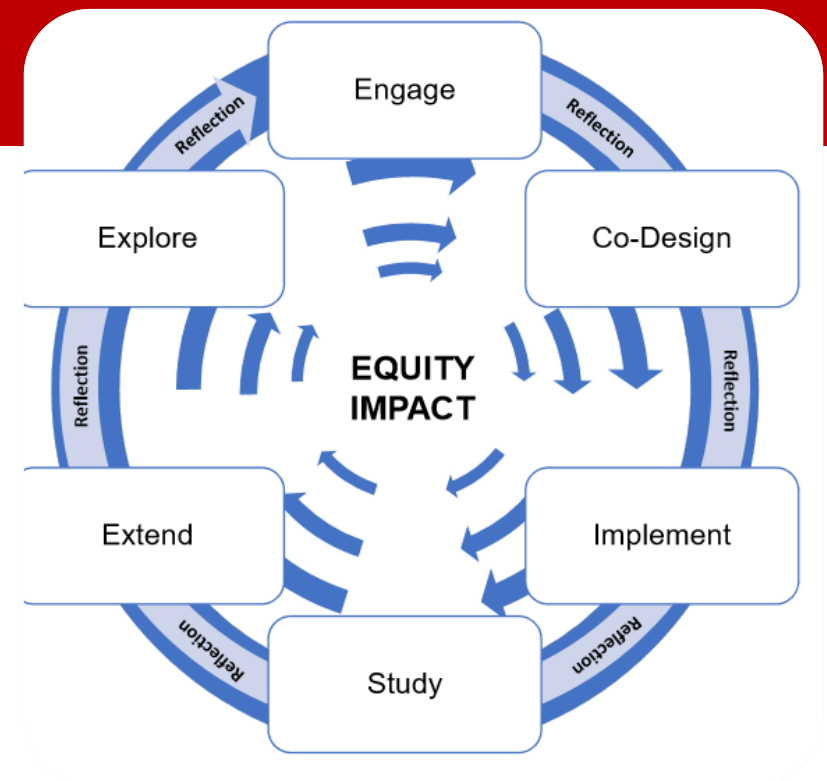


INCREASING TEXAS TEACHER PIPELINE: QUANTITY AND DIVERSITY

- **Explore:** reflected on personal experiences as a K-12 administrator and parent of students in Texas public school districts.
- **Engage:** researched teacher shortage in Texas to understand current climate and recent data trends concerning teacher/student demographics.
- **Co-Design:** focused research on major issues that affect teacher shortage in Texas: recruitment and retention.
- **Implement:** developed a strategy to submit a policy brief with recommendations to increase/diversify teacher pipeline.
- **Study:** continued to examine and understand Texas education policy environment and networked with stakeholders.



The IEL Equity Impact Framework



EPFP™ POLICY
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Education Policy Fellowship Program

Deidra Perry & Kyle Penn, Texas EPFP 2020-2021 Fellows

INCREASING TEXAS TEACHER PIPELINE: QUANTITY AND DIVERSITY

Policy Recommendations

Publicly acknowledge value/need of teachers:

- Through conversations over Critical Race Theory, COVID-19, and other hot-button items, schools have become the target of attacks from all sides. Schools did not ask to be in the middle of these battles -support for public schools/teachers is critical.

Increase funding to recruit and retain teachers:

- Compensation should be competitive: the private sector, generally speaking, pays more for less hours and less headaches.
- Although some flaws exist within the structure of the new Teacher Incentive Allotment (TIA), the intent to increase teachers pay to remain in classroom is good.
- As more money is sent to schools, it should not be “ear-marked” money and allow for more local control. While some will push to their teacher salaries, schools are needing to compensate many roles. Paraprofessionals, bus drivers, and custodians are very difficult to find as well.

Improve preparation programs/recruitment strategies:

- Prioritize adequate teacher preparation and mentor programs to support new teachers.
- Develop strategies to strengthen recruitment efforts to retain and diversify teachers in Texas by specifically targeting underrepresented minorities to address the changing needs of students.

Reduce administrative burden on school districts, teachers:

- Allocate funding to support the implementation of new bills and requirements. At some point, schools need more people. Districts, especially the smaller ones across the state, cannot keep up with the ever-growing list of mandates.