



# Feedback Protocol



1 minute	Transition to Breakout Room
4 minutes	Framing of Theme and Recommendations
15 minutes	Silent Solo Review of Stakeholder Input and Recommendations
35 minutes	Theme Discussions using Guiding Questions
5 minutes	Closing and Reflection



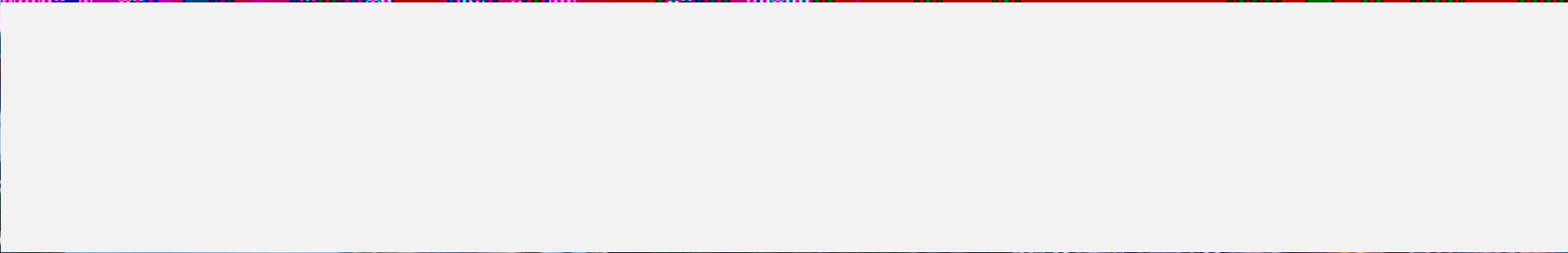
# Key Discussion Questions

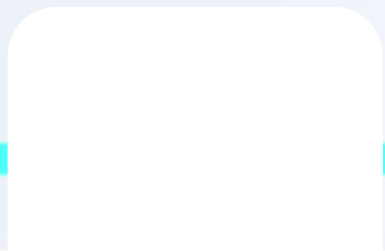


- 1.) How do these set of recommendations align with the priorities and discussions of your working group?
- 2.) What resonates with you from the input shared by stakeholders? How does this input align to the research and evidence?
- 3.) Based on feedback and data and research, what changes might the Task Force make to these recommendations?

Capture  
your thoughts in  
the Jamboard before,  
during, and after the  
session

Salary	Benefits	Areas
<ul style="list-style-type: none"> <li>A. Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule</li> <li>B. Incentivize districts to engage in strategic compensation and staffing strategies to further improve salaries through increased technical assistance</li> </ul>	<ul style="list-style-type: none"> <li>A. Lower the cost of healthcare insurance for teachers</li> <li>B. Temporarily fund the retire/rehire surcharge</li> <li>C. Fund program subsidies and technical assistance that would address the needs of teachers such as housing, childcare, and additional leave</li> </ul>	<ul style="list-style-type: none"> <li>A. Develop a...</li> </ul>







# Preliminary Summarized Recommendations



and support districts

- Groups agreed across the board that there should be an increase in the basic allotment to fund an overall increase in teacher compensation (All groups)
- Groups shared interest in increasing the minimum salary schedule (All groups)
- In addition to an across the board pay raise, the expansion of strategic compensation through increased funding and technical assistance for districts is also important (Policy and Advocacy Groups)

- There should be a consideration around language that dictates how much of an increase to the basic allotment will be used on teacher salaries, while also allowing empowering districts to best meet their goals (All groups)
- Consider differentiating pay based on certification areas (Policy and Advocacy Groups)
- Cost of living and inflation should be considered to allow teachers to live in the communities they teach in (Teacher Groups)
- There may be some value in differentiating pay based on regionality rather than increasing the minimum pay scale. (Admin Groups)

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# Theme 2 Task Force Input



Teachers need access to affordable and strong healthcare

Districts are having difficulties funding the rehiring of retirees

Districts are facing unique challenges in meeting their teachers' needs

Increase the state contribution towards teacher insurance

Temporarily fund the retire/rehire surcharge

Fund program subsidies for dist f9



# Preliminary Summarized Recommendations





# Theme 2 – Summarized Stakeholder Input



- Improving benefits for teachers is needed, specifically lowering healthcare insurance costs (All groups)
- Temporarily funding the retire/rehire surcharge will provide some relief to districts (All groups)
- The subsidies have the potential to address the concerns of many teachers regarding mental health leave, parental leave, childcare costs, etc. IF their districts decide to participate. (Policy and Advocacy, Teacher Groups)

- Mental health supports and flexible leave policies are needed statewide, there should be a greater emphasis on mental health benefits (Policy and Advocacy, Teacher Groups)
- Long term opportunity to reinforce flexibility and teacher benefits of Additional Day School Year Allotment (more time is better for teacher well-being and student learning) (Policy and Advocacy Groups)
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# Theme 3 Task Force Input





# Preliminary Summarized Recommendations



A. Develop a targeted recruitment strategy to support the profession through recruitment into areas, particularly in hard to staff areas, about teacher vacancies



# Theme 3 – Summarized Stakeholder Input



- Having a statewide web application could ease the burden on teacher applicants (All groups)
- Incentives for hard to staff areas will make these certification areas and the additional costs for certification more feasible (Policy and Advocacy, Teacher Groups, EPPs)
- Real time data on teacher vacancies statewide is critical to targeting the right supports for areas with shortages (Policy and Advocacy Groups)

- Be mindful of reporting fatigue when it comes to reporting teacher vacancies (Admin Groups)
- Consider reimbursement for reporting teacher vacancies (Admin Groups)