consensus or agreement by the end of the discussion  
*(Expect and Accept Non-closure)*

## **Between Working Groups:**

- Trends from the working groups will be shared whole group for discussion and in meeting summary notes
- Additional opportunities for all Task Force members to share perspectives in post-work surveys on all working group topics
- Working Group topics and membership are flexible and will evolve over time with opportunities for Task Force members to move between groups



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