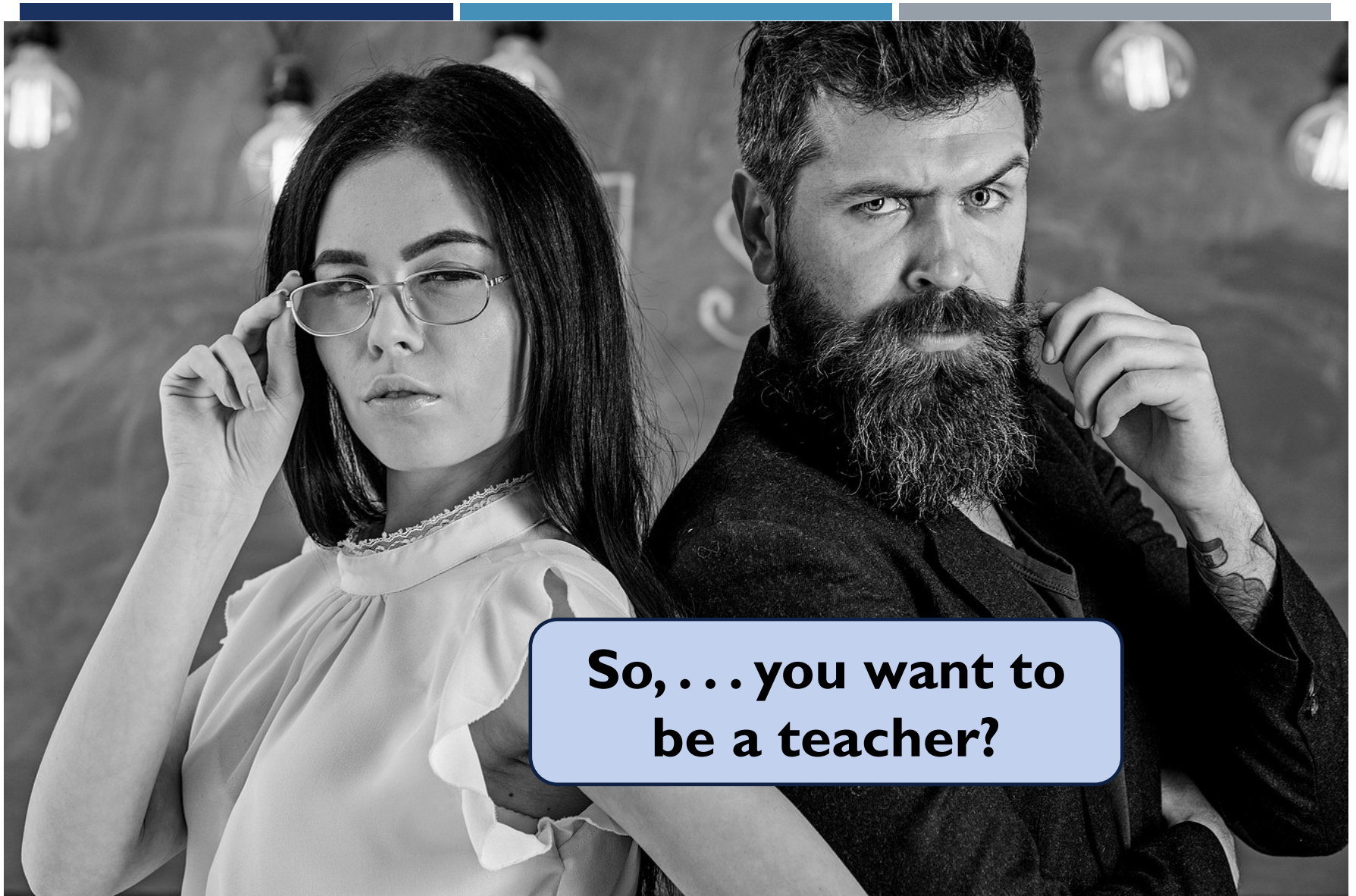

TFS STAFFING MODEL

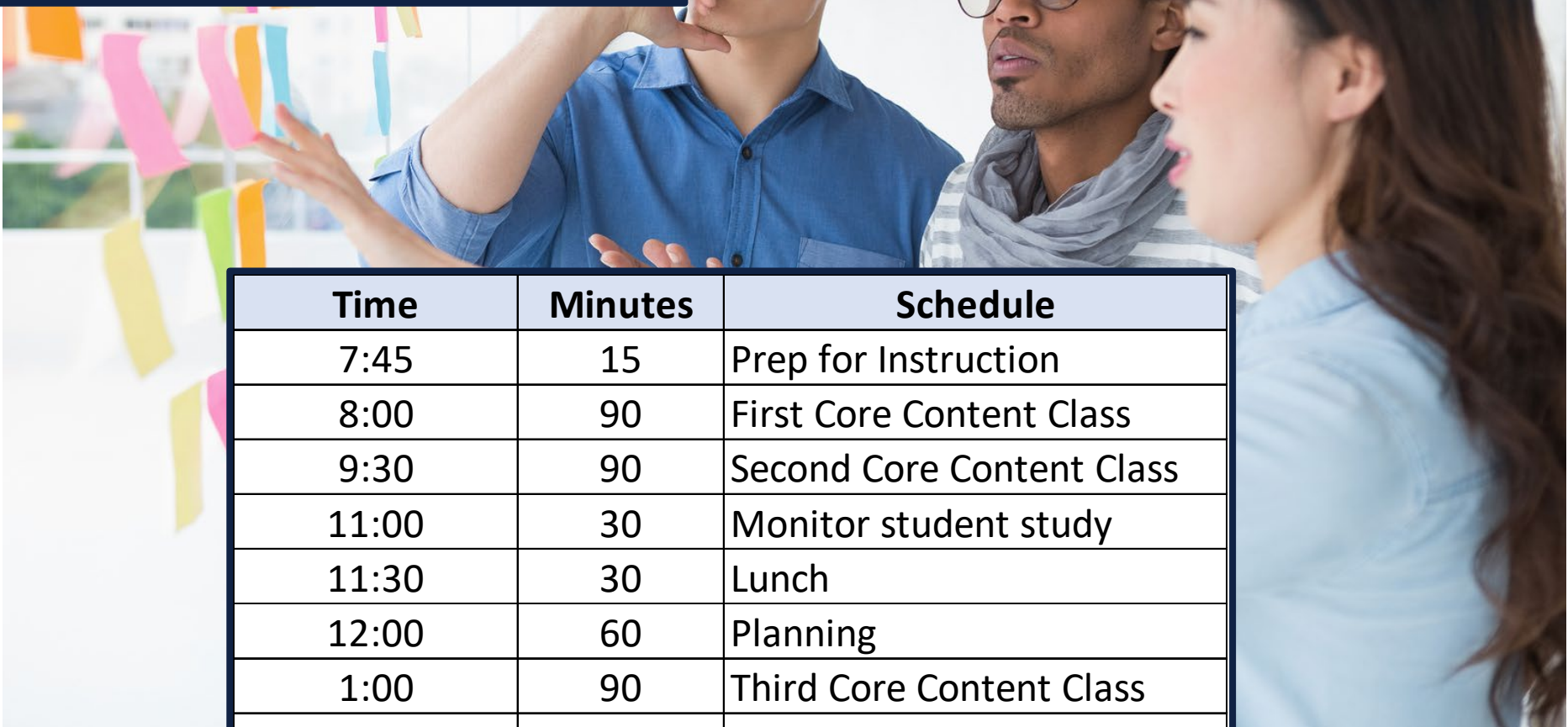
20 AUGUST 2022





**So, ... you want to
be a teacher?**

Category	Time
Classroom instruction	6.5 hrs
Planning	1 hr
Duty-free lunch	.5 hr
Prep and end of day	.5 hr
Duty	75 min./wk



Time	Minutes	Schedule
7:45	15	Prep for Instruction
8:00	90	First Core Content Class
9:30	90	Second Core Content Class
11:00	30	Monitor student study
11:30	30	Lunch
12:00	60	Planning
1:00	90	Third Core Content Class
2:30	90	Fourth Core Content Class
4:00	15	End

Position	Key Responsibilities	Responsibilities of others
Classroom Teacher	Provide high quality instruction	Lesson planning
	Teach an aligned curriculum	Curriculum alignment
	Engage all students	Making copies
	Manage the classroom	Grading assignments
	Follow the LSAE model	Student discipline
	Assess students using DOLs	Most parent phone calls
	Contribute to a high-performance culture	Reports, data collection, Compliance requirements
Teacher Apprentice	Learn the LSAE model	Same as teacher
	Learn how to provide high quality instruction	
	Support the teacher in the classroom	
	Substitute on occasion	
	Contribute to a high-performance culture	
Learning Coach	Provide general support for the teacher	Same as teacher except does not provide direct instruction and also grades some assignments
	Ensure copies are made for the teacher	
	Grade an assignment for each student every two weeks	
	Monitor and help students in the team centers	
	Monitor and help students during lunch and before and after school as needed	
	Substitute when necessary	
	Contribute to a high-performance culture	

SEVEN IDEAS FOR STAFFING SCHOOLS IN THE FUTURE



I. Differentiate Compensation

1,425
students

ECP Teacher 2022-2023 Base Salaries

Position	No. of teachers	Salary Range		Minimum for 3yrs of Experience (Avg. Base Salary)	Estimated Salary Costs
		Minimum	Maximum		
6th Grade Read/Write	3	\$69,000	\$94,000	\$74,000	\$222,000
6th Grade Read/Write (1C2L)	1	\$69,000	\$94,000	\$74,000	\$84,000
6th Grade Math	5	\$64,000	\$89,000	\$69,000	\$345,000
6th Grade Science	1	\$64,000	\$89,000	\$69,000	\$69,000
6th Grade Science (1C2L)	1	\$64,000	\$89,000	\$69,000	\$84,000
6th Grade Art of Thinking (1C2L)	1	\$69,000	\$94,000	\$74,000	\$84,000
6th Grade Art of Thinking	2	\$69,000	\$94,000	\$74,000	\$148,000
6th Grade Social Studies	3	\$60,000	\$85,000	\$65,000	\$195,000
7th Grade Read/Write	5	\$69,000	\$94,000	\$74,000	\$370,000
7th Grade Math	5	\$64,000	\$89,000	\$69,000	\$345,000
7th Grade Science	3	\$64,000	\$89,000	\$69,000	\$207,000
7th Grade Art of Thinking	3	\$69,000	\$94,000	\$74,000	\$222,000
7th Grade Social Studies	3	\$60,000	\$85,000	\$65,000	\$195,000
8th Grade Read/Write	5	\$69,000	\$94,000	\$74,000	\$370,000
8th Grade Math (1C2L)	1	\$64,000	\$89,000	\$69,000	\$84,000
8th Grade Math	3	\$64,000	\$89,000	\$69,000	\$207,000
8th Grade Science	3	\$64,000	\$89,000	\$69,000	\$207,000
8th Grade Art of Thinking (1C2L)	1	\$69,000	\$94,000	\$74,000	\$84,000
8th Grade Art of Thinking	2	\$69,000	\$94,000	\$74,000	\$148,000
8th Grade Social Studies	2	\$60,000	\$85,000	\$65,000	\$130,000
Elective teachers	7	\$54,000	\$79,000	\$59,000	\$413,000
Reading Interventionist	2	\$67,000	\$92,000	\$72,000	\$144,000
ELD interventionist	3	\$67,000	\$92,000	\$72,000	\$216,000
Learning Coach	18	\$50,000	\$75,000	\$54,000	\$972,000
Teacher Apprentice	8	\$60,000	\$85,000	\$64,000	\$512,000
	91				\$6,057,000

Position	No. of teachers	Salary Range		Minimum for 3yrs of Experience (Avg. Base Salary)	Estimated Salary Costs
		Minimum	Maximum		
Special Education	4	\$70,000	\$95,000	\$75,000	\$300,000
Special Education support	2	\$50,000	\$75,000	\$55,000	\$110,000
Special Education para	1	\$42,000	\$67,000	\$47,000	\$47,000
					\$457,000
Principal	1	\$130,000			\$130,000
Assistant Principal	3	\$90,000			\$270,000
Assistant Principal	4	\$85,000			\$340,000
Counselor	2	\$65,000			\$130,000
School Nurse	1	\$65,000			\$65,000
Technology coordinator	1	\$60,000			\$60,000
Dyad Coordinator	1	\$72,000			\$72,000
Office manager	1	\$55,000			\$55,000
Assistant office manager	2	\$35,000			\$70,000
Copy clerk	1	\$35,000			\$35,000
					\$1,227,000

		Position	Current Low	Average	Current High			
STEP		Teacher	\$62,400	\$73,911	\$89,440			
		Elective Teacher	\$56,160	\$60,914	\$64,480	226		
	0	Apprentice Teachers	\$60,000	\$61,143	\$64,000	6,828		
	1		\$60,000	\$61,143	\$64,000	7,137		
	2		\$60,000	\$61,143	\$64,000	8,001		
3	Learning Coaches	\$50,000	\$50,833	\$59,000	9,049			
4								10,096
5	7	\$50,593	\$52,757	\$54,652	\$55,463	\$56,004	\$58,169	\$61,145
6	8	\$51,460	\$53,661	\$55,588	\$56,413	\$56,964	\$59,165	\$62,192
7	9	\$52,327	\$54,566	\$56,524	\$57,364	\$57,924	\$60,162	\$63,240
8	10	\$53,194	\$55,470	\$57,461	\$58,314	\$58,884	\$61,159	\$64,288
9	11-12	\$54,061	\$56,373	\$58,397	\$59,265	\$59,843	\$62,156	\$65,336
10	13-14	\$56,265	\$58,672	\$60,779	\$61,681	\$62,283	\$64,690	\$67,999
11	15	\$57,132	\$59,576	\$61,715	\$62,632	\$63,243	\$65,687	\$69,048
12	16-18	\$58,682	\$61,192	\$63,389	\$64,330	\$64,958	\$67,468	\$70,920
13	19-20	\$61,308	\$63,931	\$66,226	\$67,210	\$67,865	\$70,488	\$74,094
14	21-22	\$62,175	\$64,835	\$67,163	\$68,159	\$68,825	\$71,485	\$75,142

2. Eliminate non-instructional tasks



HOSPITAL MODEL AT TFS

- **Discipline handled by administrators**
- **Lesson plans provided by curriculum developers (grades 2-8)**
 - **PowerPoint presentation**
 - **DOL**
 - **LSAE assignments**
 - **Answer keys**
- **Copies made by support personnel**
- **Papers graded by support personnel**
- **Four periods of duty in a month (75 minutes each time)**

SEPTEMBER

Linear/Proportional Relationships and Ratio/Rates/Unit Rates	
Texas Essential Knowledge and Skills (TEKS)	Possible Learning Objectives
TEK 4A: represent constant rates of change in mathematical and real-world problems given pictorial, tabular, verbal, numeric, graphical, and algebraic representations, including $d = rt$ (R)	The student will: <ul style="list-style-type: none"> • explain the relationship between ratio and proportion. • represent constant rates of change in real-world problems given pictorial or verbal representations. • represent constant rates of change in real-world problems given table or graphical representations. • represent constant rates of change in real-world problems given algebraic representations, including $d = rt$. • derive a $y=kx$ representation from a real-world proportional situation. • use proportional relationships to solve real-world and mathematical problems. • analyze real world situations in tables and graphs and determine if the relationship between the quantities is proportional and describe why $y = kx$ is a proportional relationship. • use means-extremes property to solve proportions (cross multiplication).
TEK 4C: determine the constant of proportionality ($k = y/x$) within mathematical and real-world problems (S)	<ul style="list-style-type: none"> • determine the constant of proportionality ($y=kx$) within real-world problems • explain the difference between ratio, rate, and unit rate. • identify the unit rate in tables, graphs, and equations. • graph proportional relationships, interpreting the unit rate as the slope of the graph. • compare two different proportional relationships represented in different ways (such as a graph and an equation).
TEK 4B: calculate unit rates from rates in mathematical and real-world problems (S)	<ul style="list-style-type: none"> • calculate the missing value in problems involving rate. • calculate the unit rate when given a rate. (Include ratios of lengths, areas and other quantities measured in like or different units)
TEK 4D: solve problems involving ratios, rates, and percents, including multi-step problems involving percent increase and percent decrease, and financial literacy problems	<ul style="list-style-type: none"> • solve multi-step problems involving ratios and rates.

3. Engage community consultants



**A well-
rounded
education!**



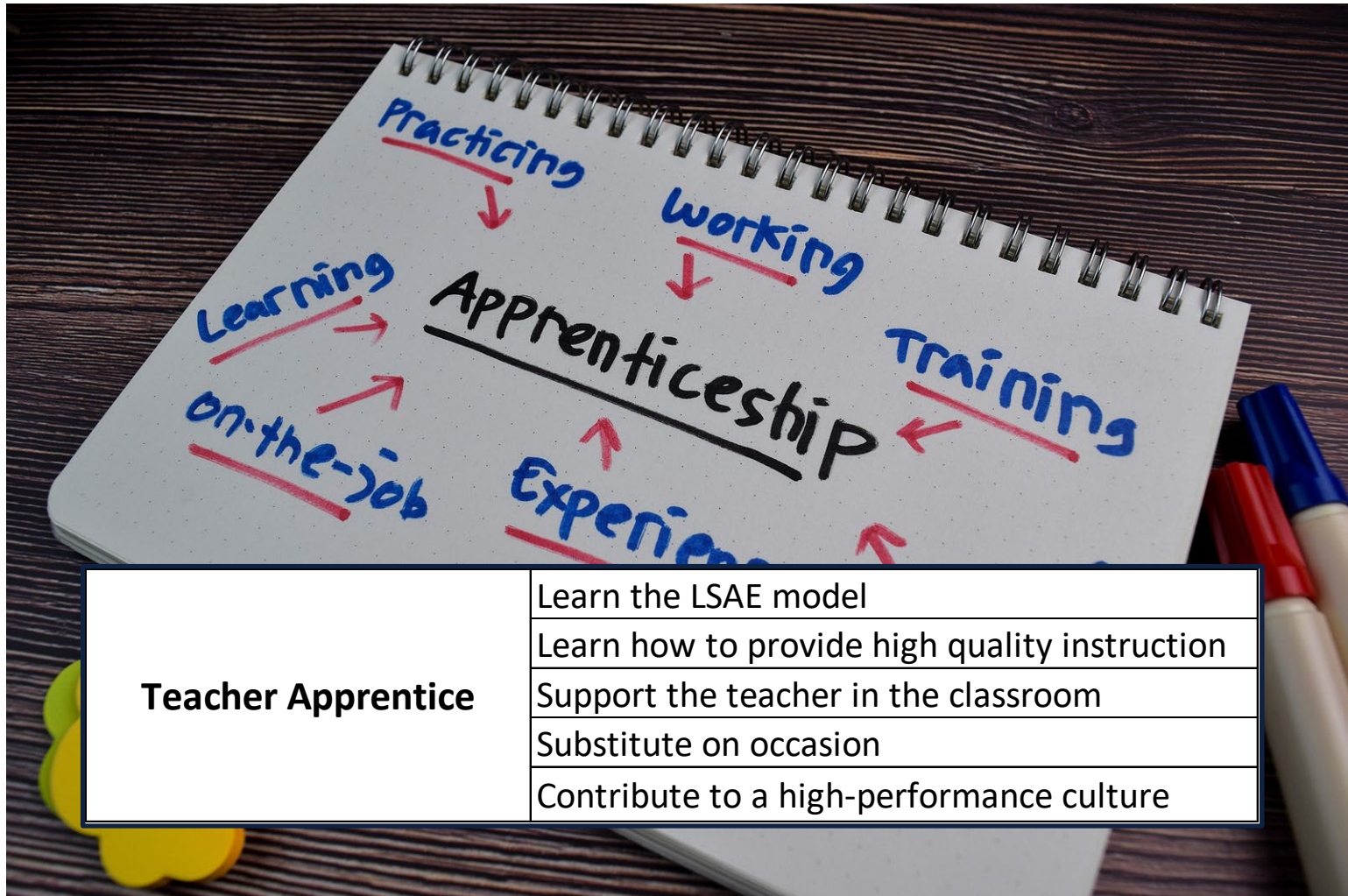
Dyad Coach
Dyad Coach
Photography
Martial Arts
Engineering
Business/Photography
Running Club
Photography/Graphic Design
Fitness/spin
Martial Arts
Illustration/comic book
Tennis
Theater Arts
Weightlifting
Fitness
Guitar
Cello

Puppetry
Theater Arts
Community Sevice
Fashion Design and Cosmetology
Yoga
Anime/ Korean
Dance
Male Empowerment
Female Empowerment
Pastry Design
Dyad Coach
Swimming
Swimming
Engineering
Community Service
Dyad Coach
Dyad Coach
Cosmetology/ Community Service

4. Expand the reach of the most effective teachers



5. Hire Apprentice Teachers



Teacher Apprentice

Learn the LSAE model

Learn how to provide high quality instruction

Support the teacher in the classroom

Substitute on occasion

Contribute to a high-performance culture

6. Create the Learning Coach position



Learning Coach

Provide general support for the teacher

Ensure copies are made for the teacher

Grade an assignment for each student every two weeks

Monitor and help students in the team centers

Monitor and help students during lunch and before and after school

Substitute when necessary

Contribute to a high-performance culture

7. Create the TFS Teaching Corps

Customized solution for west Texas

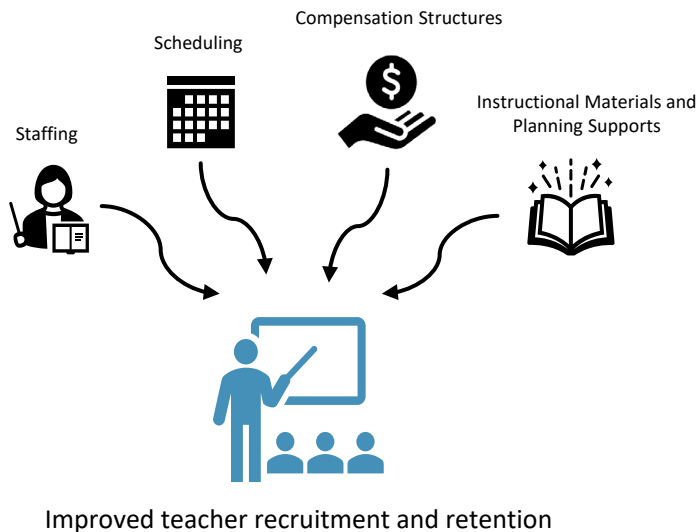
- **Recruit for shortage areas**
- **One year of experience preferred**
- **\$75,000 minimum**
- **\$10,000 bonus**
- **One year commitment**



OUR TEACHERS ARE
LEADING THE WAY.

SYSTEMS MUST BE DESIGNED TO ACHIEVE THEIR GOALS. EXECUTING ON ANY SINGLE DISTRICT STRATEGY REQUIRES ALIGNED DESIGN OF MULTIPLE SYSTEMS

Example: Thinking Holistically to Execute a Strong Talent Strategy



Stronger talent recruitment and retention requires the alignment of many people and parts of a district to enact it including:

- Staffing strategy
- Instructional materials and aligned professional learning and planning supports
- Master scheduling
- Compensation structures

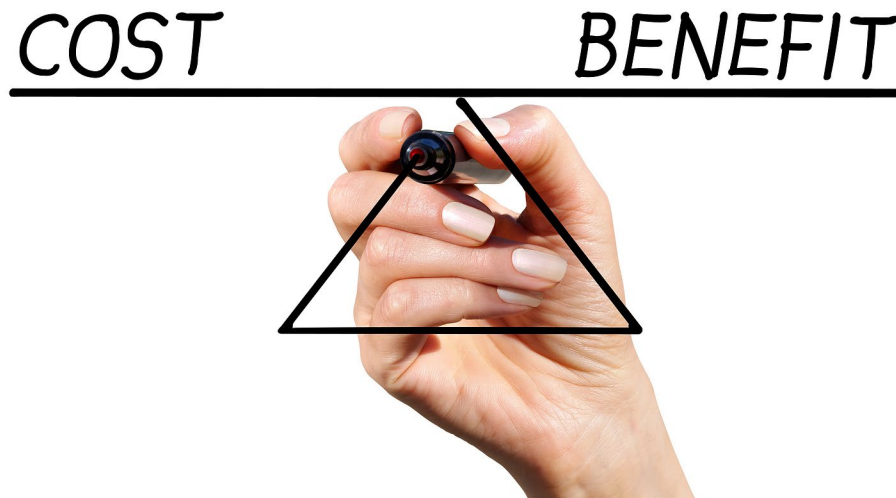
Every system is perfectly designed to get the results it gets.
– The W. Edwards Deming Institute.

Top 10 Ways to Recruit & Retain Staff

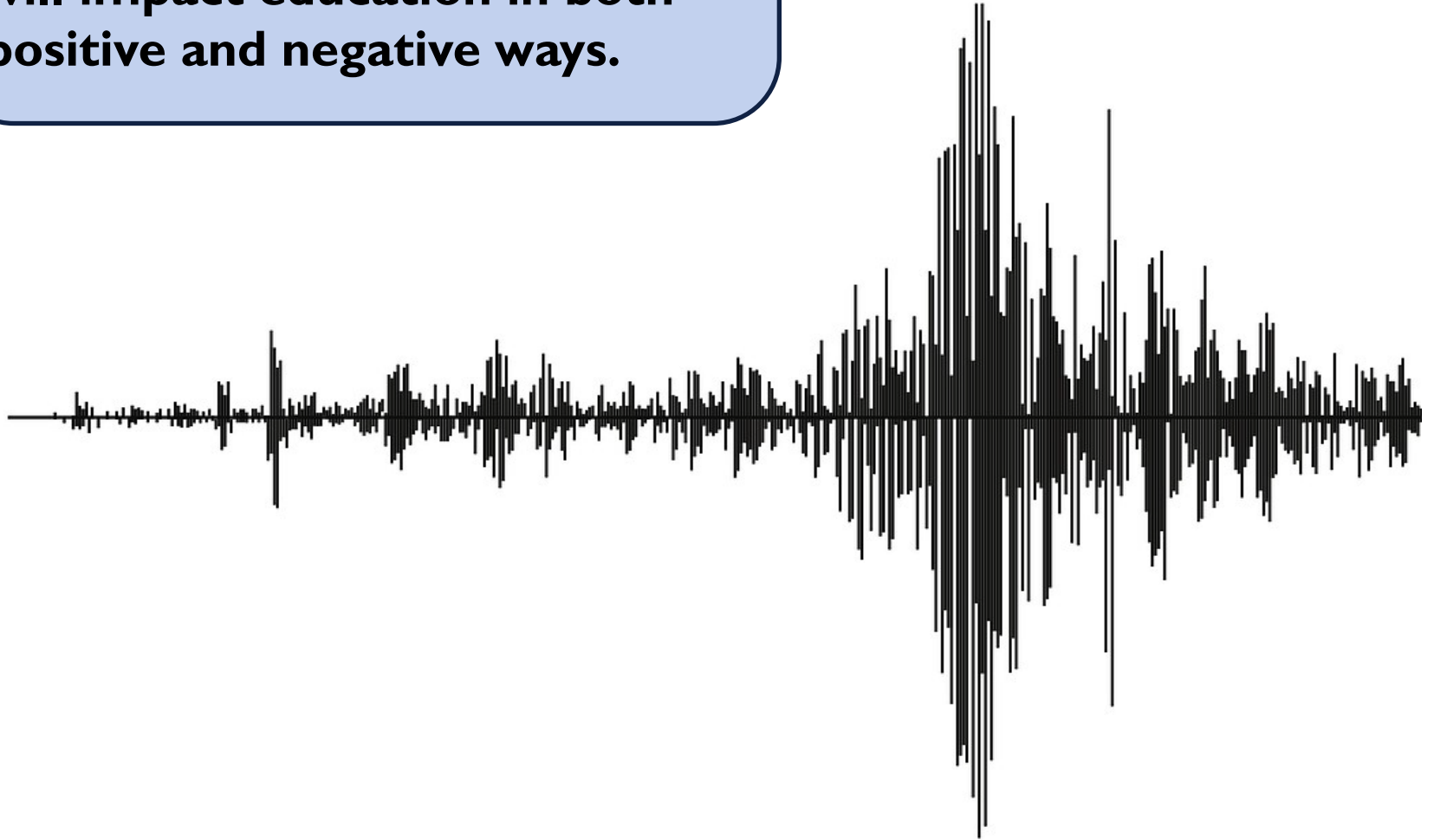
- 1. Think Like a Recruiter** — Sell Your School to Candidates
- 2. Conduct a Compensation and Benefits Review**
- 3. Rethink Your Interview Process**
- 4. Engage Current Employees** in the Hiring Process
- 5. Look to Current Employees** to Find Future Employees
- 6. Analyze Your Best Employees** and Try to Find More Like Them
- 7. Treat Your Teachers and Staff Members Like Valued Partners**
- 8. Be a Champion** for Your Teachers and Staff Members
- 9. Be Flexible** Wherever You Can
- 10. Facilitate Training and Development**

More of the same and will be only marginally effective

Throwing money and people at the HR or Talent Management Department will only have a marginal benefit. Instead, Districts need to think about *operating* differently.



**We are witnessing
unprecedented changes in the
job market and workforce that
will impact education in both
positive and negative ways.**



THE FUTURE WORKFORCE IS HERE

- **More and more teachers place a premium on work-life balance**
- **More teachers reject a “career ladder” that takes 15-20 years to earn a professional wage**
- **The “ability to make a difference” loses weight in the employee value proposition**
- **Teacher tenure will continue to decrease**
- **It will be increasingly hard to get high-quality substitutes**
- **The number of teachers leaving the profession mid-year trends upward**