



Philanthropy Advocates empowers philanthropy to invest and engage in public and higher education policy and advocacy. We work to protect, promote, and improve public and higher education so that all Texas students can achieve their educational goals from cradle to career.

62%

**OF TEXAS JOBS WILL REQUIRE A
POSTSECONDARY CREDENTIAL BY 2030.**

48%

**OF TEXANS HAVE EARNED A
POSTSECONDARY CREDENTIAL.**

Philanthropy Advocates harnesses and combines our more than 55 members' collective expertise and our portfolio of research and evidence to provide objective, high-quality data to state leaders to make informed decisions around public and higher education policy. Our legislative priorities for the 88th Regular Session track closely with our our priority issues: early grade success, effective teaching, and pathways to college and career. We aim to ensure Texas students and employers meet their full economic opportunity. Below, we offer recommendations to support and strengthen our education systems from cradle to career.

EARLY GRADE SUCCESS

ENSURE ACCESS TO HIGH QUALITY, EARLY EDUCATION FOR ALL YOUNG TEXANS.

**STUDENTS WHO ARE NOT
READING BY 3RD GRADE ARE**

4x

LESS LIKELY TO GRADUATE HIGH SCHOOL

50%

**OF TEXAS 3RD GRADERS
MEET GRADE LEVEL READING.**

- To support the HB 3 (2019) commitment to full-day high-quality pre-k, invest in helping students close learning gaps and have a level playing field for success by:
 - Providing sustainable, full-day pre-k ADA funding for 4-year-olds.
 - Requiring the basic allotment be adjusted for inflation.
 - Funding the Early Education Allotment to support early childhood education.
- Support sustainable early literacy and numeracy instruction and outcomes, including a focus on emergent bilingual learners (English Language Learners).
- Address obstacles to implementing pre-k partnerships between school districts and childcare providers and support building, scaling and sustaining partnerships to increase access in high-quality early education options.
- Support a strong early childhood educator workforce to increase access to and ensure sustainability of high-quality early care and education.
- Provide funding for Tri-Agency Workforce Initiative and continue momentum through the Texas Early Learning Council to improve quality of state data systems.

MEET TEXAS WORKFORCE NEEDS BY ENSURING OUR CURRENT AND FUTURE TEXAS TEACHERS ARE TRAINED, SUPPORTED AND COMPENSATED.

ABOUT **40%** OF NEW TEACHERS LEAVE THE
CLASSROOM WITHIN THEIR FIRST FIVE YEARS.

1. Address educator staffing challenges through long-term recruitment and retention strategies, including:
 - Address teacher compensation, benefits and working conditions.
 - Expand eligibility and appropriations for Texas loan forgiveness programs to include more teachers and include counselors.
 - Increase access to high-quality educator preparation pathways that include practice-based clinical experiences, residencies, and effective mentorship before teacher candidates become teachers of record.
 - Incentivize strategies that support early recruitment of teachers into the workforce. Prioritize recruitment and retention of hard-to-staff subjects.
 - Maintain and strengthen certification requirements and avoid lowering the bar to entry to address short-term staffing challenges.
 - Collect and report available data about the Texas teaching profession including access to statewide real-time data on teacher attrition and retention, vacancies and out-of-subject placements.
2. Incentivize strategies to support student and educator mental health with a sustained focus on counselor time and duties.

PATHWAYS to COLLEGE and CAREER

ENSURE STUDENTS MEET WORKFORCE NEEDS BY ALIGNING EDUCATION SYSTEMS, CRADLE TO CAREER, FOR SEAMLESS STUDENT TRANSITIONS

LESS THAN **1** IN **4**

TEXAS 8TH GRADERS ARE COMPLETING POSTSECONDARY

CREDENTIALS WITHIN 10 YEARS OF HIGH SCHOOL GRADUATION.

1. Align public and higher education systems (academic and workforce programs at two- and four- year institutions) through shared definitions of college readiness and braided incentive and accountability structures.
 - Consider options to support school districts in implementing Algebra 1 in 8th grade.
 - Ensure Foundation High School Program (HB 5, 2013) endorsement coursework sequences with advanced CTE coursework
 - Support strategies aimed at increasing the number of Texas high school students earning postsecondary and workforce credentials of value and aligned to meaningful postsecondary or career options.
 - Ensure continued support for and implementation of credit transferability as envisioned in SB 25 (2019) and the new THECB Transfer Framework.
 - Increase opportunities for stackability of credits and credentials, especially for military veterans and for early childhood educators, through competency-based education and prior learning assessments.
2. Improve credit mobility to support student transitions through strategies including:
 3. Provide funding for Tri-Agency Workforce Initiative coordination and collaboration to meet our Building a Talent Strong Texas goals.
 4. Support the recommendations of the Texas Community College Finance Commission that strengthen K12, higher education, and workforce alignment to prepare students with credentials of value for in-demand careers.