



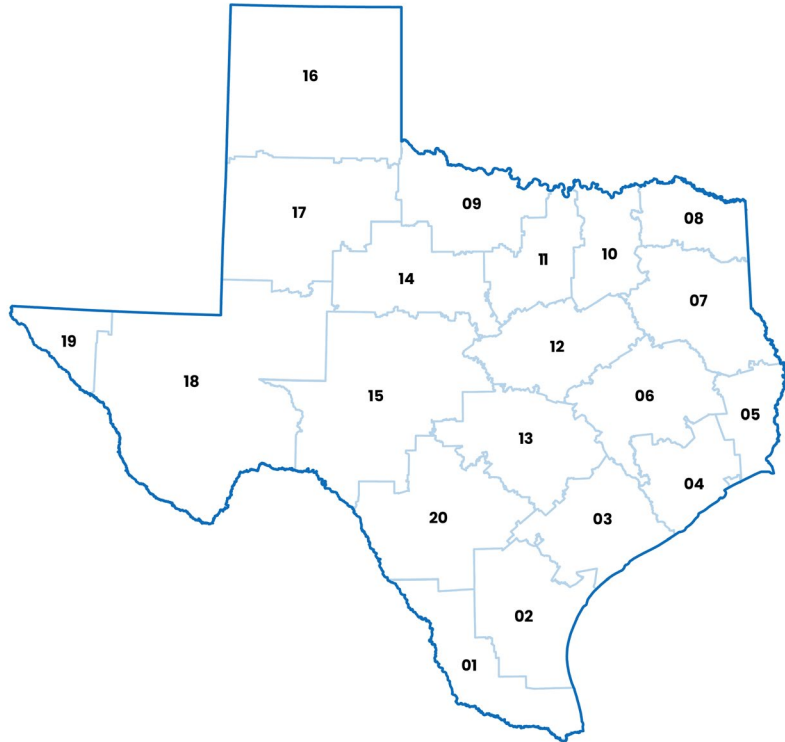
Teacher Vacancy Task Force Stakeholder Feedback Meetings November 2022

Meeting Outcome:

Stakeholders provide feedback on preliminary Task Force recommendations

Agenda	
Time	Topics
5 minutes	Opening and Framing the Work
50 minutes	Review themes and recommendations using discussion questions
5 minutes	Closing and Next Steps

Stakeholders Providing Feedback on TVTF Recommendations



CSOTTE

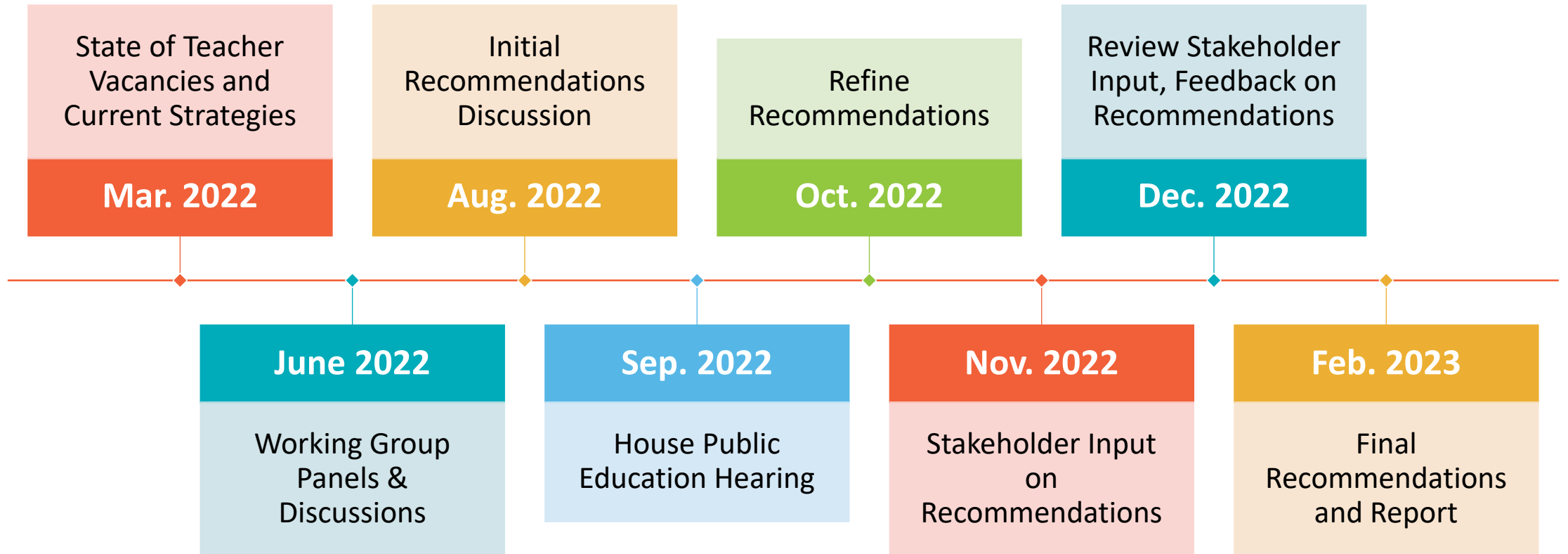


EDUCATE TEXAS
of COMMUNITIES FOUNDATION of TEXAS



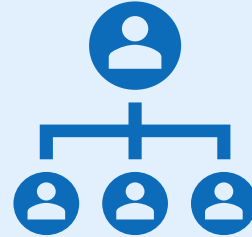
The Education Trust



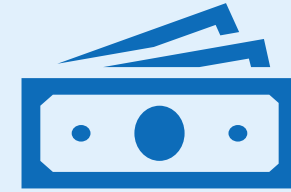




**Improving Educator
Preparation**



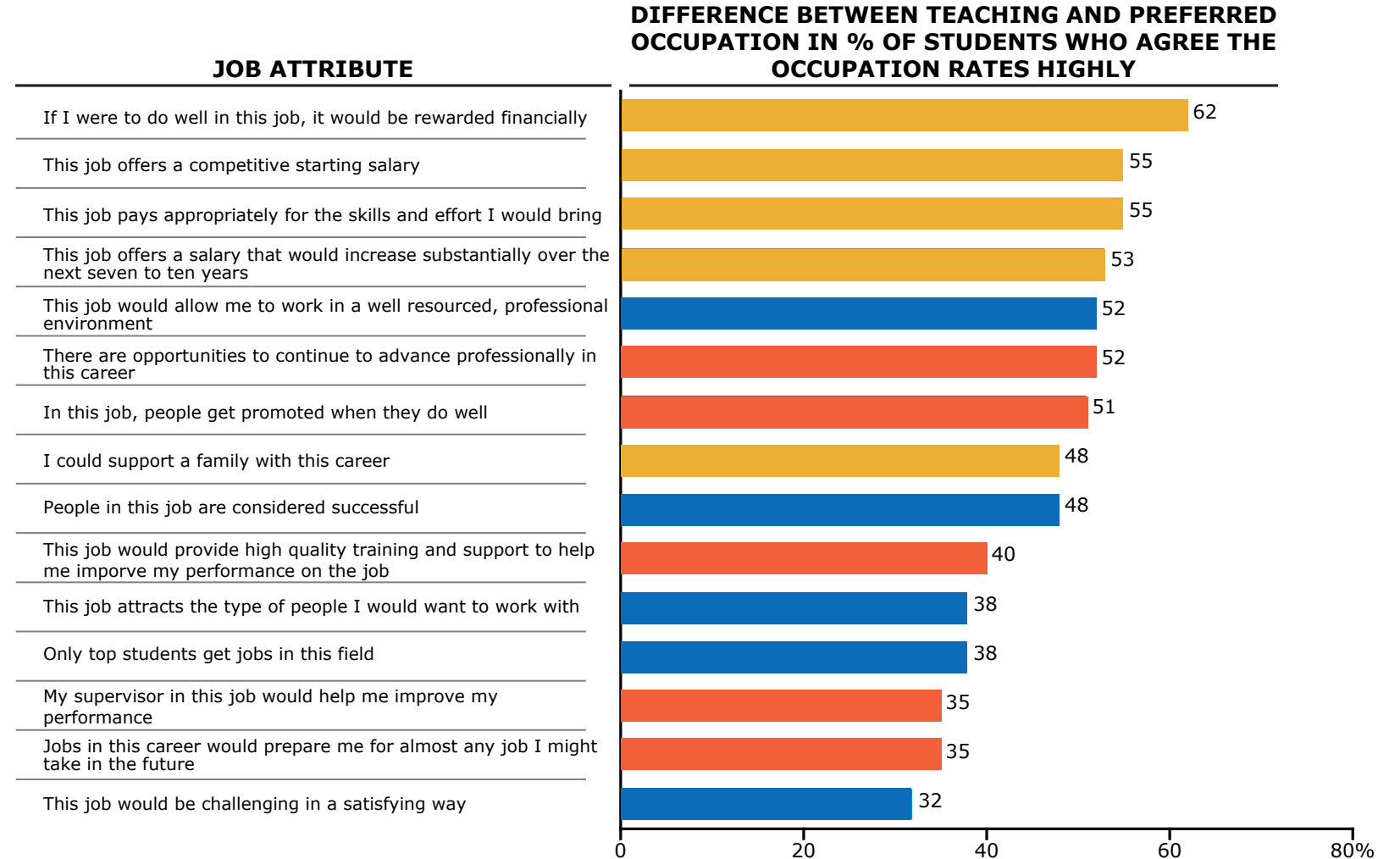
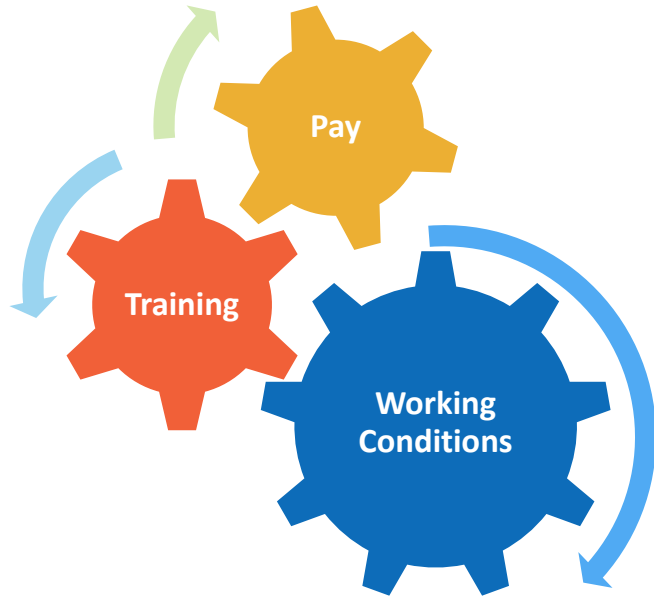
Talent Pipelines



Compensation Models



Understanding the Teacher Experience



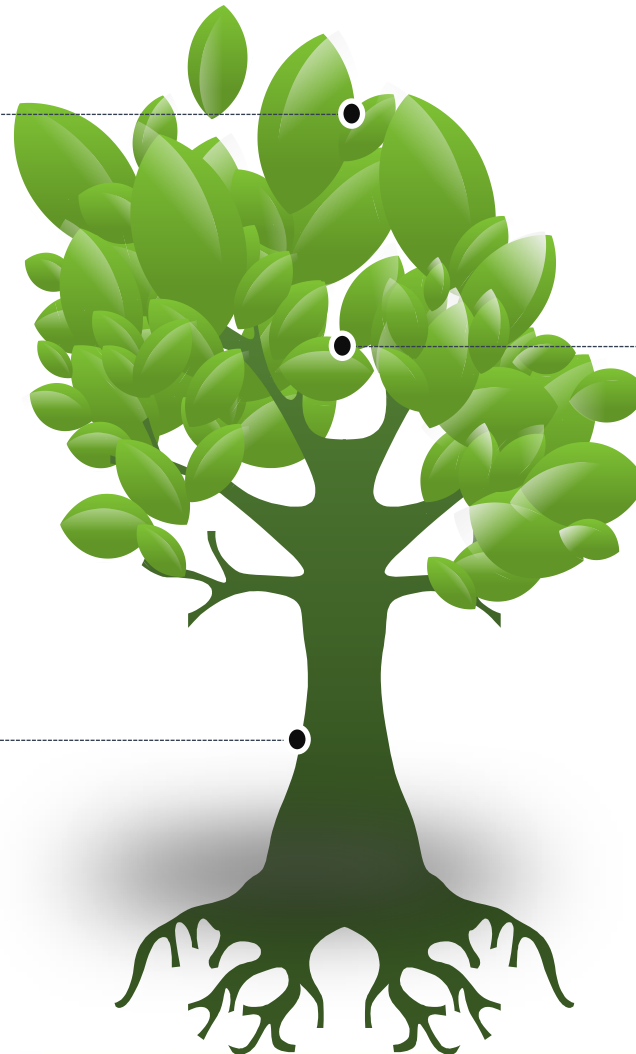
Working group ideas fall into these three research-based buckets

Compensation

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

Training and Support

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



Working Conditions

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

Theme 4: Talent Pipeline (Residencies and GYO)	Theme 5: Teacher Leadership and Mentorship	Theme 6: High-Quality Instructional Materials
<p>A. Increase funding for Grow Your Own programs from high school Education and Training courses to and through teacher certification</p> <p>B. Establish and fund a Teacher Residency Program preparation route and allotment</p> <p>C. Expand EPP capacity to produce teacher residents through funding EPP technical assistance support</p>	<p>A. Develop cooperating teacher and mentor teacher trainings</p> <p>B. Increase funding for the Mentor Program Allotment</p> <p>C. Provide funding for expansion of Teacher Leadership grants</p> <p>D. Increase opportunities for teacher voice through establishing a state Teacher Leadership Fellowship</p>	<p>A. Expand access to High-Quality Instructional materials and ensure support for implementation</p> <p>B. Embed instruction on utilization of HQIM in Educator Preparation Program design and delivery.</p>

Discussion Questions:

- How do these recommendations align with data and research?
- What could be some short-term and long-term benefits of these recommendations?
- Where are these recommendations needed the most (rural, high-needs areas)?
- What is missing that would be important to your members?

Theme 7: Teacher Time (Strategic Staffing and Scheduling)	Theme 8: Positive Culture and Discipline Supports
<p>A. Fund the implementation and expansion of Texas Strategic Staffing</p> <p>B. Fund a teacher time study to examine the responsibilities and professional learning requirements of teachers</p> <p>C. Develop scheduling academies to support districts in the development of innovative schedules</p>	<p>A. Provide resources and guidance for district and campus administrators on positive culture practices and discipline supports through continued support of initiatives such as Texas Instructional Leadership and Safe and Supportive Schools</p>

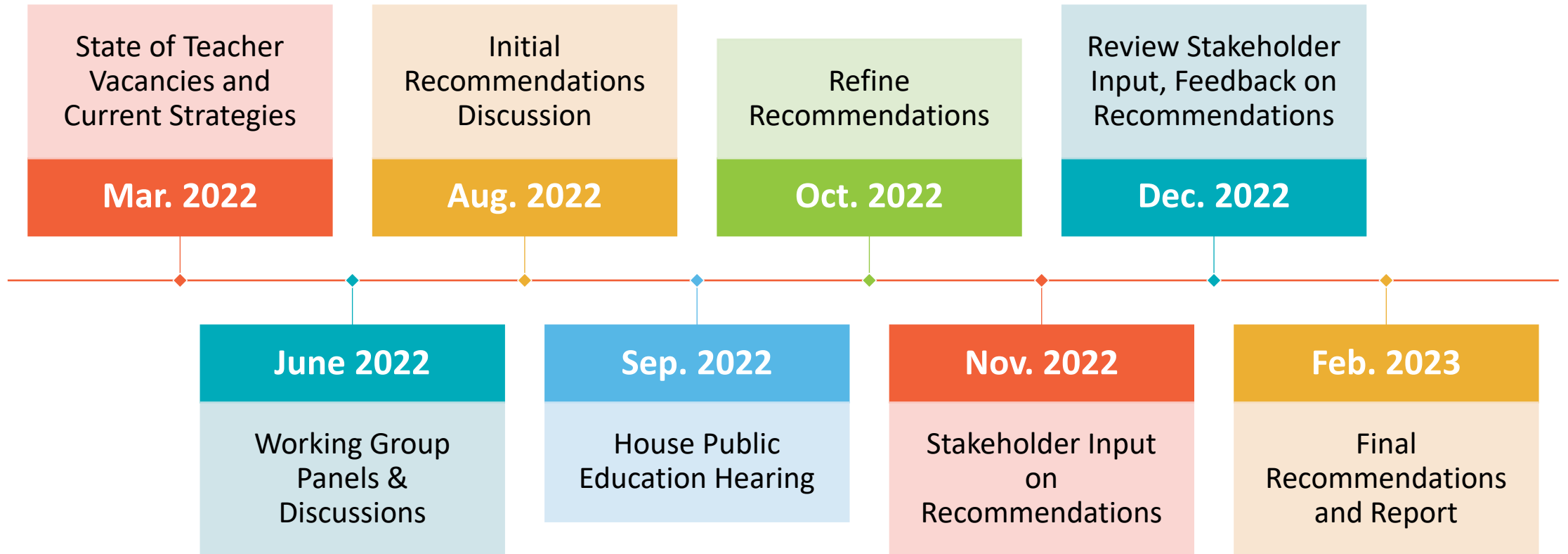
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Theme 1: Overall Salary	Theme 2: Benefits	Theme 3: Hard to Staff Areas
<p>A. Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule</p> <p>B. Incentivize districts to engage in strategic compensation and staffing strategies to further improve salaries through increased technical assistance</p>	<p>A. Lower the cost of healthcare insurance for teachers</p> <p>B. Temporarily fund the retire/rehire surcharge</p> <p>C. Fund program subsidies and technical assistance that would address the needs of teachers such as housing, childcare, and additional leave</p>	<p>A. Develop a state-wide teacher employment web application to support targeted recruitment</p> <p>B. Recruit more Special Education and Bilingual educators into the profession through funding preparation and hiring incentives</p> <p>C. Recruit teachers back into the profession, particularly in hard to staff areas, through incentives and supports</p> <p>D. Collect and report real-time data about teacher vacancies</p>

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Capture your thoughts in the Jamboard



Synthesized feedback from the stakeholder meetings will be shared



Meeting deck will be shared on the TVTF website after the December 1st TVTF meeting



Reach out with any additional notes

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

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



Thank you!