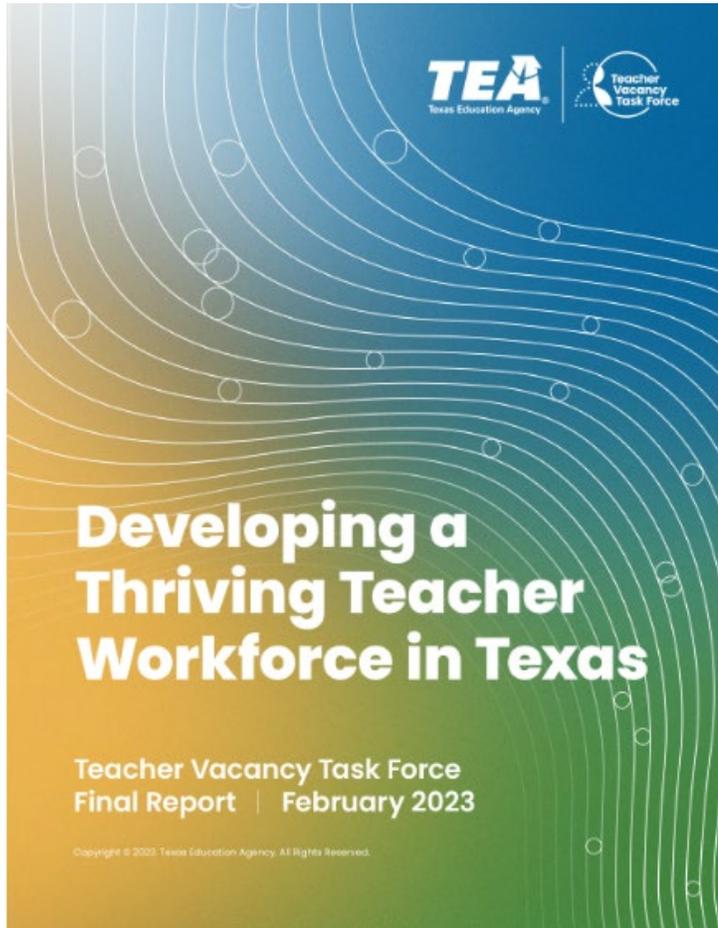
An aerial photograph of Austin, Texas, showing the city skyline with various skyscrapers and buildings. In the foreground, there is a large body of water, likely Lady Bird Lake, with a bridge and greenery. The sky is blue with some clouds, and the overall scene is brightly lit, suggesting a clear day.

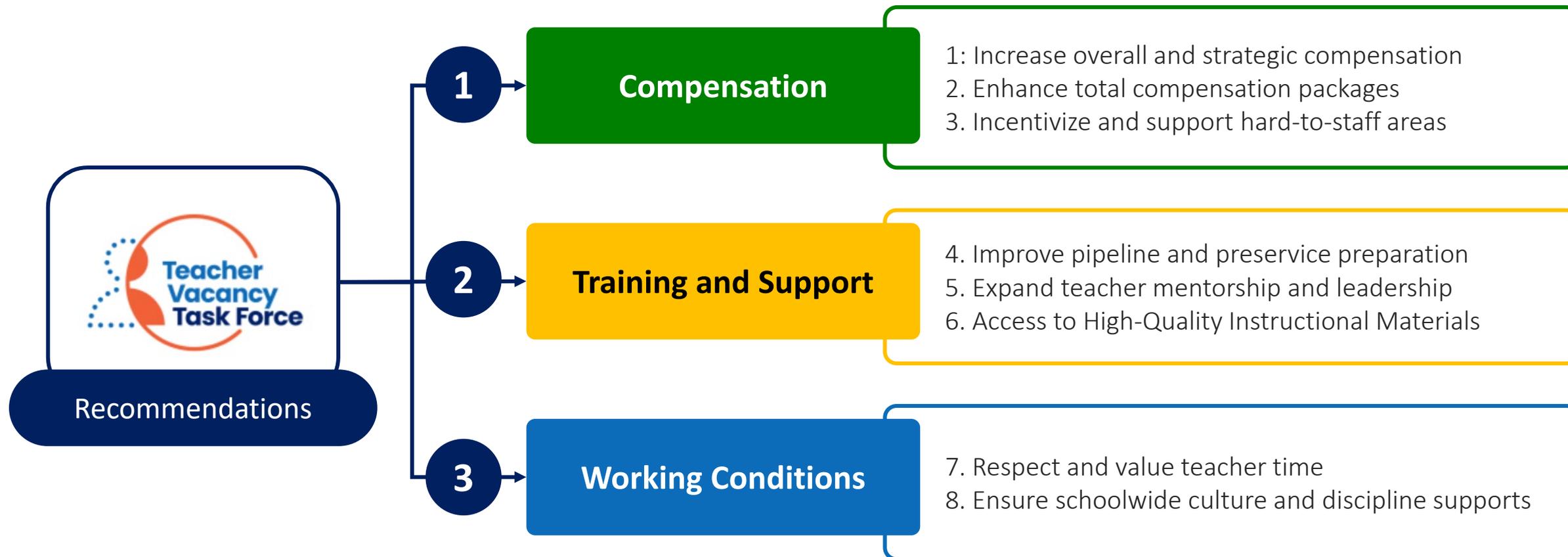
Developing a Thriving Teacher Workforce in Texas

Teacher Vacancy Task Force Q&A with Superintendent Rascoe
March 23rd, 2023



Download the full report at
tea.texas.gov/tvtf

The final TVTF recommendations fall into three research-based categories and eight themes





Superintendent Chane Rascoe
Lampasas ISD

District Information

- 3,403 Students
- 60% Eco Dis
- 2021-22 Accountability Rating - A

1 Increase Overall Compensation and Support Strategic Compensation Strategies

- A. Fund a significant increase in overall teacher salaries by increasing the basic allotment and other state funding mechanisms, while increasing the requirement that school systems invest new funding in teacher salaries
- B. Update the minimum salary schedule to reflect the value of Texas teachers and promote differentiated compensation
- C. Provide technical assistance for school systems to engage in strategic compensation through the Teacher Incentive Allotment, established by the 86th Texas Legislature, and staffing considerations to further increase and differentiate salaries

2 Enhance Teachers' Total Compensation Package

- A. Reduce the cost of healthcare insurance for teachers
- B. Prioritize teacher wellbeing through mental health supports, expanded access to childcare, and other benefits
- C. Temporarily subsidize the retire/rehire surcharge

3 Provide Incentives and Support for Hard-to-Staff Areas

- A. Subsidize certification and hiring incentives for Special Education and Bilingual Education Teachers
- B. Create targeted marketing campaigns and incentives to recruit teachers back into the profession
- C. Collect and report real-time data about teacher vacancies in tandem with the development of a statewide teacher employment web application

4 Improve Pipeline and Pre-Service Preparation of Novice Teachers

- A. Expand high-quality Grow Your Own (GYO) pathways for high school students and paraprofessionals seeking to become certified teachers
- B. Establish and fund a Teacher Residency pathway and expand educator preparation program capacity to produce teacher residents through technical assistance support

5 Expand Training and Support for Teacher Mentorship and Teacher Leadership Opportunities

- A. Develop cooperating teacher and mentor teacher trainings that leverage job-embedded and research-based best practices
- B. Increase funding for and scale of the Mentor Program Allotment established by the 86th Texas Legislature
- C. Provide opportunities and technical assistance to create and expand teacher leadership roles

6 High-Quality Instructional Materials

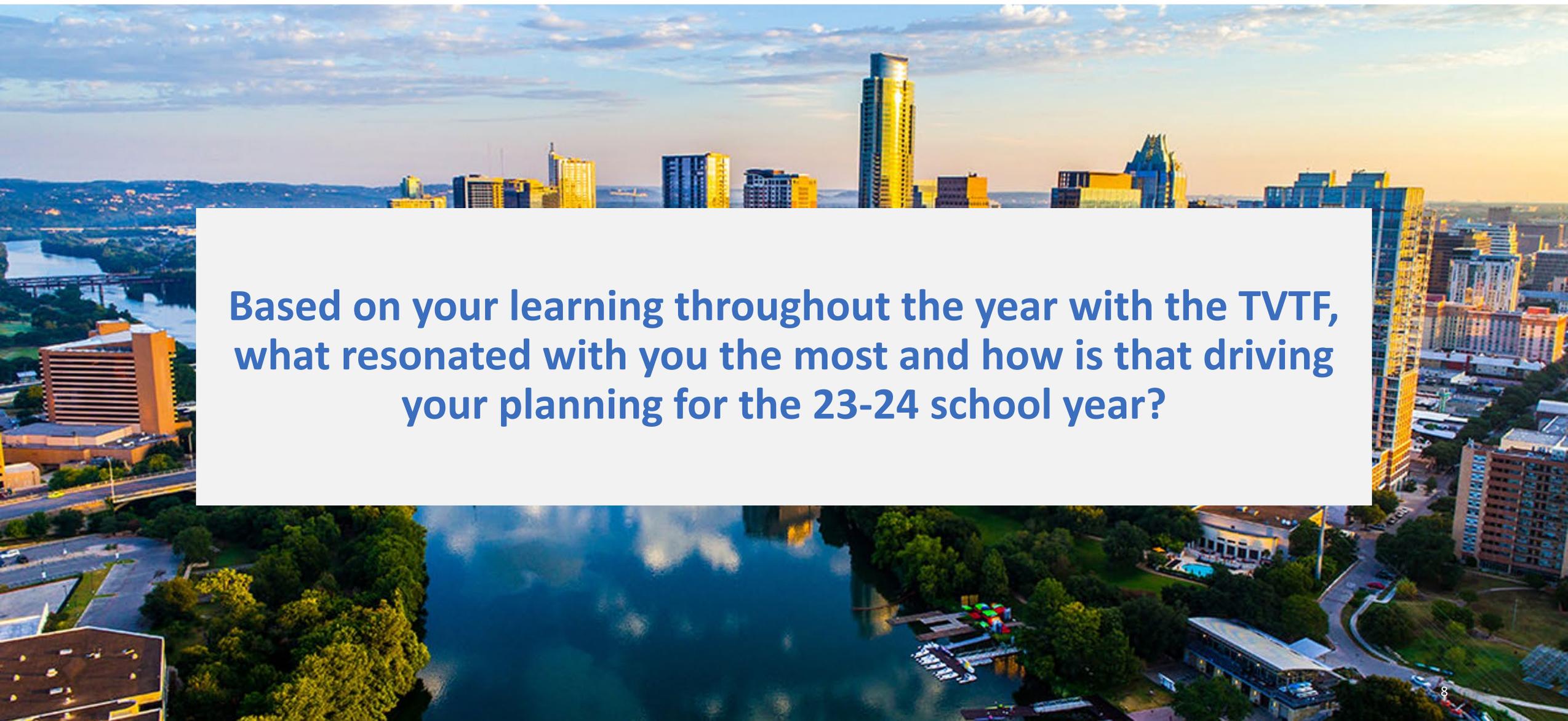
- A. Expand awareness of and access to High-Quality Instructional Materials (HQIM) to reduce time teachers spend searching for and creating materials
- B. Require educator preparation programs to integrate instruction on understanding HQIM into coursework and provide training for faculty/staff on curriculum and assessment literacy best practices

7 Demonstrate Respect and Value for Teacher Time

- A. Develop and conduct teacher time studies with school systems to inform staffing and scheduling policies and decisions
- B. Provide technical assistance to school administrators to redesign master schedules that increase teacher time for planning and development
- C. Expand training and technical assistance supports for school systems to design and implement strategic staffing models

8 Ensure Schoolwide Culture and Discipline Supports

- A. Expand access to additional counseling staff, services, and partnerships that support both students and teachers
- B. Provide preparation, training, and ongoing coaching for school administrators on best practices related to school discipline and fostering a supportive learning environment



Based on your learning throughout the year with the TVTF, what resonated with you the most and how is that driving your planning for the 23-24 school year?

Best practice recommendations for districts for each theme are included in the appendix

Appendices

Best Practice Recommendations for School Systems	47
Teacher Vacancy Task Force Member Biographies	50
Teacher Vacancy Task Force Website	51

46

Compensation

Best Practice Recommendations for School Systems

Prioritize teacher compensation with any state funding increases.

Consider ways to shift from traditional experience-based salary schedule to strategic compensation pay based on teacher effectiveness, roles, and responsibilities.

Ensure the total compensation package is competitive, addresses school system priorities, and incentivizes impactful teachers to work in high-needs areas.

Provide clear communication around salaries and include salary calculations for teachers with over 20 years of experience.

Include other roles, such as school leaders, in overall strategic compensation planning.

Survey teachers to determine healthcare needs and priorities for total compensation packages.

Consider how much above the state minimum district contribution can be spent to reduce teacher healthcare premiums.

Work with other school systems to obtain the best healthcare plans with lower premium amounts.

Offer teacher wellbeing and mental health assistance in the form of counseling, access to mental health professionals, and additional leave options.

Partner with childcare providers to provide options for children of teachers.

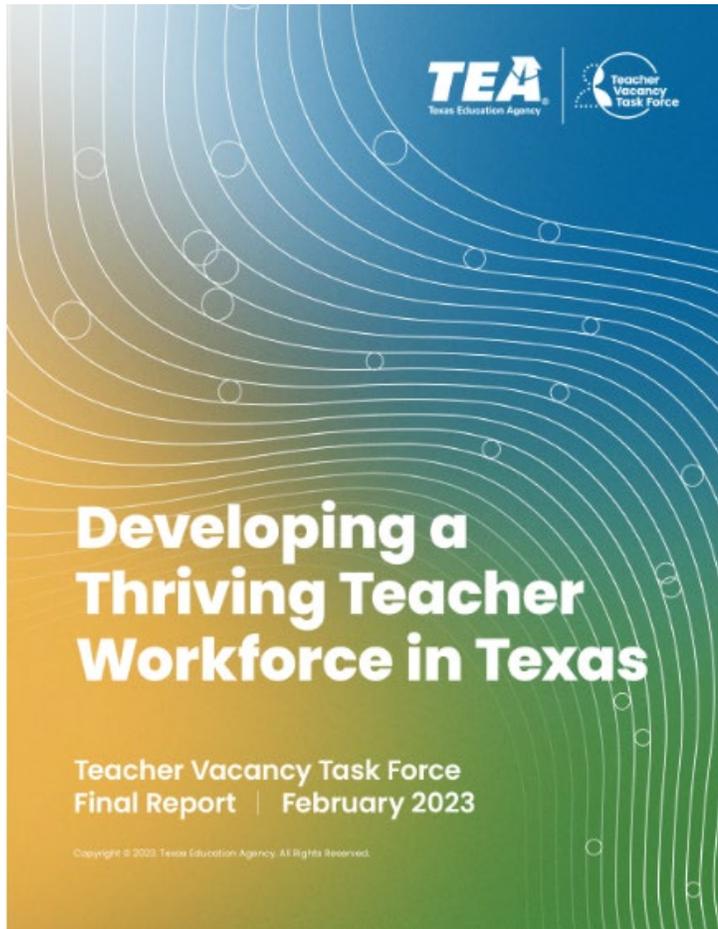
Implement exit surveys and evaluate the results to inform retention and re-recruitment strategies.

Conduct an analysis of employee certifications to identify teachers with Bilingual or Special Education certifications not serving in those settings and provide incentives, as appropriate, for teachers to move into those positions.

Streamline applications for returning teachers.

Provide specialized induction training and support for teachers returning to the profession.

47



Download the full report at
tea.texas.gov/tvtf