

Appendix 2 – Policy Scan Grid

Strategies to Address Gaps	Groups of Strategies							
	Reporting Systems	Teacher Preparation and Certification	Out-of-Field	Recruitment and Retention	Professional Development	Specialized Knowledge	Working Conditions	Policy Coherence
Alternative Certification		✓	✓					
Creating Turnaround Educator Pipelines (CTEP) Pilot				✓	✓		✓	
Educator Excellence Innovation Program – Pilot				✓	✓		✓	
Educator Professional Development Requirement (150 hours/5 years)		✓			✓	✓		✓
Federal and State Teacher Loan Forgiveness Programs			✓	✓				
Highly Qualified Teacher Compliance Reports								✓
Highly Qualified Teacher Reporting Requirements	✓							✓
Instructional Leadership Development (ILD)				✓	✓		✓	✓
Mentoring Advisory Committee				✓	✓		✓	
Parent Notification			✓					
PK–16 Data	✓							
Principal Survey of First-Year Teachers	✓	✓						
Professional Development (State and ESC)			✓		✓	✓		
Project Share		✓	✓		✓	✓		✓
Retiree Rehiring			✓	✓	✓	✓		
Teach for America		✓			✓			
Teacher and Principal Standards		✓			✓			✓
Teaching, Empowering, Leading, and Learning (TELL) Survey	✓	✓		✓			✓	
Texas Evaluation and Support System (T-TESS/T-PESS)	✓			✓	✓		✓	
Texas Troops to Teachers Program		✓		✓				
Texas Teacher Quality Grants Program			✓		✓			
Texas Regional Collaboratives for Excellence in Science and Mathematics Teaching (TRC)					✓	✓		
Texas Beginning Educator Support System (TxBESS)				✓			✓	
UTeach and related models		✓	✓	✓				

Educator Equity Policy Scan Summary - Definitions

Strategies to Address Gaps	
Alternative Certification	Alternative certification programs offer non-traditional routes to teacher certification at colleges, universities, education service centers, community colleges, and private entities. One option allows candidates to teach while simultaneously completing the certification program.
Creating Turnaround Educator Pipelines (CTEP) Pilot	CTEP is a pilot of innovative models that redistribute instruction so that the highest performing teachers impact greater numbers of students.
Educator Excellence Innovation Program – Pilot	The program is designed to improve educator quality and effectiveness through implementation of innovative practices involving recruitment, preparation, hiring, induction, evaluation, professional development, strategic compensation, career pathways, and retention of teachers.
Educator Professional Development Requirement (150 hours/5 years)	Classroom teachers must renew their standard teaching certificate every five years. To meet this requirement, teachers must complete 150 hours of continuing professional education.
Federal and State Teacher Loan Forgiveness Programs	The programs offer loan forgiveness to teachers that teach in qualifying schools and/or subjects.
Highly Qualified Teacher Compliance Reports	Reports are based on TEA monitoring and reporting that pertain to highly qualified teachers.
Highly Qualified Teacher Reporting Requirements	NCLB requires districts annually to report the percentage of teachers who are not highly qualified, including the extent to which teachers who are not highly qualified are assigned to teach in high-poverty areas.
Instructional Leadership Development (ILD)	A 36-hour training designed to train and prepare beginning administrators for teacher evaluation, curriculum, school culture and routines, etc.
Mentoring Advisory Committee	The governor, lieutenant governor, and speaker of the house of representatives appointed members to a mentoring advisory committee designed to (1) evaluate the implementation of Texas' mentoring programs and policies and (2) develop recommendations for continued mentoring in Texas. The committee's report was submitted in January 2015.
Parent Notification	Federal Requirement: Parents of Title I, Part A, students are required to be notified by the LEA if their child is not taught by a highly qualified teacher. State Requirement (TEC 21.057) provides that LEAs that assign an inappropriately certified or uncertified teacher to a classroom for 30 days or longer must notify the students' parents of this assignment.
PK–16 Data	The reports include data related to teacher certification, counts, and test passing rates.
Principal Survey of First-Year Teachers	School principals complete a survey designed to rate the effectiveness of educator preparation programs in preparing first-year teachers.
Professional Development (State and ESC)	State and federal funding (under Title II of the NCLB Act) supports teacher professional development. Additionally, Texas Education Code §21.451 sets forth staff development requirements.
Project Share	Project Share is a digital learning space where educators can access various professional development tools, resources, courses, and professional learning communities.
Retiree Rehiring	Texas statute allows for the rehiring of retired school teachers without penalties and/or reductions to the retiree's retirement pension.
Teach for America (TFA)	TFA recruits and trains recent college graduates and professionals to teach for two years in low-income, rural, and urban public schools.
Teacher and Principal Standards	Standards, set forth in rule, identify indicators, knowledge, and skills designed to align with training, appraisal, and professional development for teachers and principals.
Teaching, Empowering, Leading, and Learning (TELL) Survey	The TELL Survey is a school working conditions survey designed to collect information about school conditions and available supports.
Texas Evaluation and Support System (T-TESS/ T-PESS)	Texas' new teacher and principal evaluation and support systems are being piloted using multiple measures to support educator growth and development while improving student performance.
Texas Troops to Teachers Program	Texas Troops to Teachers assists individuals who have served in the U.S. armed forces and are no longer in active service to obtain teacher certification and become employed in districts that have teacher shortages.
Texas Teacher Quality Grants Program	This program of the Texas Higher Education Coordinating Board awards grants to higher education institutions to promote improved student performance in math and science by providing professional development to public school teachers.
Texas Regional Collaboratives for Excellence in Science and Mathematics Teaching (TRC)	TRC is an award-winning statewide network of 57 P-16 partnerships that provide sustained and high-intensity professional development to PK–12 teachers of science and mathematics across the state.
Texas Beginning Educator Support System (TxBESS)	TxBESS is a teaching framework designed to guide mentors and staff as they support beginning teachers during the school year.
UTeach and related models	UTeach is a teacher preparation program that provides undergraduates the opportunity to graduate in four years with a degree in science, mathematics, and computer science and a secondary school teaching certificate. Similar models are operating in other institutions of higher education.