

Working Group Topic Overviews

Working Group #1: Improving Educator Preparation

Overview: We will explore the current teacher preparation landscape and the impact of teacher preparation on the readiness and retention of novice teachers. We will consider the interconnected relationships between educator preparation programs (EPPs), local school districts, and the State Board for Educator Certification (SBEC) in ensuring novice teachers enter the classroom prepared to meet the needs of their students. We will talk to EPP leaders about the challenges and opportunities they are experiencing as they work to recruit, train, and retain teacher candidates, *particularly in hard to staff certification areas*. We will also talk to leaders in education policy development about local and statewide policy pursuits promoting improvement in educator preparation. The working group will work to consider and provide recommendations for improvements in educator preparation aligned to increasing teacher readiness and promoting teacher retention.

Facilitators: Emily Garcia, Marilyn Cook, Dr. Pam Wetherington

Task Force Leads: Jean Streepey and Dr. Chane Rascoe

Invited Panelists:

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/Ryan Franklin - Educate Texas
- Kevin Malonson - Teach Plus
- Calvin Stocker -US PREP

Working Group #2: Strategic Staffing Models

Overview: This working group will explore staffing models and how they address districts' prioritized needs for their overall talent pipeline development. Right now, districts across the state are using staffing models to address immediate and longer-term instructional needs on their campuses. The working group will hear from researchers, technical assistance providers and district and school leadership about their experiences with designing and implementing strategic staffing models. The group will work to make recommendations for how staffing models could be leveraged to address teacher retention needs.

Facilitators: Jessica McLoughlin, Colin Dempsey, Melissa Yoder, and Xóchitl Anabel Rocha

Task Force Leads: Ashley Osborne, Dr. Justin Terry, Richard Cooper

Invited Panelists:

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

Working Group #3: Compensation Models

Overview: This working group will explore the role of compensation as it relates to teacher retention and provide possible recommendations for increasing compensation as a whole as well as implementing strategic compensation systems. The Texas Association of School Business Officials (TASBO) will present an overview of the legal framework for salary and the different types of compensation. The working group will hear from district administrators and teachers from four districts across the state that have implemented either compensation increases or strategic compensation systems over the last few years.

Facilitators: Matthew Holzgrafe, David Marx, Grace Wu

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

Invited Panelists:

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

Working Group #4: Understanding the Teacher Experience

Overview: This working group will focus on better understanding the teacher experience as it relates to teacher attrition and developing recommendations to improve recruitment and retention. The first part of our time together will include a brief overview of research related to teacher vacancies. Participants will then work

in smaller groups to discuss teacher attrition root causes and recommendations to address this issue. Facilitators will encourage participants to prioritize their recommendations and align them to other working group topics (improving educator preparation, staffing models, and increasing compensation and strategic compensation models) where appropriate. Participants will suggest potential new Task Force working group topics resulting from this conversation.

Facilitators: Ali Friedlander and Iván Nieves

Task Force Leads: Melina Recio

Invited Panelists: This working group will not include any panelists. Instead, the space will allow for teachers to share their experiences and recommendations related to teacher attrition.