

## Directions

In preparation for the June 2 meeting, please review the presentation decks and resources provided in the initial Teacher Vacancy Task Force meeting and choose 1-2 articles from each set of articles below. If helpful, you may choose to capture notes in this document to reference during your working group time on June 2. As a reminder, the working groups are: Improving Educator Preparation, Strategic Staffing Models, Compensation Models, and Understanding the Teacher Experience.

### TVTF Launch Meeting Resources: What is our state level data on teacher vacancies and what current best practices and initiatives exist in Texas to address these challenges?

Review all TVTF Launch Meeting Resources (if you haven't already done so): <ul style="list-style-type: none"> <li>• <a href="#">TVTF Charge and Q&amp;A</a>: Outlines the mission of the TVTF and initial teacher vacancy data analysis</li> <li>• <a href="#">Challenges and Opportunities</a>: Provides an overview of teacher vacancy challenges/opportunities and shares a summary of best practices from TVTF members survey data</li> <li>• <a href="#">Certification Flexibilities and Hiring Processes</a>: Outlines staffing flexibilities available to LEAs, resources for accessing these flexibilities, and names short- and longer-term strategies for improving district hiring practices</li> <li>• <a href="#">Overview of TEA Talent Strategy and Supports</a>: Provides a high level overview of talent support available from TEA</li> <li>• <a href="#">TVTF Launch Meeting Summary Notes</a>: Provides a summary from the presentations and discussions in the first TVTF meeting</li> </ul>	
What factors are contributing to teacher vacancies?	
What current initiatives and best practices in Texas are in place to address these challenges? To which working group(s) would these initiatives align?	
In what ways do these trends resonate with your own experiences?	
Do these resources raise any questions you would like to explore with your working group or the broader Task Force?	

### Article Set #1: What is the national data on teacher vacancies and what are national best practices and state-level policy recommendations for addressing these challenges?

Choose 1-2 articles to review:  <a href="#">A Blueprint to Solve Teacher Shortages</a> (Southern Regional Education Board) - This report includes recommended policies to strengthen the teacher workforce including pathways and preparation, licensing, mentoring and support, and compensation structures. The report also includes data on shortages, what causes them and how they hurt our economy.
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[An Opportunity to Invest in the Educator Workforce](#) (CEEDAR Center, Center on Great Teachers & Leaders) - This article proposes ways in which state education agencies and districts can leverage Elementary and Secondary School Emergency Relief (ESSER) and other federal recovery funds to recruit, prepare, and retain teachers.

[Tackling Teacher Shortages: What Can States and Districts Do?](#) (Learning Policy Institute) - This blog post includes evidence-based solutions to address teacher shortages resulting from COVID. It discusses issues and recommendations related to teacher compensation, recruitment, and supports.

What factors are contributing to teacher vacancies?	
What recommendations from these articles are important for the Task Force to consider? To which working group(s) would these recommendations align?	
In what ways do these findings resonate with your own experiences?	
Do these resources raise any questions you would like to explore with your working group or the broader Task Force?	

**Article Set #2: What are the trends from recent national and statewide teacher survey data?**

Choose 1-2 articles to review:

[2021: How Texas Teachers Experience Pandemic Challenges](#) (Charles Butt Foundation)  
[‘Disrespected’ and ‘Dissatisfied’: 8 Takeaways from a New Survey of Teachers](#) (Education Week)  
[Let Us Teach: ATPE Members Provide Input to Teacher Vacancy Task Force](#) (Association of Texas Professional Educators)  
[The Crisis in Our Schools: What’s Needed to Support Employees & Students](#) (AFT Texas)

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