

Strengthening Pathways Into the Teaching Profession in Texas

Challenges and Opportunities

Grounding the Conversation: What Does the Research Say?

- ✓ Teacher preparation, certification, experience, and stability (i.e., sustainably low turnover and attrition) matter for student achievement.
- ✓ Preparation matters for teacher retention.
- ✓ Students of color and students from low-income families are disproportionately taught by underprepared and inexperienced teachers.



Inequitable Opportunity to Learn

Student Access to Certified and Experienced Teachers

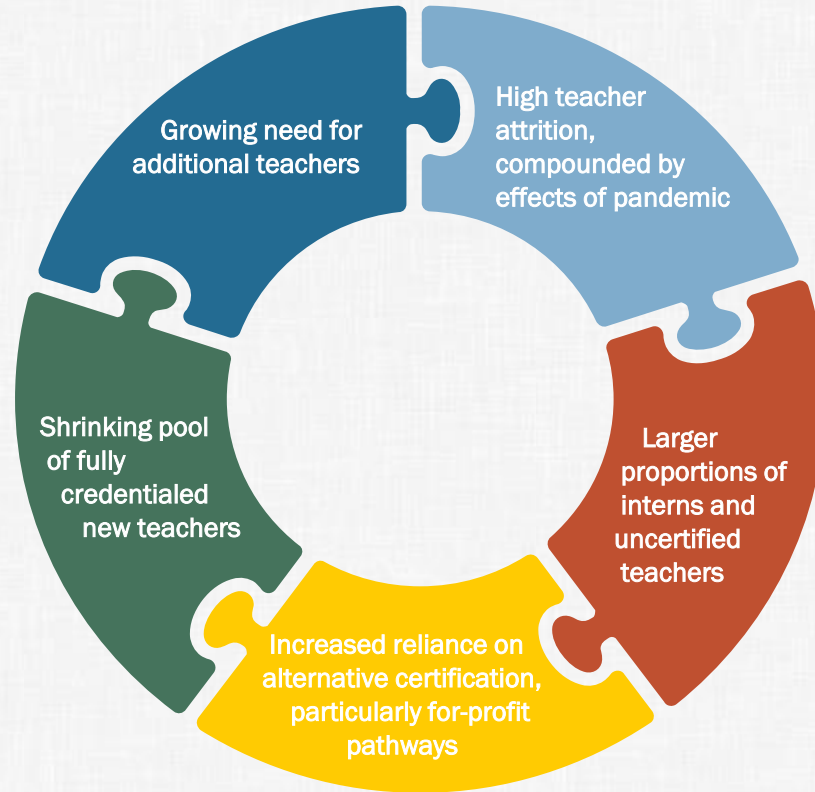
Jessica Cardichon, Linda Darling-Hammond, Man Yang, Caitlin Scott, Patrick M. Shields, and Dion Burns



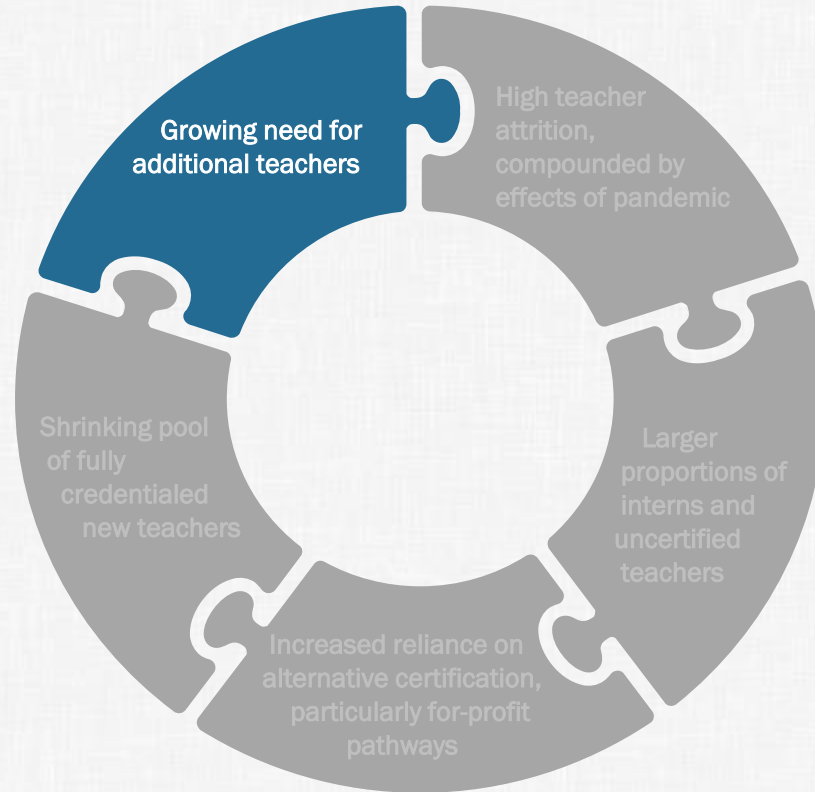
LEARNING
POLICY
INSTITUTE

FEBRUARY 2020

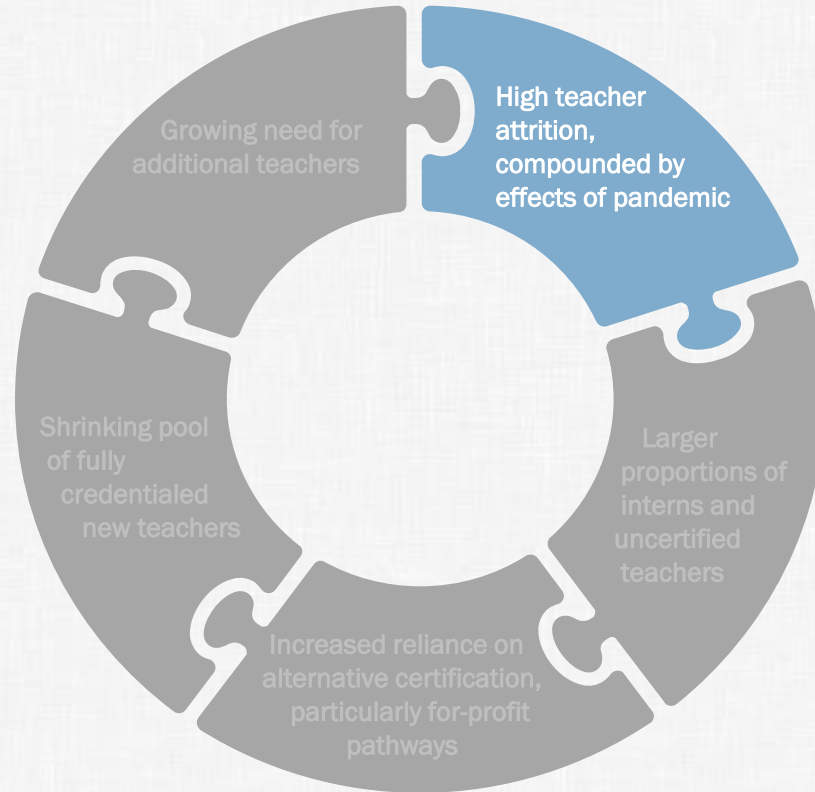
Texas Teacher Workforce Trends



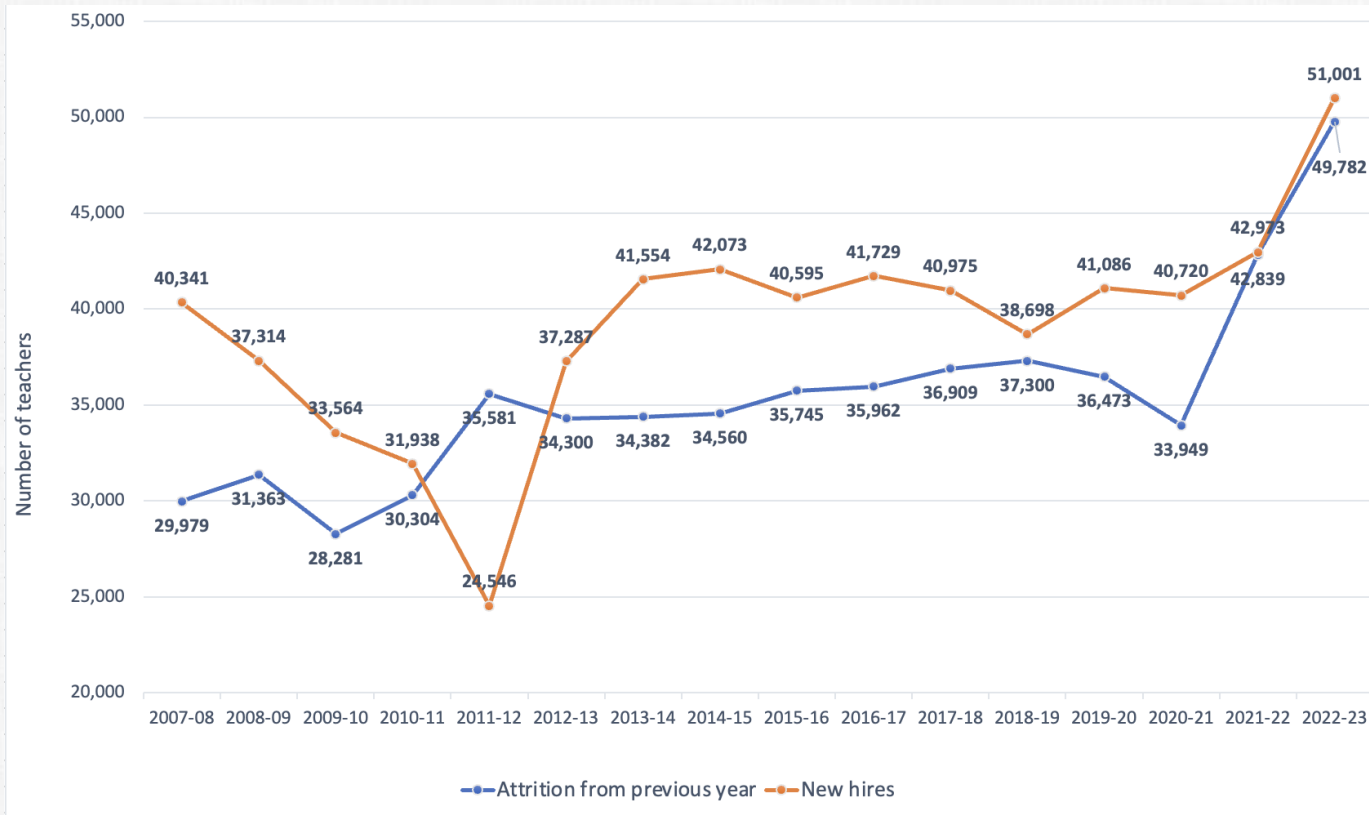
Texas Teacher Workforce Trends



Texas Teacher Workforce Trends

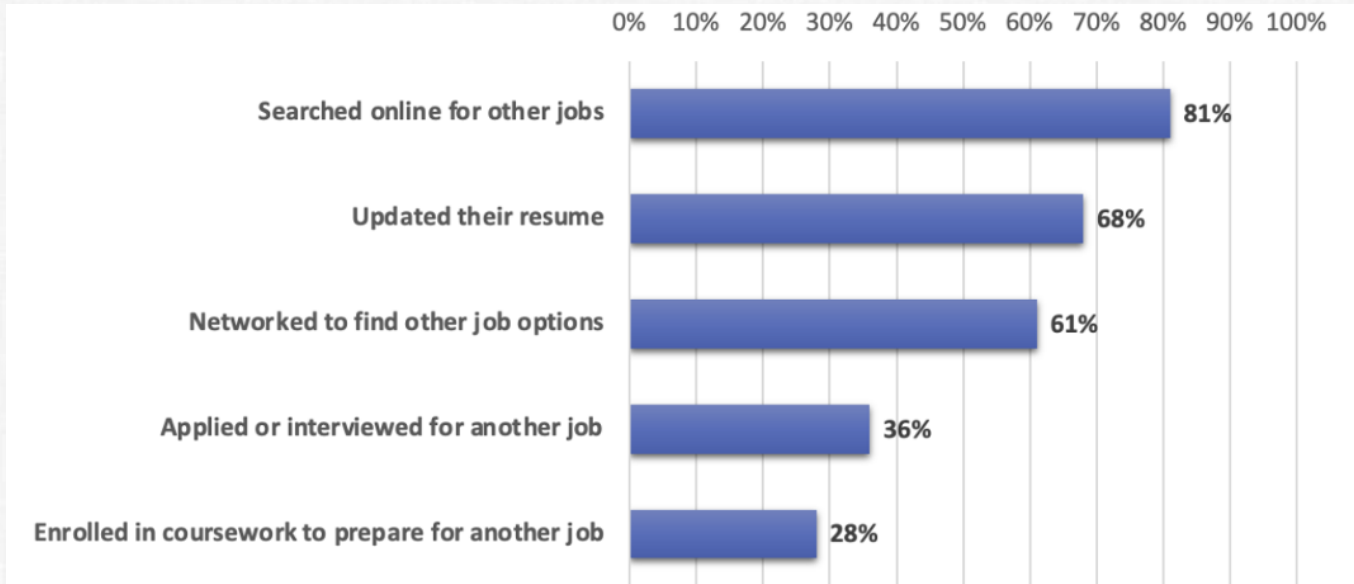


Statewide teacher attrition vs. new hires, 2007–08 through 2022–23



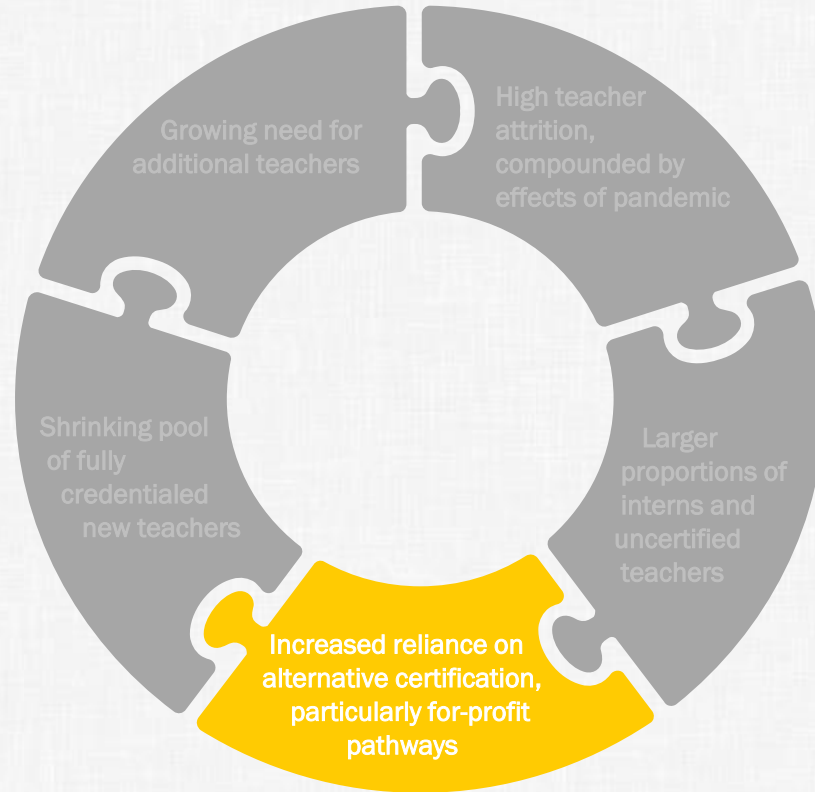
Source: Additional data for 2022-23 from https://tea.texas.gov/system/files/employed-teacher-attrition-and-new-hires_0.pdf

Concrete steps taken by Texas teachers seriously considering leaving the profession

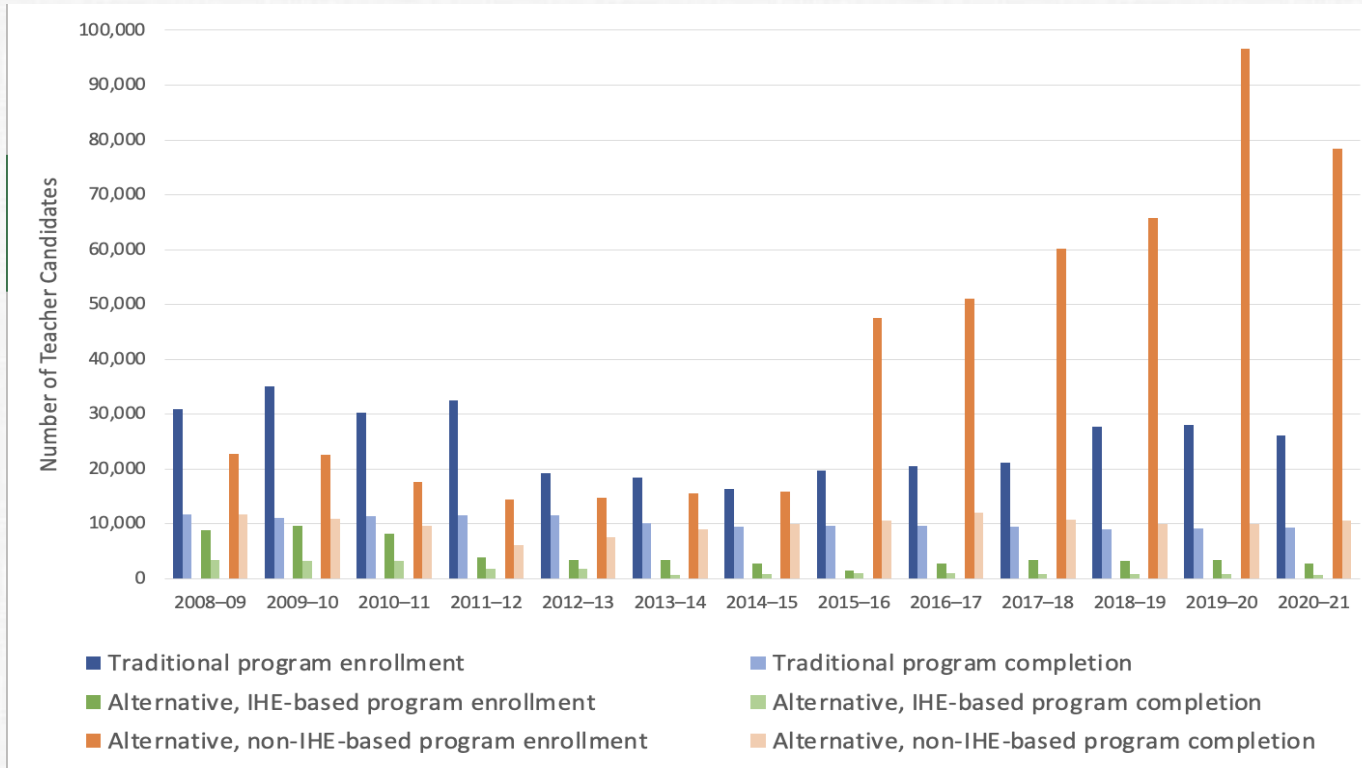


Source: Charles Butt Foundation. (2022). *The 2022 Texas teacher poll: Persistent problems and a path forward*. (p. 10).
<https://charlesbuttfdn.org/wp-content/uploads/2022/09/2022-teacher-poll.pdf>

Texas Teacher Workforce Trends



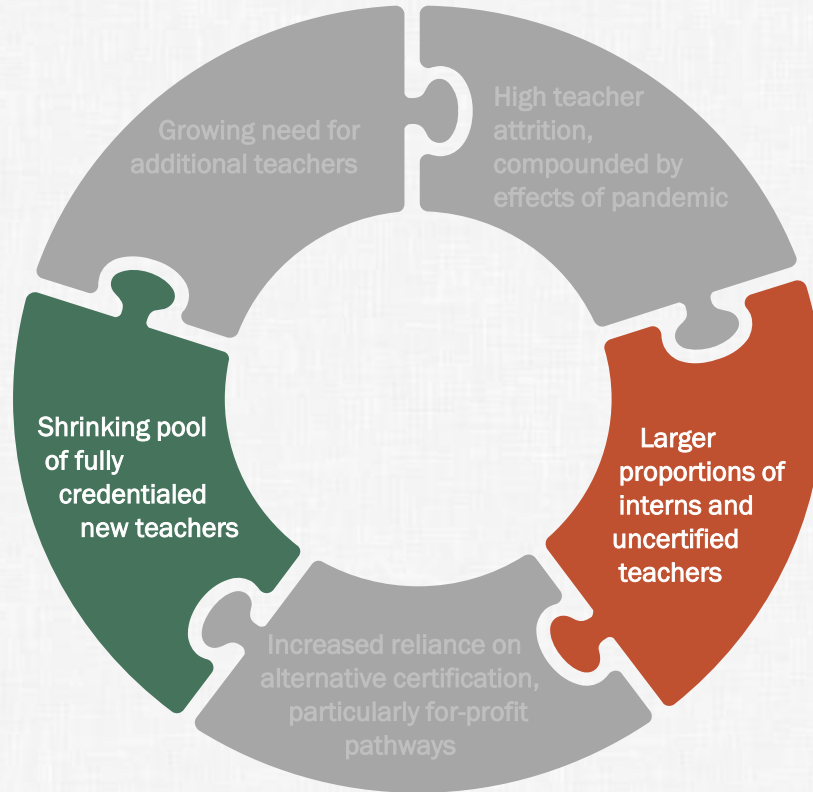
Texas teacher preparation enrollment and completion by route (per federal Title II data), 2008–09 through 2020–21



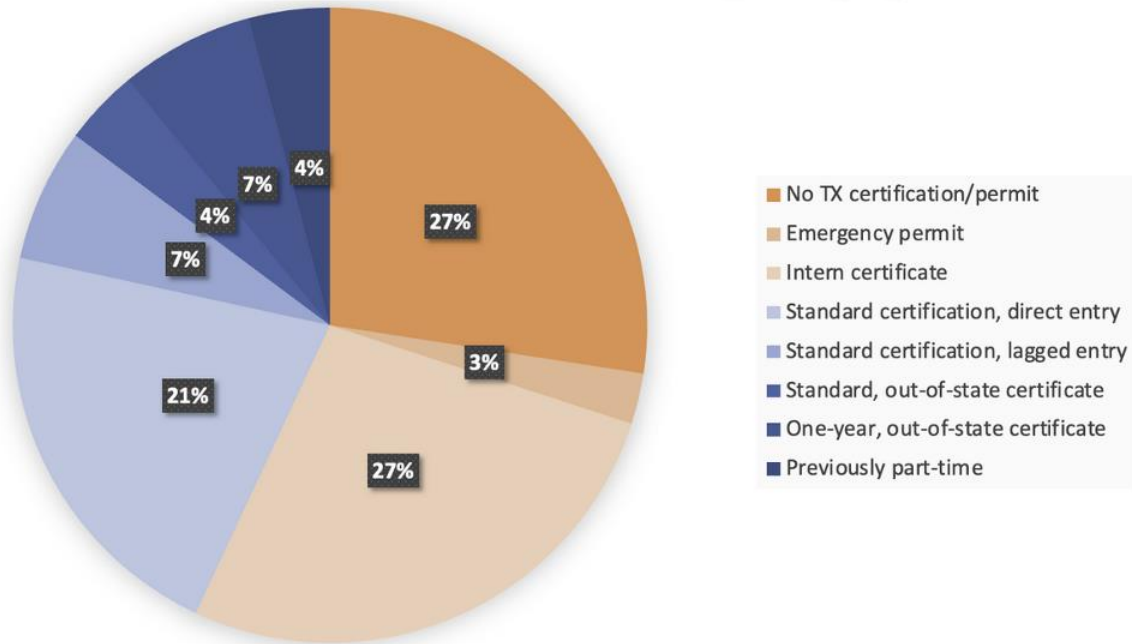
Note: IHE stands for Institution of Higher Education.

Source: U.S. Department of Education (2023). *Title II national teacher preparation data, 2008-2021*.

Texas Teacher Workforce Trends

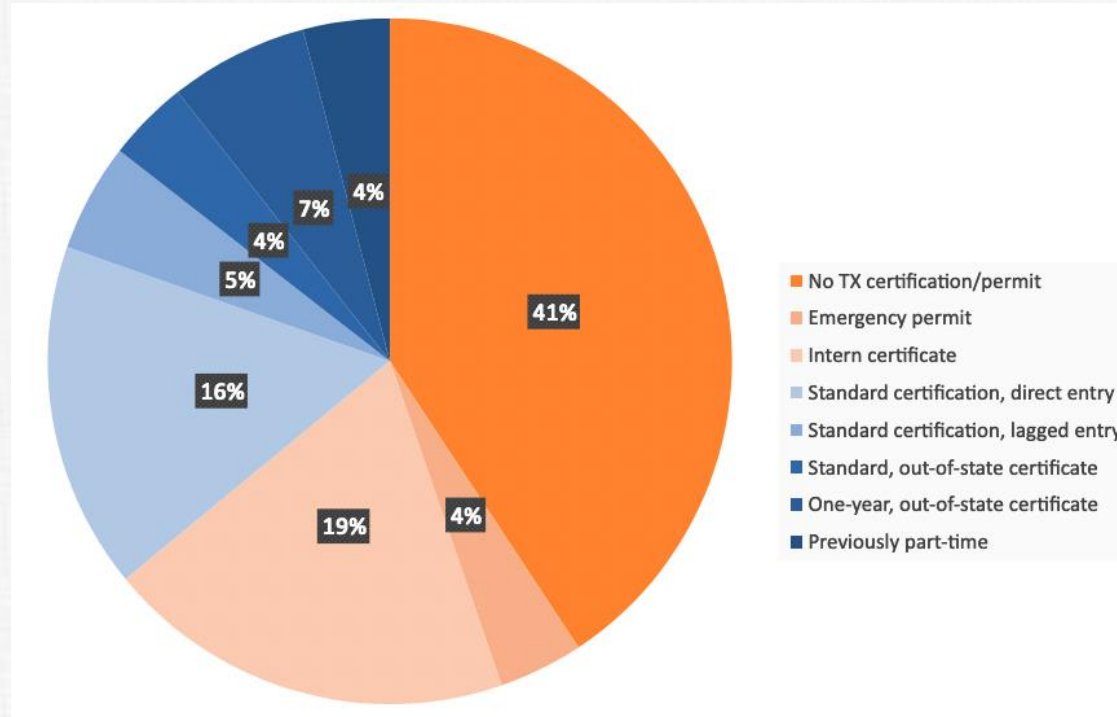


2021–22 statewide new hires (excluding rehires) by pathway into the teaching profession



Source: Learning Policy Institute calculation derived from Texas Education Agency. (2022). *Employed teacher attrition and new hires 2007–08 through 2021–22*. <https://tea.texas.gov/sites/default/files/employed-teacher-attrition-and-new-hires-jbl220825.pdf> (accessed 12/06/22).

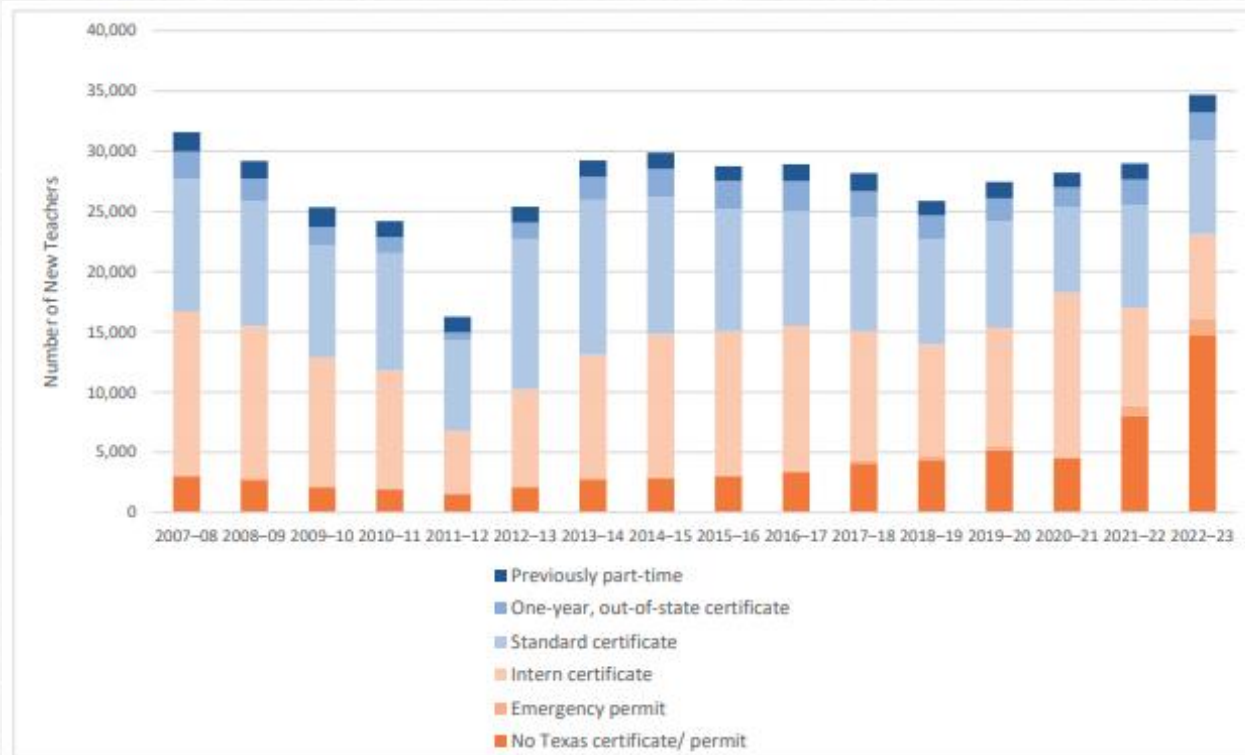
2022–23 statewide new hires (excluding rehires) by pathway into the teaching profession



Source: Learning Policy Institute calculation derived from Texas Education Agency (2023). *Employed Teacher Attrition and New Hires, 2011-12 through 2022-23*.

https://tea.texas.gov/system/files/employed-teacher-attrition-and-new-hires_0.pdf

New teachers in the Texas workforce (excluding rehires), 2007–08 through 2022–23

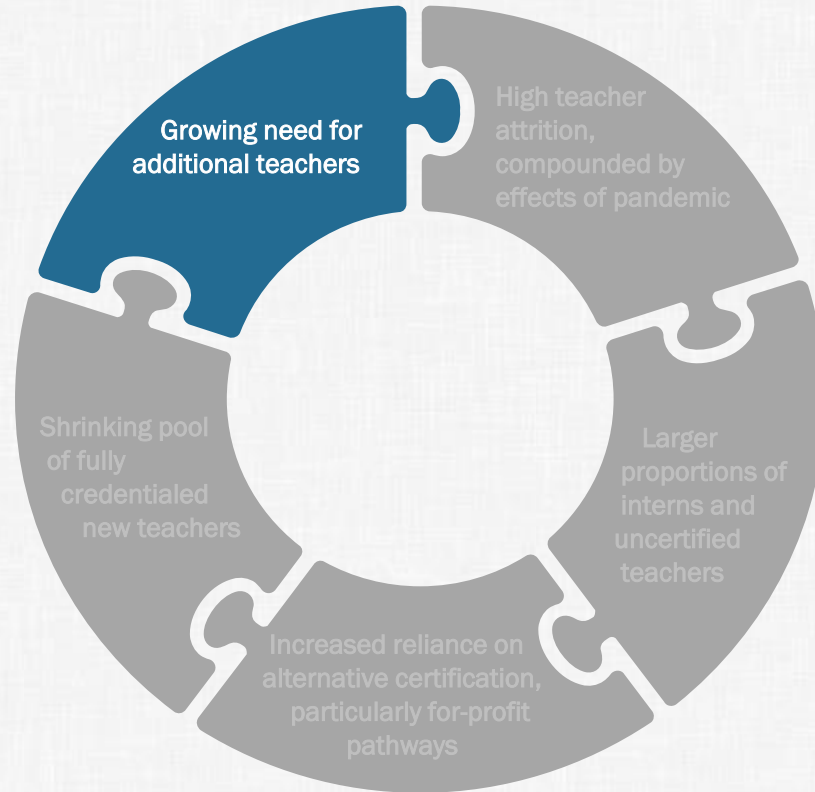


Sources:

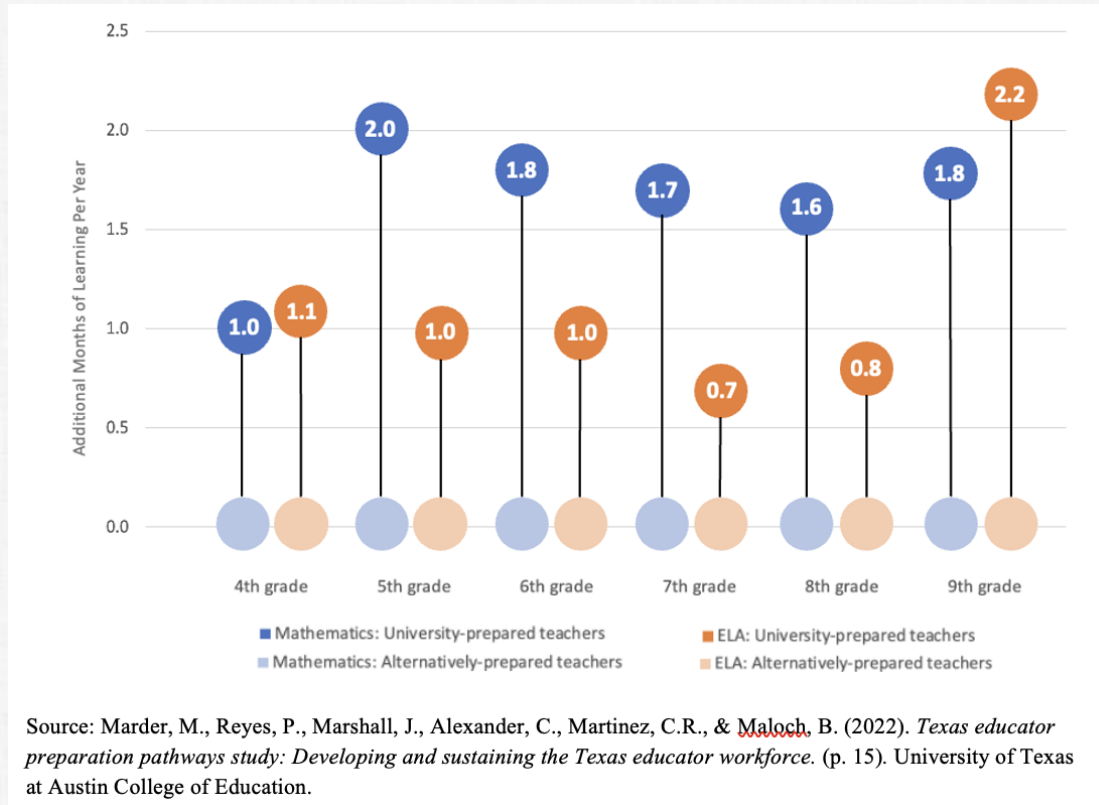
2011-2023 data from TEA Report: Employed Teacher Attrition and New Hires 2011-2023: https://tea.texas.gov/system/files/employed-teacher-attrition-and-new-hires_0.pdf

2007-2011 data from TEA Report: Employed Teacher Attrition and New Hires 2007-2022: <https://tea.texas.gov/reports-and-data/employed-teacher-attrition-and-new-hires-jbl220825.pdf>

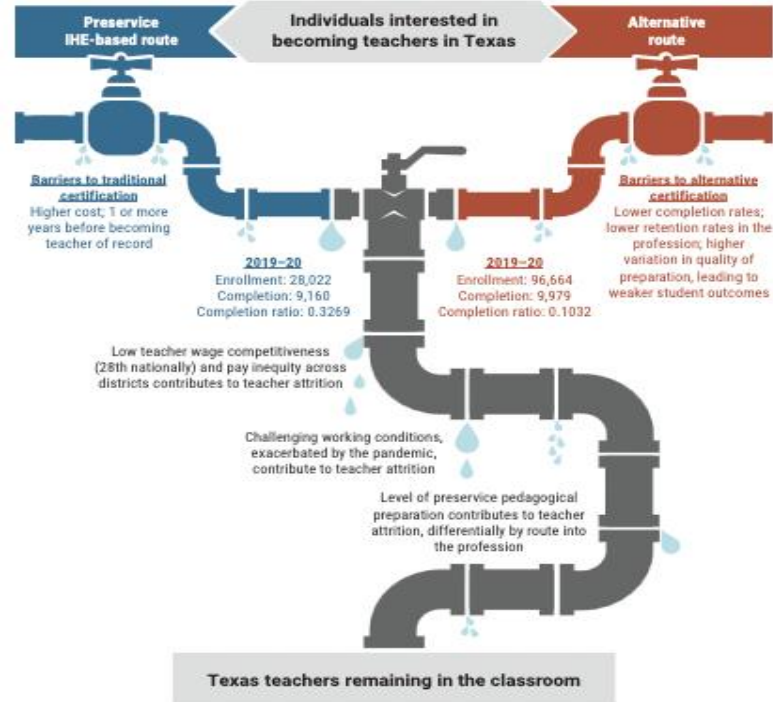
Texas Teacher Workforce Trends



Additional months of learning in math and English language arts per year with a university-prepared vs. an alternatively-prepared teacher



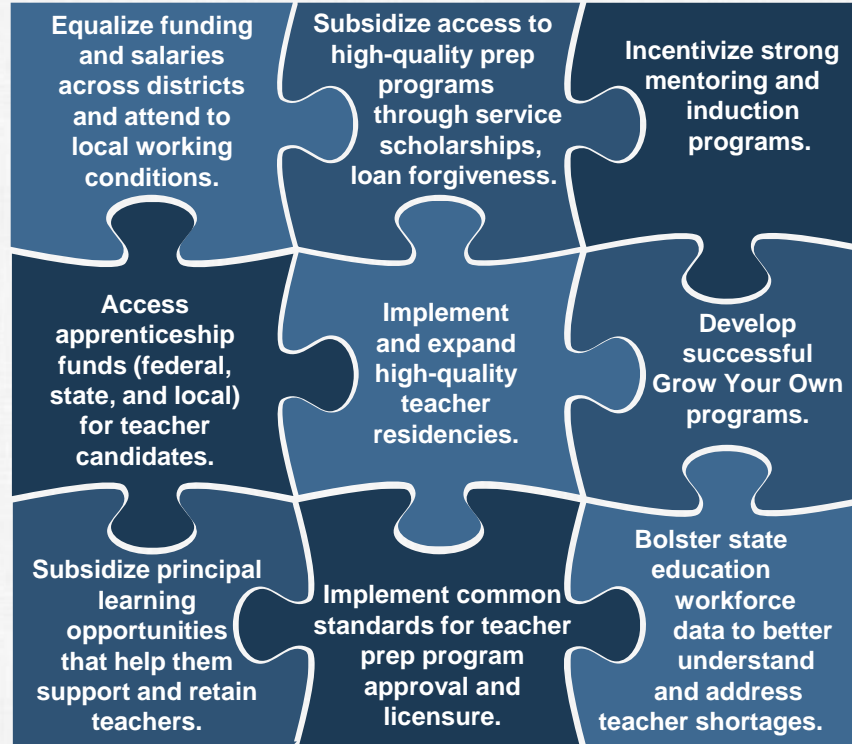
Leaks in the Texas teacher pipeline



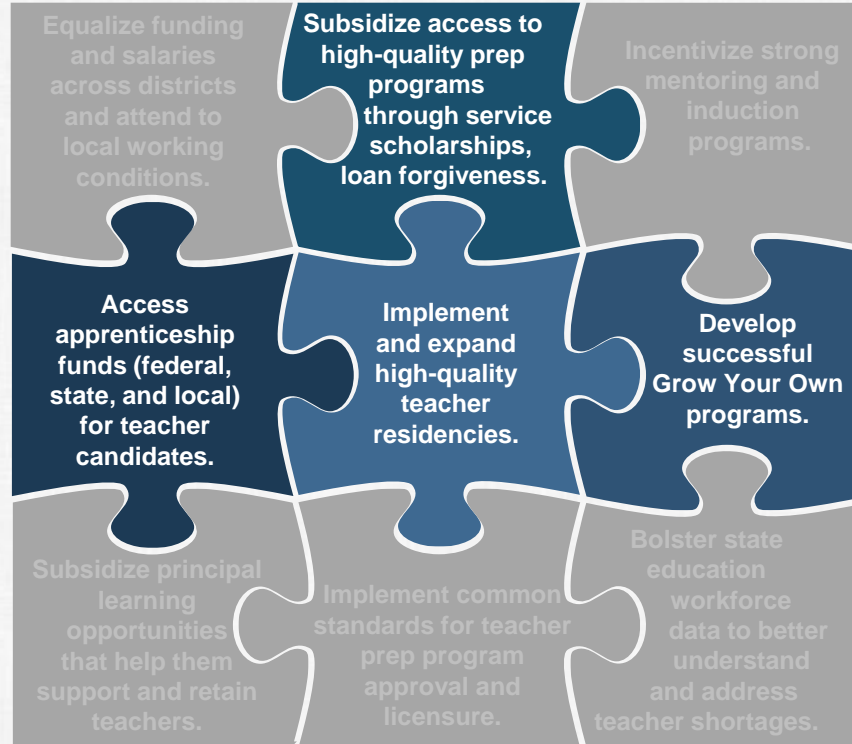
Note: Time to program completion is typically longer for students in undergraduate IHE-based programs, who often formally enroll in teacher preparation by their sophomore or junior year, versus students in alternative programs and graduate IHE-based programs that can often be completed in 12 to 18 months. Further, this graphic does not account for teachers reentering the profession after time off.

Sources: U.S. Department of Education. (2022). *Title II National Teacher Preparation Data, 2008–2020*; Allegretto, S. (2022). *The teacher pay penalty has hit a new high: Trends in teacher wages and compensation through 2021*. Economic Policy Institute. <https://www.epi.org/publication/teacher-pay-penalty-2022/>; Texas Education Agency. (2022). *Teacher retention by preparation route 2015–16 through 2020–21*. <https://tea.texas.gov/sites/default/files/teacher-retention-by-preparation-route-2022.pdf>.

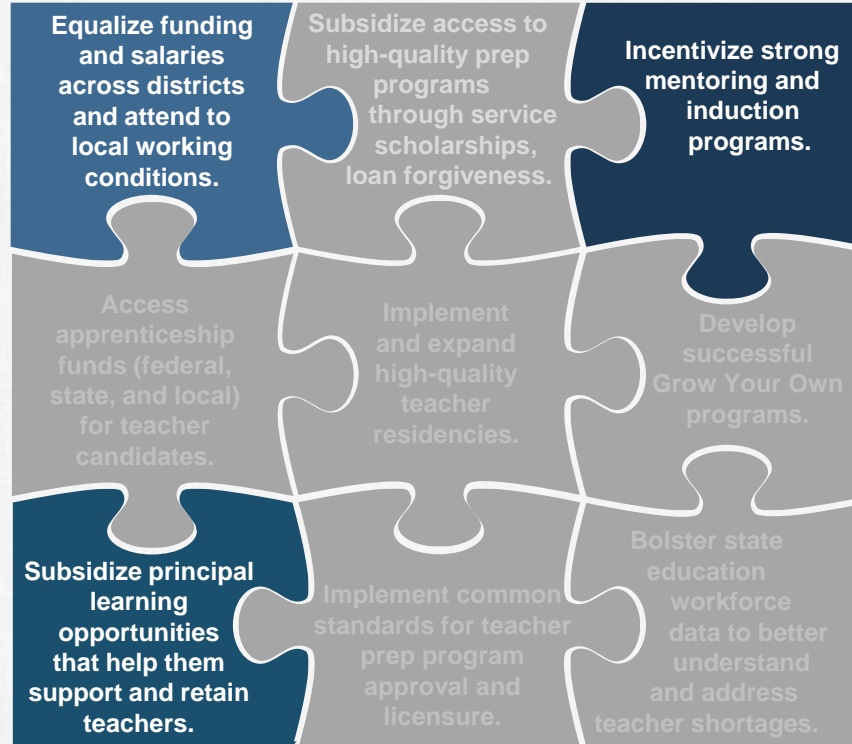
Policy Recommendations



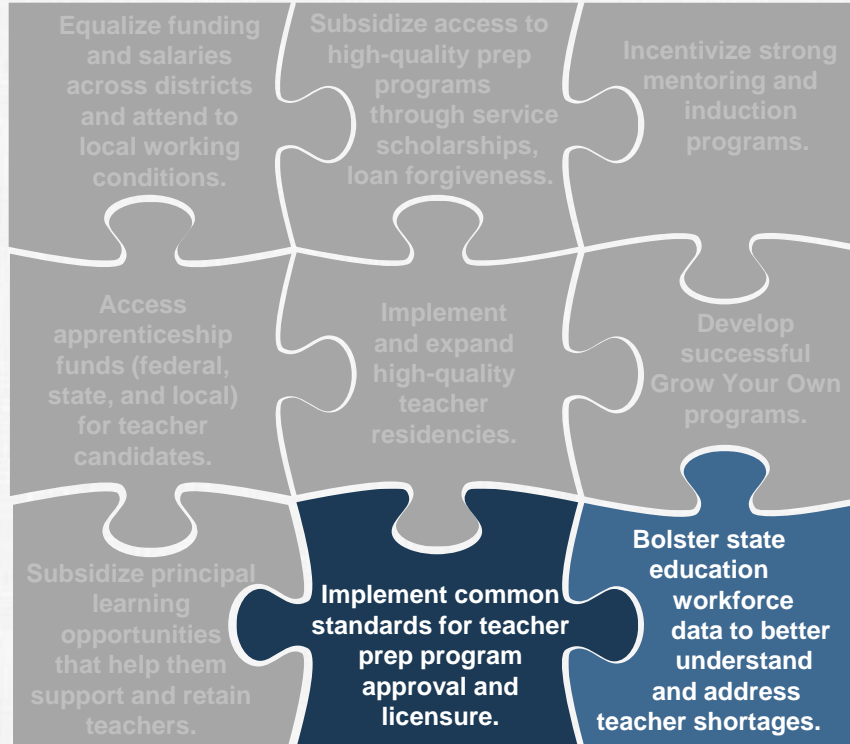
Policy Recommendations



Policy Recommendations



Policy Recommendations



Thank you!

Contact

jbland@learningpolicyinstitute.org

Learning Policy Institute

learningpolicyinstitute.org

Subscribe

bit.ly/LPIupdates



Strengthening Pathways Into the Teaching Profession in Texas

Challenges and Opportunities

Jennifer A. Bland, Steven K. Wojcikiewicz, Linda Darling-Hammond, and Wesley Wei



FEBRUARY 2023