A photograph of a school staircase with several students walking. The students are wearing backpacks and casual clothing. The staircase has metal railings and is set against a large window that looks out onto a green landscape. The overall scene is bright and airy.

Understanding Teacher Experience

Working Group Objectives



Understand the challenges *teachers* are currently facing related to teacher vacancies



Share best practices for addressing teacher vacancies



Develop recommendations for regulatory or other policy changes for TEA

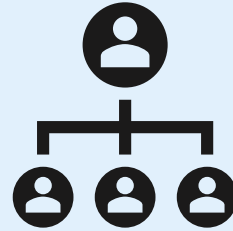


Provide feedback on TEA initiatives designed to help impact vacancies

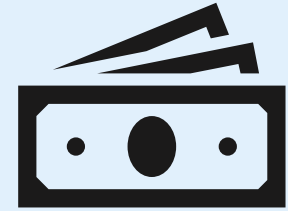
Task Force Working Groups



**Improving Educator
Preparation**



**Strategic Staffing
Models**



**Compensation
Models**



Understanding the Teacher Experience

Agenda



- 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*

Working Group 1: Improving Educator Preparation	Working Group 2: Strategic Staffing Models	Working Group 3: Compensation Models	Working Group 4: Understanding the Teacher Experience
--	---	--	--

BREAK – 15 min.

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

Agenda: Understanding Teacher Experience



- 11:00-11:15 | Opening & Introductions
- 11:15-11:35 | Research Trends & Reflections
- 11:35-12:00 | Contributing Factors to Teacher Vacancies
- 12:00-12:30 | Lunch Break
- 12:30-1:05 | Continued: Contributing Factors to Teacher Vacancies
- 1:05-2:00 | Possible Recommendations
- 2:00-2:15 | Closing
- 2:20-2:30 | Break

- Facilitators

- Ali Friedlander, Melina Recio, Natalie Brown, Ivan Nieves

- Task Force Members

- What is your role?
- What district, region, and teaching assignments do you represent?
- Why did you join the Task Force?

Diana Barrera Ugarte

Alexandra Fain

Changela Burns

Janie Coheen

Jennifer Kuehne

Joshua Sciara

Kisaundra Harris

Melina Recio

Pam Fischer

Raymond Falcón

Sergio Estrada

Tiffany Kilcoyne

Tiffany Klaerner

Virtual Meeting Norms



- Stay on camera (when possible)
- Stay on mute when not talking
- Utilize the chat and emojis to ask questions and alert the facilitator if you want to speak
- Actively engage and share from your own experience and expertise
- Make room for all voices
- Assume best intent
- Allow for productive disagreement
- Expect and accept non-closure

Agenda

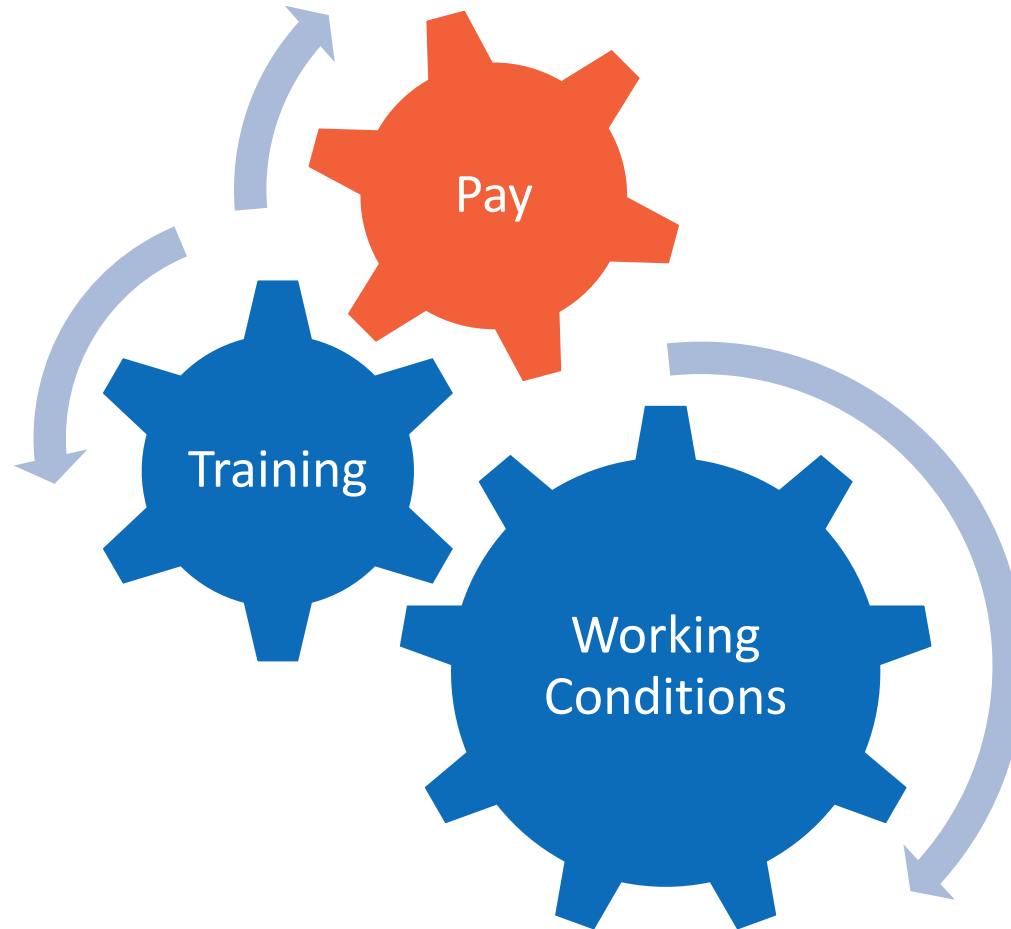


- 11:00-11:15 | Opening & Introductions
- 11:15-11:35 | Research Trends & Reflections
- 11:35-12:00 | Contributing Factors to Teacher Vacancies
- 12:00-12:30 | Lunch Break
- 12:30-1:05 | Continued: Contributing Factors to Teacher Vacancies
- 1:05-2:00 | Possible Recommendations
- 2:00-2:15 | Closing
- 2:20-2:30 | Break

Summary of Teacher Vacancy Trends (TVTF Meeting 1)

- Teacher **attrition** was down in 2020-2021, but has increased in 2021-2022.
- New teacher **production** has increased, as have admissions to programs. However, new teacher production is **not fully meeting the demand**.
- The gap between new openings and newly certified teachers have been filled by teachers completing their **internships and long-term substitutes**.
- **Attrition rates** are higher for early career teachers, especially early career teacher with less preparation or lower quality preparation.
- We need to increase **rigor and quality of preparation** AND increase **recruitment, hiring flexibility, support, and retention** to address the teacher vacancy issue and get to stronger results for students.

Challenges: Pay, Training, Working Conditions



Pre-work: Some Recommendations*

Recommendation	Educator Preparation	Strategic Staffing	Compensation Models	Other
Improve teacher preparedness through high-quality certification exams	X			
Expand pathways into teaching, especially those that maintain high standards and increase retention (e.g., Grow Your Own and Teacher Residency programs)	X	X		
Increase compensation through a variety of strategies			X	
Improve professional supports				X
Invest in more support staff: counselors, nurses, etc.				X
Implement new teacher mentoring programs		X		X
Offer career advancement opportunities		X	X	
Develop student and staff wellness strategies				X

**See appendix for list of pre-work articles*

Region 15 Survey Trends



Survey context

- Roughly 1,000 educators were surveyed in Region 15, across different district sizes and years of experience
- The survey included selected-response and open-ended questions

Top challenges teachers face

- Salary (also listed as top reason educators *would* leave the profession)
- Workload
- Other challenges: state requirements, benefits (insurance, pension, etc.), stress, lack of respect

Small Group Discussion



- What was cited in the articles as contributing factors to teacher vacancies that most resonates with your experiences?
- What had you not been considering as a contributing factor to teacher vacancies that resonates with your experiences?
- What recommendations do you believe are most promising in your context?
- What do you believe is missing from the research?

Agenda



- 11:00-11:15 | Opening & Introductions
- 11:15-11:35 | Research Trends & Reflections
- 11:35-12:00 | Contributing Factors to Teacher Vacancies
- 12:00-12:30 | Lunch Break
- 12:30-1:05 | Continued: Contributing Factors to Teacher Vacancies
- 1:05-2:00 | Possible Recommendations
- 2:00-2:15 | Closing
- 2:20-2:30 | Break

Subgroup 1 (Ali):

4 people

Subgroup 2 (Melina):

4 people

Subgroup 3 (Natalie):

4 people

Working Group Objectives



Understand the challenges *teachers* 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

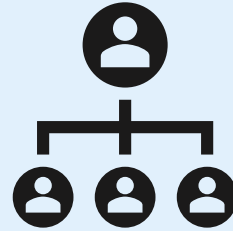


Provide feedback on TEA initiatives designed to help impact vacancies

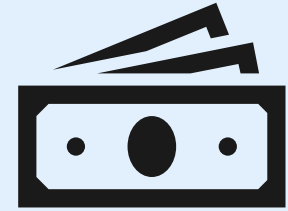
Task Force Working Groups



**Improving Educator
Preparation**



**Strategic Staffing
Models**



**Compensation
Models**



Understanding the Teacher Experience

Subgroup Discussion (Preview)



- In your experience, what factors are negatively impacting teacher vacancies?
 - Pre-service factors (pathways into teaching, marketing & recruitment, preparation, certification, hard to staff areas)
 - Hiring practices and polices (hard to staff areas)
 - Classroom, school, and district practices and policies
 - Other factors
- Of the factors identified, which do you believe the Task Force should focus on in terms of recommendations?

Subgroup Members

Subgroup 1 (Ali)	Subgroup 2 (Melina)	Subgroup 3 (Natalie)
Diana Barrera Ugarte Alexandra Fain Changela Burns Tiffany Kilcoyne	Janie Coheen Joshua Sciara Pam Fisher Sergio Estrada	Jennifer Kuehne Kisaundra Harris Raymond Falcon Tiffany Klaerner

Subgroup Discussion (Small Groups)



- In your experience, what factors are contributing to teacher vacancies?
 - Pre-service factors (pathways into teaching, marketing & recruitment, preparation, certification, hard to staff areas)
 - Hiring practices and polices (hard to staff areas)
 - Classroom, school, and district practices and policies
 - Other factors
- Of the factors identified, which do you believe the Task Force should focus on in terms of recommendations?



Capture your reflections in the Google doc

Subgroup Share-out with Working Group



- In your experience, what factors are negatively impacting teacher vacancies?
- Of the factors identified, which do you believe the Task Force should focus on in terms of recommendations?

Agenda



- 11:00-11:15 | Opening & Introductions
- 11:15-11:35 | Research Trends & Reflections
- 11:35-12:00 | Contributing Factors to Teacher Vacancies
- 12:00-12:30 | Lunch Break
- 12:30-1:05 | Continued: Contributing Factors to Teacher Vacancies
- 1:05-2:00 | Possible Recommendations
- 2:00-2:15 | Closing
- 2:20-2:30 | Break

Subgroup 1 (Ali):

4 people

Subgroup 2 (Melina):

4 people

Subgroup 3 (Natalie):

4 people

Teacher Recommendations



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

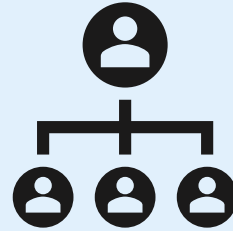


Provide feedback on TEA initiatives designed to help impact vacancies

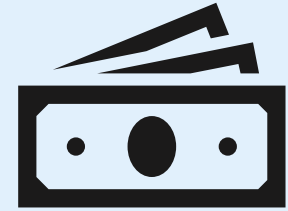
Task Force Working Groups



**Improving Educator
Preparation**



**Strategic Staffing
Models**



**Compensation
Models**



Understanding the Teacher Experience

Subgroup Discussions (Preview)



Understanding the Teacher Experience

- What recommendations do you have to address teacher vacancies?
- What recommendations get lost in the conversation that are important to highlight?

Additional Questions (discussed across working 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?

Subgroup Members

Subgroup 1 (Ali)	Subgroup 2 (Melina)	Subgroup 3 (Natalie)
Diana Barrera Ugarte Alexandra Fain Changela Burns Tiffany Kilcoyne	Janie Coheen Joshua Sciara Pam Fisher Sergio Estrada	Jennifer Kuehne Kisaundra Harris Raymond Falcon Tiffany Klaerner

Subgroup Discussions (Breakouts)



Understanding the Teacher Experience

- What recommendations do you have to address teacher vacancies?
- What recommendations get lost in the conversation that are important to highlight?

Additional Questions (discussed across working 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?



Capture your reflections in the Google doc

Agenda



- 11:00-11:15 | Opening & Introductions
- 11:15-11:35 | Research Trends & Reflections
- 11:35-12:00 | Contributing Factors to Teacher Vacancies
- 12:00-12:30 | Lunch Break
- 12:30-1:05 | Continued: Contributing Factors to Teacher Vacancies
- 1:05-2:00 | Possible Recommendations
- 2:00-2:15 | Closing
- 2:20-2:30 | Break