



Teacher Vacancy Task Force Teacher Selection Updates

- 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.
Nominations process closed April 1st.**

Additional Teacher Selection Process

Date	Event
Closed April 1	Teacher nominations through website link – over 1500 received!
Closed April 5	Nominated teachers submit online form
Closed April 12	TEA reviews teacher submissions
April 15-25	Reference checks with principals
April 18-25	Teacher interviews
Early to mid-May	Teacher notifications
June 2	Next Task Force meeting

- Review team includes trained TEA staff and contractors
- Training and resources include:
 - Rubrics to score candidate submissions and interviews
 - Practice with exemplars to ensure consistent scoring across reviewers
- Highest scoring candidates are selected to move to the next step in the process while also ensuring there is representation across regions, district types and sizes, teaching placements and grade spans, length of tenure, preparation pathway, etc.
 - Example: If the highest scoring candidates did not include adequate representation of Special Education teachers, the next highest scoring Special Education candidates would be included

Initial Screening

- Verify employment information
- Suggests multiple topics for Task Force consideration including specific resources or data
- Recommendations are clear, actionable, evidence-based, and address root causes
- Teacher experience or expertise is uniquely relevant to the Task Force's charge

Interviews

- Clearly describes factors contributing to teacher vacancies; offers multiple solutions and action steps
- Thoughtfully describes personal leadership qualities and evidence of leadership impact in their community
- Describes teacher retention barriers, root causes, and impact of these barriers
- Effectively communicates recommendations through a role play