

Date: December 1st, 2022

Session: Working Conditions Breakout Session

Task Force Members provided input on the preliminary recommendations. In the session, feedback from stakeholders was reviewed. The Task Force responded to three guiding questions to further assist with recommendation refinement:

1.) How do these set of recommendations align with the priorities and discussions of your working groups?

Theme 7

- 7A: The teacher time study was a top priority of the Teacher Experience working group. Conducting the time study will help leaders see where scheduling changes can occur and where to start balancing tasks. The way the time study is conducted is essential and should be designed to not add to teachers' plates.
- 7B: Strategic staffing will help with teacher working conditions and should impact teacher preparation, specifically residencies. These topics were aligned to discussions from Talent Pipelines and Improving Educator Preparation.
- 7C: There is overall support for scheduling academies as it could help schools and districts think innovatively on how they balance class sizes and the teacher's role. The recommendation could also help meet the objective of allowing more time for teachers to focus on instruction. Overall, teacher time and scheduling were priorities of the Teacher Experience working group.

Theme 8

- Both the Compensation and Teacher Experience working groups discussed training and support needed for school leaders. While groups have not had as much time to refine Theme 8 as much as the other themes, there is consensus around the importance. The group also discussed how it connects to the themes within Training and Support, particularly with residencies. The residency model allows teachers to see best practices regarding student discipline.

2.) What resonates with you from the input shared by stakeholders? How does this input align to the research and evidence?

Theme 7

- Overall, there is consensus that addressing challenges with the amount of time teachers spend working outside of the school day is critical in addressing staffing challenges. There is agreement among teachers that the time study purpose must be removing tasks from the teachers' plate.
- Groups agree that strategic staffing support could help districts think innovatively and could also support with class size. The group also agreed that reviewing best practices with schedules could be beneficial.

Theme 8:

- There is strong agreement that mental health and additional counselors are an important inclusion in Theme 8.
- There is also consensus that principals are critical to these recommendations. The group sees a need to examine training, support, and compensation for principals.

3.) Based on feedback, data, and research, what changes might the Task Force make to these recommendations?

Theme 7

The group discussed the following potential revisions:

- Include more specificity with the teacher time audit, especially regarding the purpose and outcome.
- Ensure with recommendations there is a sustainable funding source.
- Potentially examine the 22:1 class size ratio and consider the impact class size has on both teacher time and overall culture of Theme 8 (The groups acknowledge that Strategic Staffing and Scheduling Academies could support with class size).

Theme 8

- Overall, the groups expressed the need to add mental health support to the theme, including potentially adding additional counselors.
- The group acknowledged the connection to Theme 4 and how the residency model could support aspiring teachers with discipline.
- The group expressed the importance of ensuring pay, training, and mentorship for principals.