



# Teacher Vacancy Task Force Update

September 15, 2022



Understand the challenges districts are currently facing related to teacher vacancies



Share best practices for addressing critical teacher vacancy and shortage areas



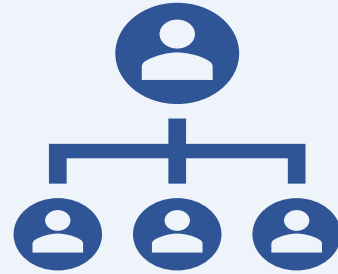
Develop recommendations for regulatory or other policy changes for TEA



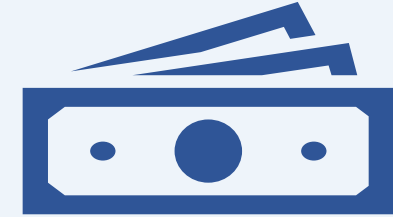
Provide feedback on TEA initiatives designed to help impact vacancies



**Improving Educator  
Preparation**



**Talent Pipelines**



**Compensation  
Models**



**Understanding the Teacher Experience**

Topic	Session Overview
<p><b>Opening Session</b> <i>Josue Tamarez Torres, TVTF Chair</i></p>	<ul style="list-style-type: none"> <li>• Overview of Task Force deliverables and a framework for developing recommendations</li> </ul>
<p><b>Third Future Schools Model</b> <i>Mike Miles, Third Future Schools Commissioner Morath, TEA</i></p>	<ul style="list-style-type: none"> <li>• Task Force members examine elements of an integrated school model including strategic scheduling, staffing patterns, teacher responsibilities, and differentiated compensation</li> </ul>
<p><b>Working Group Breakouts</b> <i>TEA and Task Force Facilitators Invited Panelists</i></p>	<ul style="list-style-type: none"> <li>• Task Force members discuss the integrated school model components and their impact on teacher satisfaction, recruitment, and retention, focusing on different components in each of the four working groups</li> <li>• Task Force members utilize pre-work and session content to begin defining teacher vacancy issues and possible recommendations</li> </ul>
<p><b>Working Group Share Out</b> <i>Josue Tamarez Torres, TVTF Chair</i></p>	<ul style="list-style-type: none"> <li>• Working group leads present general themes and next steps from breakout group discussions</li> <li>• Task Force members provide feedback and input</li> </ul>



# You can find all TVTF meeting resources, presentations, and notes on the TVTF website.

## Meeting Dates, Slide Decks and Notes

The Task Force will meet every other month for one year, with Commissioner Morath and agency leadership regularly facilitating discussions with Task Force members, while including insights gathered from experts and additional education stakeholders throughout the State of Texas.

August 25, 2022 <span>▶</span>		
Agenda & Pre-Work	Presentation Decks	Summary Notes
<a href="#">Meeting Agenda</a>	Welcome and Logistics	Welcome and Logistics
2022-2023 TFS Staffing Plan Review	Third Future Schools Presentation	Third Future Schools Presentation
Compensation Pre-Work	Breakout: Compensation	Breakout: Compensation
Improving Teacher Preparation Pre-Work	Breakout: Improving Teacher Preparation	Breakout: Improving Teacher Preparation
Talent Pipelines Working Group Pre-Work	Breakout: Talent Pipelines	Breakout: Talent Pipelines
Teacher Experience Pre-Work	Breakout: Teacher Experience	Breakout: Teacher Experience
	Closing Session and Working Group Shareout	Closing Session and Working Group Shareout
June 2nd, 2022 <span>▼</span>		
March 10th, 2022 <span>▼</span>		

<https://tea.texas.gov/texas-schools/health-safety-discipline/covid/teacher-vacancy-task-force-overview>



We've added notable research reports, teacher surveys, and case studies related to Teacher Vacancies to the Resources section.

## Resources

Research, Reports and Surveys from the Field			
Source	Resource	Type	
TEA	Teacher Voice: An open solicitation of teacher perspectives	PDF	
Southern Regional Education Board	A Blueprint to Solve Teacher Shortages	PDF	
CEEDAR Center, Center on Great Teachers & Leaders	An Opportunity to Invest in the Educator Workforce	PDF	
Charles Butt Foundation	2021: How Texas Teachers Experience Pandemic Challenges	PDF	
Association of Texas Professional Educators	Let Us Teach: ATPE Members Provide Input to Teacher Vacancy Task Force	PDF	
AFT Texas	The Crisis in Our Schools: What's Needed to Support Employees & Students	PDF	
Charles Butt Foundation	The 2022 Texas Teacher Poll	External Webpage	
TNTP	Addressing Teacher Shortages: Practical Ideas for the Pandemic and Beyond	External Webpage	
Learning Policy Institute	Tackling Teacher Shortages: What Can States and Districts Do?	External Webpage	
Education Week	'Disrespected' and 'Dissatisfied': 8 Takeaways from a New Survey of Teachers	External Webpage	
Case Studies			
Additional Resources			

<https://tea.texas.gov/texas-schools/health-safety-discipline/covid/teacher-vacancy-task-force-overview>



- Objective (or the What?) – Define the goals for change of this recommendation
- Potential Impact (Why and Tradeoffs?) – Identify the rationale, possible outcomes, trade-offs, costs, and potential consequences if this is widely implemented
- Actors:
  - Who? – Identify the implementers for this type of recommendation
  - How? - Begin to describe the method the implementers would use to enact this change
- Next Steps: What research or other steps need to be taken to finalize this recommendation?

The working groups will continue to explore challenges and possible recommendations aligned to their focus areas. Some initial trends and examples include:

## Improving Educator Preparation

- Expand **year-long, paid residency** models
- Better define characteristics of rigorous **preparation programs**
- Require intensive **preservice practice** prior to intern certification
- Strengthen **EPP/LEA partnerships**
- Expand **new teacher mentorship programs**



## Talent Pipelines

- Strengthen and incentivize **Grow Your Own** pathways and **teacher residencies**
- Implement a **statewide job board**
- Remove barriers for teacher **re-entry**
- Support and incentivize **teacher mentor and leader roles**





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## Compensation



- Increase **minimum pay scales** while examining impact on **rural districts**
- **Incentivize high performing teachers** to work in urban and/or rural areas
- Expand **differentiated compensation** approaches
- Consider a **variety of leave options**
- Ensure teachers have **access to useful health insurance**
- Consider options for districts to **rehire retired teachers**

## Teacher Experience



- Conduct a **teacher time audit**
- Expand **access to high quality instructional materials**
- **Restructure teacher schedules** to maximize planning time
- Reduce **non-instructional tasks**
- Increase opportunities for **teacher input in decision-making**

# TVTF Roadmap to Develop Recommendations

