



# Teacher Vacancy Task Force Update

November 17<sup>th</sup>, 2022



Understand the challenges districts are currently facing related to teacher vacancies



Share best practices for addressing critical teacher vacancy and shortage areas

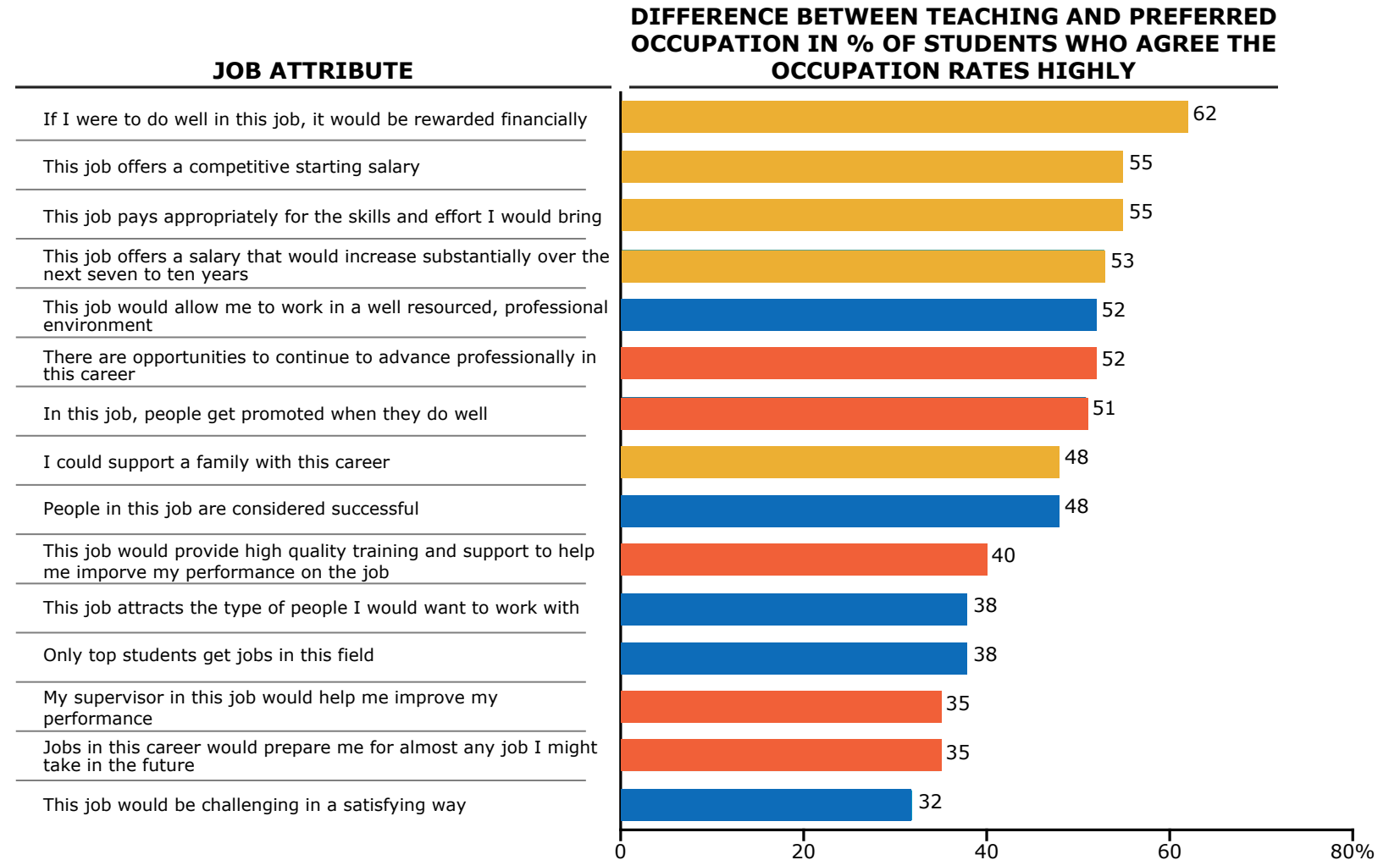


Develop recommendations for regulatory or other policy changes for TEA and the Legislature



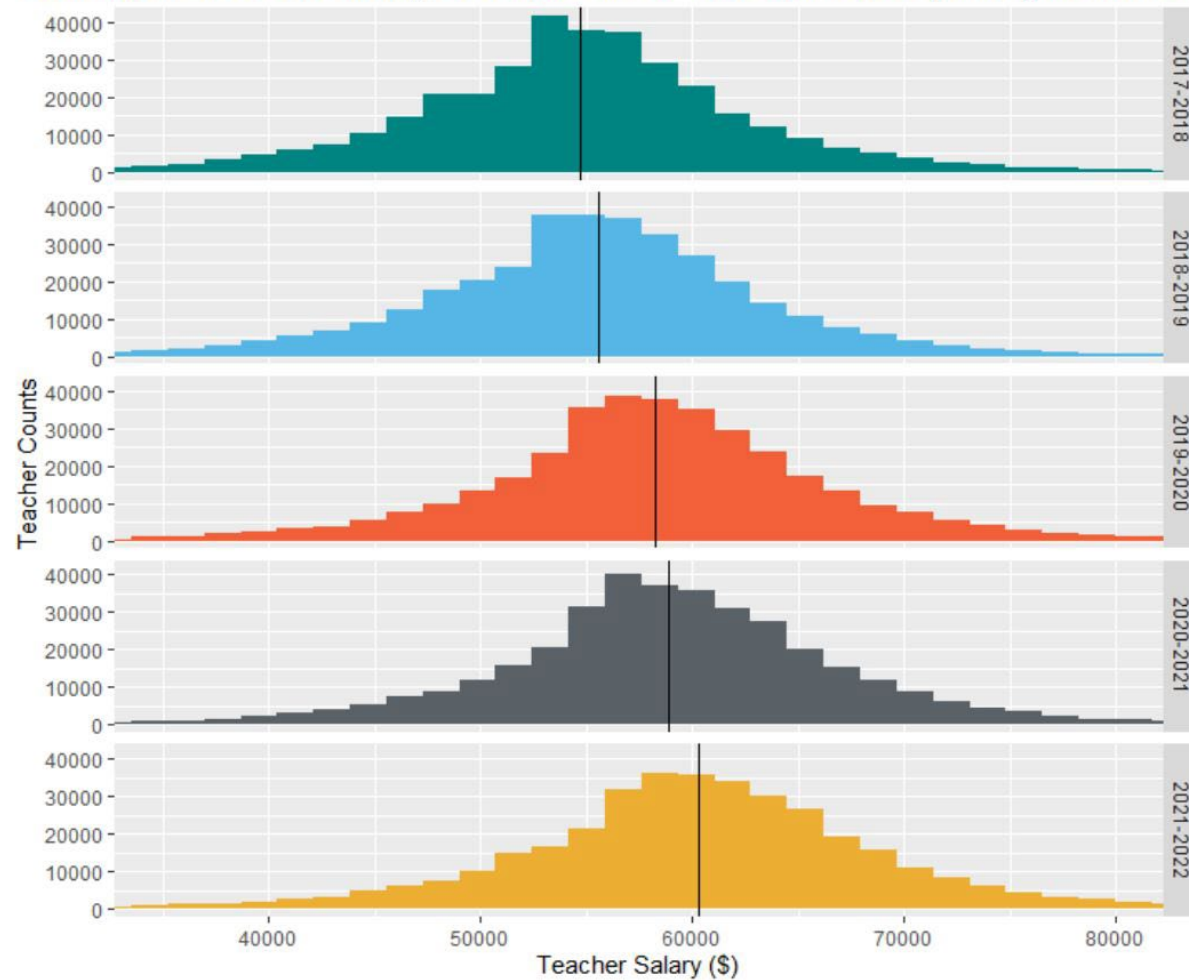
Provide feedback on TEA initiatives designed to help impact vacancies

Topic	Session Overview
<p><b>Opening Session</b>            Josue Tamarez Torres, TVTF Chair            Jean Streepey, SBEC Chair            Commissioner Morath, TEA            Deputy Commissioner Oeser, TEA</p>	<ul style="list-style-type: none"> <li>• Panelists provide an overview of ideas and trends shared in the September 20<sup>th</sup> House Public Education Hearing</li> <li>• Commissioner Morath discusses policy consideration around compensation and strategic staffing</li> <li>• Mr. Tamarez Torres facilitates a Q&amp;A sessions with Commissioner Morath, SBEC Chair Streepey, and Deputy Commissioner Oeser</li> </ul>
<p><b>Working Group Updates</b>            Josue Tamarez Torres, TVTF Chair</p>	<ul style="list-style-type: none"> <li>• Mr. Tamarez Torres provides an update on working group ideas and shifts in ownership to mitigate redundancy</li> </ul>
<p><b>Working Group Breakouts</b>            TEA and Task Force Facilitators            Invited Panelists</p>	<ul style="list-style-type: none"> <li>• Task Force members refine initial recommendations through discussing various actors, feasibility, cost, and impact within recommendations</li> <li>• Task Force members utilize data and research to refine and strengthen recommendations</li> </ul>
<p><b>Working Group Share Out</b>            Josue Tamarez Torres, TVTF Chair</p>	<ul style="list-style-type: none"> <li>• Working group leads present updates and next steps from breakout group discussions</li> <li>• Task Force members provide feedback and input</li> </ul>



Median teacher salaries have increased over the last five years, but inflation has also seen significant recent increases.

Distribution of Teacher Salary Over the Last Five Years With Corresponding Median Value

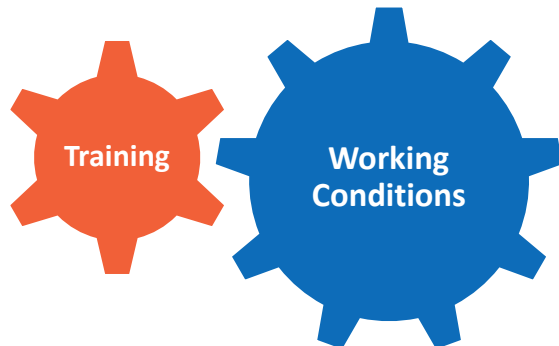




Many teachers are overwhelmed with everything they have to do in the day with inadequate training and supports.

## A Key Source of Teacher Stress:

- Responsible for huge number of student expectations (SE) *(e.g., 235 core content SEs for 1st grade teachers)*
- Can regularly work 12+ hour days
- Limited job-embedded planning time, training, or coaching
- Increased student behavior issues and needs for additional support
- Minimal breaks

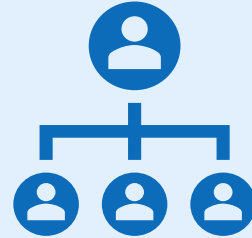


**COVID has made this worse, with lack of substitutes, more students behind academically, and more students with behavior issues**

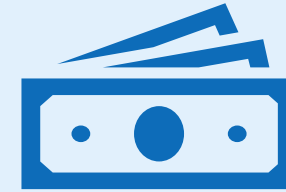
- A. Training and Support:** Consider ways to improve the pipeline and training for teachers through expanding support for high-quality, paid residency & apprenticeship preparation models.
- B. Compensation:** Consider ways to increase compensation for teachers not only through overall funding increases, but also through more strategic staffing supports
- C. Working Conditions:** Consider ways to improve working conditions for teachers through expanded supports for districts related to improved master scheduling, staffing patterns, and increasing availability of instructional materials engineered to align with these alternative scheduling approaches.



**Improving Educator  
Preparation**



**Talent Pipelines**

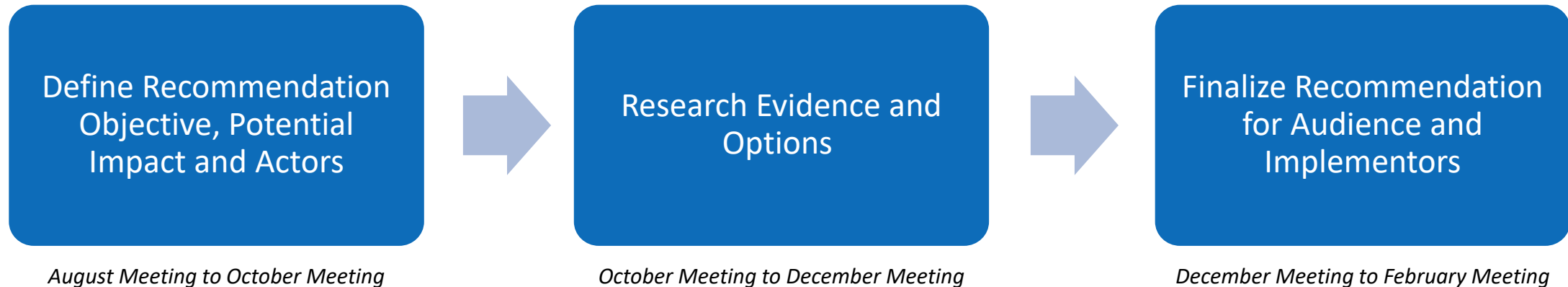


**Compensation Models**



**Understanding the Teacher Experience**



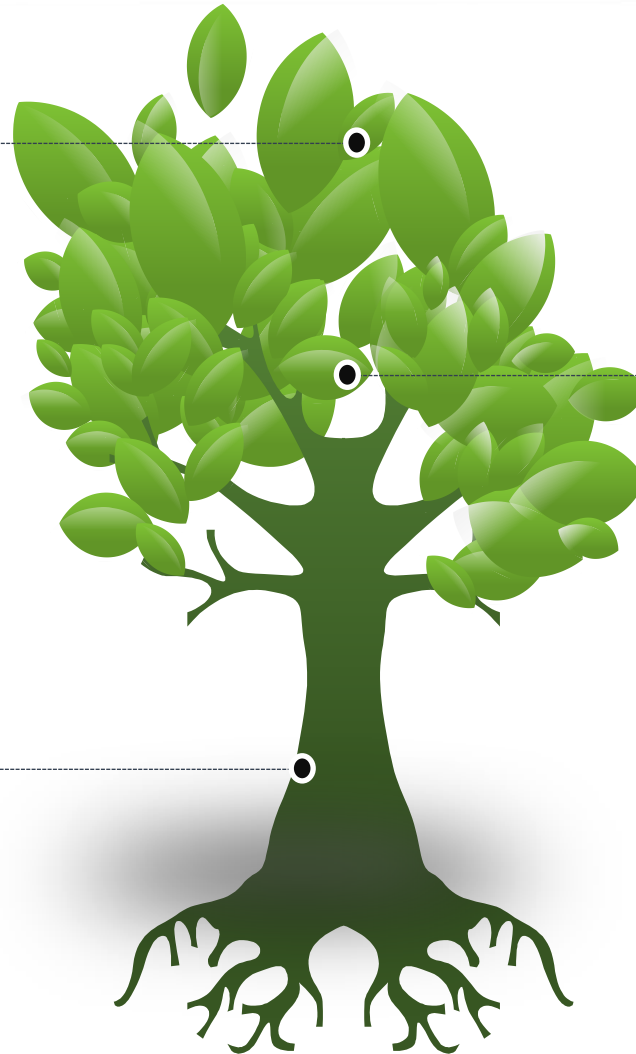


- **Objective (or the What?)** – Define the goals for change of this recommendation
- **Potential Impact (Why and Tradeoffs?)** – Identify the rationale, possible outcomes, trade-offs, costs, and potential consequences if this is widely implemented
- **Actors:**
  - **Who?** – Identify the implementers 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?

# Working group ideas fall into these three research-based buckets

## Compensation

- 1: Overall Salary
2. Benefits
3. Hard to Staff Areas

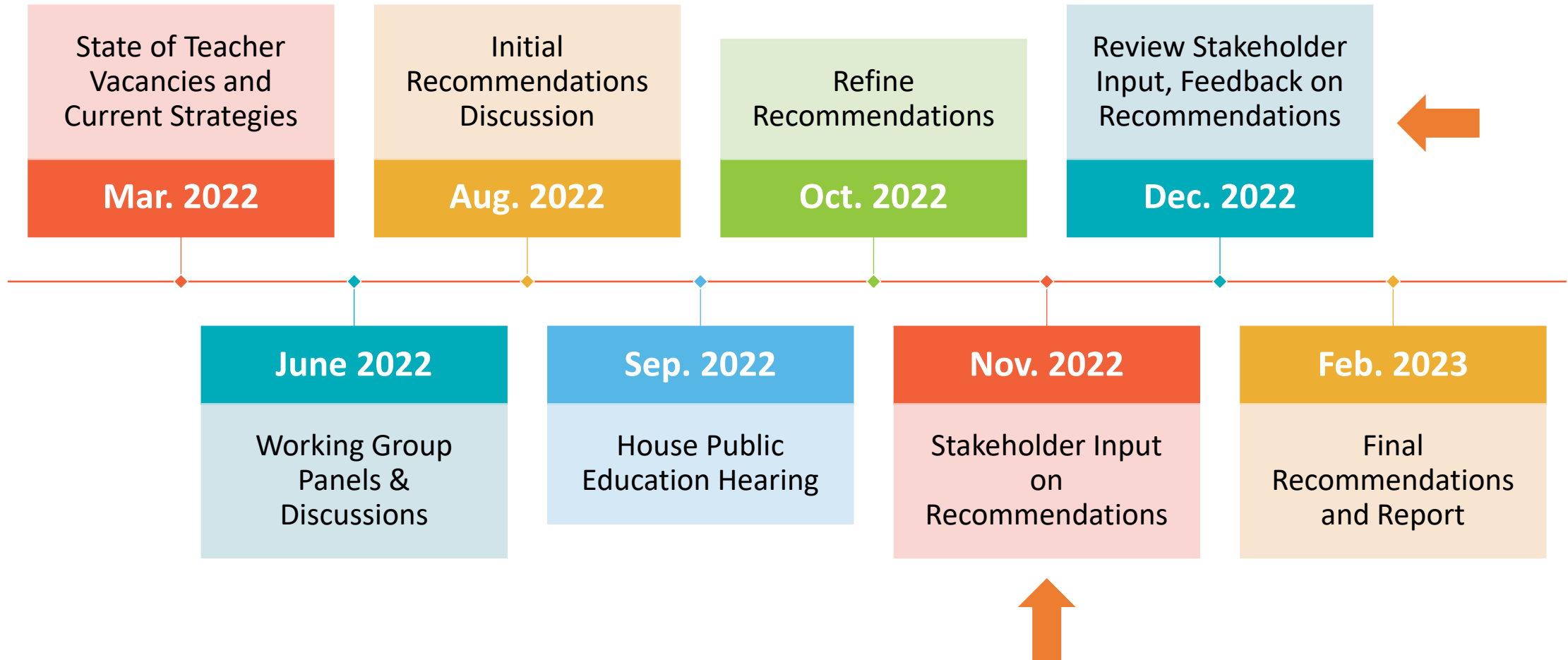


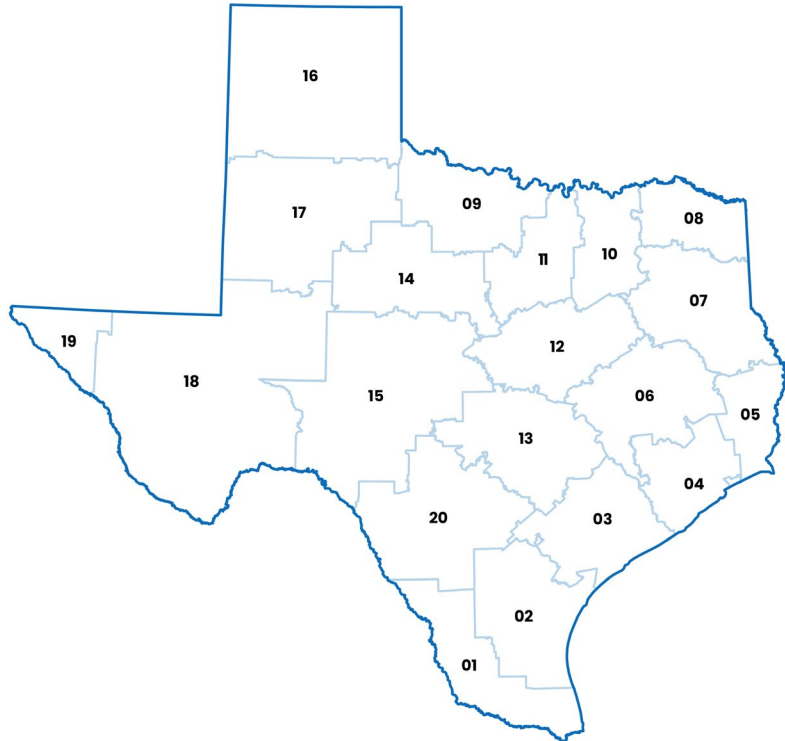
## Working Conditions

- 7: Teacher Time (Strategic Staffing and Scheduling)
8. Positive Culture and Discipline Supports

## Training and Support

4. Talent Pipeline (Residencies and GYO)
5. Teacher Leadership and Mentorship
6. High-Quality Instructional Materials





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# 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.



October 13, 2022		
Agenda & Pre-Work	Presentation Decks	Summary Notes
Meeting Agenda	Opening Session	Opening Session
Meeting Pre-Work	Breakout: Compensation	Breakout: Compensation
	Breakout: Improving Teacher Preparation	Breakout: Improving Teacher Preparation
	Breakout: Talent Pipelines	Breakout: Talent Pipelines
	Breakout: Teacher Experience	Breakout: Teacher Experience
	Closing Session	Closing Session
August 25, 2022		
June 2nd, 2022		
March 10th, 2022		



## Resources

Research, Reports and Surveys from the Field
Case Studies
Additional Resources

[tea.texas.gov/tvtf](https://tea.texas.gov/tvtf)