



We are committed to improving effective teaching because teachers are the most important in-school factors affecting student learning. Every year, Texas school districts, legislators, state agencies and advocates wrestle with meeting teacher recruitment, hiring and retention needs.

## IN TEXAS



*One out of three educators leaves the profession completely within five years, citing insufficient preparation, lack of support, and inadequate compensation as reasons for their departure.*



*Teacher compensation systems are over 100 years old and do not account for the effectiveness and diverse work responsibilities of Texas teachers.*



*Texas has over 135 teacher certification programs, but there is little understanding and insufficient data available on the quality differences between programs.*



*Almost one in eight Texas high school students attempted suicide in 2017, according to Texas High School Youth Risk Behavior Survey.*

## LEGISLATIVE PRIORITIES



### EDUCATOR PREPARATION

The state should support strong, relevant, performance-focused educator preparation to ensure Texas teachers are ready for the challenges of the classroom. The state should maintain high accountability for programs, consider innovations that enhance program effectiveness, and continue research on best practices in teacher preparation.



### TRAUMA INFORMED TRAINING

The state should require trauma-informed instruction training for new teachers and every five years for existing teachers renewing their licenses to ensure that instructors have the tools they need to support today's students.



### TEACHER MENTORSHIP

The legislature should create a statewide standard for strong and comprehensive mentorship for new teachers, and direct state agencies to provide support for teacher mentoring programs. Lawmakers should consider using both state and federal funds to bolster teacher support initiatives.



### STRATEGIC TEACHING SYSTEMS

The legislature should pass policies that provide and sustain adequate support for districts that choose to develop human capital systems which (1) identify, reward and retain their effective educators and (2) provide incentives for effective educators to teach in the most challenging classrooms.



## ABOUT EDUCATE TEXAS

Educate Texas, an educational initiative of Communities Foundation of Texas, has partnered with public and private entities to achieve large-scale public and higher education system transformations that aim to help every Texas student succeed in school, the workforce and life. Our impact areas are Effective Teaching, College and Career Readiness, Higher Education and Collective Impact.



### EFFECTIVE TEACHING

By finding ways to attract, prepare, develop and retain the most effective teachers, principals and superintendents, we can enhance the quality of classroom instruction.



### COLLEGE AND CAREER READINESS

By redesigning public school experiences through innovative approaches, we can transform Texas learning to meet the workforce demands of the 21st century.



### HIGHER EDUCATION

By enabling more students to complete two- or four-year degrees or technical certificates, we can create an educated workforce that supports Texas' business and industry growth.



### COLLECTIVE IMPACT

By bringing together community, education and workforce leaders in a region, we can identify and advance a common vision that leads to stronger educational systems.

For more information, please visit [edtx.org](http://edtx.org) or contact [edtx@cftexas.org](mailto:edtx@cftexas.org).

*Educate Texas, a catalyst for large-scale educational systems change, has partnered with public and private entities for more than a decade to achieve the goal of improving the public and higher education systems in Texas so that every student is prepared for success in school, in the workforce and in life. As a trusted thought partner and resource, both to state policymakers and educational leaders, Educate Texas works to drive conversations and effect change in various college and career readiness, higher education program and policy areas. Additionally, Educate Texas serves as the convener of statewide groups that bring together diverse stakeholders to build awareness and dialogue about the strengths and challenges for key statewide impact areas.*



**EDUCATE TEXAS**  
at COMMUNITIES FOUNDATION of TEXAS