



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.

1. Increase Support for Relevant and Rigorous Teacher Preparation Routes

1.1 Teacher Residency Programs: Fund and support a statewide *teacher residency allotment* to enhance the existing residency certification pathway by providing *stipends* for both *resident* and *mentor* teachers, while also ensuring robust financial *support* for *educator preparation programs* to deliver comprehensive, hands-on training.

1.2 Teacher Apprenticeship Pathways: Fund and support state efforts to establish and strategically integrate *apprenticeship pathways* into existing teacher pipeline programs, such as *Grow Your Own and residency programs*, while also defining *stackable credentials* that create clear *entry and progression points* into the teaching profession.

1.3 Certification Exam Support: Waive or reduce *exam and certification fees* to help alleviate barriers to entering the teaching profession.

2. Support and Invest in Current Teachers and Focus on Teacher Retention

2.1 Strategic Staffing: Establish *technical assistance* and funding to support *strategic staffing models* to maximize the impact of effective teachers, create *career advancement* opportunities, and enhance *compensation*.

2.2 Strategic Compensation: Strategically increase compensation for educators through expansion of the *Teacher Incentive Allotment*. Differentiate *starting salaries* based on *certification status* and *preparation route*, and support districts with increased *state investment* to sustain strategic compensation practices.

2.3 Teacher Mentorship: Develop and scale teacher mentorship programs and the *Mentor Program Allotment* to provide opportunities for *teacher leadership roles* and implement comprehensive *support systems* for early career teachers.

2.4 Incentives for Retention and Classroom Reentry: Adjust continuing professional education requirements, revise *retire/rehire policies*, and provide additional *benefits* and incentives, such as *free prekindergarten* for the children of classroom teachers, to *retain* qualified educators and encourage those who have left the profession to *return to the classroom*.

3. Improve Transparency and Data Access to Strengthen Teacher Quality and Accountability

3.1 Parental Transparency: Enhance *transparency* by eliminating the option for *Districts of Innovation* to waive *parental notification* for uncertified teachers, and establish a *searchable permit* for uncertified educators who have not completed a preparation program to provide parents with clear access to certification statuses and ensure greater protections for *student safety*.

3.2 Educator Pathway Outcomes and Transparency: Enhance *transparency* and access to *data* on the *outcomes* of teachers entering the classroom through all *preparation routes*, including those entering *without certification*.

3.3 Vacancy and Applicant Data: Provide districts and educator preparation programs with access to *vacancy and applicant data systems* that will accurately identify the most *critical needs* in teacher talent.

3.4 Program Accountability and Continuous Improvement: Expand access to *data* to facilitate the *continuous improvement* of *educator preparation programs*, while also increasing the capacity of these programs to better support their candidates, program completers, and partner districts.