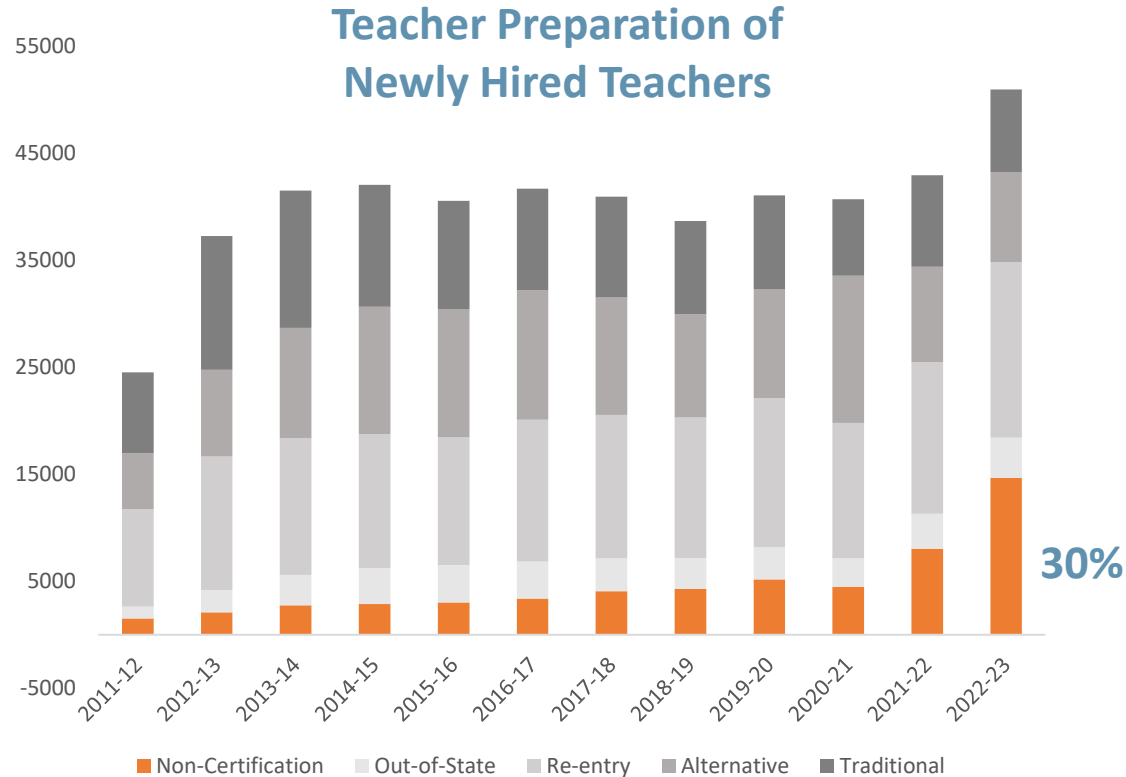


# Texas's Opportunity to Become a National Leader in Teacher Workforce Practices

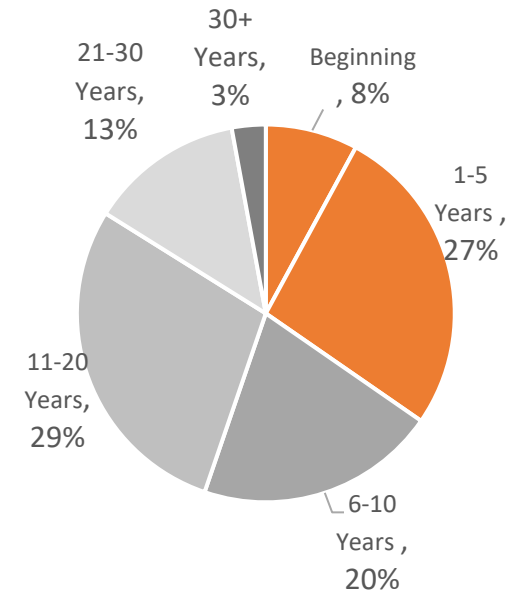
Continuing teacher policy work from the 88<sup>th</sup> Legislative Session



## Almost 370K teachers serving 5.4M students



### Teacher Experience



In Texas, teachers can enter the classroom through various preparation routes. Yet, an increasing number of teachers have **NO certification** (about 1 in 3). Further, **about 35%** of teachers have **less than 5 years** of experience.

Sources:  
 TAPR, Texas Education Agency, 2021-22  
 Employed Teacher Attrition and New Hires, Texas Education Agency, 2011-12 through 2022-23.  
 Newly Certified and New Hires Dashboard, Texas Education Agency, 2022-23.

# Our opportunity to become a national leader in teacher workforce practices



- **Teachers are the most important** in-school factor affecting student learning. Furthermore, research shows that the **quality of teacher preparation** is one of the most important indicators for student success.



- **Rigorous teacher preparation** produces **candidates** who are more likely to **stay in the classroom longer**, have a **greater impact on student outcomes**, and are **more diverse**.



- **93% of Texans** favor the state addressing teacher compensation, benefits, and working conditions so that good teachers remain in place to prepare students to be the **future workforce**.

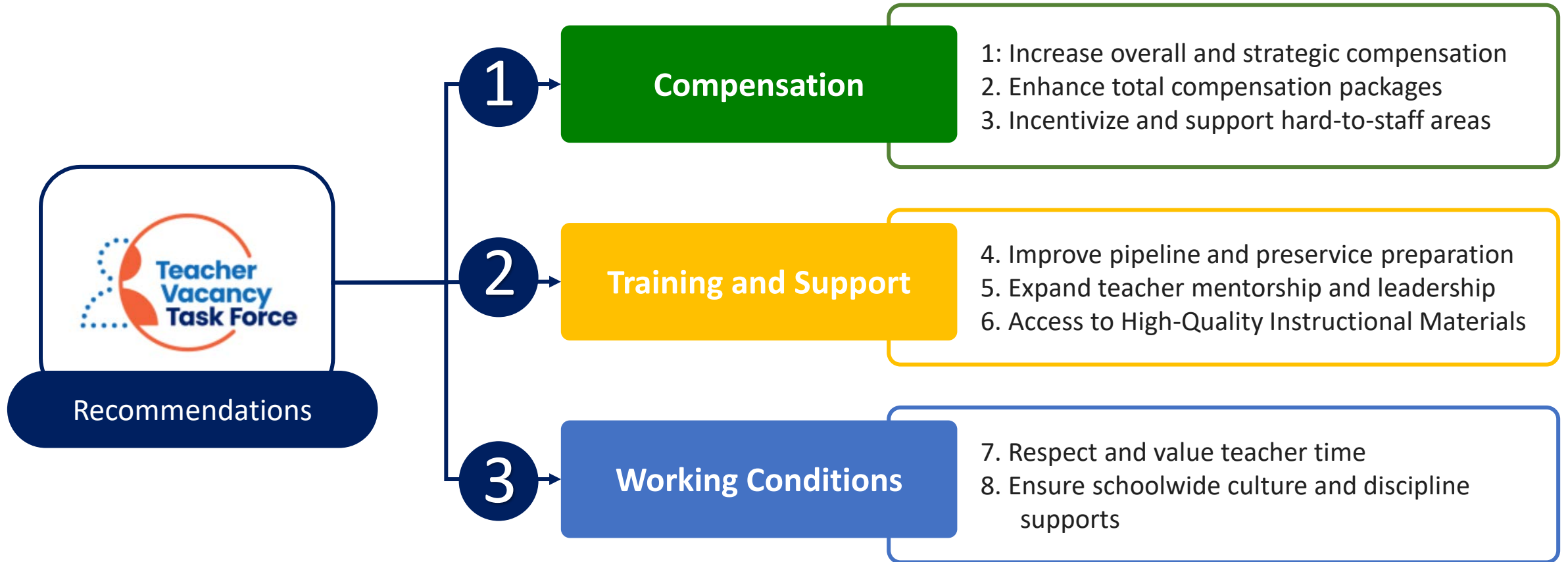
Sources:

Hattie, J. (2018). Hattie Ranking: 252 Influences And Effect Sizes Related To Student Achievement. [\(link\)](#)

Guha, R., Hyler, M.E., and Darling-Hammond, L. (2016). The Teacher Residency: An Innovative Model for Preparing Teachers. Palo Alto, CA: Learning Policy Institute. [\(link\)](#)

Polling conducted by Baseline & Associates, commissioned by Philanthropy Advocates, 2022.

# The 88<sup>th</sup> session considered each TVTF recommendation:

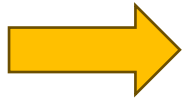


# House Bill 11 & Senate Bill 9 (88R) included strategies to support a strong and effective teacher workforce



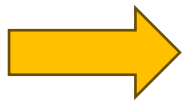
## The **'Teacher Residency Partnership Program'**

- Provides candidates with **year-long, paid work-based training** under an experienced mentor.
- Increases student access to high-quality educators.
- Encourages partnerships between school districts and educator preparation programs.
- Directs TEA to provide technical assistance, planning, and support for residencies and strategic staffing models.



## Expanding the **Teacher Incentive Allotment (TIA) & the Mentor Program Allotment**

- Allows more of our most effective teachers to receive **significant compensation increases**.
- Provides technical assistance to support implementation, increasing eligibility and participation in TIA.



## Additional supports and benefits to educators

- Establishing Pre-K eligibility for children of classroom teachers.
- Waiving certification exam fee for aspiring teachers.
- Implementing a Teacher Time Study to reduce the time teachers spend on non-instructional duties.

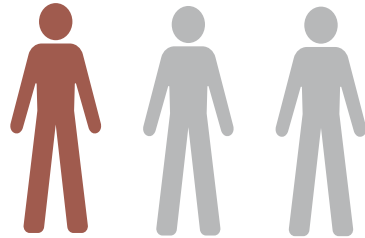
# Teacher Residencies

# Too many Texas teachers are underprepared, and retention is low



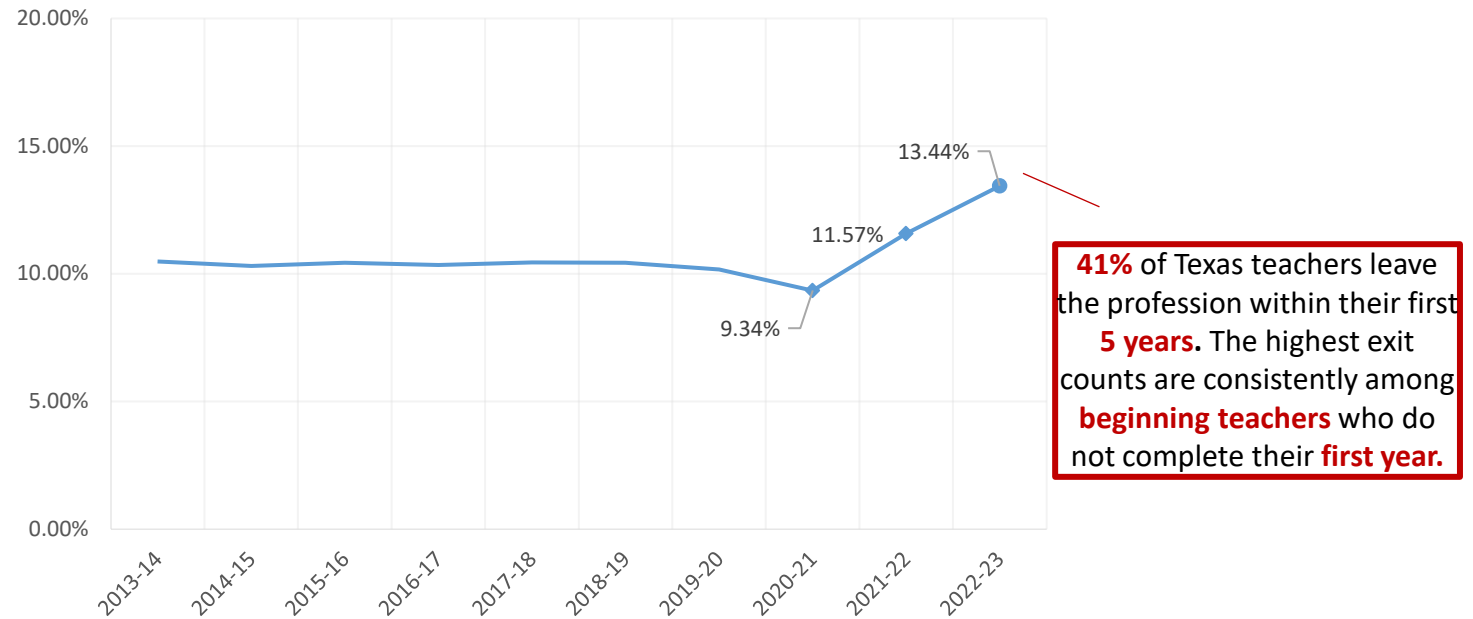
The Problem: *“If you have a pulse and can pass a background check, you can be a teacher in Texas.”*

**With a growing number of newly hired teachers having NO certification, Texas's teacher attrition rate outpaces national averages by ~25%.**



**About 1 in 3 newly hired Texas teachers had NO certification**

**Teacher attrition is at an all time high.**



Sources:

Employed Teacher Attrition and New Hires, Texas Education Agency, 2011-12 through 2022-23.

Teacher Retention by Preparation Route, Texas Education Agency, 2011-12 through 2021-22.

# Grow and sustain teacher residency models



## The Solution:

Rigorous teacher preparation routes, like **teacher residencies**, produce **candidates** who are more likely to **stay in the classroom longer**, have a **greater impact on student outcomes**, and are **more diverse**.

## Key factors in strong teacher pathway development and retention:

- High-quality teacher preparation pathways
- Candidate recruitment and access to quality preparation
- A strong ecosystem of support for teacher candidates(e.g. strong mentor teachers, LEA and EPP partnership, data-driven decision-making)
- Support for new teachers, including mentorship and professional development
- Teacher leadership development and compensation for additional duties
- Access and training to use the best tools and quality instructional materials
- State-driven policy that enables and supports better teacher preparation
- State incentives/grants that supports stronger preparation and partnership



# The 'Texas Teacher Residency Program'



*Considered by both the House and Senate*

- Provides candidates with **year-long, paid work-based training/co-teaching** under an experienced mentor.
- Allots an **amount of \$22,000 - \$42,000** to school districts per resident.
- **Encourages partnerships** between school districts and educator preparation programs through shared ownership.
- Directs TEA to **provide technical assistance**, planning, and support.

# Expanding the Teacher Incentive Allotment

# Strategic compensation strategies are vital for recruitment & retention

**The Teacher Incentive Allotment (TIA)**, established by HB 3, paves the way for effective teachers to earn higher salaries faster.



- **The Problem:** School systems have expressed a need for **technical assistance** to develop and sustain strategic compensation models like the TIA. On average a Texas teacher **with over 20 years of experience** is only making **\$15-20K more than a first-year teacher** (2021-22 TAPR).



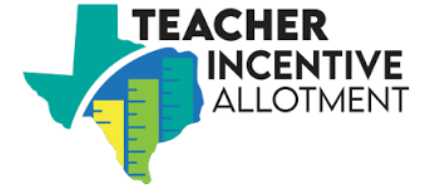
- **The Solution:** Strategic increases in compensation bolster teacher recruitment and retention. Continue to **invest in and expand the TIA** through technical assistance and increased allotment amounts.



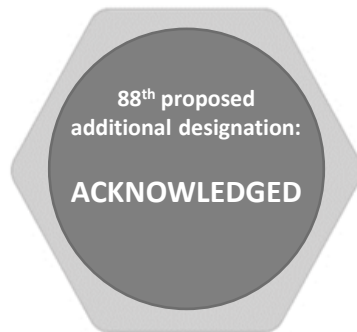
# Expanding strategic compensation supports our most effective teachers



## The Teacher Incentive Allotment (TIA)



- Attracts and retains highly effective teachers at traditionally hard-to-staff schools.
- Provides pathways for top teachers to earn six-figure salaries through three teacher designations.
- Designates 90% of awarded allotments towards compensation increases.
- Available to all teachers through the district or National Board with no cap to the number of awarded teachers.



**88<sup>th</sup> Legislation Proposed:**  
Current Law Amounts:

**\$3,000 - \$9,000**  
~~No designation level~~

**\$5,000 - \$15,000**  
~~\$3,000 - \$9,000~~

**\$9,000 - \$25,000**  
~~\$6,000 - \$18,000~~

**\$12,000 - \$36,000**  
~~\$12,000 - \$32,000~~



EDUCATE TEXAS  
of COMMUNITIES FOUNDATION of TEXAS

# Teacher Incentive Allotment by the numbers:

<b>NCES Classification</b>	<b>Fully Approved (%) Cohorts A – D</b>	<b>System Approved or Designing (% of Total) Cohorts E - F</b>	<b>Total Cohorts A – F</b>
Rural	56 (33%)	187 (48%)	243 (44%)
Town	34 (20%)	82 (21%)	116 (21%)
Suburban	28 (17%)	56 (14%)	84 (15%)
City	50 (30%)	65 (17%)	115 (20%)
<b>TOTAL*</b>	<b>168</b>	<b>390</b>	<b>558</b>

Source: Texas Impact Network

\* Some differences in totals due to 1882 charters with approved systems not having an NCES coding due to its relationship with an existing district.

# The Mentor Program Allotment can further enhance teacher training and leadership opportunities



**The Problem:** The purpose of the Mentor Program Allotment (MPA) is to provide high-quality mentor programs for beginning teachers in Texas. Since the 2020-2021 school year, **about 25%** of school districts applied for Mentor Program Allotment (MPA). Of those, **129 were approved** for funding and **118 were denied** due to funding limitations.



**The Solution:** The 88<sup>th</sup> Legislature considered expanding the Mentor Allotment Program by providing \$2,000 to teachers in a mentoring program for up to 40 teachers in a district.

Mentor programs have been shown to improve teacher retention rates by providing new educators with guidance, encouragement, and a support system.

# Additional considerations to support and benefit educators



## Financial Support

- **Waiving or reimbursing** the cost of certification exams for aspiring teachers, which can total up to **\$800+**
- **Establishing free Pre-K eligibility for children of classroom teachers**
- **Retire- rehire:** Awarding grants to school districts that hire retired teachers



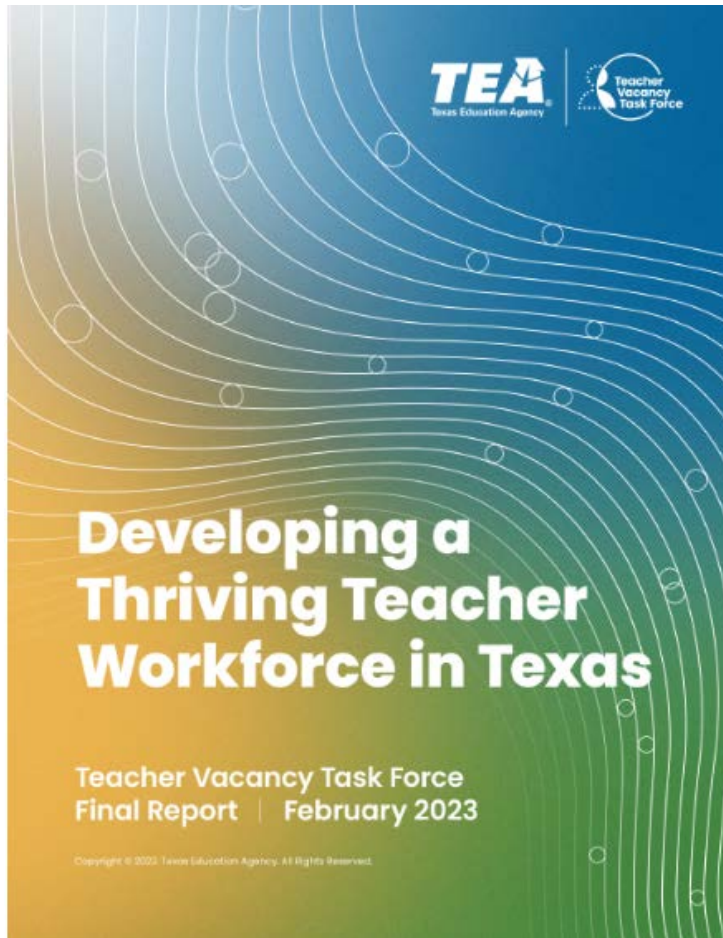
## Working Conditions

- **The Teacher Time Study:** Implementing a Teacher Time Study to reduce the time teachers spend on non-instructional duties
- **Protecting teachers who relinquish contracts for necessary reasons**

# Appendix



# Background on the Texas Teacher Vacancy Task Force



The Teacher Vacancy Task Force (TVTF) was established in March 2022 by Governor Abbott to examine teacher workforce needs, including retention and recruitment challenges across Texas.

The TVTF was charged with the primary objectives of understanding challenges school systems are facing related to teacher vacancies and developing recommendations for regulatory or other policy changes for the Texas Education Agency (TEA) and the legislature.

Through examining research and evidence, considering the perspectives of educators across the state, and continuous stakeholder input, the TVTF developed recommendations focused on support for teachers in the key areas of teacher compensation, training and support, and working conditions

Download the full report at [tea.texas.gov/tvtf](https://tea.texas.gov/tvtf)

# Teaching and Learning Council (TLC) Recommendations

The 88<sup>th</sup> session also considered each TLC recommendation in some form:

## 1. Increase Support for Relevant and Rigorous Teacher Preparation Routes

**1.1** Define and incentivize key elements of **program quality**, including residencies, across diverse preparation program models.

**1.2** Increase **funding for candidates** pursuing rigorous and relevant preparation routes through braided funding, registered apprenticeships, loan forgiveness, scholarships, and other financial support

**1.3** Grant a year of **service time** for teacher salary and service schedule for those who have completed an approved year-long residency

**1.4** Ensure the Texas Education Agency, State Board for Educator Certification, and the Texas Higher Education Coordinating Board establish and incentivize **articulated pathways from dual credit, community colleges, and four-year institutions** to shorten time to degree and certification through stackable credentials and required transfer degrees

## 2. Support and Invest in Current Teachers and Focus on Teacher Retention

**2.1** Ensure **compensation and benefit models** support teachers across all levels of experience, expertise, and responsibilities

**2.2** Sustain and expand practices like the **Teacher Incentive Allotment, National Board Certification and strategic staffing models** that promote high-quality residency, mentorship, and differentiated roles for veteran teachers

**2.3** Modify requirements for teachers to return to the classroom, including adjustments to **continuing professional education and retire/rehire** requirements

**2.4** Increase state support for the **Mentor Program Allotment**, while maintaining a rigorous bar for mentor teacher qualifications, and trainings

## 3. Increase Data Accessibility and Transparency

**3.1.** Ensure access to data for individual programs of all types and sizes for **educator preparation program accountability and continuous improvement**

**3.2.** Increase **transparency as to the outcomes for teachers who enter the classroom without educator preparation or certification**, including those who enter as late hires, as uncertified teachers in Districts of Innovation, and those who enter on another short-term permit

**3.3.** Uphold **admission, preparation, and certification requirements** that contribute to stronger student outcomes and teacher retention

**3.4.** Provide districts with access to **vacancy and applicant data systems** that will accurately identify the most critical needs in teacher talent

# Key Data for Teacher Residencies:

## High Quality Preparation

- A teacher resident is paired with a highly effective mentor teacher for a full year of clinical training and co-teaching in a Pre-K -12 classroom.
- Research suggests that residencies promote equity by bringing greater gender and racial diversity into the profession.

## Retention

- Residency programs consistently point to the high retention rates of their graduates:
  - **80–90% retention in the same district after three years.**
  - **70-80% retention after five years.**
- Residencies helping break the expensive cycle of continuously refilling vacancies.



## Stronger Student Outcomes

- **“Brand new teachers who had a quality clinical experience are just as effective as teachers with 3 years of experience.”**
- Teachers trained in quality preparation programs achieve better student outcomes, rank higher on principal evaluations, and remain in the field longer.

Sources:

([Learning Policy Institute, 2016](#))

([Charles Butt Foundation, 2023](#)).

([NCTQ, 2020](#))

([Learning Policy Institute, 2016](#))

# Hear from teacher residency completers from across the state

Teacher residencies are vital to Texas. Scan the QR code to hear five teacher residency completers share how their programs prepared them to enter the classroom on day one.



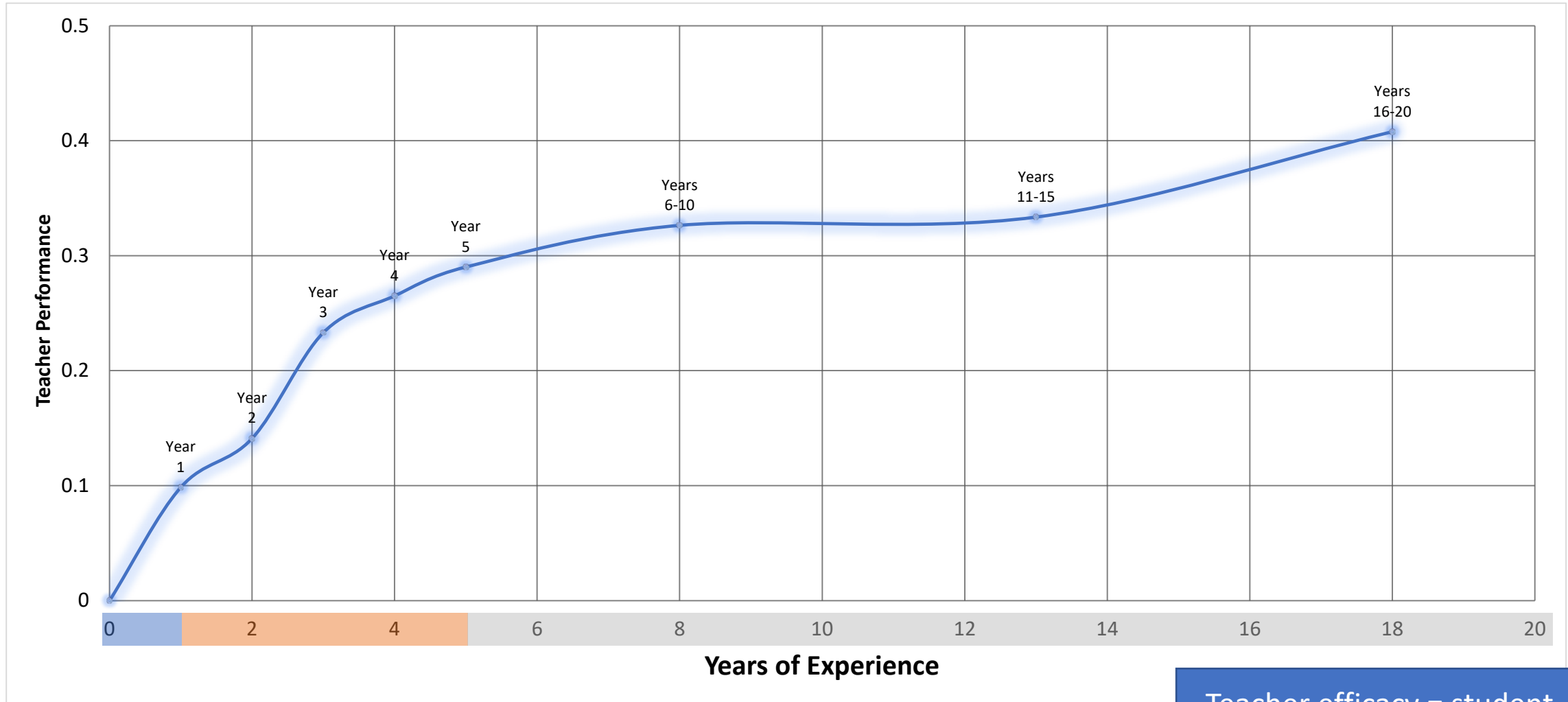
[https://www.youtube.com/playlist?list=PLC2NpDkPtMJOinKl0tJzqBE0tbJEydWV\\_](https://www.youtube.com/playlist?list=PLC2NpDkPtMJOinKl0tJzqBE0tbJEydWV_)



**The Education Trust**  
IN TEXAS

Source: The Education Trust in Texas

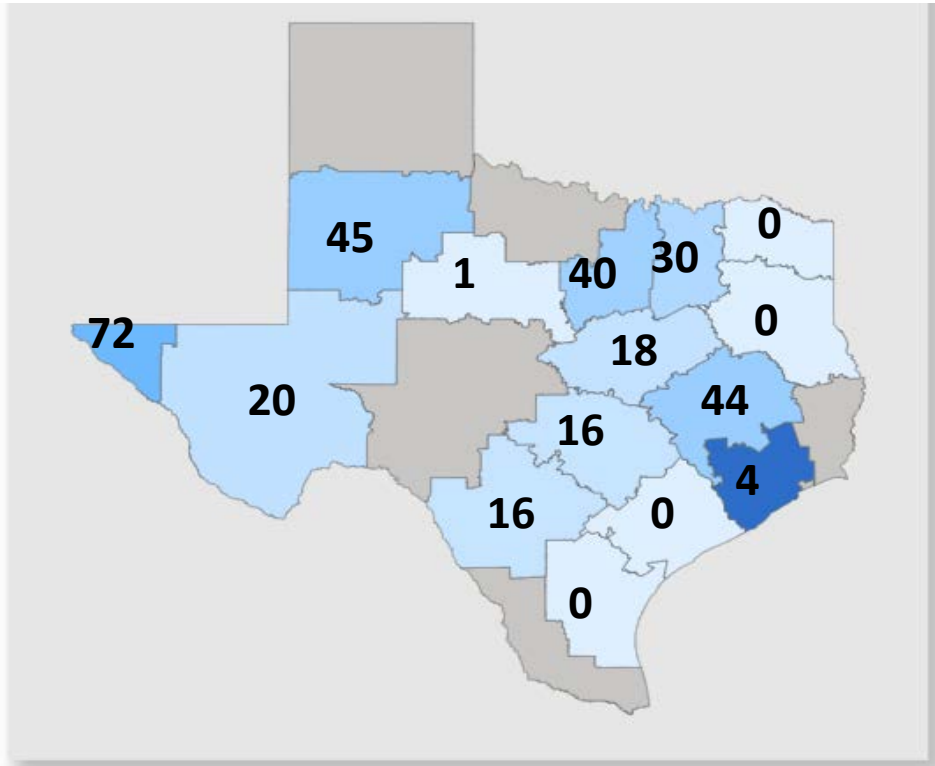
# Novice teachers achieve less academic growth with students than more experienced teachers



Teacher efficacy = student outcomes

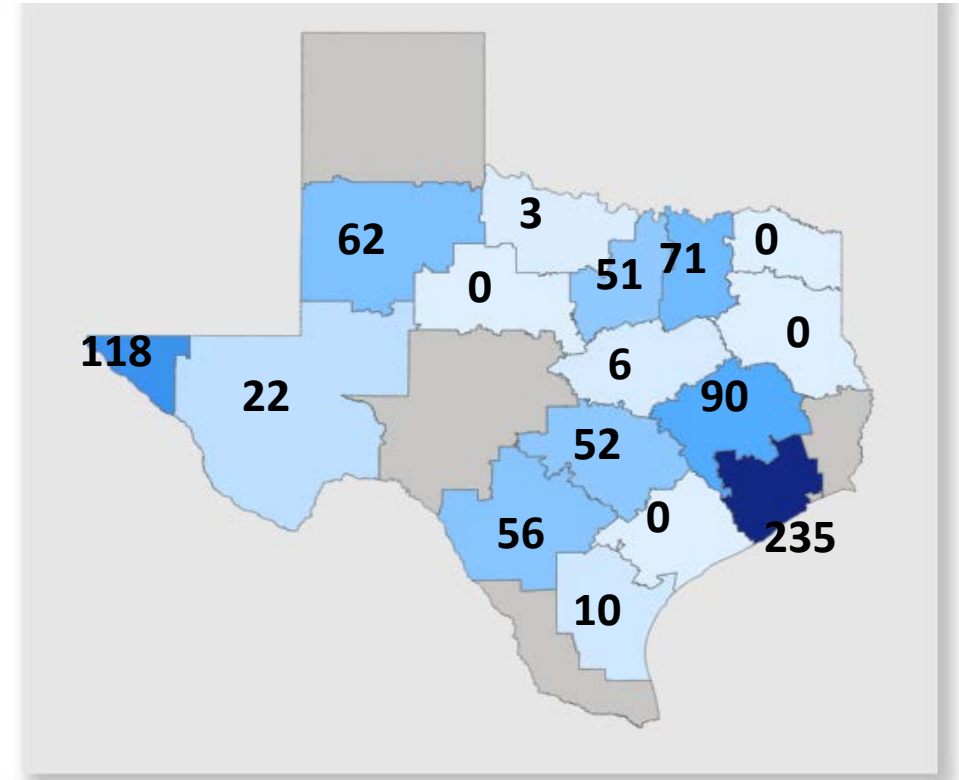
# Teacher resident production has increased from Y1-Y2, with increased regional density

Total Teacher Residents in 2021-2022



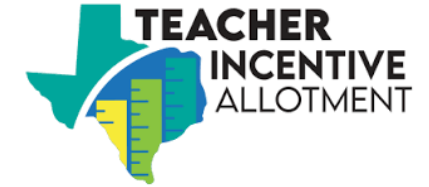
Number of Placed Teacher Residents: **462**

Total Teacher Residents in 2022-2023



Number of Placed Teacher Residents: **789**

# TIA Take-Up Across Texas



**387**

School Systems Either Fully Approved Or In The Process of Implementing TIA

**2M**

Students Attending Systems Either Fully Approved Or In the Process of Implementing TIA

**38%**

Percentage of Texas Public School Student Population Served By A School System Fully Approved Or in The Process of Implementing TIA

**6205**

Texas Educators with TIA Designations

## ***What does this mean for teachers?***

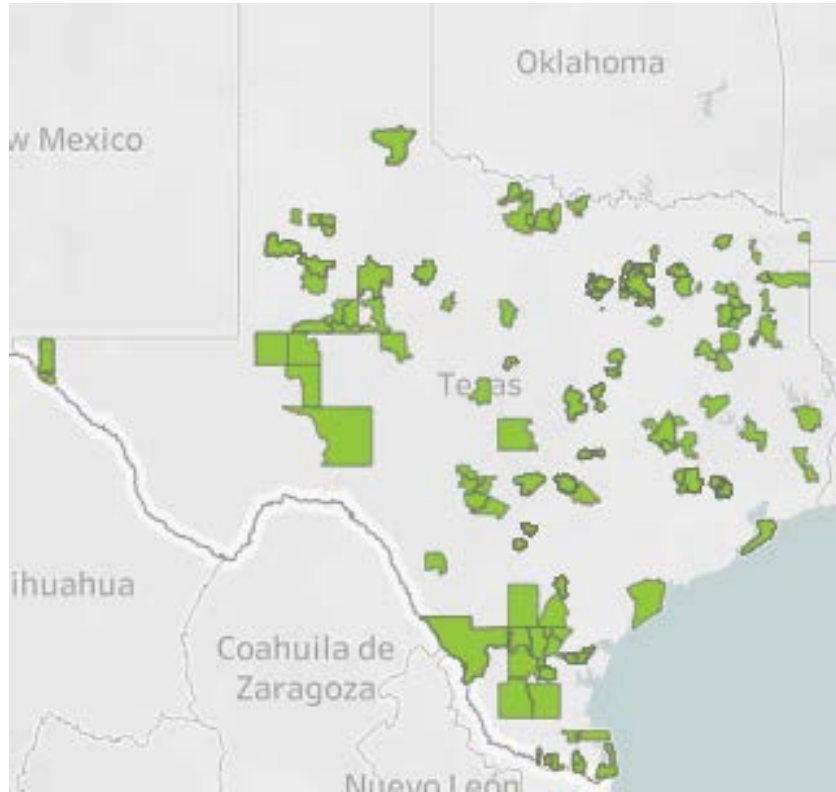
- Designated teachers are drawing down average payouts of \$6,600 - \$22,500 annually.
- **\$55.5 million drawn down by districts this year, with 90% of this going directly into educator paychecks.**



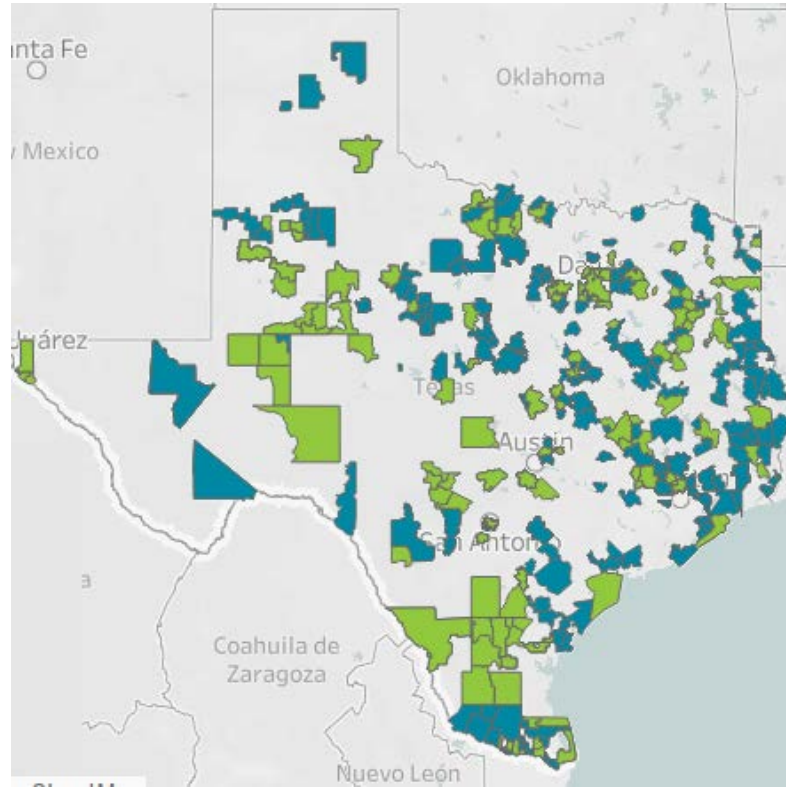


# Approved TIA Applications

## Cohorts A - D



## Cohorts A - E



## Cohorts A - F

