



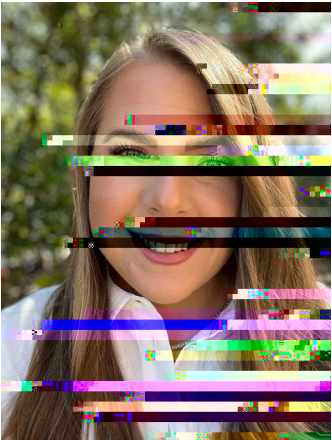
Staffing Models to Support Talent Pipelines

TVTF Working Group 2



Welcome to the Staffing Models to Support





Jessica McLoughlin

Director, Educator
Standards, Testing and
Preparation



Melissa Yoder

Director, Educator
Residencies and Talent
Pipelines



Colin Dempsey

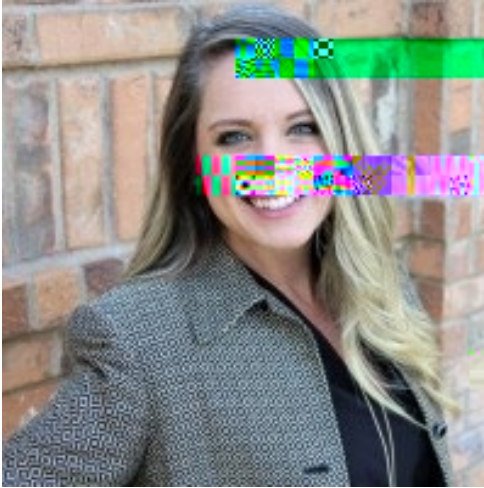
Director, District
Operations and
Sustainability Support



Dr. Xóchitl Anabel Rocha

Programs Manager,
Bilingual/ESL
EL Support Division

Introducing Our Task Force Leads



Ashley Osborne

Executive Director,
Talent Development,
Ector County ISD



Dr. Justin Terry

Superintendent, Forney
ISD

Strategic Staffing Working Group Objectives

Build shared understanding of current approaches to strategic staffing to support talent pipelines

Discuss enabling conditions and barriers to effective strategic staffing practices

Begin to develop recommended strategies to support implementation of strategic staffing more broadly

Agenda and Working Group Session Guide



- 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
- Use the chat and emojis



Strategic Staffing Overview



Working Conditions

Preparation & Training

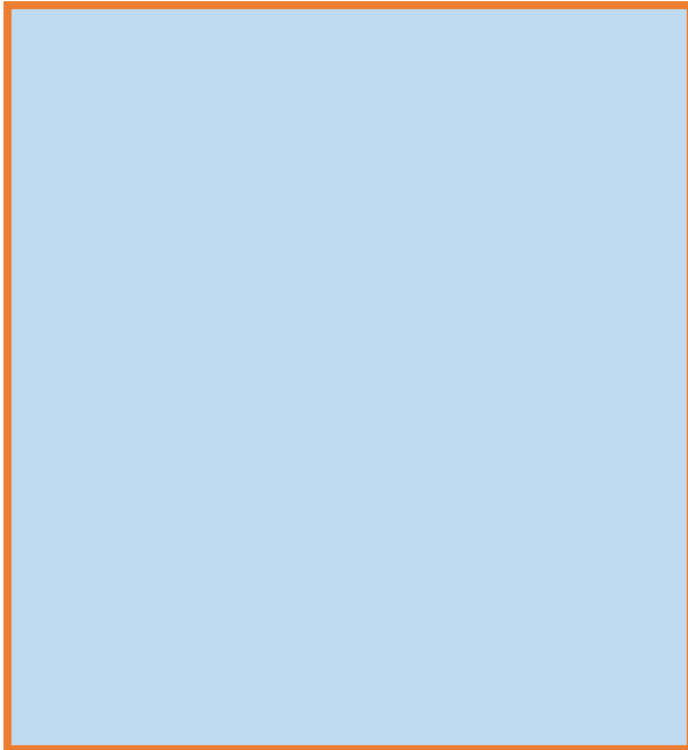
Pay

Strategic staffing approaches can positively impact all three.

Impact of high-quality, teacher residency “Grow Your Own” teacher pipeline strategies

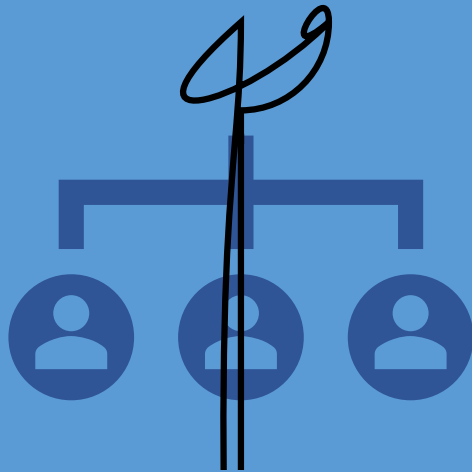


Many teachers are overwhelmed with everything they have to do in the day.



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 jobembedded planning time and support
- Minimal breaks
- Regularly asked to take on extra duties (tutoring, substitute coverage, before/afterschool, etc.)



Strategic staffing design focuses on making staffing and scheduling decisions driven by immediate and long-term instructional needs to reallocate and reinvest underutilized, existing LEA dollars to fund talent pipelines.

Short Term Benefits:

Residents fulfill immediate instructional needs in schools as part of their year long student teaching experience, to include:

- Residents as substitutes
- Residents as paraprofessionals
- Residents as tutors and enrichment teachers
- Residents and mentor teacher teams:
 - Reduce student to teacher ratio
 - Increase access to differentiated instruction

All residents impact student learning acceleration needs while co-teaching
Paid teacher leadership opportunities are made possible

Long Term Benefits

Residents are prepared for the long term to be teachers in their districts:

- Incentivize/make financially possible a residency pathway in your district
- Quality preparation for year 1 readiness
- Understand district context and culture
- Relationships with staff, students, and school community
- Increased retention over time due to quality preparation and buy-in within school community
- Increased retention of teacher leaders over time

District & EPP Perspectives

FACT: Empower

NOTE

2021-22 is \$54,400; Aide is \$17,144

[21-22 Teacher Salary Schedule](#)

Forney ISD GYO Example: High School E&T Coursework to Certified Teacher

FACT 5

To complete [redacted] DCCCD tuition is waived for FISD students. Forney ISD course plan for high school education in training students to [redacted]

Focus Districts Pay Scale

Course Plan	Developmental	Requirement	FISD Salary	Salary Grade	Tuition Waiver	Diff	Grade
	+\$2,400						Totals
	\$0	Complete 30 hours DCCCD					11th Grade
	\$0	Complete 30 hours DCCCD			DCCCD Core Complete		12th Grade
\$7,000	+\$3,400	Complete 30 hours IWU					Year 1 Teacher
							\$54,400
							\$44,000

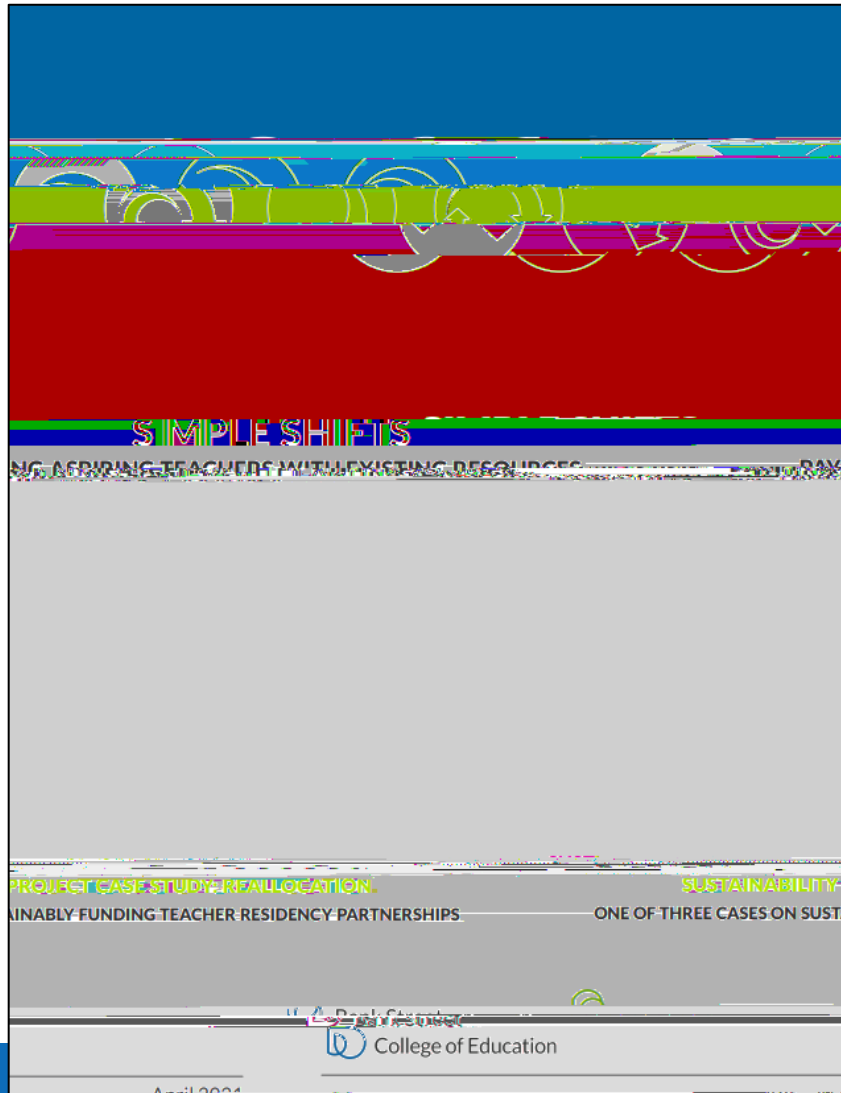
*0 immediate pay - \$300/month for 10 months



Research Foundation for Strategic Staffing Approaches



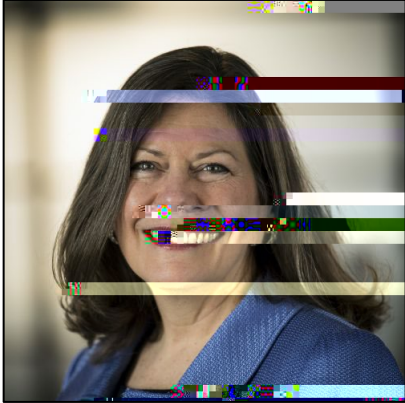
Pre-Work Reflection



What were your biggest takeaways from reading Simple Shifts?

What questions do you have?

Research Foundation for Strategic Staffing



Dr. Karen DeMoss

Executive Director,
Prepared to Teach



Dr. Aisha Haynes

Director, Texas
Partnerships,
Prepared to Teach

What does the research tell us about the impact of the funded residency supported by strategic staffing?

What should LEAs be taking into consideration when designing a strategic staffing model?



Strategic Staffing Supports in Texas



Strategic Staffing TA Provider Panel

What has led to successful strategic staffing model design and implementation in your experience working with LEAs and their educator preparation program partners?

What are likely challenges LEAs may encounter?

What should LEAs take into consideration when entering this work?

Working Group Questions





Lunch Break





District Leader Perspectives



Introducing our District Leader Panel



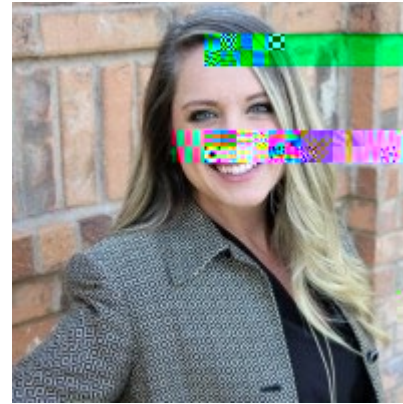
Jina Eksaengsri

School Improvement
Officer, Socorro ISD



Allie Martin

Principal, Klenk
Elementary, Klein ISD



Ashley Osborne

Executive Director,
Talent Development,
Ector County ISD



Dr. Justin Terry

Superintendent, Forney
ISD

District Leader Panel

Why did you decide to do this work? What challenge were you trying to address?

What has gone well so far? To what do you attribute the success?

Working Group Questions



Working Group Discussion

What connections did you draw between challenges

Working Group Discussion

Given today's discussion,
what are the primary enablers
and barriers to this work?

What additional enablers or
barriers have we not yet
raised given your
experiences/contexts?

Working Group Discussion

Given these enablers and barriers, what does this make you think about next steps and strategies for...
your district AND
potential statewide recommendations?



Independent Reflection
on Session Guide

Small Group Discussion

Whole Group Share-out



Working Group Next Steps



Work Group Next Steps

Share our reflections with the overall TVTF

Share our learning with our networks

Surface additional focus areas for the strategic staffing working group based on additional needs identified in the field



Save the Date! Texas Educator Residencies Summit





Thank You!