



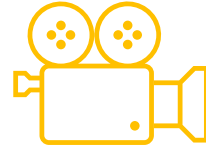
Talent Pipelines Working Group

October 13, 2022

Welcome



Please make sure you are muted.



If you are able, turn on your camera.



Locate your participant video and click on the more icon to rename yourself with your name and district.



Introducing Our Task Force Leads





Ashley Osborne

Executive Director, Talent





Today's Working Group Agenda

10:30-11:45	 Introduction & Discussion of Whole Group Session Content (<i>10 minutes</i>)  Discuss Research Generated From August Meeting (<i>30 minutes</i>) <ul style="list-style-type: none">• Preparing for Key Priorities Working Session (5 minutes)• Prioritization Survey (15 minutes)
11:45 – 12:15	Lunch
12:15-2:30	<ul style="list-style-type: none">• Share Prioritization Survey Results (10 minutes)• Unpack Prioritized Recommendations (115 minutes, break built in)<ul style="list-style-type: none">• Bucket 1: Prioritized Teacher Candidate Recruitment Recommendations• Bucket 2: Prioritized Re-entry Recommendations• Bucket 3: Prioritized Retention Recommendations• Review and Next Steps– (<i>10 minutes</i>)

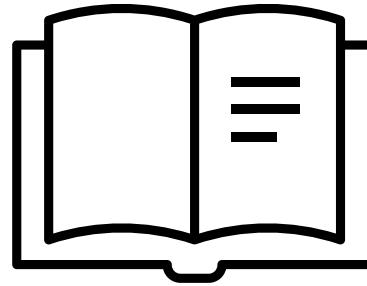
Policy Recommendations:

1. Consider ways to improve the pipeline and training for teachers through expanding support for high-quality, paid residency & apprenticeship preparation models.
2. Consider ways to increase compensation for teachers not only through overall funding increases, but also through more strategic staffing supports
3. Consider ways to improve working conditions for teachers through expanded supports for districts related to improved master scheduling, staffing patterns, and increasing availability of instructional materials engineered to align with these alternative scheduling approaches.

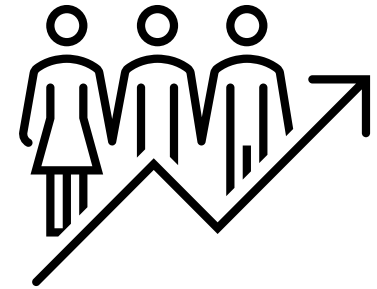
Since our time in August...



Codified August working group recommendations into key themes and redistributed if needed



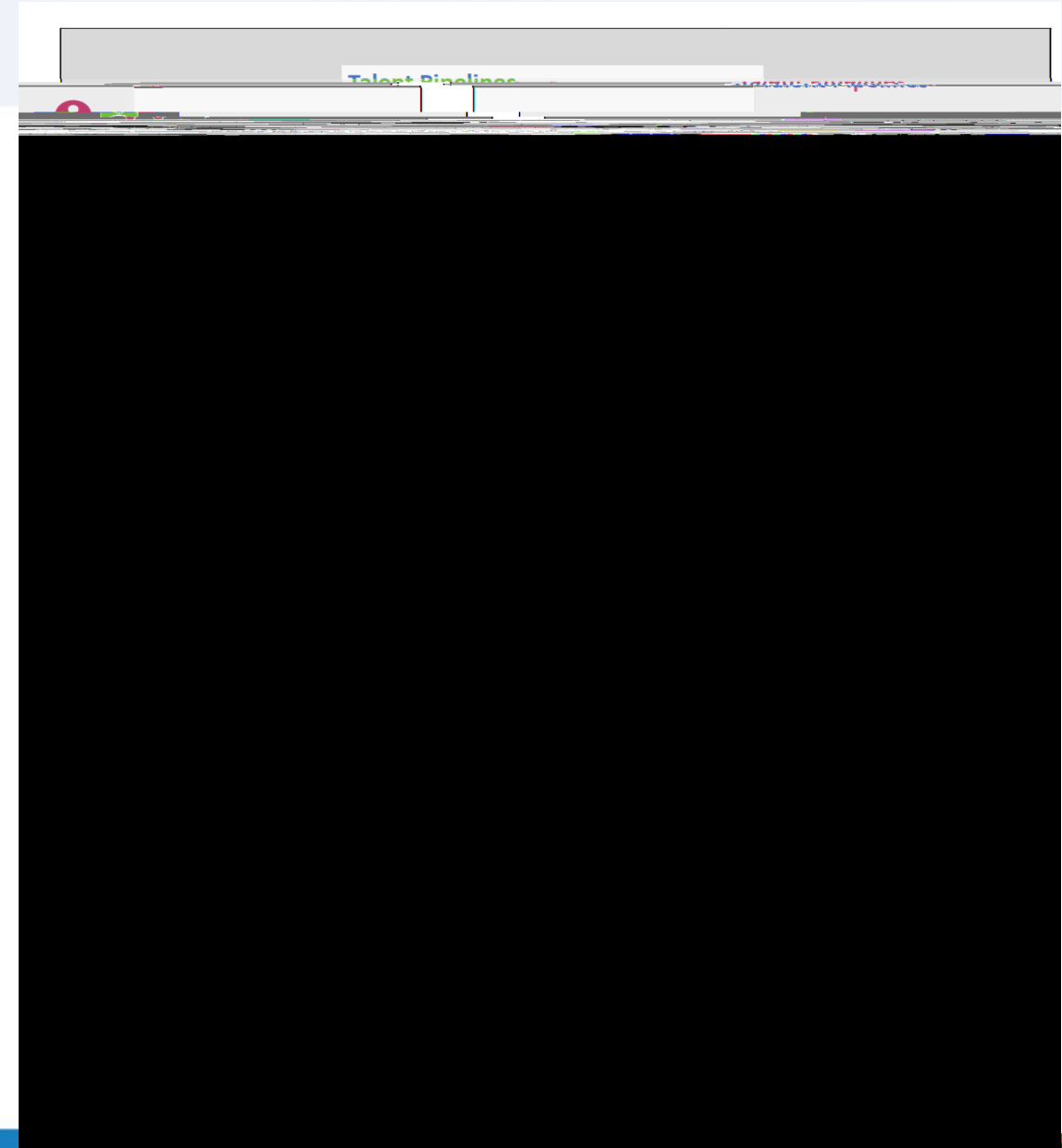
Gathered examples of recruitment and retention strategies in other professions.



Gathered additional data on District of Innovation plans

Re-Cap of the Key Outcomes Shared:

Take a few minutes to review the proposed strategies to address talent pipelines coming out of our August meeting.



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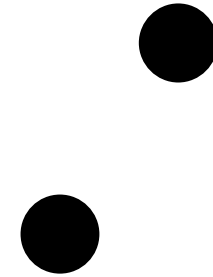
Gathered additional data on Distrij1 (f)-260.0



Case Studies



- What strategies reinforce our working group's 3 prioritized buckets:
teacher candidate recruitment and training, re-entry pathways, and teacher retention?
- What did these fields prioritize that may be missing from our current recommendations?





Nursing





Texas Workforce Commission

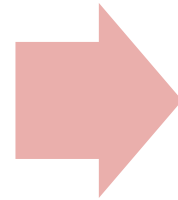
The [Texas Workforce Commission](#) (TWC) is a **governmental agency** in the U.S. state of Texas that provides **unemployment benefits and services** related

Recruitment Challenges & Goals

Challenges:

Nurses leaving traditional positions to become travelling nurses

Preparation pathway to become a RN: Some candidates getting 'lost' or are unsure of how to get started



Focus:

Invest in training and hiring nurses via targeted recruitment systems and leveraging an apprenticeship pathway for training.

Recruitment Strategies: Approach taken in the nursing field

Boards partner with the TWC: Work collaboratively with TWC to access funds from TWC, address and meet requirements for fund usage, and use local context/data to make local decisions

Recruit through Work in Texas Online Portal: The TWC uses an online portal to engage and track individuals interested in becoming nurses.

Enacted a “media blitz” to attract people to the field

Push notification of events to those in database: Leverage 211 system for text notifications about training opportunities and jobs

Recruitment Strategies via Healthcare Convenings: Background

- Healthcare Workforce Convenings:
 - The Texas Workforce Commission held 4 healthcare convenings within the last year. Attendees included the Board of Nursing, 46 Employers (healthcare institutions/providers), nursing preparation programs, and the Texas Workforce Development Commissioner
 - Goals included: Address challenges with nursing shortage.

Recruitment Strategies via Healthcare Convenings: Background

- Enabling factors:
 - **Incentives to the field:** The Board provided incentives to employers to offset costs of attending the convenings.
 - **Prioritized collaborative decision-making:** Strong facilitator capable of managing different mindsets and perspectives to drive the group toward consensus.
 - **Strong champion who brought everyone together:** The convenings were successful because a strong champion, the Texas Workforce Commissioner, who was able to bring all the parties together.





Private Sector



Recruitment Goals & Challenges

- Recruitment goals are simple and straightforward.
- Recruiters are equally accountable for two anchor metrics:
 1. Fill open positions
 2. Select a skilled, diverse pool of candidates
-

Recruitment Strategies

- Recruiters utilize LinkedIn Recruiter to find qualified candidates
 - Recruiters perform key word searches and also search by degree and by schools that have a history of supplying qualified and diverse candidates
- ATS (Application Tracking System)

Recruitment Challenges

1. **Hard to hire diversity for senior managers**
 - a. History of recruiting practices and access have excluded diversity in the past
 - b.



Recruitment and Retention Case Studies from Other Fields

- What strategies reinforce

Company Name: Google

Retention is not a strategic priority; Retention is high due to:

1. Good Pay
2. Good Benefits (ie: fully paid parental leave, stress-free PTO)
3. Good treatment (ie: family-focused & flexible, utilizing research-based best practices in team-building and leadership)
4. Clear and simplified job functions, goals, and metrics

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Districts of Innovation

DOI Trends: Class Sizes and Scheduling

- **Class Sizes:**
 - 45% have class size waivers in their plans
 - Districts must have clear rationale for increased class sizes, such as plans for flexible grouping, etc.
 - Recommendation Connection:
 - Some strategic staffing models require increased class size (i.e. closing a teacher vacancy and redistributing students) though focus on lower student to teacher ratios (i.e. using funding from closed vacancy to fund resident, teacher leader, or paraprofessional positions)
- **Creative Scheduling/Calendar:**
 - 98% have creative calendaring as part of their plan. Examples include: early release for professional development, extended school days, extended school year, 4-day work week, etc.
 - There are some limits to scheduling 'creativity' due to ADA requirements
 - Recommendation Connection:
 - Could be leveraged as a strategy to re-recruit teachers to the profession (job-share, 4-day week, etc)
 - Could support creating time for teacher leadership and mentorship activities

DOI: Hiring Flexibilities



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Today's Goal: Prioritize and Further Unpack Recommendations

Part 1: Prioritize key recommendations for each bucket for feasibility and impact

- Note: This will be first round prioritization to help us focus our efforts during today's working session. There will be opportunities going forward to revisit all recommendations and re-



Considering Impact and Feasibility:



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- -
 - - High Feasibility and Impact = 6-7
 - Medium or varied feasibility and impact = 3-5
 - Low feasibility and impact = 1-2

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- Review and Next Steps– (*10 minutes*)

Bucket 1: Teacher Candidate Recruitment

Bucket 2: Re-entry

Bucket 3: Teacher Retention



Today's Protocol:



Next steps before December:

- Surface additional relevant research pertaining to recommendations
- Draft connection points across recommendations for streamlining/dovetailing
- Draft financial prospects to provide schema for cost and to better understand return on investment
- Consider additional prioritization

Looking at our top recommendations, what additional next steps should we prioritize between October and December?

Transition to Whole Group:

- Summarize to the group our discussion of our top 3 prioritized recommendations and ask “what is the one other thing we should be prioritizing”?
- Opportunity for all groups to share and members to respond and ask questions



Transition to Whole Group