

TVTF Update



Teacher Vacancy Task Force Charge







Working groups met, including panels with experts and additional stakeholders and deeper discussions in focus areas.

Task Force Leads and Panelists

Task Force Leads: Ms. Jean Streepey, Dr. Chane Rascoe

Panel 1: Educator Preparation Programs

Doug Hamman – Texas Tech University

Sandra Nix - Austin Community College

Zach Kozell - Teach

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Task Force Leads and Panelists

Task Force Leads: Ashley Osborne, Dr. Justin Terry

Panel 1: Research Foundation

Karen DeMoss - Prepared to Teach

Panel 2: Strategic Staffing Technical Assistance Providers

Jason Jeitz – ESC 6 Texas Strategic Staffing Lead

Troy Smith - Public Impact

Sarah Beal - US Prep

Panel 3: District and School Leaders

Lucy Borrego – Socorro ISD

Ali Martin - Klein ISD

Ashley Osbourne - Ector County ISD

Justin Terry - Forney ISD

Initial Trends from Working Group Discussion:

Districts, especially small ones, benefit from technical assistance to help them implement innovative practices

Consider a collective impact approach, specifically leveraging ESCs as a hub to assist districts with strategic staffing models

Expand efforts to work with high school students in a Grow Your Own Model

Pursue strategic abandonment to allow for resources and capacity for strategic staffing

Leverage technical assistance providers to ensure staffing models are sustainable

Task Force Leads and Panelists

Task Force Leads: Norma Castillo, Dr. LaTonya Goffney, Dave Lewis

Panel 1: District Leaders

Stephanie Kieth – Slaton ISD

Amie Ortiz – Austin ISD

John York – Longview ISD

Tasha Barker – Diboll ISD

Panel 2: Teachers

Amanda Langston – Slaton ISD

Patricia Detrich – Austin ISD

James Fernandez – Longview ISD

Yvette Garcia – Diboll ISD

Initial Trends from Working Group Discussion:

Increased and performance-based compensation leads to excited and motivated teachers

Consider compensation more broadly, not just salary, such as childcare, insurance plans, and retirement

Compensation models must be sustainable

Districts need state support for sustainability and financial planning

Strategic compensation only works if there is trust it's sustainable, need assurance TIA won't go away

Differentiated compensation schedules can help with hard to staff areas.

Retire/rehire policies are too burdensome and

prevent hiring and retention (2.6 (h5i (t)2.6we7 (s)2 (o)1.(r)(r)1



Teacher Experience Working Group

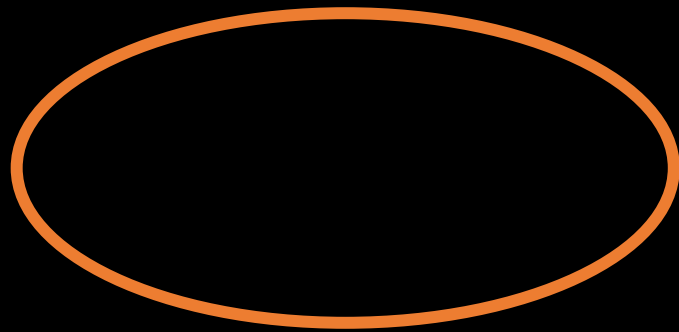
Task Force Leads and Panelists

Notes with initial reflections from Working Groups are in the summary notes on the TVTF website



Meeting Dates and Resources

TVTF Meeting Dates and Resources



Future Superintendent calls will include deeper dives into the presentations and discussion trends from each TVTF Working Group