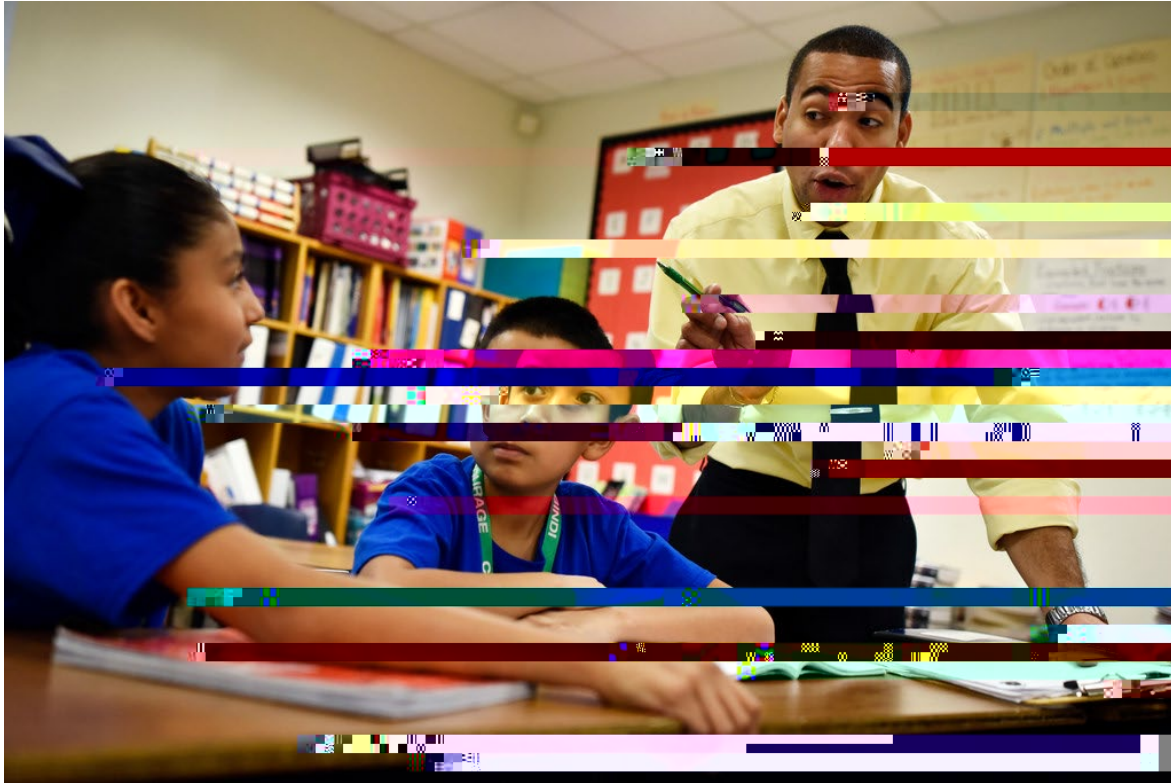




Opening Session

October 13^h, 2022



Josué Tamáez Torres | Teacher, Dallas ISD



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

Pro.349 I e 0 16 (or)-1

- 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 and expertise
- Make room for all voices
- Assume best intent
- Allow for productive disagreement
- Expect and accept non-closure

- 9:00 am | Welcome and Logistics Josué Tamárez Torres, TVTF Chair
- 9:15 am | September 20th Hearing Update and Q&A

Commissioner Mike Morath, Deputy Commissioner Kelvev Oeser, Josue Tamarez Torres, Jean Streepe

- 10:00 am | Working Group Recommendation Feedback & Reflection |
- 10:15 am | TRANSITION/BREAK
- 10:30 am | Working Group Session
- 12:00 pm | LUNCH
- 12:30 pm | Working Group Session
- 2:45 pm | Closing Session
- 4:00 pm | Adjourn |

TVTF Recommendations Roadmap

State of Teacher Vacancies
and Current Strategies

Initial Recommendations
Discussion

June 2022

September 2022

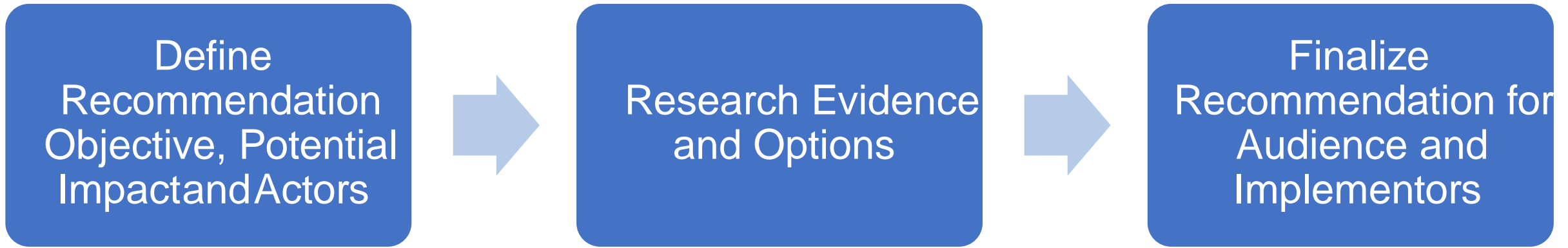
March 2022

August 2022

Working Group Panels &
Discussions

House Joint Hearing on the
Teacher Workforce

- Task Force members utilize the recommendation framework to refine initial recommendation
- Task Force members assist in identifying next steps



	Objective— What?	Impact— Why?	Actor— Who?	Actor— How?	Next Steps?
Subgroup	Define the goals for change of this recommendation	Identify the rationale and possible outcomes if this recommendation is broadly implemented	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?

How will the TVTF produce and communicate recommendations?

Task Force members will:

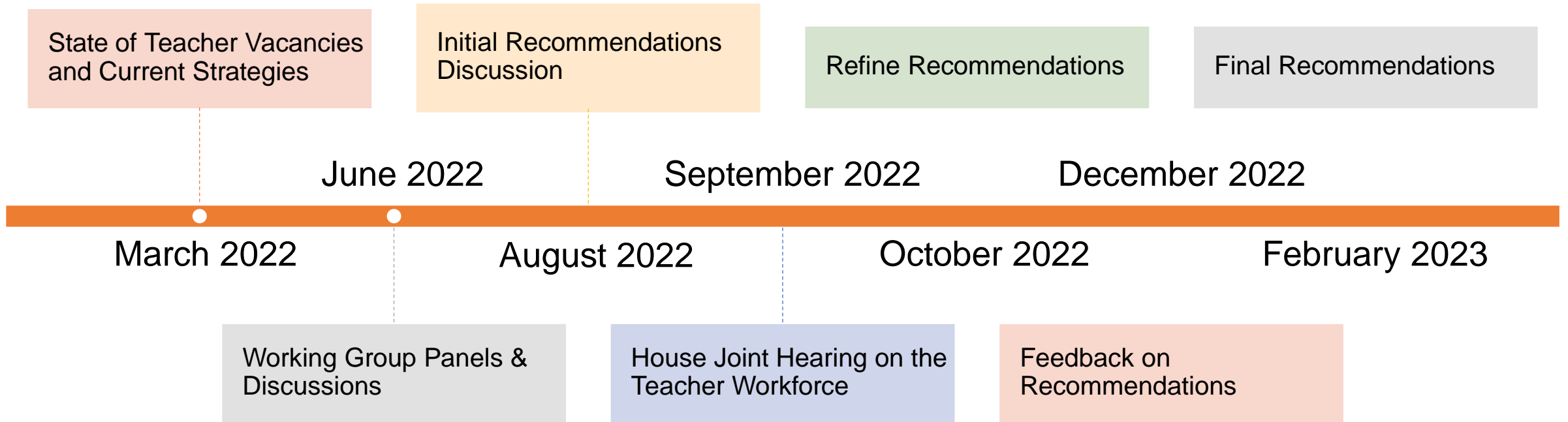
- Review statewide and national data and research reports and ~~and~~ input, reflections, and feedback through regular surveys ~~as~~ part of the TVTF meeting prework and ~~work~~
- Actively ~~part~~icipate in the TVTF meetings ~~and~~ working group discussions
- Work with TEA staff to synthesize working discussions and surveys into trends
- Provide feedback to TEA staff on recommendations

TEA staff and the Commissioner of Education will:

- Collect, analyze, and synthesize data and research from multiple statewide and national sources to ~~with~~ Task Force members for their consideration
- Invite experts and education stakeholders to provide additional perspectives to Task Force members during TVTF meetings and working groups and facilitate the TVTF meeting and working discussions
- Synthesize trends from Task Force surveys and discussions in order to create resources, final recommendations, and reports

All final TVTF resources, recommendations, and reports will be published on the TEA website, utilized to inform TEA gu

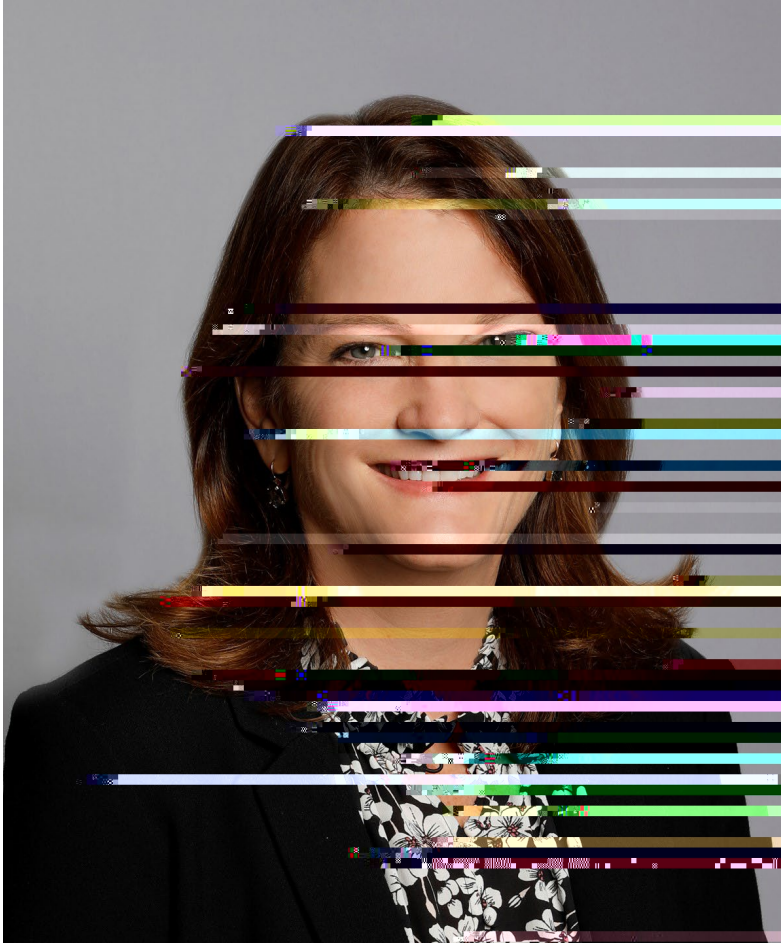
TVTF Recommendations Roadmap



Teacher Workforce

Evaluate the impact of the pandemic on the state's teacher workforce, and current practices to improve the recruitment, preparation, and retention of high-quality educators. Explore the impact of the educator preparation program regulatory environment. Make recommendations to improve educator

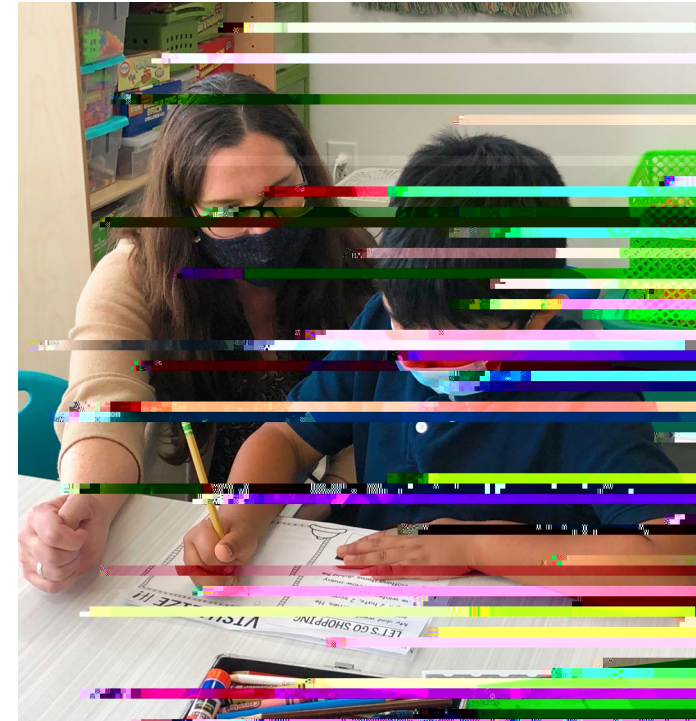
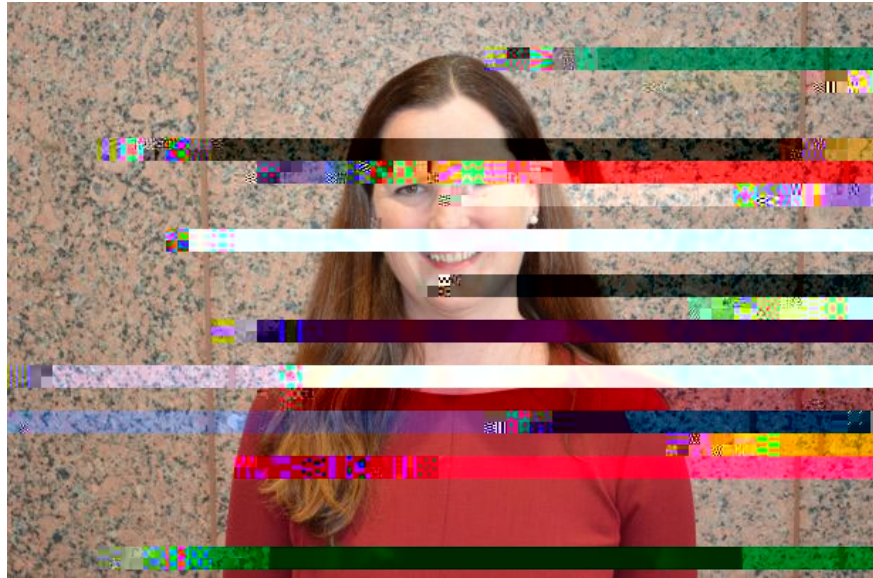
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Jean Streepey
SBEC Chair

State Board for Educator Certification's Statutory Charge:

Ensure all candidates
for certification have
demonstrated the knowledge and
skills necessary to improve the
performance of the diverse
student population of Texas
(TEC §21.031(b))



Kelvey Oeser, Deputy Commissioner of Educator Support



Policy Considerations Summary

- A. Consider ways to improve the pipeline and training for teachers through expanding support for high quality, paid residency & apprenticeship preparation models.
- B. Consider ways to increase compensation for teachers not only through overall funding increases but also through more strategic staffing supports
- C. Consider ways to improve working conditions for teachers through



Remarks from Commissioner Morath



Policy Considerations Summary

- A. Consider ways to improve the pipeline and training for teachers through expanding support for high quality, paid residency & apprenticeship preparation models.
- B. Consider ways to increase compensation for teachers not only through overall funding increases but also through more strategic staffing supports
- C. Consider ways to improve working conditions for teachers through

The legislature has significantly increased overall funding, but the impact on teacher salaries depends on LEA staffing decisions





Texas is investing in the teacher workforce, but there is a trade-off between employing more teachers or paying teachers more.

State or jurisdiction	Number of operating schools	Number of operating districts	Students	Teachers	Student / Teacher Ratio	Average Teacher Pay	Teacher Pay per student
United States	98,507	19,247	50,710,447	3,198,170	15.9	\$64,133.00	\$4,044.69
Texas	8,991	1,227	5,495,398	364,478	15.1	\$57,090.00	\$3,786.45
California	10,378	2,140	6,163,007	271,805	22.7	\$84,531.00	\$3,728.05

Texas has fewer students than California...

...but far more teachers.

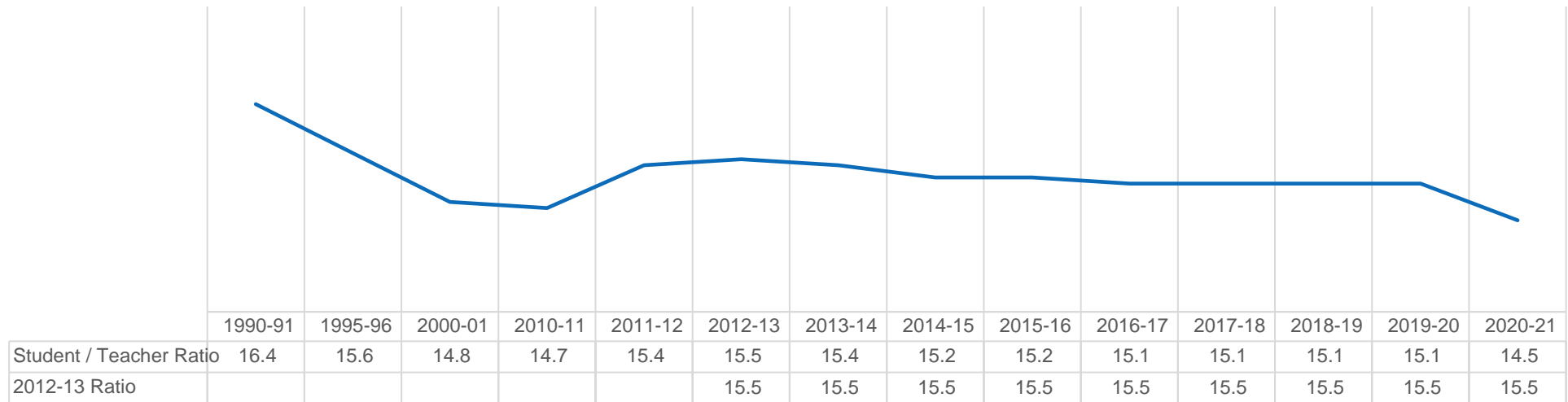
Our student / teacher ratio is low...

...average pay is lower...

...but teacher pay per student is almost identical

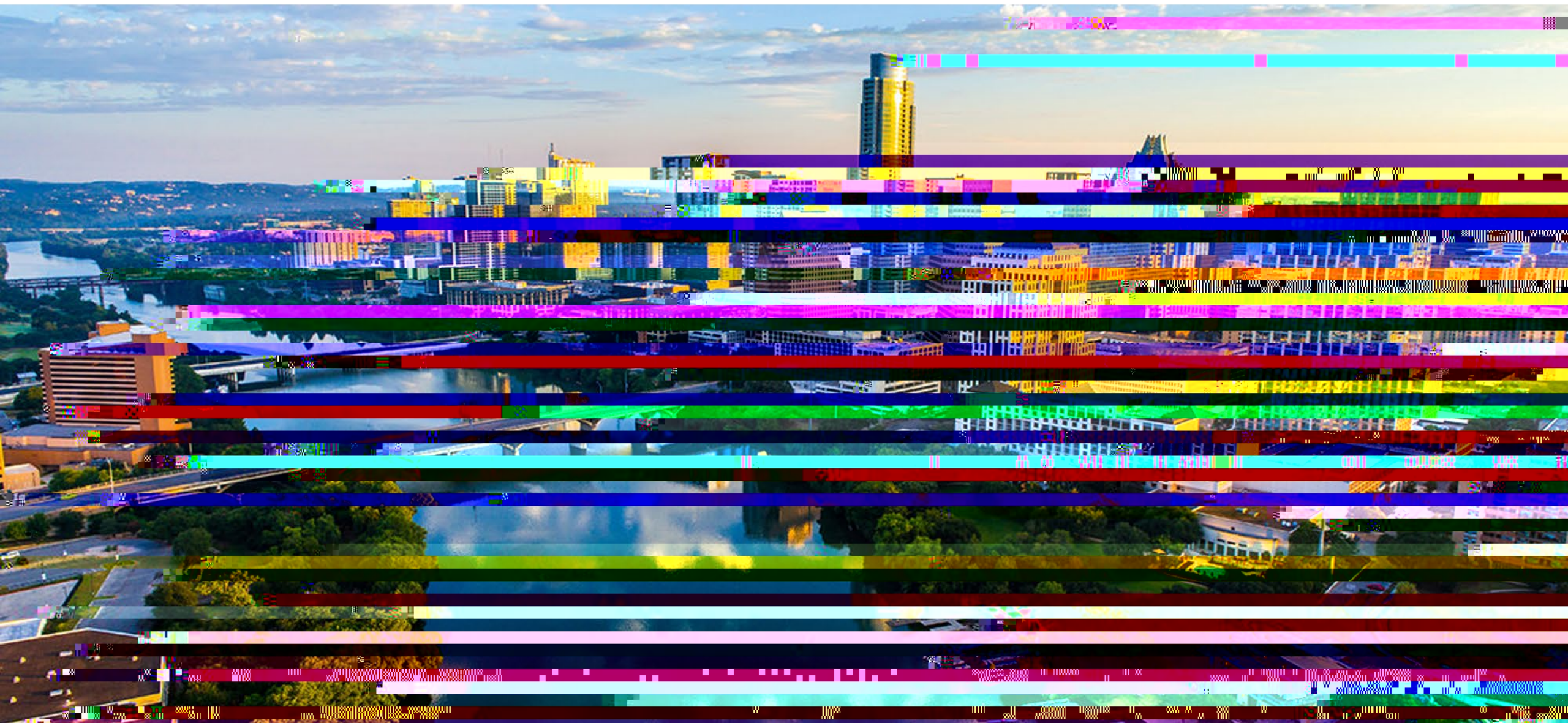


Alternative staffing ratios can increase pay





Q&A with Panel





We shifted some ideas across WGs based on
"Themes"

Shifts in Recommendation “Ownership”

