



The Teaching and Learning Council (TLC) convenes practitioners and a focused group of diverse stakeholders committed to improving the public education system in Texas, with a focus on effective teaching practices. The Council recommends bold and strategic policies informed by research and practice that foster improvements in student outcomes through the recruitment, development, and retention of diverse and effective teachers for ALL students.

LEGISLATIVE RECOMMENDATIONS

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 training

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

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For more information on the Teaching and Learning Council, please visit edtx.org/tlc.

To view our sources, please visit edtx.org/documentsources.

These Council recommendations were developed collaboratively and finalized by a majority vote from voting members.

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