Teacher Vacancy Task Force Update

November 17th, 2022

Teacher Vacancy Task Force Charge

Understand the challenges districts are currently facing related to teacher vacancies

Share best practices for addressing critical teacher vacancy and shortage areas

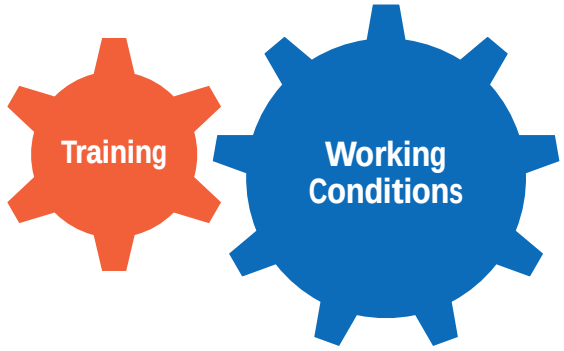
Develop recommendations for regulatory or other policy changes for TEA and the Legislature

Provide feedback on TEA initiatives designed to help impact vacancies

September 20th Interim Charge Hearing: Key Underlying Challenges Emerged Across Research, Surveys and Discussions: Working Conditions, Training, and Pay

Median teacher salaries have increased over the last five years, but inflation has also seen significant recent increases.

Addressing the Problem of Training and Working Conditions



Many teachers are overwhelmed with everything they have to do in the day with inadequate training and supports.

A Key Source of Teacher Stress:

- Responsible for huge number of student expectations (SE) (e.g., 235 core content SEs for 1st grade teachers)
- Can regularly work 12+ hour days
- Limited job-embedded planning time, training, or coaching
- Increased student behavior issues and needs for additional support
- Minimal breaks

COVID has made this worse, with lack of substitutes, more students behind academically, and more students with behavior issues

The Task Force is seeking feedback from stakeholders to move towards finalized recommendations by February

State of Teacher Vacancies and Current Strategies	Initial Recommendations Discussion	Refine o Recommendations	Review Stakeholder Input, F Recommendations
Mar. 2022	**Aug. 2022**	**Oct. 2022**	**Dec. 2022**

June 2022	Sep. 2022	Nov. 2022
Working Group Panels & Discussions	House Public Education Hearing	Stakeholder Input on Recommendations

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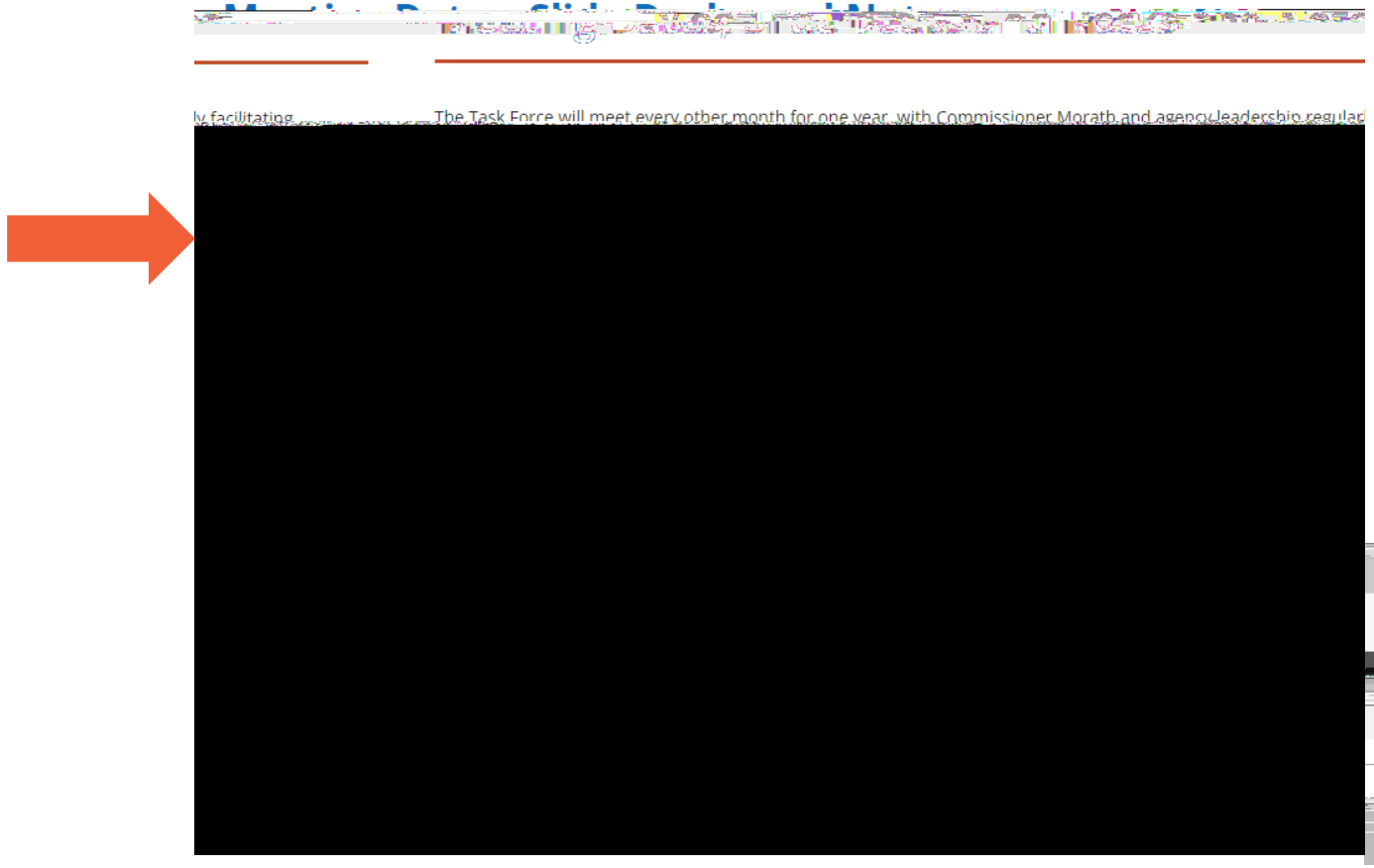
You can find all TVTF meeting resources, presentations, and notes on the TVTF website.



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