

TEA Talent Strategy and Supports



More targeted recruitment, use of job-search platforms

Out-of-



Increasing pay, stipends
Hiring/retention bonuses

Increased benefits

Additional time off

Talent Strategy and Supports

Essential Questions

What are some obstacles or challenges to implementing or accessing aligned TEA initiatives?

Where are there gaps in current TEA supports that could amplify the best practices presented by the taskforce members?

Effective Preparation Framework

What is it

A framework that codifies the best practices that Texas educator preparation programs engage in daily. The EPF will build common language, support EPP continuous improvement, and inform statewide alignment.

Who is this for:

All Texas educator preparation programs

What is required:

The Effective Preparation Framework will inform future State Board for Educator Certification rulemaking and TEA strategic initiatives focused on raising the quality of educator preparation in Texas.

Current status and outcomes:

Framework development underway with active stakeholder engagement plan

How and when to get involved:

Opportunities to engage in stakeholder feedback sessions

High-Quality Teacher Residency Models



Yearlong teacher residency models that leverage LEA/EPP partnerships to support build a sustainable talent pipeline.

Who is this for:

All Local Education Agencies, including Open-Enrollment Charter Schools and their EPP partners

What is required:

Teacher residents meet both immediate instructional needs (lower teacher/student ratio and can serve as tutors, substitutes, paras, cover planning time, etc.) and long-term talent pipeline needs (bench of qualified teachers trained in the LEA)

Established partnership with an educator preparation program that implements a yearlong teacher residency model.

Current status and outcomes:

94 LEAs awarded via TCLAS Decision 5 with 15 EPP partners, with over 1,000+ teacher residents placed and funded annually

How and when to get involved:

15 Vetted Teacher Residency Programs (application opens in Spring 2022)

Strategic Staffing

What is it

Technical
assistance
supports to design
and implement
strategic staffing
models to address
immediate and
long-term LEA
instructional
needs.

Who is this for:

All Local Education Agencies, including Open-Enrollment Charter Schools What is required:

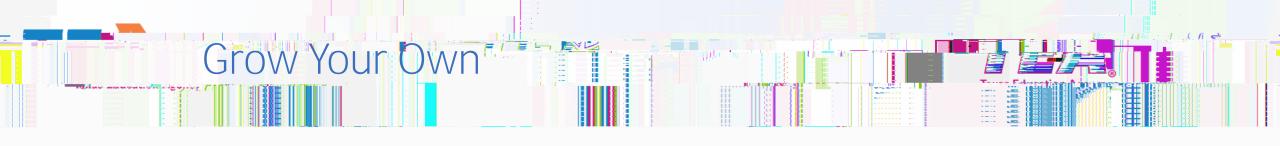
Collaboration between a LEA, strategic staffing technical assistance provider, and in some cases an EPP partner, to develop a strategic staffing model to meet both immediate instructional needs (lower teacher/student ratio, tutoring, substitutes, vacancies, increased planning time) and long-term talent pipeline needs (bench of qualified beginning teachers trained in the LEA, teacher leadership pathways) Strategic staffing models will sustainably fund teacher residency wages, teacher leader incentives, other district priorities etc. with district dollars long term.

Current status and outcomes:

94 LEAs awarded via TCLAS Decision 5 with 15 EPP partners, impacting 2,000+ educatoipef26(EPP)4(partn)9 290.58 292I-

Principal Residency Models

Yearlong principal residency models that leverage LEA/EPP partnerships to develop a strong bench of future



Districts provide
supports for
paraprofessionals
to become
certified teachers
and the
expansion of high
school Education
and Training
courses.

Mentor Program Allotment

What is it

Districts
implement highquality mentoring
programs to
support
beginning
teachers

Who is this for:

All Local Education Agencies, including Open-Enrollment Charter Schools What is required:

Mentor teacher training approved by the commissioner, scheduled time for mentoring activities to occur during the school day through a reduced teaching load or release time (up to 12 hours per semester), mentoring focused on high-leverage instructional practices, selection of effective teachers to serve as mentors

Current status and outcomes:

92 LEA participants, 2,500 beginning teachers mentored How and when to get involved:

Visit <u>tea.texas.gov/mpa</u> for more information

Cycle 4 of MPA will start in SY 2025-26 with applications due the year prior

Teacher Leadership

What is it

Districts build teacher leadership models in one of three areas Who is this for:

All Local Education Agencies, including Open-Enrollment Charter Schools What is required:

i ri u r i , : develop a distributed leadership model; partner with an ESC to deliver Texas Instructional Leadership training to teacher leaders, campus administrators, and principal supervisors; develop a clear plan to deploy teacher leaders as part of the instructional leadership team

N io I Bor, 2 support teachers through the National Board Certification process locally or through partnership with a TIA-approved partner

i ric r c ic llo i , : provide training and support to teacher leaders who engage with stakeholders and provide input on effective district practices Current status and outcomes:

38 districts and 386 teacher leaders participating in this grant How and when to get involved:

The next round of Pathway 2 applications will likely open in summer/fall 2022
The next round of Pathway 1 and 3 applications will likely open in summer 2023





10 minutes

- 1. What are some obstacles and challenges in implementing or accessing the TEA aligned initiatives?
- 2. Where are there gaps in current TEA supports that could amplify the best practices presented by the taskforce members?

