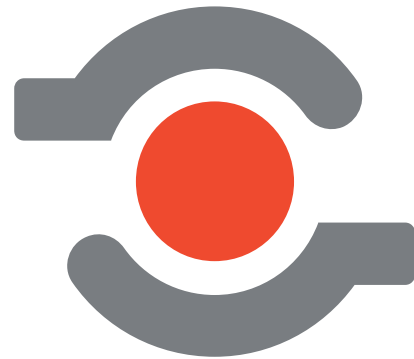
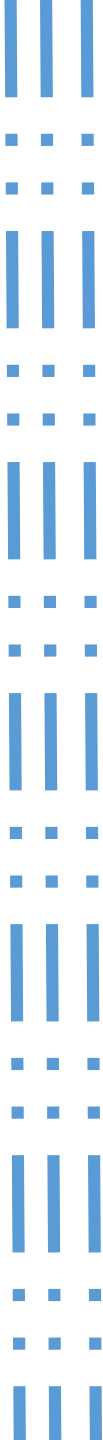




**Tell me and I forget.
Teach me and I remember.
Involve me and I learn.**

Benjamin Franklin



Long-Range Plan for **PUBLIC EDUCATION STEERING COMMITTEE**

Deep Dive Meeting #2

February 21, 2018

8:30 a.m. – 4:00 p.m.



TEXAS Comprehensive Center
at American Institutes for Research ■



Today, we will...

Engage in interactive conversations and activities to identify a **vision** for, the **barriers** to, and **actions** that improve:

Educator preparation, recruitment, and retention, and

Student engagement and empowerment

Today, we will...

8:30 a.m. Welcome and Introduction

9:00 a.m. Educator Preparation, Recruitment, and Retention Information Gathering and Working Session

11:00 a.m. Working Lunch and Transition to Afternoon Sessions

11:45 a.m. Strand 1: Systems of Support Information Gathering and Working Session

Strand 2: Future Readiness Information Gathering and Working Session

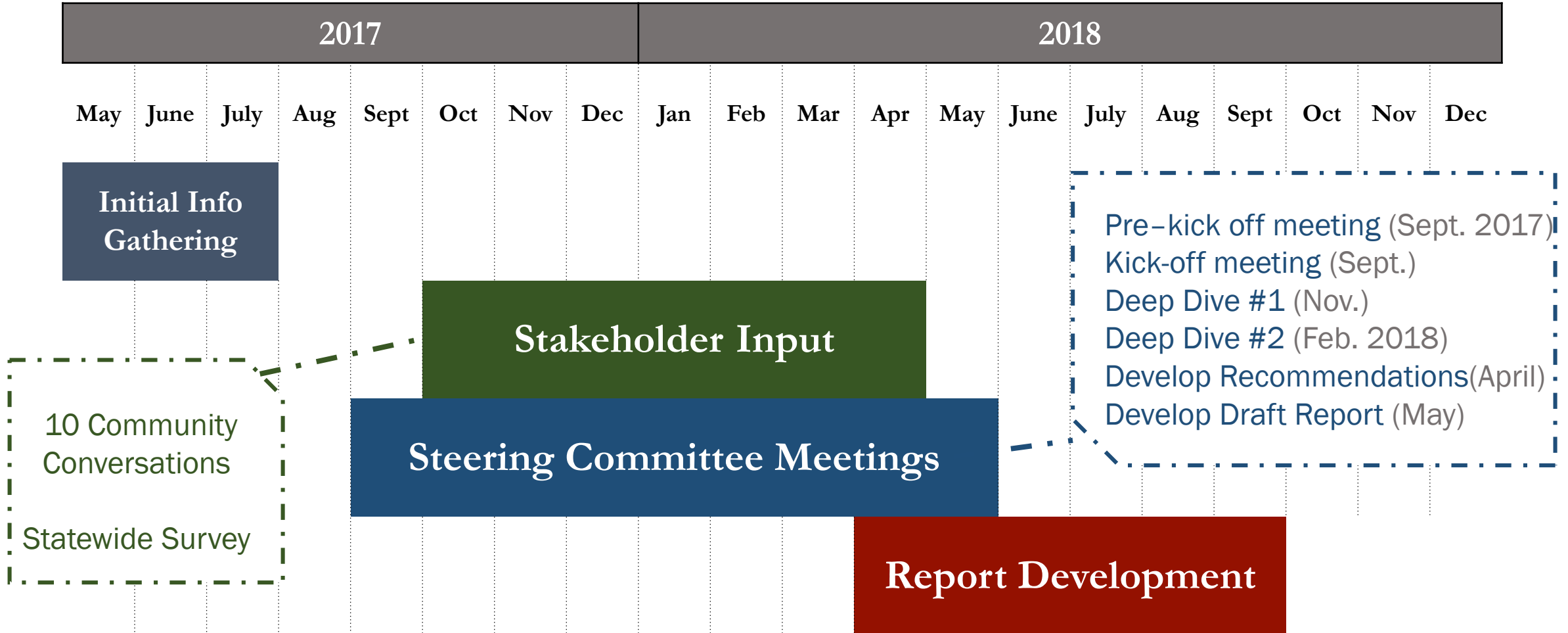
Strand 3: Early Learning and Literacy Information Gathering and Working Session

2:15 p.m. Group Breakout Session Share-Out

3:45 p.m. Q&A, Next Steps, Closing

4:00 p.m. Adjourn

LRP Steering Committee Timeline



Educator Preparation, Recruitment, and Retention in Texas

Presentation and Discussion

Jenny DeMonte

Senior Technical Assistance Consultant

Texas Comprehensive Center

February 22, 2018

The Current Teacher Landscape in Texas

- Texas school districts hire 30,000 teachers each year.
- Only New York and Arizona have more candidates than Texas enrolled in teacher preparation programs.
- Teachers in Texas are more likely to have been trained in an alternative preparation program than any other state.
- Why? Because Texas has more alternative providers than any other state.
- The State Board of Educator Certification (SBEC) is responsible for accrediting all educator preparation providers.

Preparation

Educator Preparation in Texas

- 135 providers
- Offering 260 programs
 - 153 traditional programs
 - 107 alternative programs
- Some providers offer both traditional and alternative programs, or both undergraduate and graduate traditional programs.
- In 2014–15:
 - 16,425 enrolled in tradition programs
 - 18,626 enrolled in alternative programs



Top 5 Traditional Providers by Enrollment

- Texas A&M University-College Station: 1,481
- Sam Houston State University: 1,270
- University of Texas-El Paso: 1,241
- Texas State University: 1,101
- University of North Texas: 948

Top 5 Alternative Providers by Enrollment

- A+ Texas Teachers: 5,104
- iteachTEXAS: 2,606
- Web-Centric Alternative Certification Program: 1,587
- Lone Star College-Kingwood: 1,014
- Region 04 Education Service Center: 635

Standards and Accountability

Indicators for Accreditation

Indicator 1: Percent Completers Passing Certification Examinations

Indicator 2: Principal Appraisal of First Year Teachers

Indicator 3: Improvement in Student Achievement

Indicator 4: Frequency and Duration of Field Observations

Indicator 4: Quality of Field Supervision

Indicator 5: Satisfaction of New Teachers

Implications of Accountability and Standards for Teacher Preparation Providers

According to a peer-reviewed journal article about teacher preparation in Texas:

- New teachers are more likely to teach low-performing students.
- New teachers are more likely to teach in high-poverty schools.
- Overall, comparing the aggregated student achievement of teachers from traditional and alternative providers, it was about the same.



Examples From Other States

- About two dozen states require preparation providers to be accredited by the Council for Accreditation of Educator Preparation (CAEP).
- Others have their own system, such as Tennessee, which rates providers based on four domains:
 - Candidate profile
 - Employment of graduates
 - Satisfaction of employers and graduates
 - Student achievement in classes taught by graduates

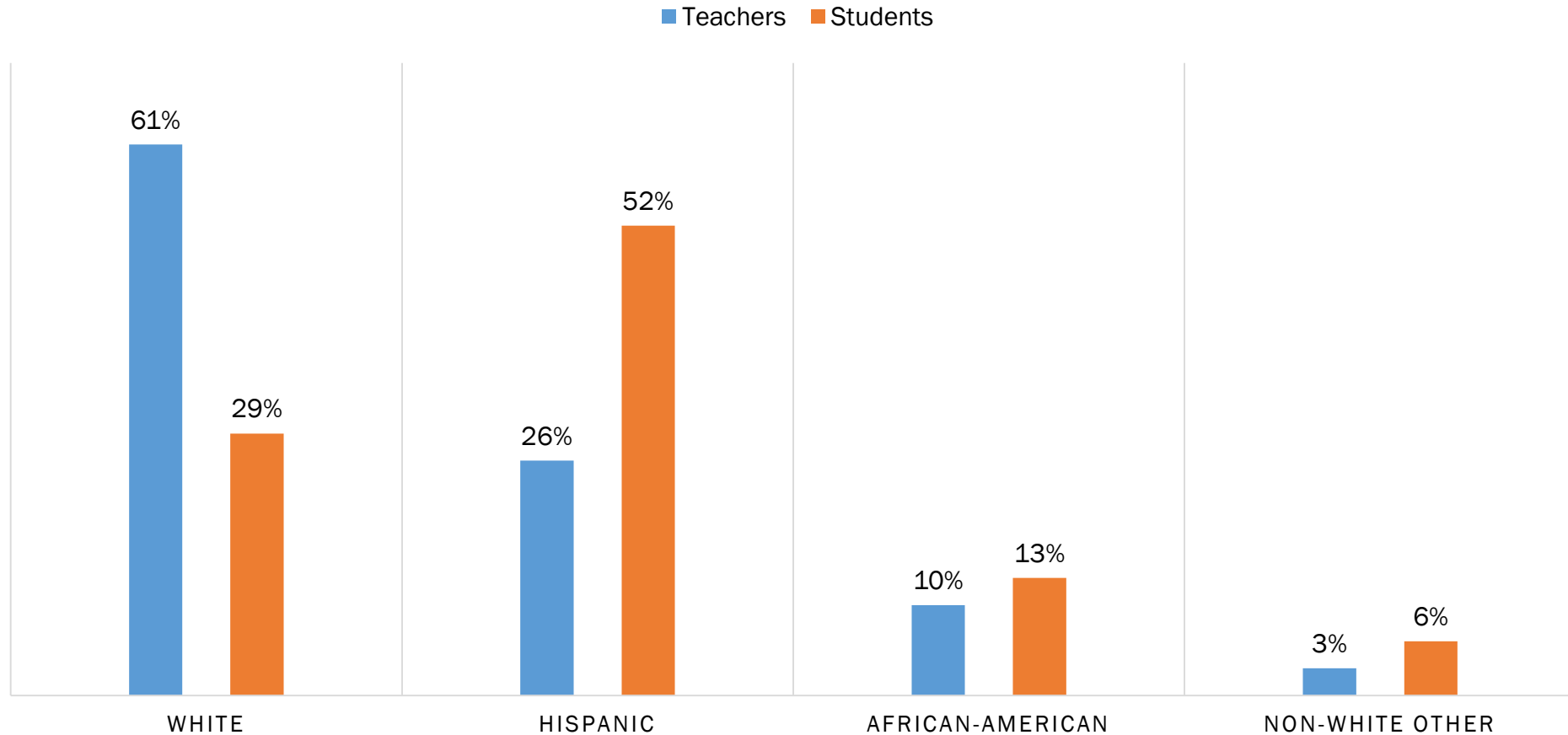
Recruitment



Declining Enrollment

- Nationally, enrollment in teacher preparation decreased 31% between 2009 and 2013.
- From 2009–10 through 2014–15, enrollment in teacher preparation in Texas dropped 48%.
- These declines plus the rapidly rising student population in Texas have led to teacher shortages—particularly in certain subjects and certain regions.

Mismatch Between Backgrounds of Teachers and Students



Recruiting in Texas — Grow Your Own

TEA grant program, rural teachers

- Creating a program to encourage high school students into preparing to be a teacher
- Supporting paraprofessionals to get training to be classroom teachers
- Selecting teacher candidates into year-long clinical training programs in rural schools

Houston ISD/University of Houston: Teach Forward Houston

- High school seniors in HISD apply
- Selected applicants receive \$20K over four years to earn a BA in teaching
- After graduating, teach in HISD for four years

National Data

EdWeek surveyed 500 teachers nationally about what districts could do to recruit and retain teachers:

1. Improve pay and benefits.
2. Offer more professional autonomy, greater respect, and better working conditions.
3. Improve job interview, screening, and selection process.
4. Provide mentoring, support, and training.
5. Increase outreach and recruiting.

Other Strategies

A report by the Center for American Progress recommends that:

- School districts should devote more time and resources to intentional recruitment.
- School districts should ensure that teachers' compensation is similar to that of other professions requiring the same level of education.
- School districts should prioritize teacher diversity and develop strategies to attract and retain teachers of color.
- School districts should offer teachers opportunities and time to grow, as well as implement professional learning systems that support teachers' continuous growth.

Retention

National Data

- Nationally, 16% of teachers leave their positions each year; in Texas more than 20%.
- Half leave the profession; half switch schools.
- National survey listed these top 6 reasons for leaving:
 - Personal or life reasons, 43%
 - Change of career, 31%
 - Retirement, 31%
 - Dissatisfaction with testing and accountability pressures, 25%
 - Lack of administrative support, 21%
 - Dissatisfaction with the teaching career 21%

Teacher Mobility in Texas

- In 2015–16, 22% of teachers changed schools or left the profession.
- Special education teachers left Texas public schools at nearly twice the rate as other teachers.
- Schools with higher proportions of special education, low-performing, and minority students had higher teacher mobility rates.
- However, schools with higher proportions of ELLs had lower rates.
- Schools with higher overall T-TESS ratings had lower mobility rates.

More Texas Turnover Data

- TEA reports in 2016, districts lost 35,931 teachers and hired 41,093 new teachers who had no experience teaching in Texas public schools.
- According to the Dallas Business Journal, the teacher turnover rates in several large school districts in 2015 were:
 - Dallas, 19.1%
 - Austin, 17.6%
 - Houston, 17.1%
 - San Antonio, 14%

Retaining Teachers in Texas

- TEA program to improve the quality of school leadership, often associated with teacher retention
- Waco's turnover rate dropped 4% in 2015–16, to the lowest in four years.
 - Increased starting salaries
 - Bonus program when more students pass state tests
 - New disciplinary program at high school, where turnover dropped from 82% in 2013–14 to 56% in 2015–16.

What Other States and Districts Are Doing

- Design and implement career pathways for teachers that can lead to increased pay and responsibilities without leaving the classroom
 - NYC school district has a teacher leadership program
 - Teacher groups advocate this strategy
- Provide inexpensive housing for teachers
 - California and Indianapolis
- Subsidize tuition and/or help teachers repay student loans
 - North and South Carolina, for example

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Contact

Jenny DeMonte

edemonte@air.org

202-403-6311

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*Thank
you!*

Educator Preparation, Recruitment, and Retention

Working Session

Jenny DeMonte

American Institutes for Research

Output for the Session


Vision statements

Barriers to reaching vision

Actions that move toward vision



Educator
Preparation



Educator
Recruitment
and
Retention

“Ask not what you can do for your country,
Ask what’s for lunch.”

-Orson Welles-

(Working) Lunch Break
30 mins

Student Engagement and Empowerment

Effective Systems of Support

Future Readiness

Early Learning and Literacy

Student Engagement and Empowerment

Pick One Session to Attend

Effective Systems of
Student Support

Room 108 (Stay Put)
John Spence

Future Readiness

Room 233 (2nd Floor)
Garry Davis

Early Learning and
Literacy

Room 325 (3rd Floor)
Kathy Terry/Laura Shankland

TO DO: **Presentation and Discussion**
Working Session: Vision, Barriers, Actions



Share-Out



Vision

Barriers

Actions

Next Steps

Exit Ticket

- Complete the session feedback evaluation

On the Horizon

- Upcoming Community Conversations: February 28, 2018 - Amarillo
- Summary Papers
- Community Conversation Summaries
- Stakeholder Survey Results
- Deep Dive Meeting Outputs – Google Drive Pre-work
- Next Steering Committee Meeting: April 9, 2018

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*Thank
you!*