



Understanding Challenges and Opportunities

March 2022

Agenda

Objectives:

Understand the challenges districts are currently facing related to teacher vacancies through:

- Deeper dive into statewide data, and
- Trends from prework survey

Share best practices for addressing critical teacher vacancy and shortage areas

Agenda:

Topic	Time
Overview of Statewide and Task Force Survey Trends	10 min
Whole Group and Small Group Discussion of Trends	45 min
Retire/Rehire	20 min

The Current Landscape



Teacher Attrition is related to many factors

Working
Conditions

Support

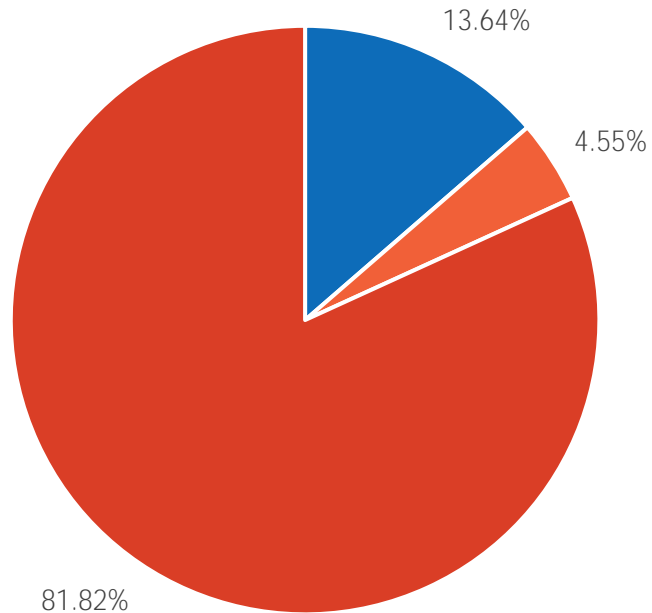
Qualifications



What Task Force Members Said

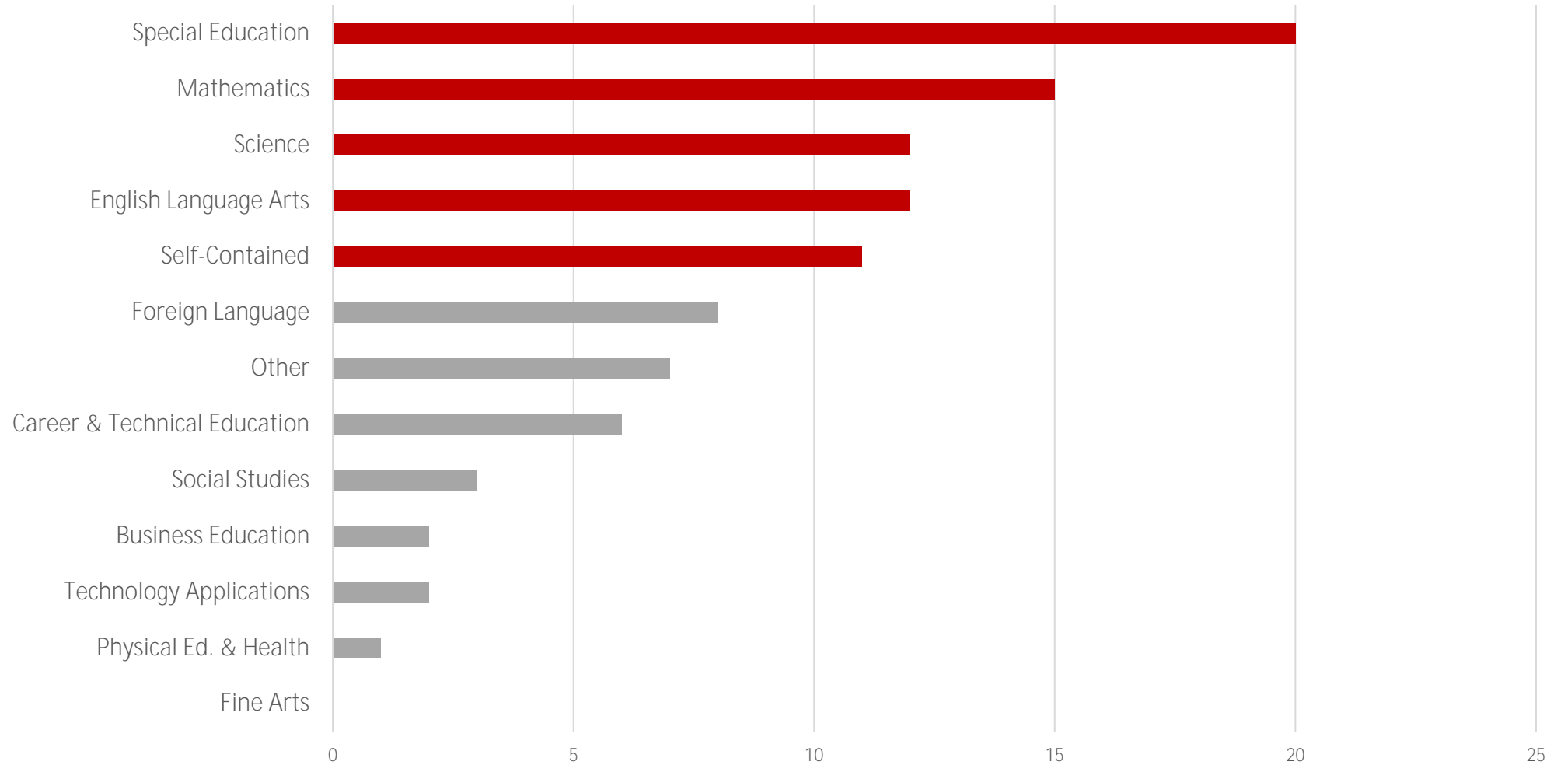
How did vacancies this year compare to last year?

Beginning of the Year Status

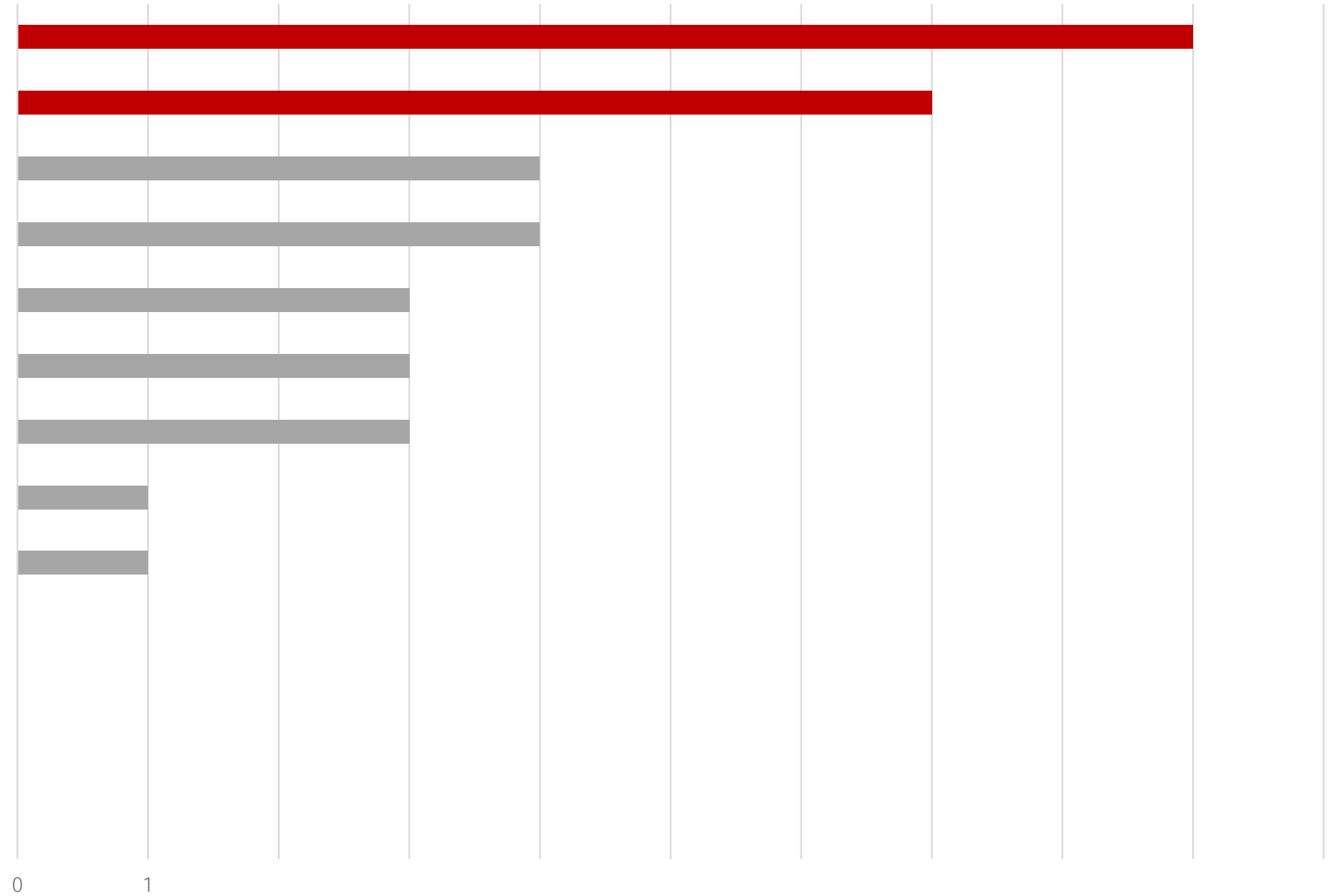


- Fewer unfilled teacher positions
- About the same unfilled teacher positions
- More unfilled teacher positions

Subject Areas Hardest to Staff This Year?



Areas Harder to Staff This Year than prior years?



Do you project opening 2022-2023 with open positions?



In Your Small Group

Name a Notetaker and a Presenter

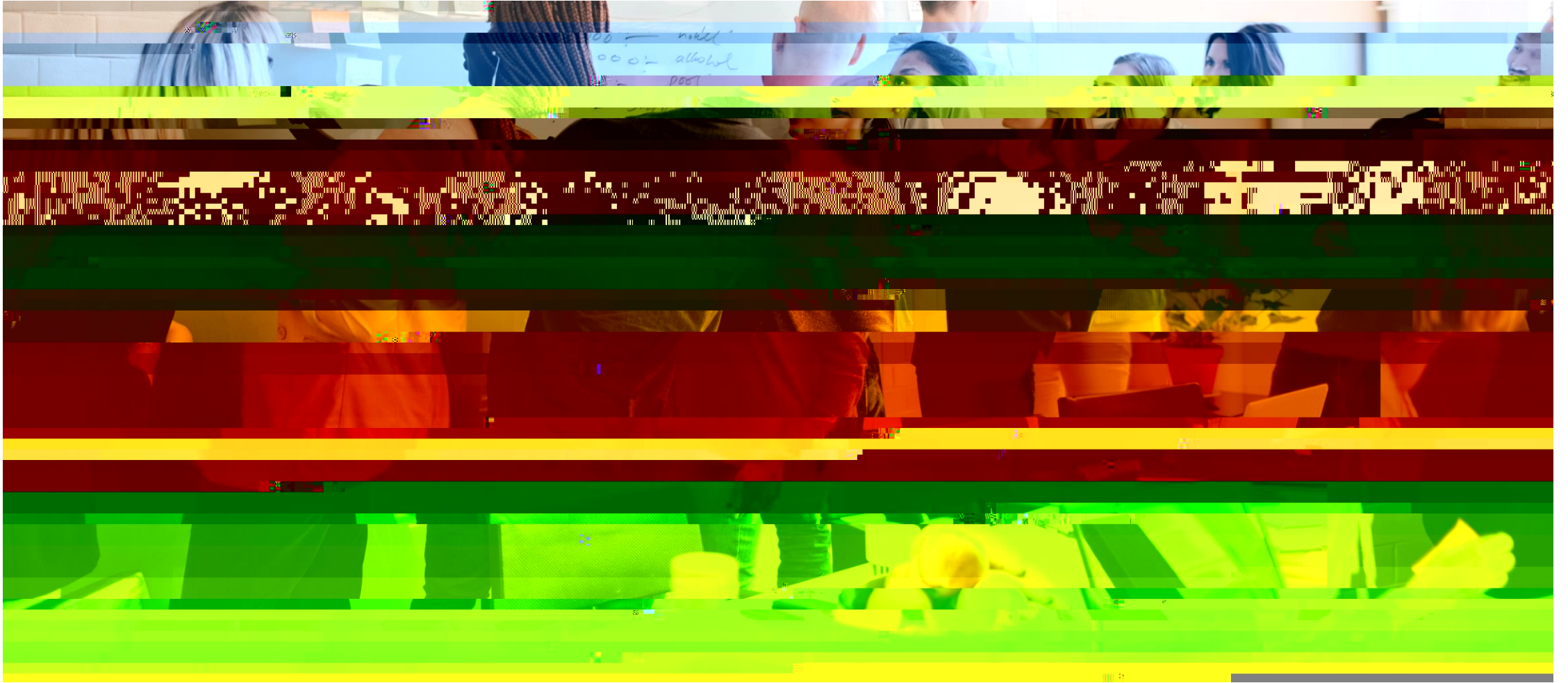
Find your group number in the shared notetaking document

List your group member names

Take notes on your group discussion

Be ready to share 2-3 highlights from your small group conversation with the whole group

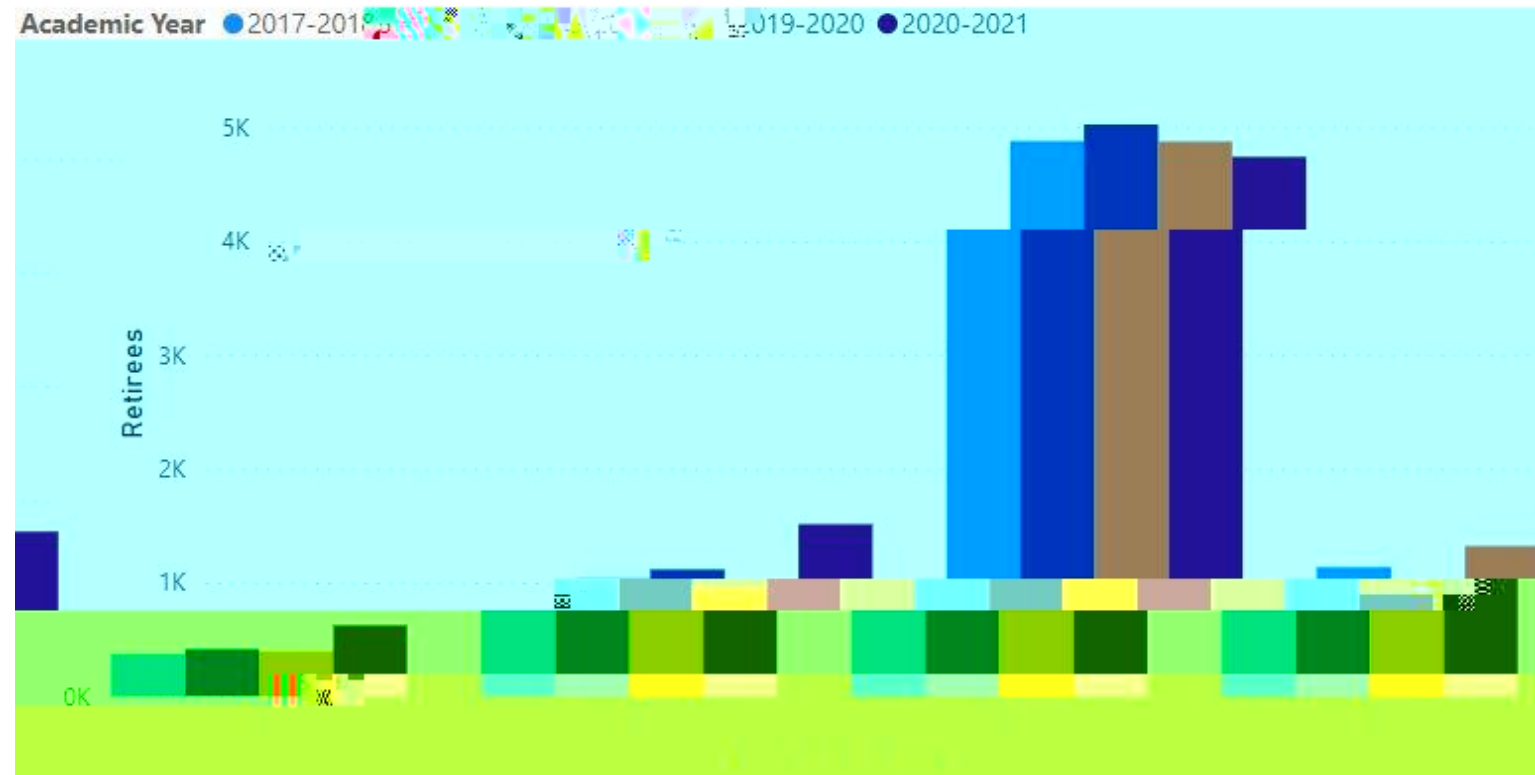
Recruiting and Rehiring Retired Teachers



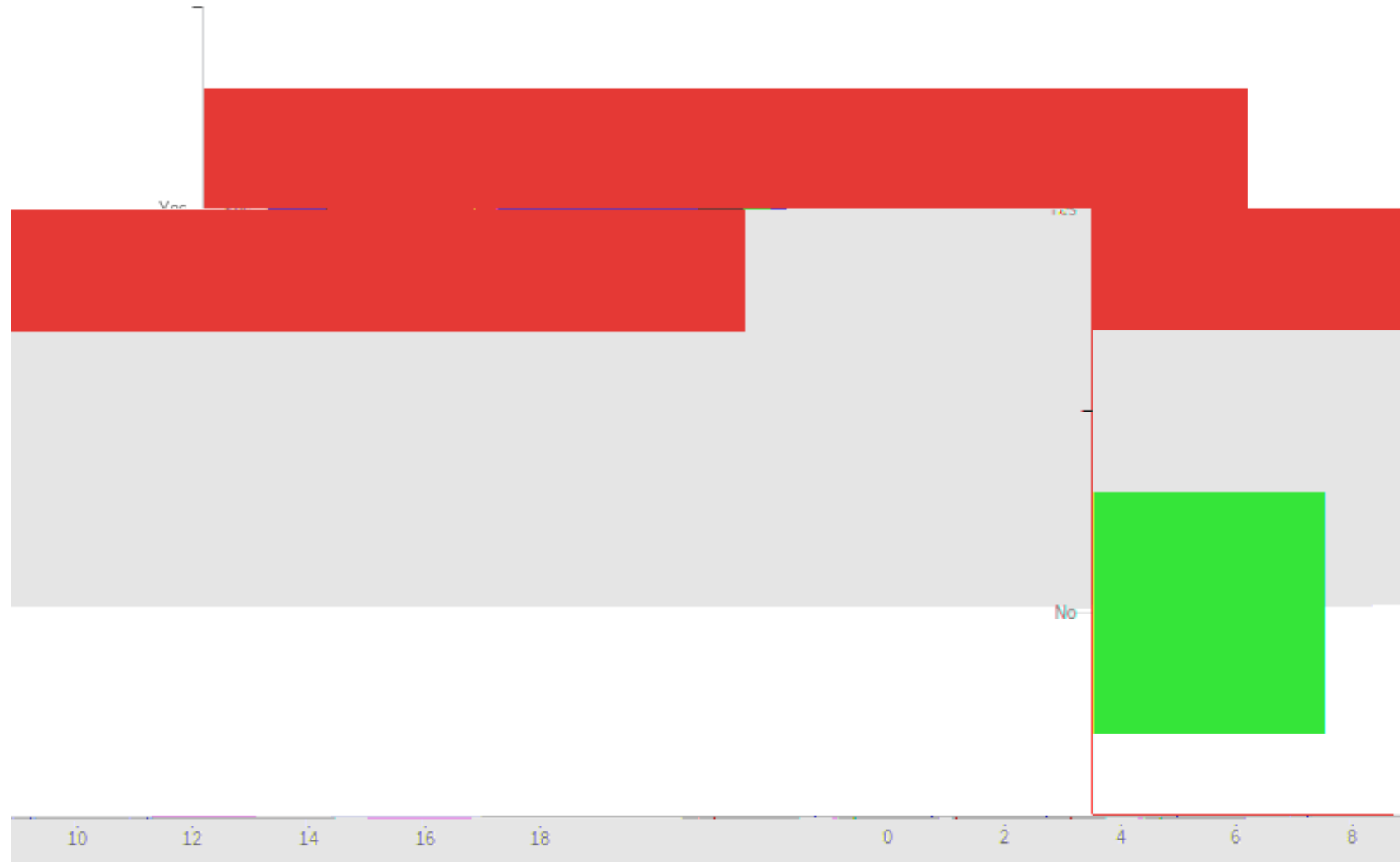
We also know that Teacher Retirements increased in 2020-2021, and we do not yet have the data for 2021-2022.

Academic Year	Teacher / Librarian Retirements	Percent Increase from Prior Year

Retirees by Quarter of Retirement and Academic Year



Recruiting Retired Teachers?



Common Successes and Challenges for Rehiring Retired Teachers from Task Force Members

Contributing to Successes

Increasing pay

Personal connections

Flexible schedules

Contributing to Challenges

COVID risks

20-day maximum

TRS member penalties

Reporting employer surcharges

New policies from the 87th Legislative Session

SB 202

SB 288

New policies from the 87th Legislative Session

HB 1585

SB 1356

Key Considerations for Retirees as Tutors

A TRS retiree hired as a tutor will be exempt from losing their annuity payments, in the same way as other exceptions, such as half-time employees.

Additional Challenges We've Heard

Due to SB 202, school systems cannot afford the additional cost of hiring retirees

The exemption from surcharges under SB 288 for "additional positions" doesn't provide any relief because school systems can't fill their basic staffing needs.

If school systems could find enough qualified teachers, they would not hire retirees

Tutors under SB 1356 are still subject to surcharges which drives up the cost of hiring a retiree to serve as a tutor

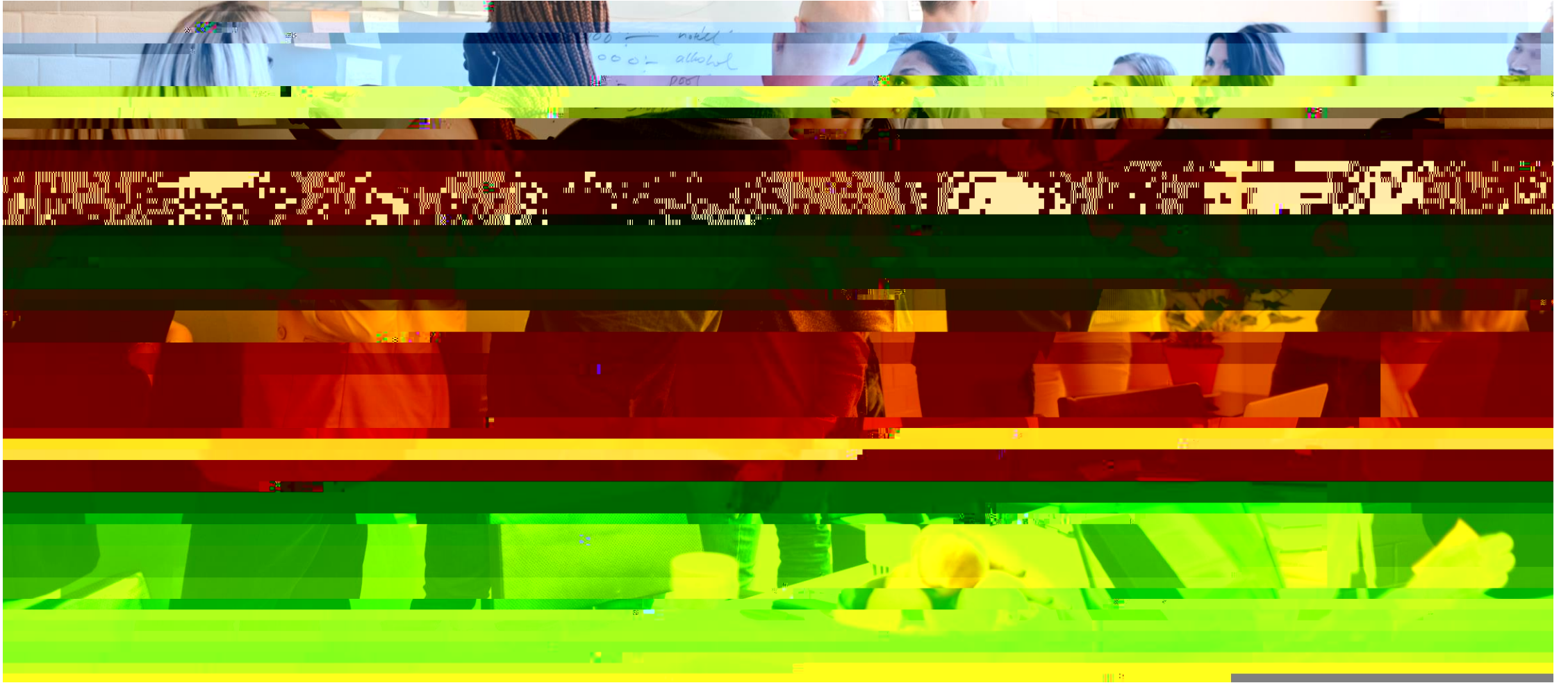
Discussion

How is your district currently utilizing retirees?

What challenges is your district experiencing using retirees?

What policies or supports would your district benefit from?

Sharing promising practices



What successful practices did Task Force members name?

Hiring Process

- Over-hiring
- Incentivize early notice of resignation
- Job fairs with “on the spot” offers
- Hiring from substitute pool

Prep/Certification

- Stronger EPP partnerships
- TOEFL/cert exam test prep
- GYO candidate incentives
- DOI/local cert flexibilities

Marketing/Recruitment

- Employee referrals
- Increased advertising / Social Media
- More targeted recruitment, use of job-search platforms
- Out-of-state and international recruitment
- Highlighting TIA in marketing materials
- Highlighting innovative staffing models

Support

- Mentor, induction programs
- Regularly discuss growth and progress/additional coaching
- Teacher leadership positions
- Additional development/ planning time

Compensation

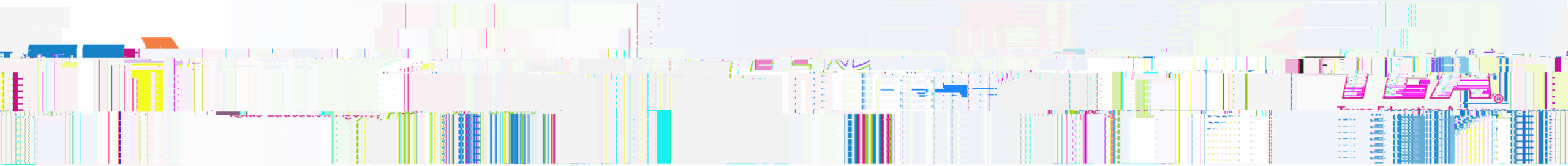
- Increasing pay, stipends
- Hiring/retention bonuses
- Increased benefits
- Additional time off

Dr. Diana Barrera Ugarte, Superintendent, Kenedy ISD

Multiple Teacher Pay Incentives

Additional teacher support with planning and instruction

Restructuring district leadership to retain teacher leaders



Discussion

What questions do you have about the promising practices?

What policies or supports would be needed to spread these practices more widely?

Which promising practices are you most interested in hearing more about, seeing examples of?