

The background of the slide is a photograph of the Texas State Capitol building in Austin. The building is a large, classical-style structure with a prominent central dome topped by a statue. The sky is filled with soft, pinkish clouds, suggesting a sunrise or sunset. In the foreground, there is a well-manicured green hedge and a paved walkway leading towards the building.

Commissioner's Remarks

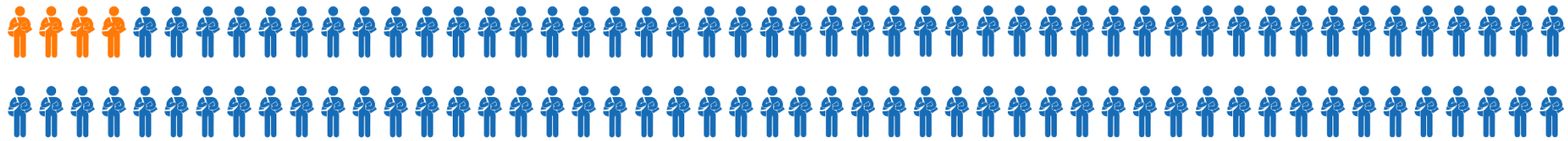
CONSORTIUM OF STATE ORGANIZATIONS FOR
TEXAS TEACHER EDUCATION

Recruiting Challenges

Do High School Students Want To Become Teachers?

4%

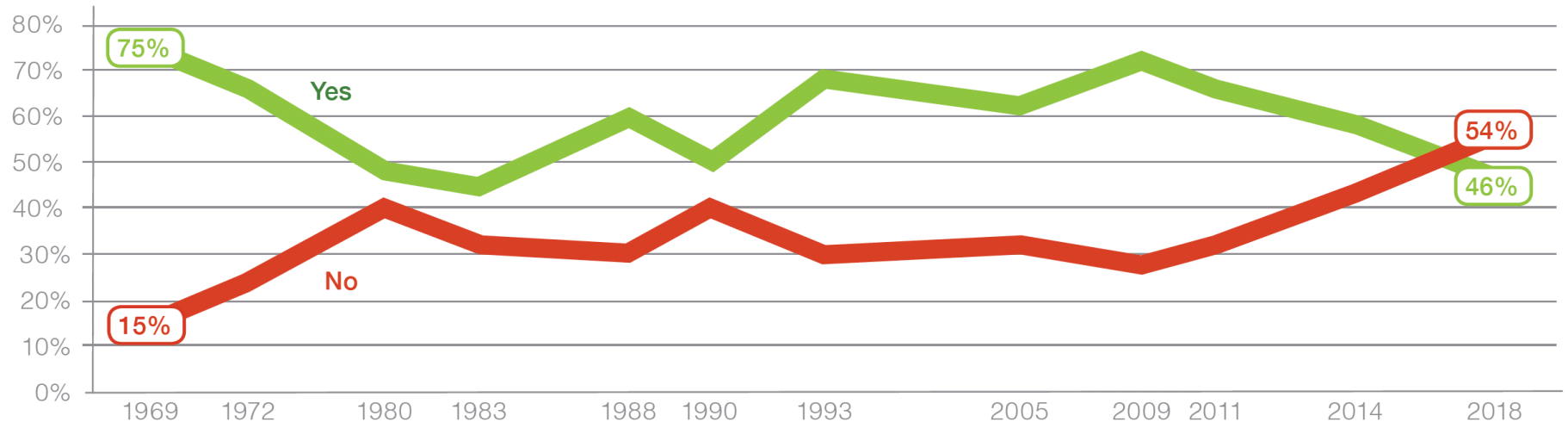
of HS students indicated
interest in education major.*



Do Parents Want Their Children To Become Teachers?

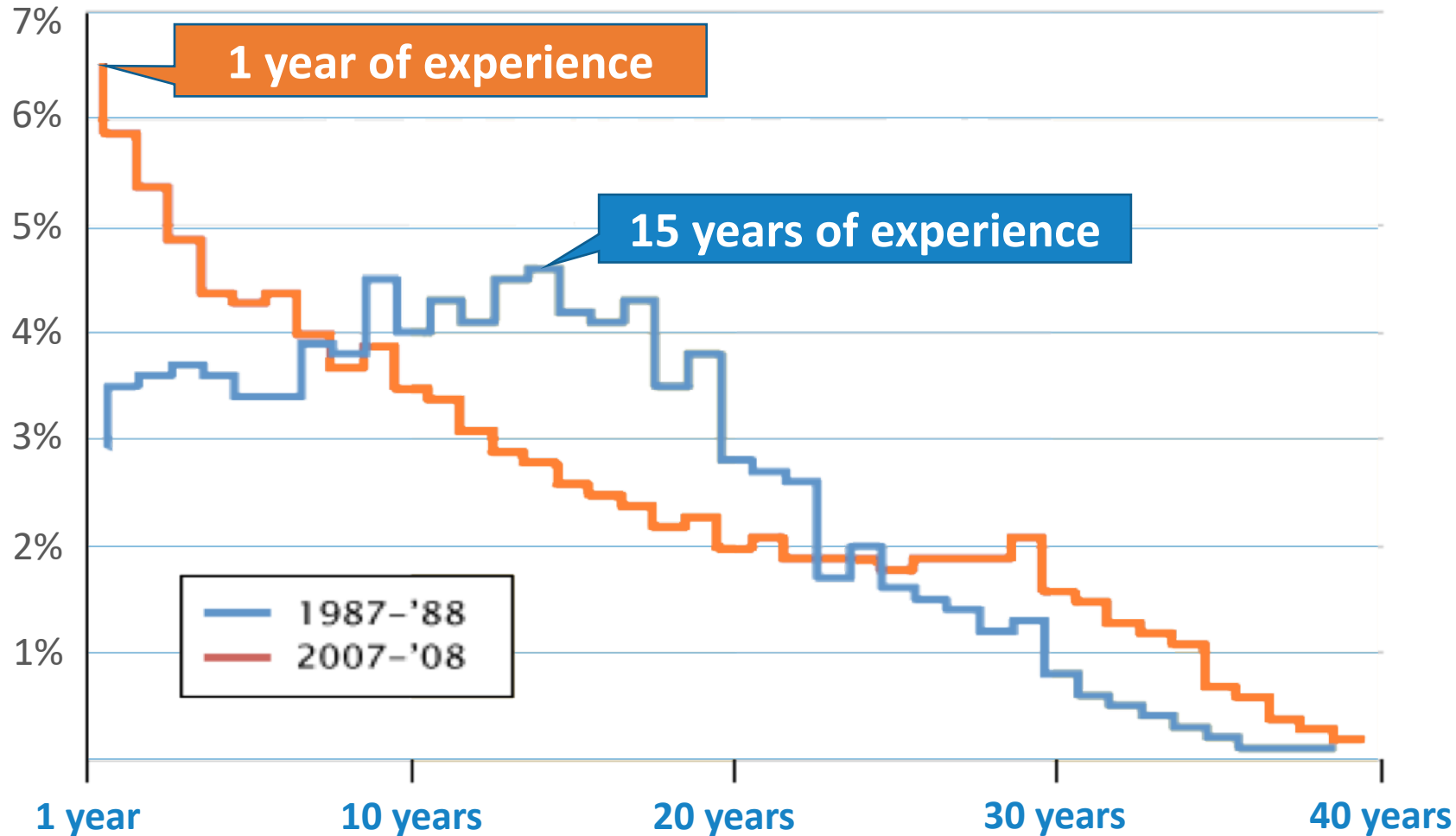
46%

of parents want their
kids to become teachers.



Retention Challenges

Teacher Experience As A Share of Workforce

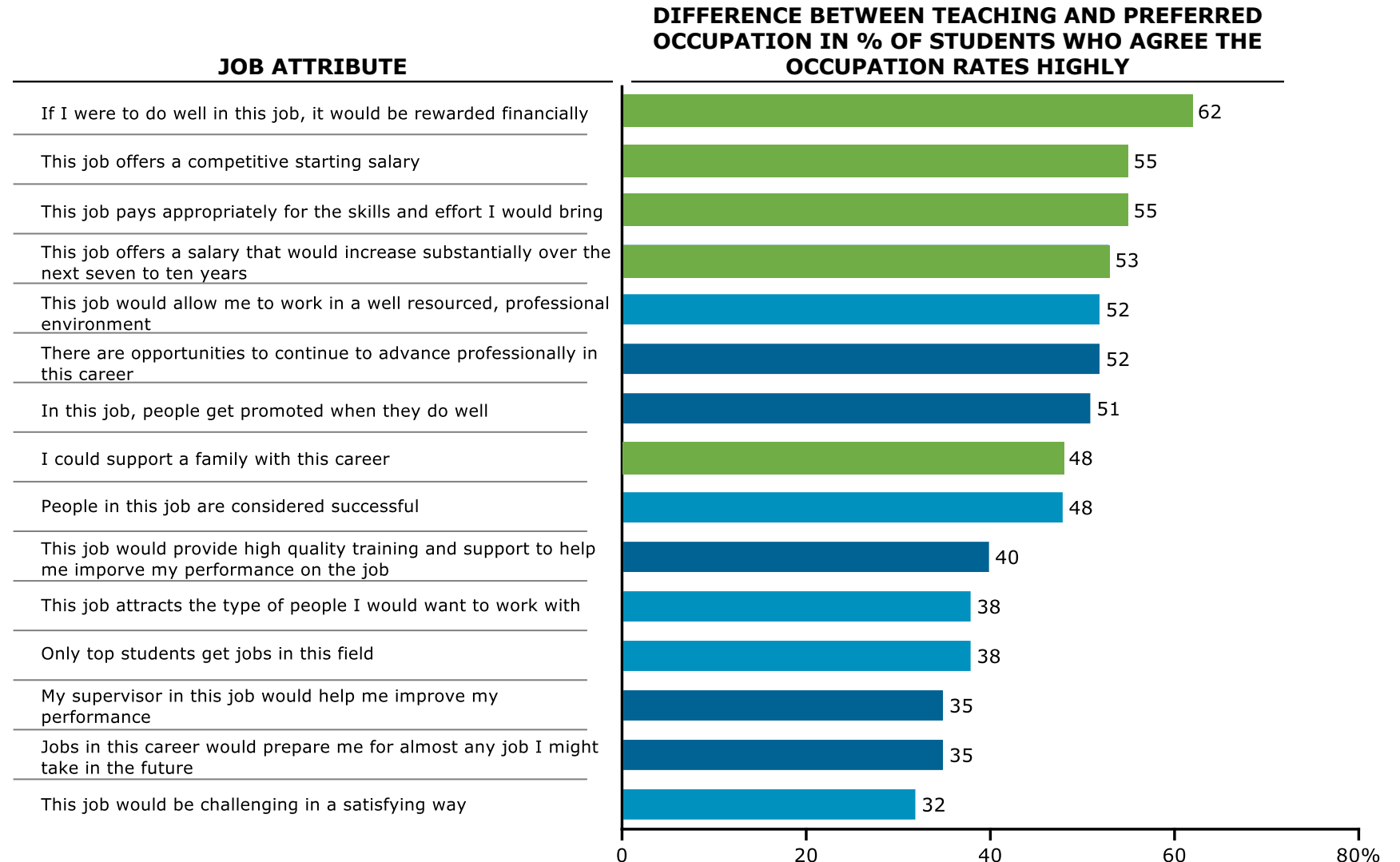


Challenges: Workings Conditions and Pay

Salary & Compensation

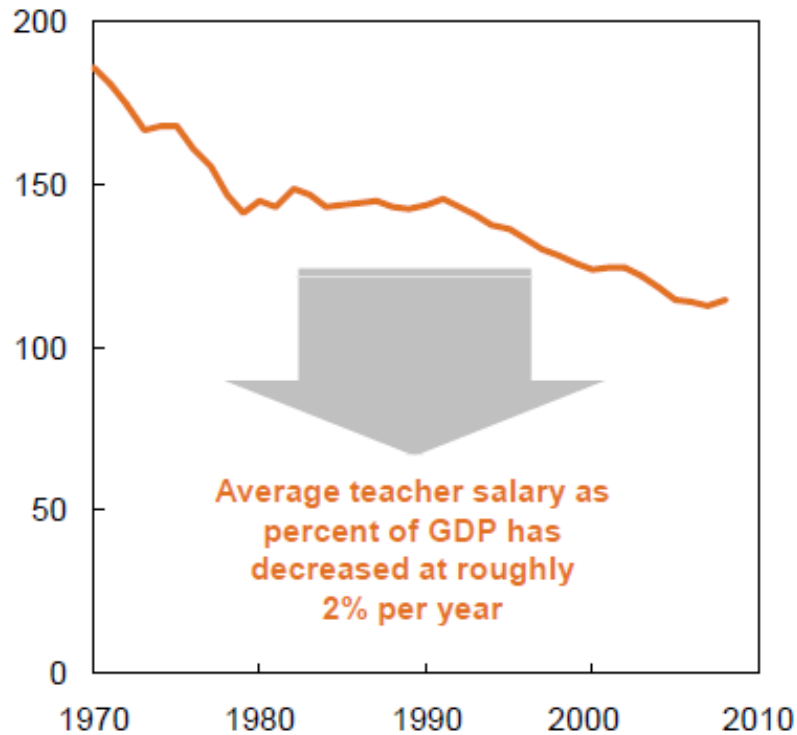
Environment/Culture

Professional Development

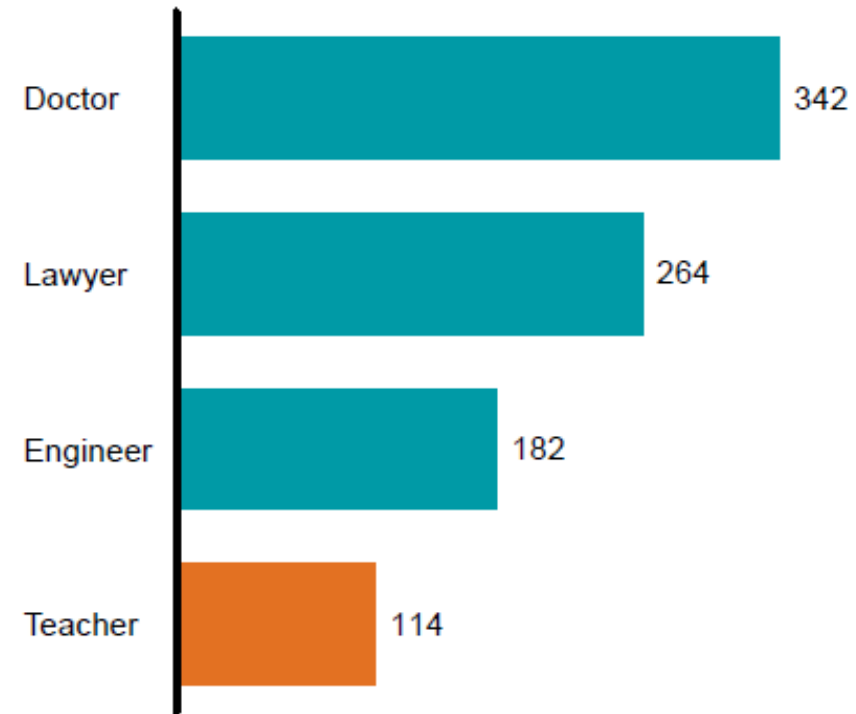


Teacher Pay Relative to Other Professions Has Gotten Materially Worse

Average U.S. teacher salary as percent of GDP per capita 1970 – present
Percent

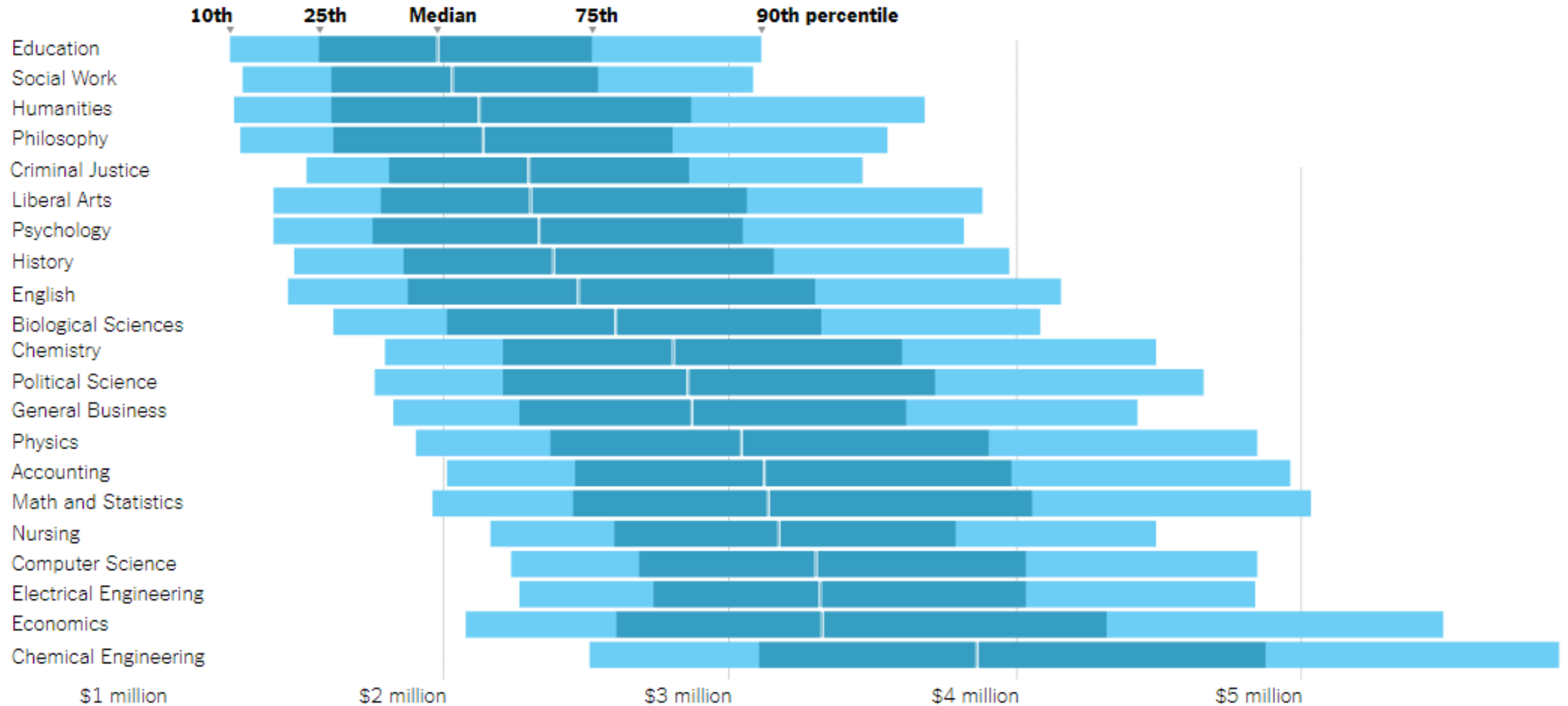


Average professional salaries in US as percent of GDP per capita 2008
Percent

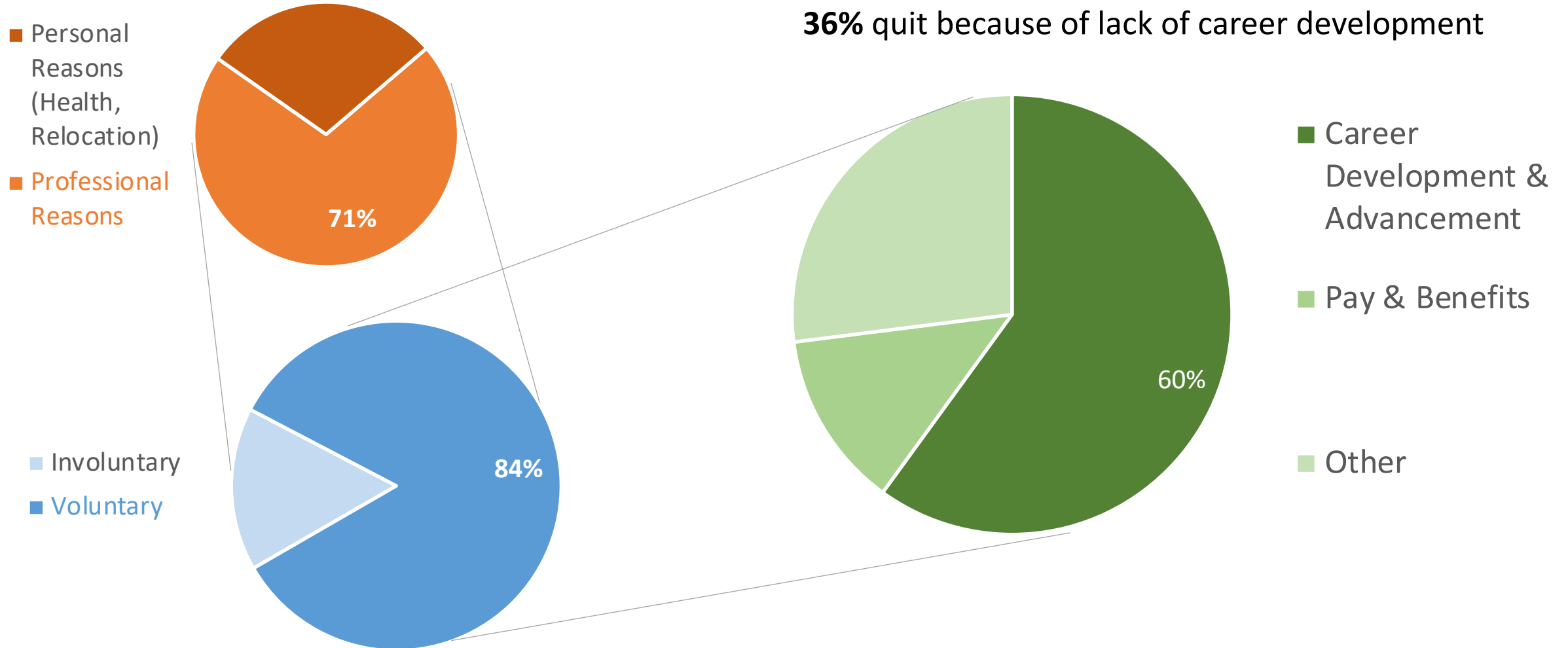


Projected Career Earnings

Projected career earnings for college graduates in the ...

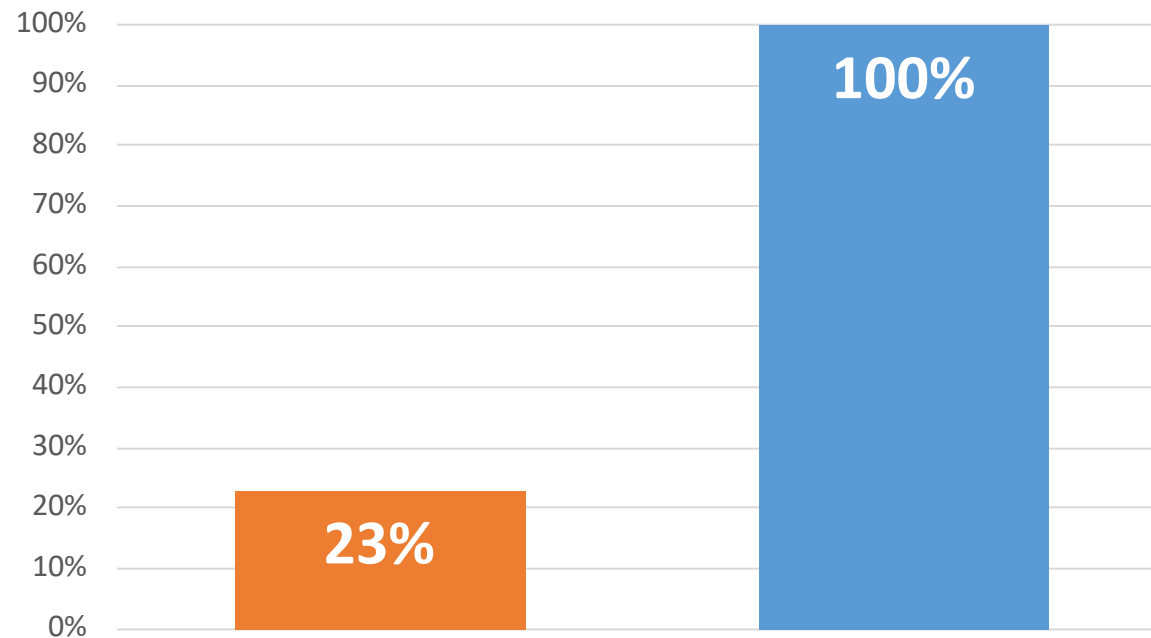


Why Do Teachers Quit?



Attracting the Best

Top 1/3rd College Graduates*



of new teachers in the **United States** come from top 1/3rd of their college graduating classes.

of new teachers come from the top 1/3rd of graduating classes in **Singapore, Finland, and South Korea.**

GROW YOUR
OWN



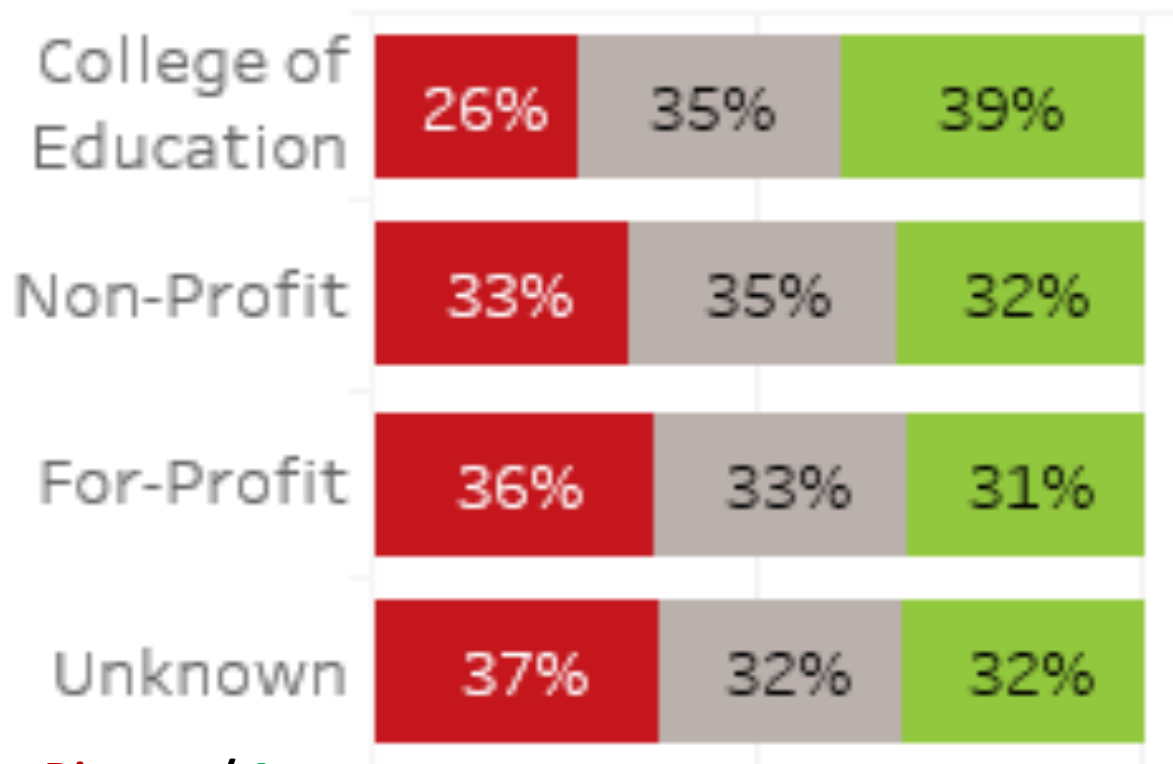
YOUR **FUTURE TEACHERS** ARE
IN YOUR **HIGH SCHOOL SEATS**



MARINES
THE FEW. THE PROUD.

Feeling Unprepared

My teacher preparation program prepared me to be successful for my first year of teaching.



Disagree/ Agree

"It [receiving my certification] was completion. You completed your coursework, you had your observations, you completed the paperwork, you showed up to everything...If you met all of those requirements then you were certified. Quality wasn't a part of that."

TEA Strategic Priorities

Every child, prepared for success in college, a career or the military.

Strategic priorities

RECRUIT → SUPPORT → RETAIN

Recruit, support
and retain teachers
and principals



Build a foundation
of reading and math



Connect high school
to career and college



Improve
low-performing
schools

Enablers



Increase **transparency**, **fairness** and **rigor** in district and campus
academic and financial performance



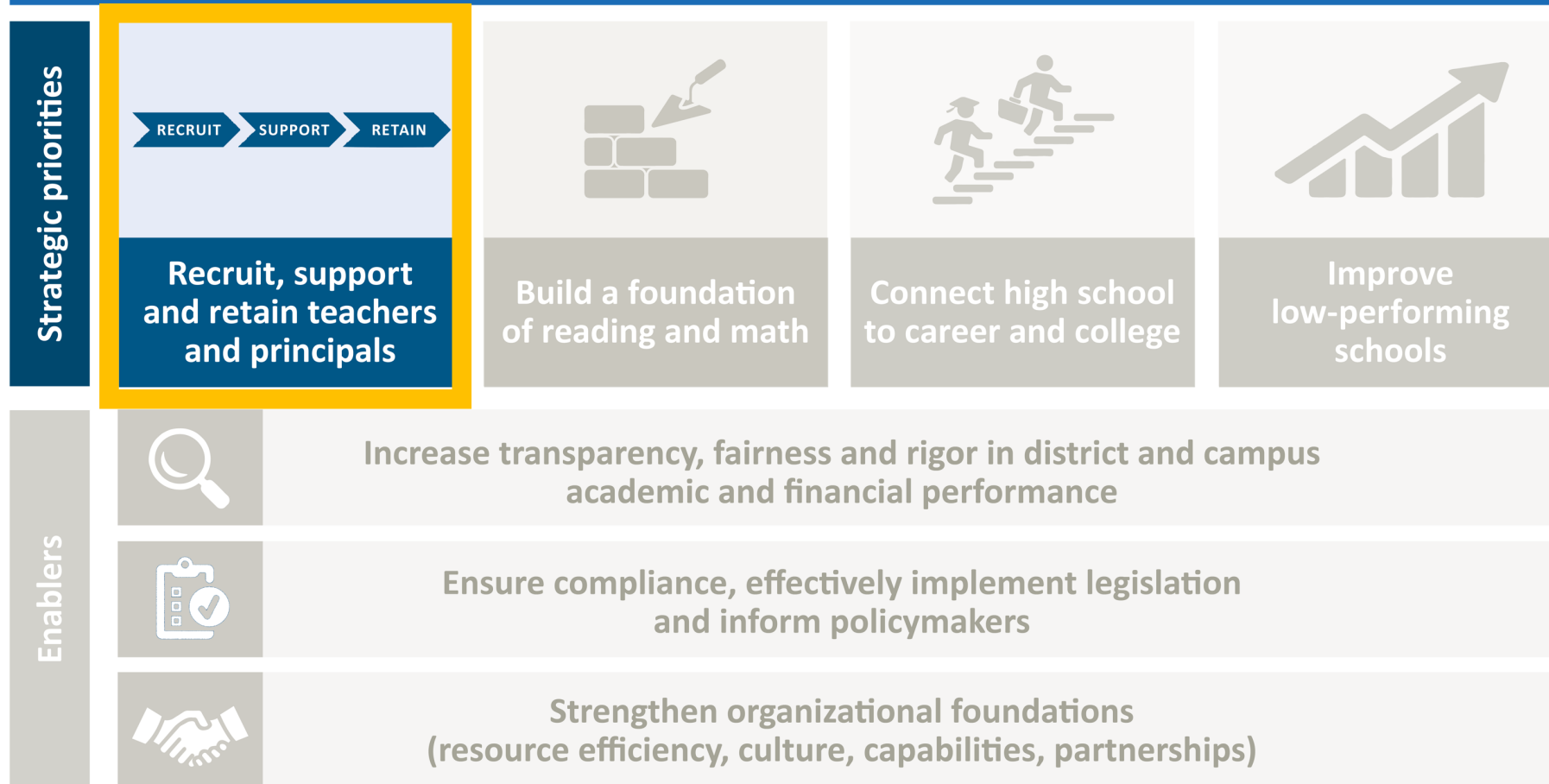
Ensure **compliance**, effectively **implement** legislation
and **inform** policymakers



Strengthen **organizational foundations**
(resource efficiency, culture, capabilities, partnerships)

TEA Strategic Priorities

Every child, prepared for success in college, a career or the military.



An Integrated Plan



Recruitment



Preparation

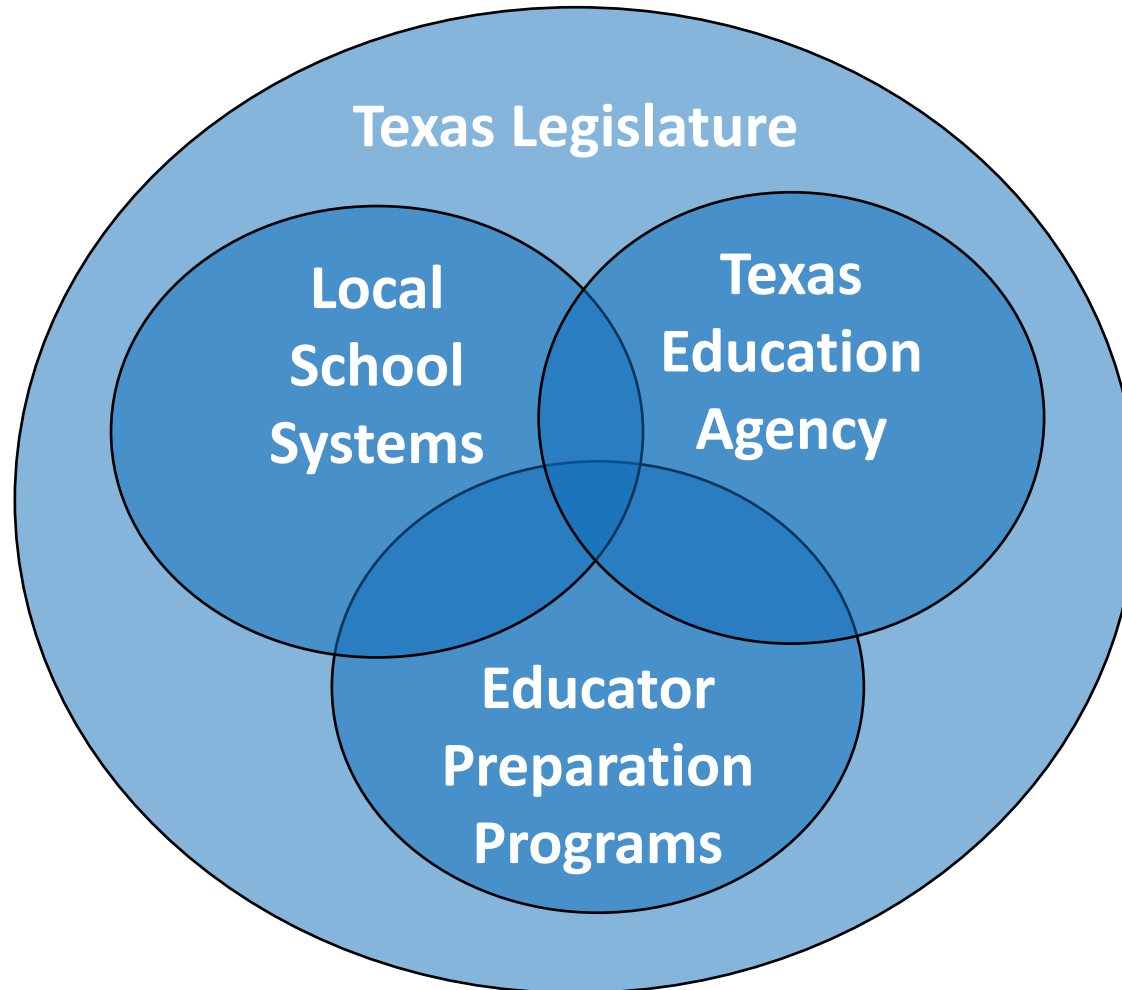


**In-service
support**



Retention

Our Shared Responsibility



An Integrated Plan



Recruitment



Preparation



**In-service
support**



Retention

Range of Educator Preparation

Type	Number
University Based	82
Public Alternative	27
Private Alternative	23

* Data as of December 28, 2018

Range of Educator Preparation



As little as 9 months
As much as 3+ years

As little as \$1,800
As much as \$89,340



**What do teachers need to know
and be able to do by their first
day of teaching?**

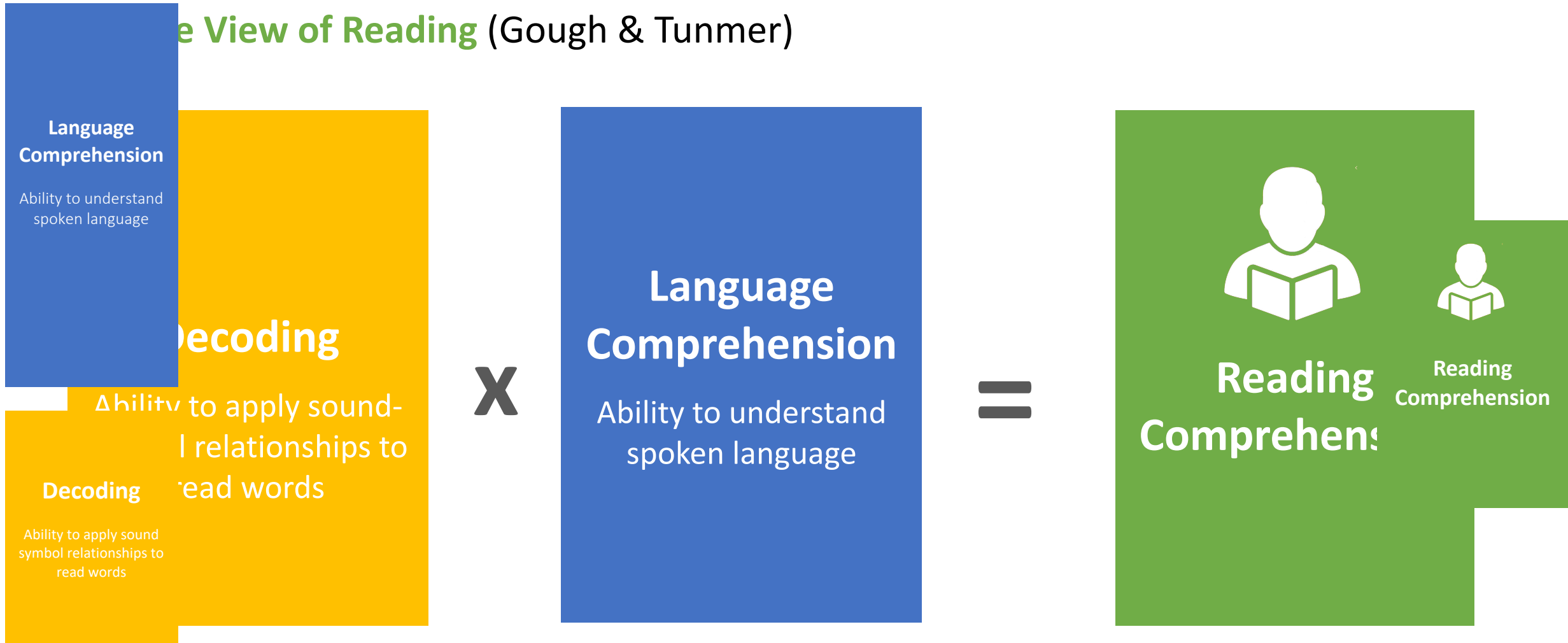
Know: Content + Pedagogy

Do: Teach to Mastery while Managing Classroom

**Consider the example of
Early Reading**

Simple View of Reading (1986)

Simple View of Reading (Gough & Tunmer)



Scarborough's Reading Rope (2001)

Language Comprehension

Ability to understand spoken language

Background Knowledge

Vocabulary

Language Structures

Verbal Reasoning

Literacy Knowledge

Decoding

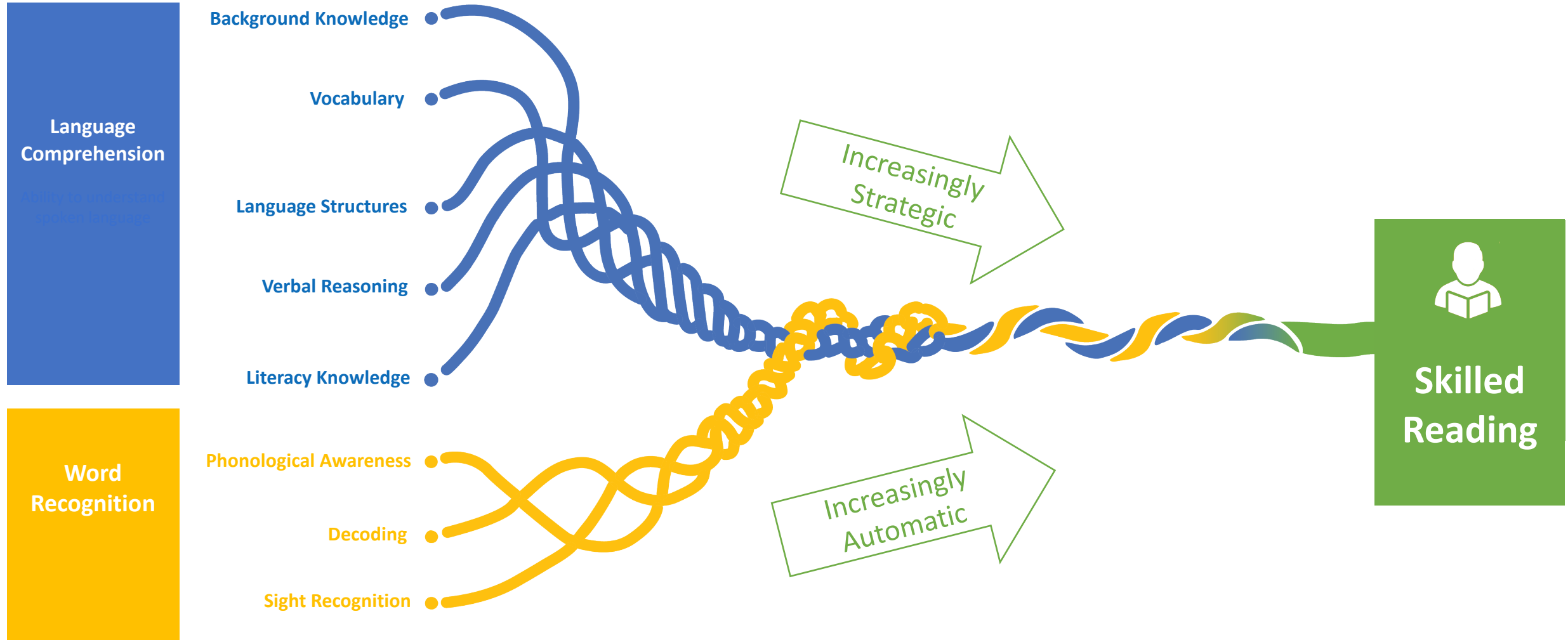
Ability to apply sound symbol relationships to read words

Decoding



Reading Comprehension

Scarborough's Reading Rope (2001)



New STR Exam Requirement



To earn a certificate to teach Pre-K to grade 6, a candidate must demonstrate proficiency in the science of teaching reading on a new, standalone certification examination, starting January 1, 2021.



In Statute

TEC Sec 21.048 (a-2): The State Board of Educator Certification “shall adopt rules that provide that in order to teach any grade level from prekindergarten through grade six a person must demonstrate proficiency in the science of teaching reading on a certification for each class of certificate issued by the board after January 1, 2020.”

**Consider an example basic skill:
Managing Transitions with Radar**

Observable Directions

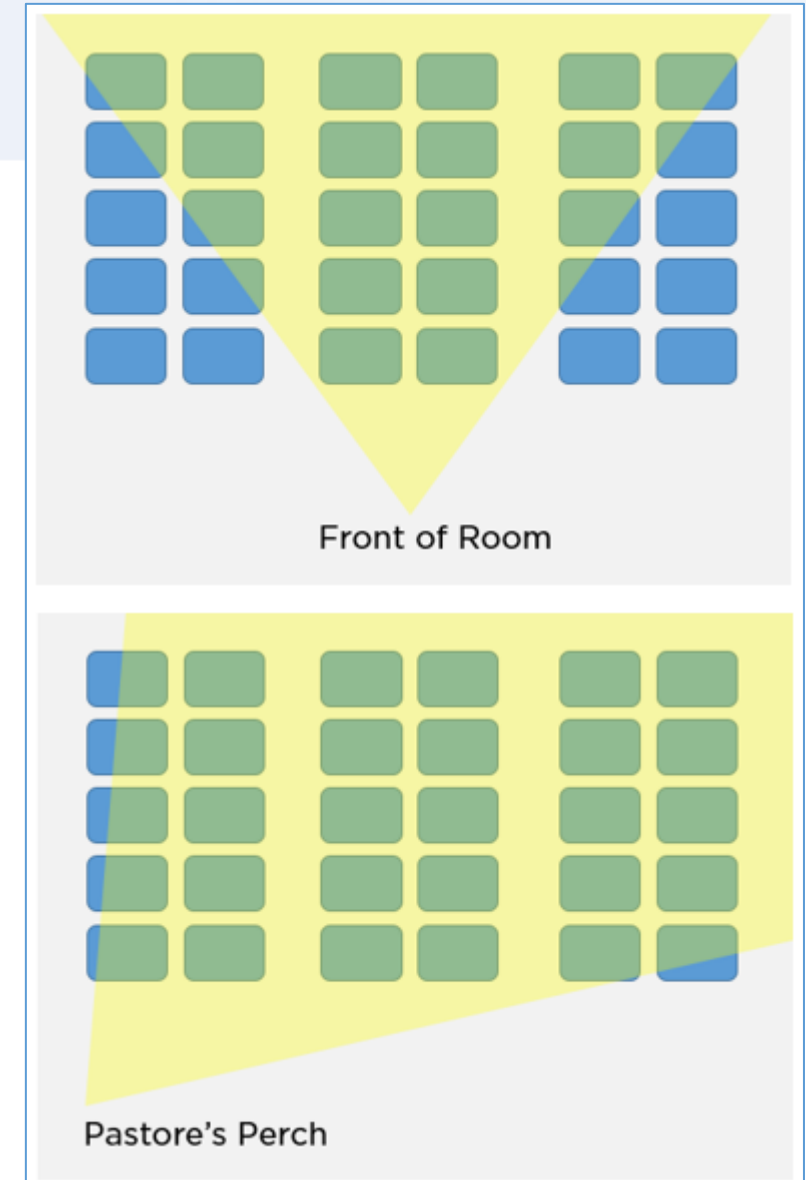
“Pay Attention”

VS

“Pencils down, eyes on me”

Scanning the Room

Reinforcing classroom discipline by maintaining line of sight.



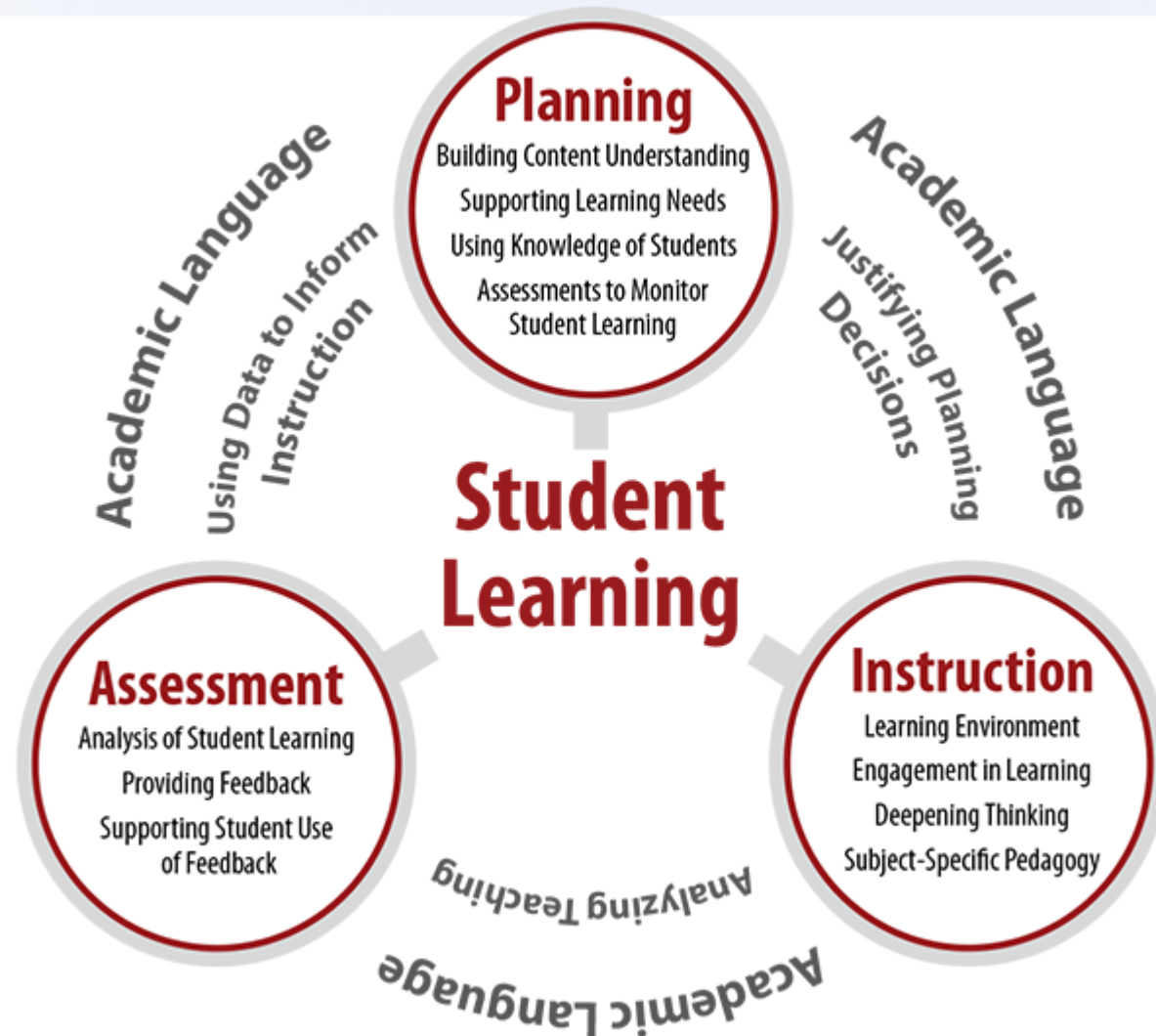
**What do teachers need to know
and be able to do by their first
day of teaching?**

Know: Content + Pedagogy

Do: Teach to Mastery while Managing Classroom

Ensuring We Have the Skills Needed on Day 1

edTPA[®]



Together, We Will Improve Public Education

