

# TVTF Update

June 30, 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

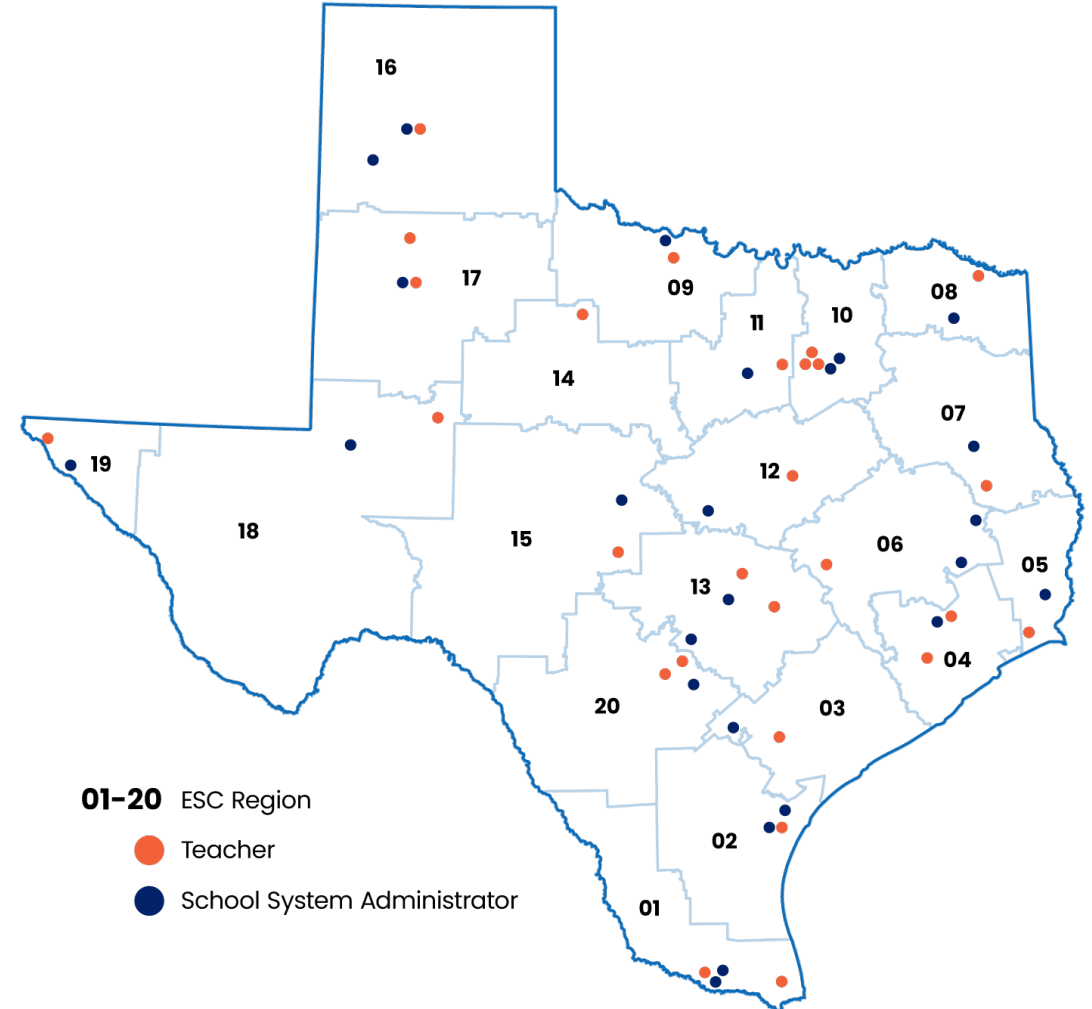


Provide feedback on TEA initiatives designed to help impact vacancies

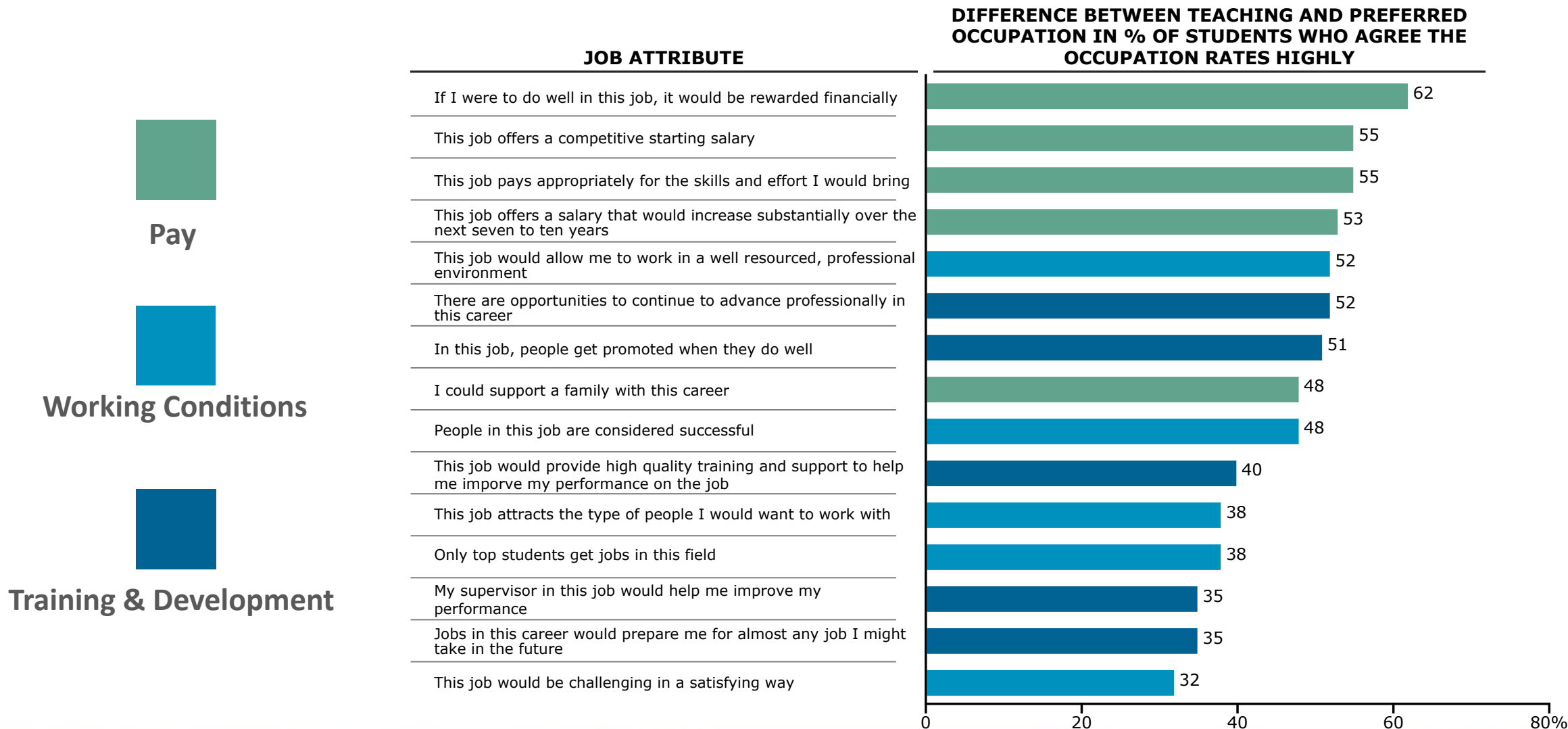
# The newly expanded Task Force met for the first time on June 2<sup>nd</sup>

## Expanded membership includes a variety of district geographic areas, sizes, and types:

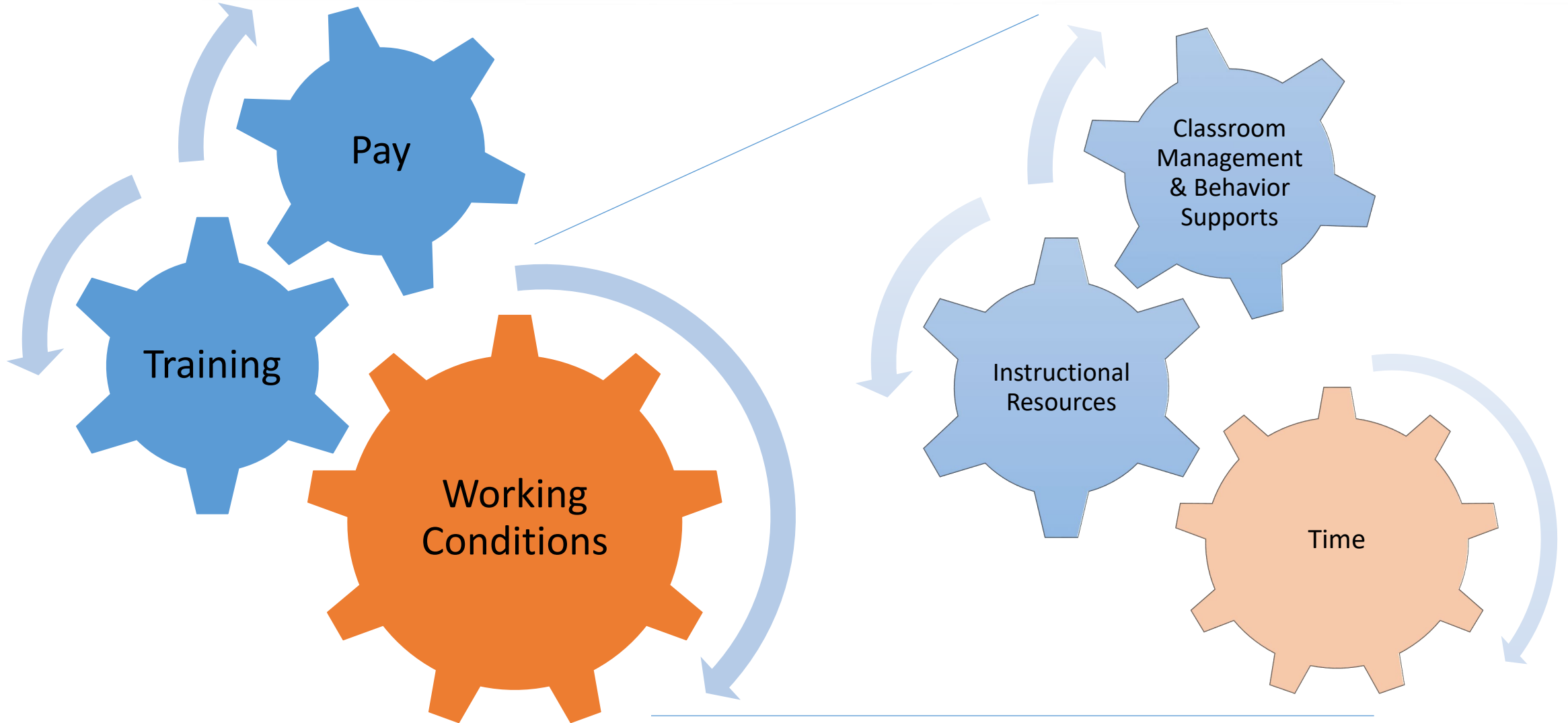
- 26 Teachers, 24 School System Administrators
- All 20 ESC regions
- Rural, urban, and suburban
- Traditional and charter
- Variety of student populations served
- Variety of content, grade level, and placement area experience



# The Task Force discussed the key challenges impacting teacher vacancies.



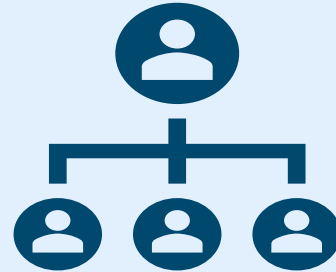
# And, did a deeper dive on the major drivers of teacher working conditions



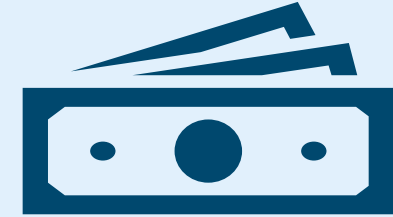
Working groups met, including panels with experts and additional stakeholders and deeper discussions in focus areas.



**Improving Educator  
Preparation**



**Strategic Staffing  
Models**



**Compensation  
Models**



**Understanding the Teacher Experience**

## Task Force Leads and Panelists

**Task Force Leads:** Ms. Jean Streepey, Dr. Chane Rascoe

### Panel 1: Educator Preparation Programs

- Doug Hamman – Texas Tech University
- Sandra Nix - Austin Community College
- Zach Rozell - iTeach
- Rene Ruiz - INSPIRE Texas (Region 4)
- Carl Sheperis – Texas A&M University San Antonio

### Panel 2: Educator Preparation Policy and Support

#### Organizations

- Jonathan Feinstein – Education Trust
- Priscilla Aquino Garza - Educate Texas
- Kevin Malonson - Teach Plus
- Calvin Stocker -US PREP

## Initial Trends from Working Group Discussion:

- **Double down on quality of preparation, do not lower the bar**
- Ensure more consistency in preparation quality across the state instead of pockets of quality,
- Stronger more consistent mentorship,
- More partnership between districts and EPPs so EPPs can differentiate and meet district needs
- Secure financial incentives for candidates entering high quality prep programs,
- Increase equitable access to high quality, paid residencies across the state,
- EPPs need to 1)ensure readiness and 2)support retention, even after certification
- Improve quality of preparation without increasing the cost to candidates

## Task Force Leads and Panelists

**Task Force Leads:** Ashley Osborne, Dr. Justin Terry

### Panel 1: Research Foundation

- Karen DeMoss - Prepared to Teach

### Panel 2: Strategic Staffing Technical Assistance Providers

- Jason Jeitz – ESC 6 Texas Strategic Staffing Lead
- Troy Smith - Public Impact
- Sarah Beal - US Prep

### Panel 3: District and School Leaders

- Lucy Borrego – Socorro ISD
- Ali Martin - Klein ISD
- Ashley Osbourne - Ector County ISD
- Justin Terry - Forney ISD

## Initial Trends from Working Group Discussion:

- **Districts, especially small ones, benefit from technical assistance to help them implement innovative practices**
- Consider a collective impact approach, specifically leveraging ESCs as a hub to assist districts with strategic staffing models
- Expand efforts to work with high school students in a Grow Your Own Model
- Pursue strategic abandonment to allow for resources and capacity for strategic staffing
- Leverage technical assistance providers to ensure staffing models are sustainable



## Task Force Leads and Panelists

**Task Force Leads:** Norma Castillo, Dr. LaTonya Goffney, Dave Lewis

### Panel 1: District Leaders

- Stephanie Kieth – Slaton ISD
- Amie Ortiz – Austin ISD
- John York – Longview ISD
- Tasha Barker – Diboll ISD

### Panel 2: Teachers

- Amanda Langston – Slaton ISD
- Patricia Detrich – Austin ISD
- James Fernandez – Longview ISD
- Yvette Garcia – Diboll ISD

## Initial Trends from Working Group Discussion:

- **Increased and performance-based compensation leads to excited and motivated teachers**
- Consider compensation more broadly, not just salary, such as childcare, insurance plans, and retirement
- Compensation models must be sustainable
- Districts need state support for sustainability and financial planning
- Strategic compensation only works if there is trust it's sustainable, need assurance TIA won't go away
- Differentiated compensation schedules can help with hard to staff areas.
- Retire/rehire policies are too burdensome and preventing access to rehiring talented teachers

## Task Force Leads and Panelists

**Task Force Leads:** Melina Recio

### **Panelists:**

This working group did not include any panelists. Instead, the space allowed for teachers to share their experiences and recommendations related to teacher vacancies.

## Initial Trends from Working Group Discussion:

- **Teachers feel overworked, undervalued, and underpaid**
- Increases in compensation should include improved insurance plans, investments in support staff, and paid teacher internships.
- Initiatives like TIA help, but timelines are too slow
- Re-engineering the school day and expanding access to HQIM could be transformational for the teacher experience
- Consider more teacher career pathways
- Reduce burdens on teachers such as too much focus on assessments, training requirements, and the negative political environment that doesn't express trust and value for teachers
- Provide more mental health supports for teachers and students.
- Compelling recruitment of new teachers will come from existing teachers feeling valued, supported, and compensated well

## Meeting Dates and Resources

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.

June 2nd, 2022		
Agenda & Pre-Work	Presentation Decks	Summary Notes
Meeting Agenda	Welcome, Introductions, and Logistics	Welcome, Introductions, and Logistics
Meeting Pre-Work	Commissioner Morath's Comments and Q&A	Commissioner Morath's Comments and Q&A
Working Group Topic Overviews	Overview of Task Force Deliverables and Working Groups	Overview of Task Force Deliverables and Working Groups
	Breakout: Educator Preparation	Breakout: Educator Preparation
	Breakout: Strategic Staffing Models	Breakout: Strategic Staffing Models
	Breakout: Compensation Models	Breakout: Compensation Models
	Breakout: Teacher Experience	Breakout: Teacher Experience
	Working Group Share Out	Working Group Share Out
March 10th, 2022		

Future Superintendent calls will include deeper dives into the presentations and discussion trends from each TVTF Working Group