

WITH HB 11, TEXAS TO BECOME NATIONAL LEADER IN TEACHER WORKFORCE PRACTICES

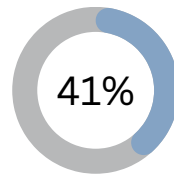
This legislation advances proven strategies to build a strong and effective teacher workforce.

OUR TEACHER WORKFORCE CHALLENGES AND OPPORTUNITY

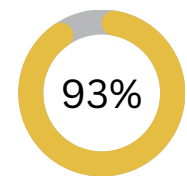
Texas has the largest teacher workforce in the United States, but many teachers lack the preparation and support needed to succeed. In the current school year, nearly 30% of all newly hired teachers had no preparation or certification when they entered the classroom. This has led to a revolving door of unprepared and under-prepared teachers coming into and quickly leaving the profession. Underprepared teachers exacerbate learning and achievement gaps.



About 1 in 3 newly hired teachers had NO certification.¹



Teachers who leave the profession within their first 5 years of teaching.²



Texans who favor the state addressing teacher compensation, benefits, and working conditions.³

HB 11 offers strategic reforms to educator preparation, compensation, and working conditions to improve teacher quality and retention, leading to meaningful growth in student educational outcomes.

HB 11 strengthens rigorous and relevant teacher preparation routes.

- Teacher Residency Partnership Program provides candidates with yearlong, paid work-based training under an experienced mentor and expands student access to high-quality educators.
- Growing evidence shows teacher residencies produce candidates who are more likely to stay in the classroom longer, have greater impact on student learning outcomes, and are more diverse.⁴

HB 11 expands strategic compensation.

- Expands the Mentor Program and Teacher Incentive Allotments, allowing more of our most effective teachers to receive significant compensation increases.
- Increases in compensation bolster teacher recruitment and retention.

HB 11 offers additional supports and benefits to educators.

- Establishes Pre-K eligibility for children of classroom teachers.
- Waives the cost of certification exams for aspiring teachers.
- Implements Teacher Time Study to reduce the time teachers spend on non-instructional duties.

1. Employed Teacher Attrition and New Hires, Texas Education Agency, 2011-12 through 2022-23.

2. Teacher Retention by Preparation Route, Texas Education Agency, 2011-12 through 2021-22.

3. Polling conducted by Baseline & Associates, commissioned by Philanthropy Advocates, 2022.

4. Innovations in University-Based Teacher Preparation: Comparing the 'Grow Your Own' Alternative to the Traditional Program at Texas Tech. Lubbock, TX: The Center for Innovative Research in Change, Leadership, and Education, 2022.



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