



Talent Pipelines Working Group

TVTF Working Group 2



Welcome



Jessica
McLoughlin

Director, Talent
Pathways

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Residencies and
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Programs Manager,
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Camille
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Education Specialist,
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Residencies and
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Introducing Our Task Force Leads



Ashley Osborne

Executive Director,
Talent Development,
Ector County ISD



Dr. Justin Terry

Superintendent, Forney
ISD

Working Group Objectives

Summarize input from last session and share impact on overall working group structure

Debrief pre-work and gather initial perspectives around key issues, common barriers, and areas for prioritized focus

Agenda and Working Group Session Guide

9:20-9:30: Summary of Input

9:30-9:50: Begin to Debrief Pre-work



- Stay on camera (when possible)
- Stay on mute when not talking
- Utilize the chat and emojis to ask questions and alert the facilitator in you want to speak
- Actively engage and share from your own experience

Summary of Input:

Emphasis on quality prep pathways with time for practice

Need for partnerships to support teacher prep aligned to 12K needs

Emphasis on incentives for teachers as leaders and role of mentor teachers

Opportunities to leverage DOI flexibilities

Process: more time for discussion and generation of solutions, less TEA sharing out

Focus of June Strategic Staffing Working Group:

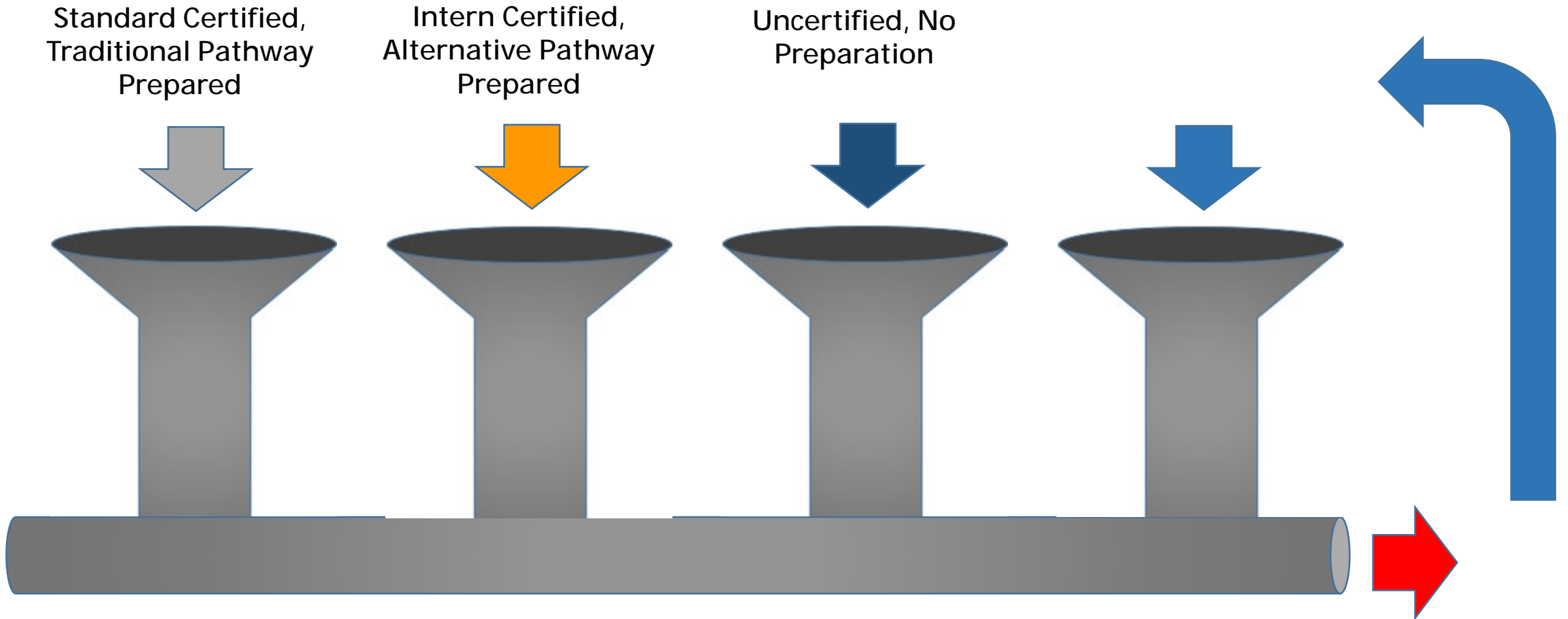
Strategic Staffing to Support Talent Pipeline Development, including:

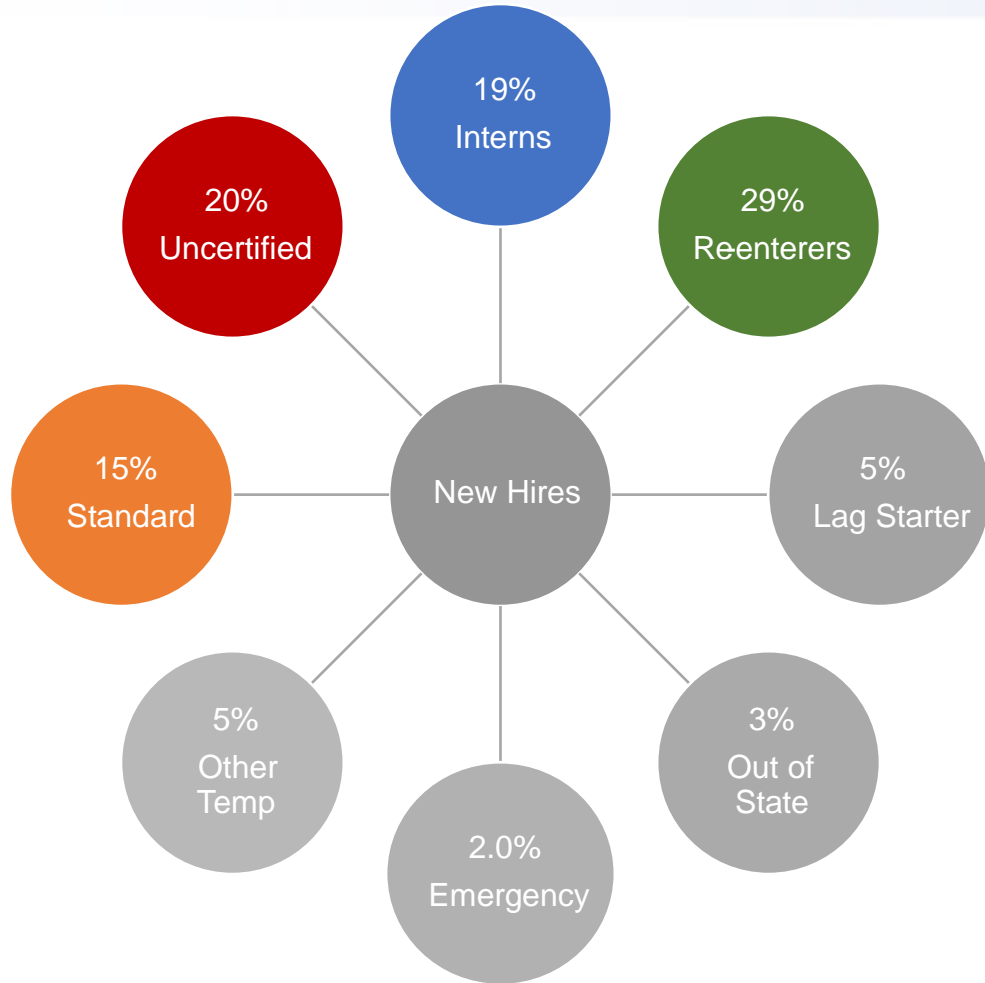
Paid Teacher Residencies and Grow Your Own Models

August Working Group Focus: Teacher talent pipeline strategy

Staffing models are one key enabler of a strong talent pipeline. (Hm46bl)-1
June ussieteineh(a)9 (()]TJ -0.004 T

The teacher pipeline is of vital importance to the advancement of Texas Public Schools

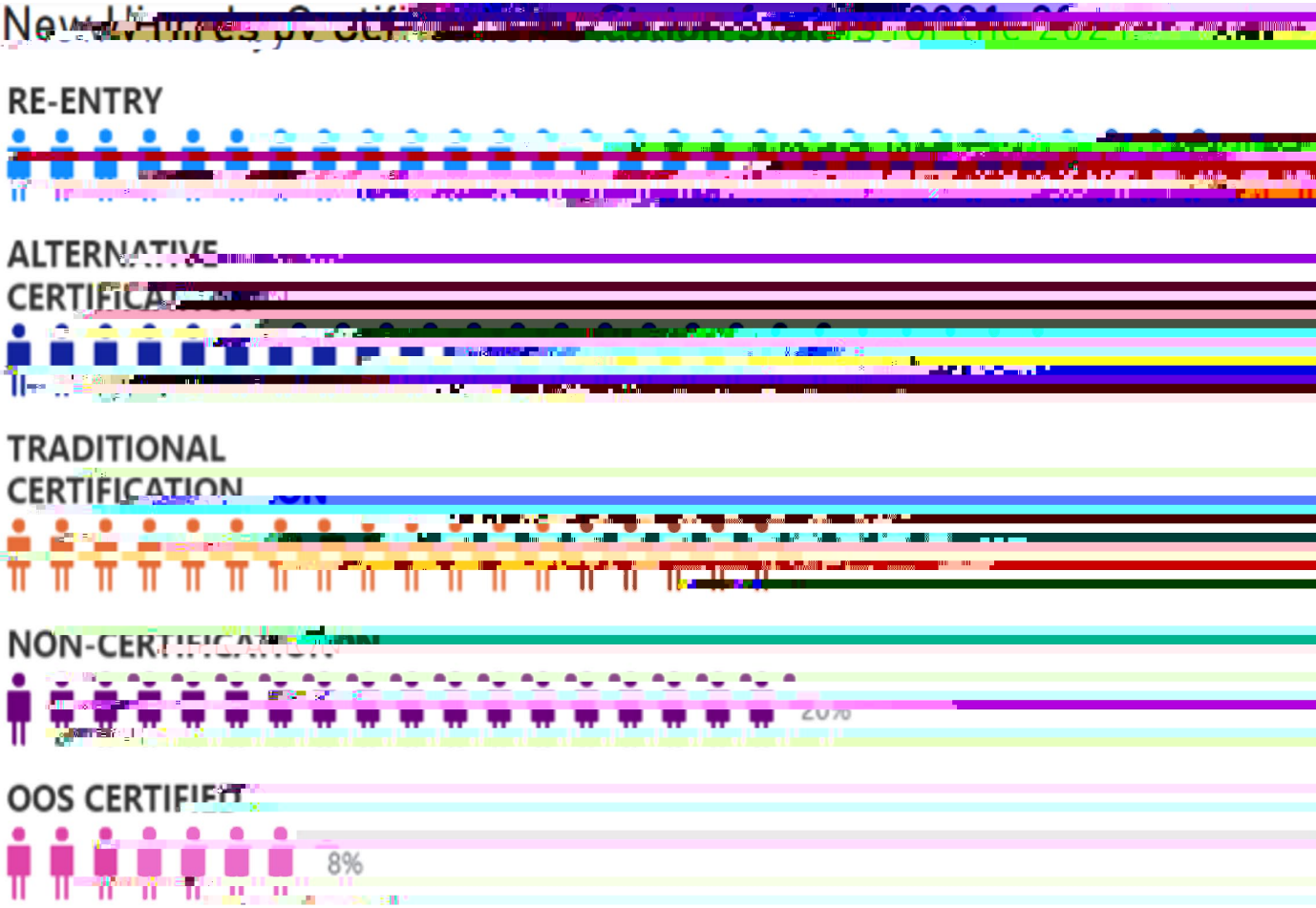




Definitions:

- New Hire: An individual employed as a teacher in the current academic year but was not employed as a teacher in the previous year
- Reenterer: An individual holding an active or expired standard certificate who was previously full-time and had a break in teaching employment
- Intern: An individual still being prepared in an alternative certification route
- Uncertified: An individual who holds no certification issued by the SBEC
- Standard: An individual who received their certification from a traditional or alternative certification pathway

Examining Newly Hired Teachers Requires Examining More Than Newly Certified Teachers



N=42,973 New Hires in 2021 -

Re-entry includes individuals not teaching in the prior year or who were part-time

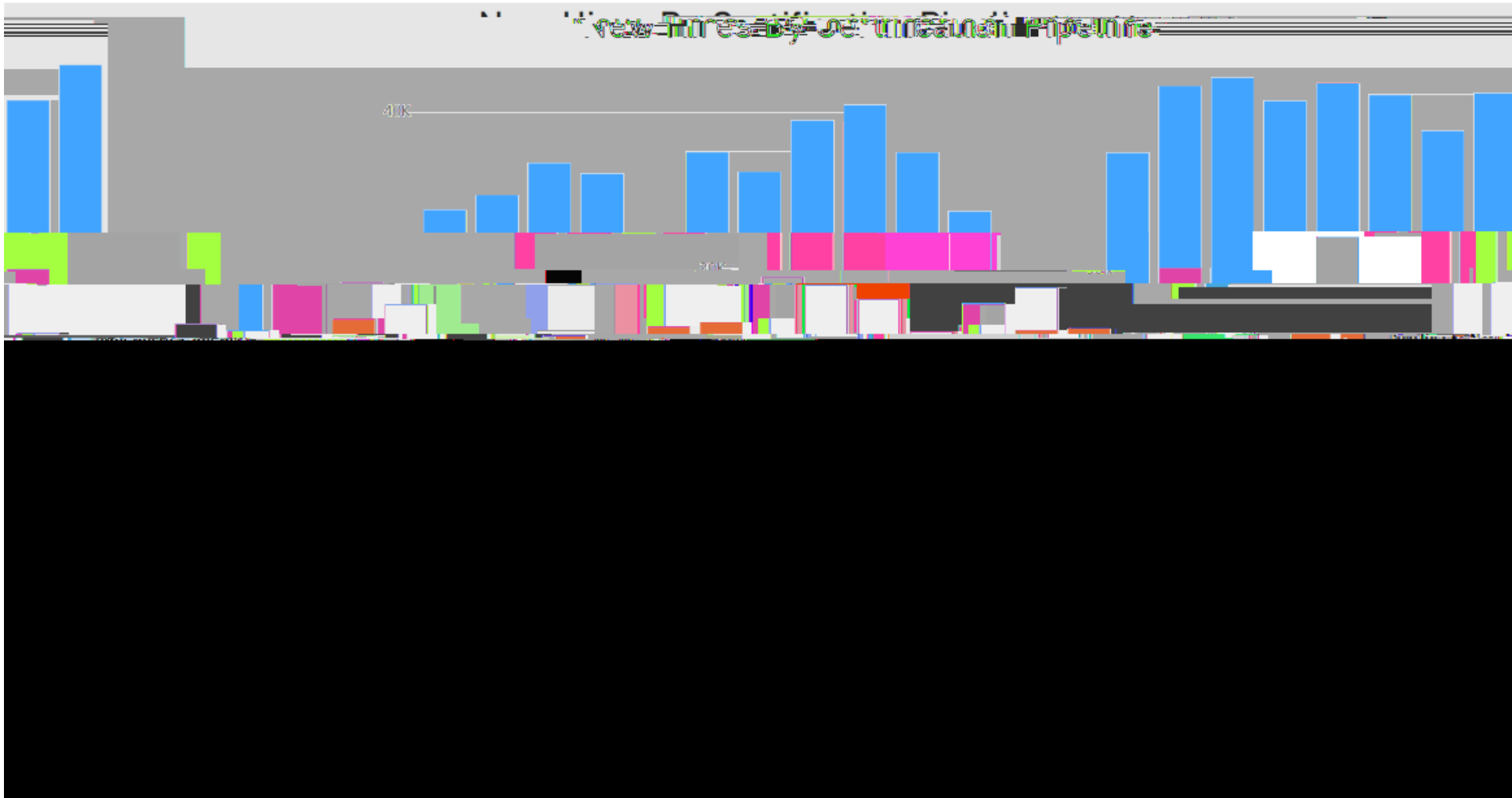
Alternative certification includes direct entry on an intern or emergency permit

Traditional certification includes direct or lagged entry on a standard certificate

Non-certification includes individuals without a certificate or permit from Texas

Out-of-State certification includes one-year or standard certificates issued based on out-of-state credentials

The 4 dominant categories of new hires over time; categories change ordering because of changes to certification policy and economic trends



Re-entry

Out-of-State Certification

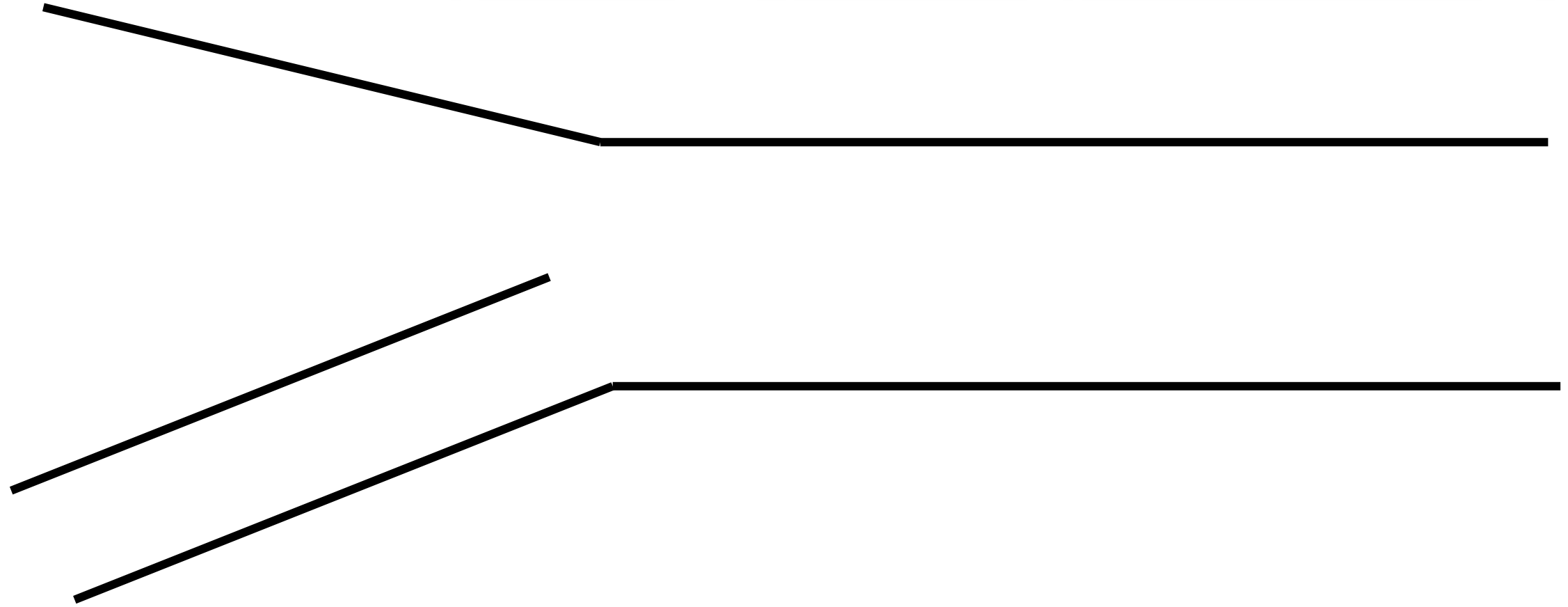
Traditional Certification

Non-Certification

Alternative Certification



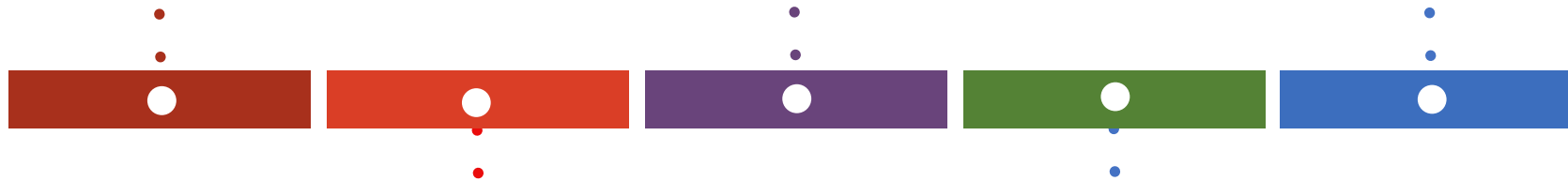
The Development of Strong Teacher Pipelines Require Intentional Planning



Teacher Pipeline Development: Recruitment, Training, and Retention of Effective Teachers

Candidates enter the pipeline to the profession through multiple paths and through various certification routes.
Candidates stay in the profession as a result of intentional development and likely leadership opportunities.

Entry Point 1:
Highschoolers in





Pre-work Debrief, Part 1: Profiles along the Pipeline



Discussion:

5 minutes: Take a few moment to reorient to your notes.

For each section of the pipeline:

What were the key systems and strategies used by Longhorn ISD and its partners to address potential barriers?

You may star or add check marks to the barriers that you believe are most important to address first.

5 minutes: Please add your reflections to your copy of the shared capture document.

10 minutes: Following, we will discuss your shared reflections.

Key Takeaways:

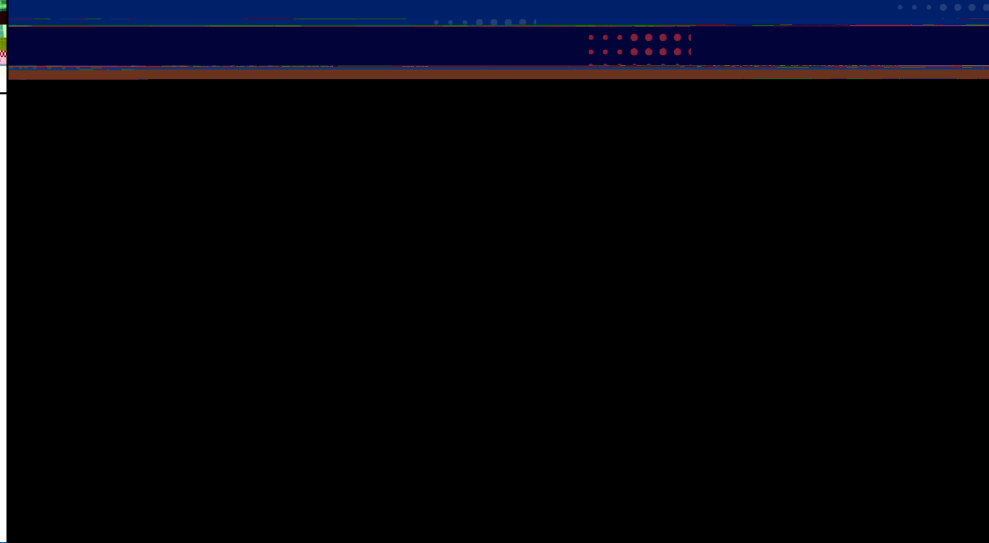
Phase	Summary of LISD's Priority Focus Areas
Recruit and Train	<ul style="list-style-type: none">• Support for LEA & EPP partnerships• Focus on high school education and training pathways• Develop pathways for existing staff and community (Grow your Own)• Ensure access to quality teacher preparation• Prioritize strong HR recruitment practices and systems
Re-entry	<ul style="list-style-type: none">• Engage in targeted marketing and recruitment strategies for returners• Provide induction and training supports• Remove process barriers
Retain	<ul style="list-style-type: none">• Prioritize intentional talent pipeline planning• Leverage staffing models and financial support• Prioritize leadership development training and support



Pre-Work Debrief, Part 2: Unpacking Real Texas Case Studies



Texas Case Studies



TFS: Debrief

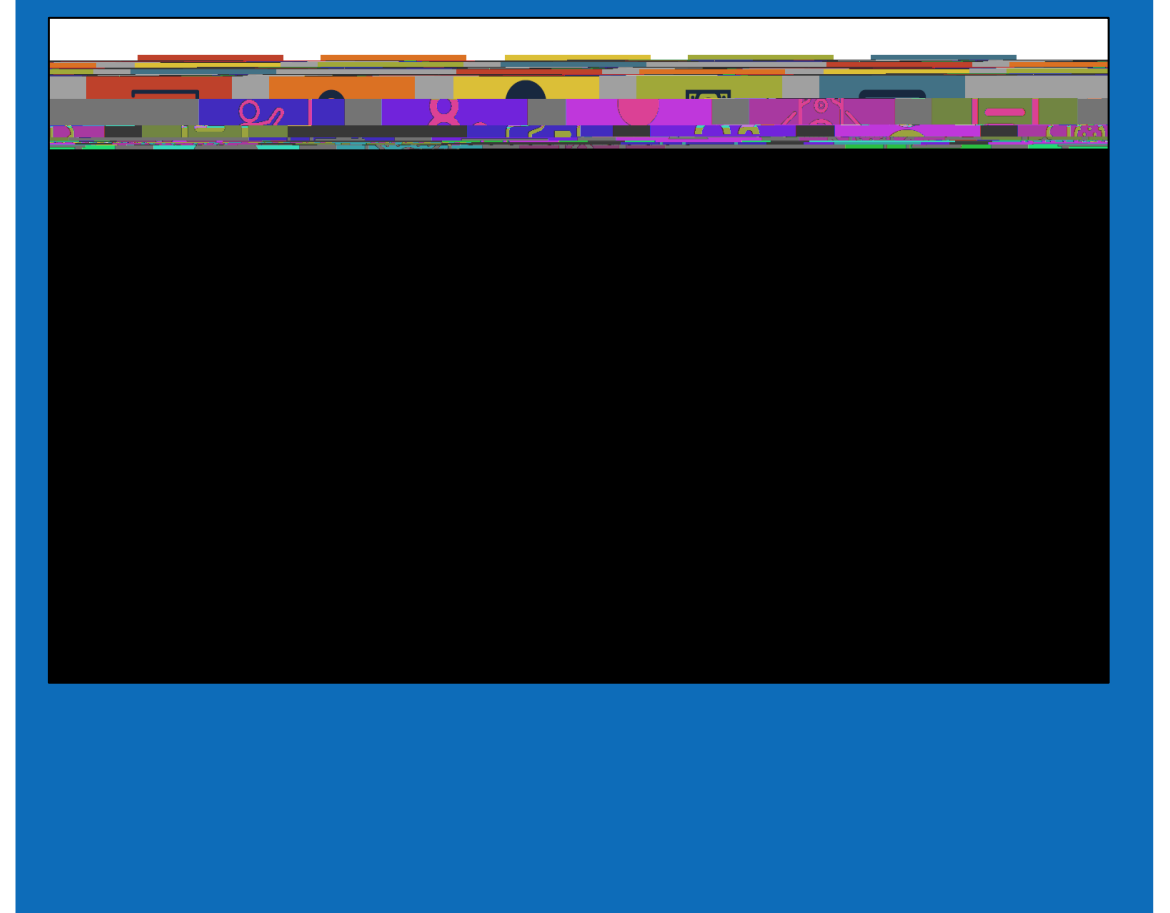
What was talent pipeline issues were Third
Future Schools trying to address? 25.496 425.397ga



BPISD | Inspire Texas | Brazosport College:

Snapshot of pipeline strategy
(5 minutes)

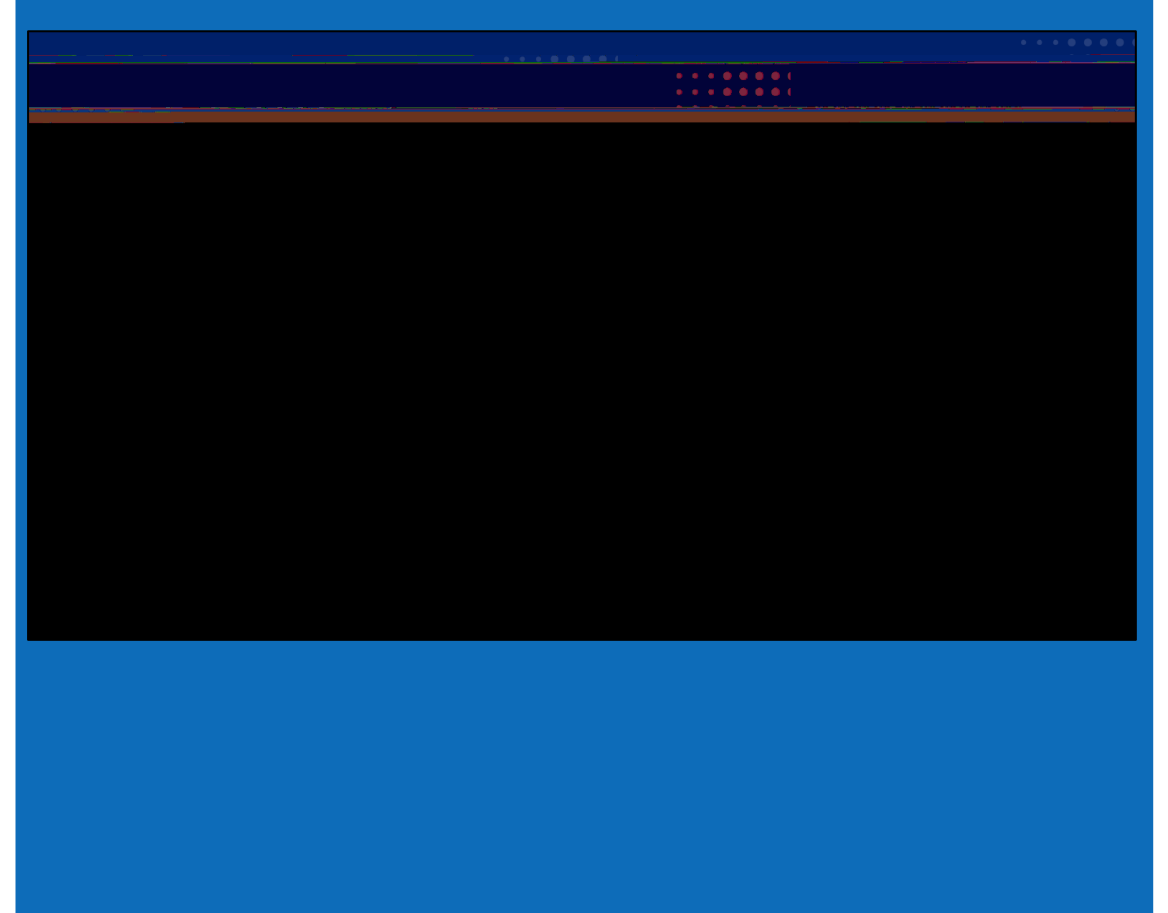
Questions from the working
group



ECISD:

Snapshot of pipeline strategy
(5 minutes)

Questions from the working
group



Debrief Protocol

Key Ideas:



TEA

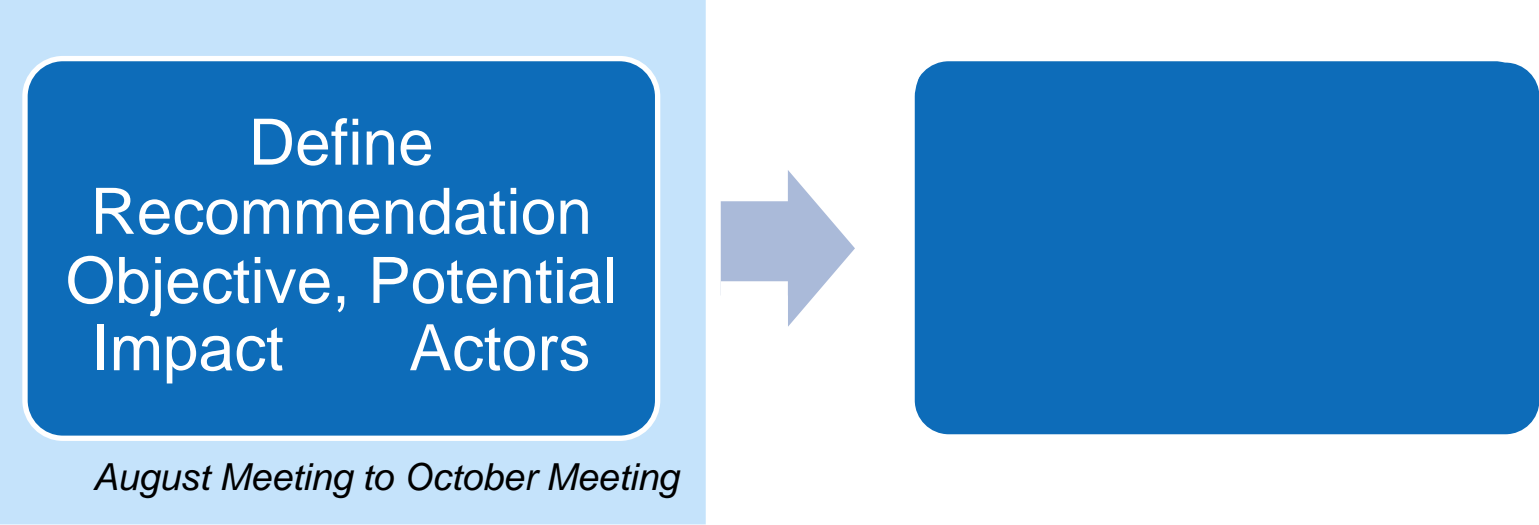




Working Group Discussion: Identify Key Recommendation Objectives



Framework for Developing Recommendations



Recommendations Framework

Bucket	Issue & Root	Objective –	Impact – Why?	Actor – Who?	Actor – How?	Next Steps?

Framework Example:

Phase	Bucket	Objective – What?	Impact – Why?	Actor – Who?	Actor – How?	Next Steps?
Recruit and Train	HR Recruitment Practices and Systems	Funding for recruitment incentives for high-need or hard-to-fill areas	This could incentivize additional educators to pursue harder to staff fields	District, State, Legislature	Districts could...	



Our focus today: Describe Key Issues and Related Recommended Strategies

Protocol:

- **5 minutes: Whole Group:** Norm on key issues and buckets (focus areas) we are seeking to address for each

Our focus today: Describe Key Issues and Related Recommended Strategies

Protocol:

- **Recruit and Train Phase:**

- **5 minutes:** silent-solo review of the buckets and notes from the pre-work debriefs related to the pipeline phase
- **5 minutes:** note related strategies to address each bucket on the [jam board](#)
- **20 minutes:** debrief as a whole group to codify suggested strategies to address need of each bucket on the toolkit and describe potential impact
- **5 minutes:** Identify “what research and next steps do we need to take to finalize the recommendations for this phase”?

Our focus today: Describe Key Issues and Relao9l0Dd@BDC T





Working Group Next Steps



Working Group Next Steps

Today:

Share our recommended strategies with the overall TVTF

Before October Working Group:

Prioritize strategies/objectives via survey

Review other working groups' suggested recommendations

Review suggested actors & their roles in addressing strategies (who and what)

Review related research that supports prioritized strategies

October:

Cross group work time to review draft recommendations

React to actors, their roles and discuss need for additional research

Map related next steps/calls for additional research

Recommendations Framework

Bucket	Issue & Root Causes	Objective – What?	Impact – Why? Cost?	Actor – Who?	Actor – How?	Next Steps?
Subgroup	<p>Sweet spot issue: issue where a person or group of people can be held accountable for enacting change</p> <p>Root cause: “the fundamental reason for a problem”; helps us identify a narrow, actionable, and aligned recommendation</p>	Define the goals for change of this recommendation	<p>Identify the rationale and possible outcomes if this recommendation is broadly implemented</p> <p>Identify cost, trade-offs, and potential consequences</p>	Identify the implementers for this type of recommendation	Begin to describe the method the implementers would use to enact this change	What research or other steps need to be taken to finalize this recommendation?
August 25	August 25	August 25				Ongoing
		August 25 to October 18	August 25 to October 18	August 25 to October 18	August 25 to October 18	Ongoing

Logistics Next Steps



[Link to Main Zoom Meeting here](#)

