



## BACKGROUND AND PURPOSE

National and state research has confirmed what many of us know intuitively, that the single most important variable in student achievement and quality education is the quality of the individual teacher in a classroom. Texas has an abundance of district and state initiatives, legislative and administrative policies and grant programs, and local traditional and non-traditional K-12 and higher education efforts focused on recruitment, training, development, and retention of elementary and secondary teachers. However, most of these programs, policies, and initiatives operate in isolation with little alignment or cohesion between state policies and investments with local district implementation, investments, and quality control. The challenge is magnified by the pending retirement of a generation of baby boomer teachers in the next decade, and a shortage of teachers in high-need areas such as math, science, and bilingual education.

Educate Texas, a public-private initiative of Communities Foundation of Texas, has seen a desire for better information, strategies and ideas on how to align various state policies and local programs to better train, support, evaluate, and compensate our state's teachers. The 82nd legislative session saw the introduction of several bills related to improving teacher preparation, evaluation, and compensation systems. Unfortunately, many policy proposals are viewed in isolation from promising practices, research, or district initiatives. Similarly, many districts are embarking on ambitious reform paths without an understanding of state policy opportunities and barriers, with neither state policymakers nor local districts having a forum to consider the broader effects on the entire spectrum of teacher pipeline in Texas.

Educate Texas occupies a unique public/private arena that allows us to convene stakeholders from education, policy, business and philanthropy to take a holistic look at the teacher continuum in Texas. Our goal is to support a thoughtful, generative dialogue on how to improve and align various programs and practices already in place.

## TEXAS TEACHING COMMISSION TIMELINE AND CONTINUUM COMPONENTS

Over the course of 12 months, the Commission will address key policy gaps within the following areas outlined below and develop a coherent set of recommendations to build a seamless pipeline of policies for educators.

- Preparing
- Recruiting
- Hiring
- Inducting
- Evaluating
- Developing
- Rewarding
- Retaining





## TEXAS TEACHING COMMISSION ACTIVITIES

- Develop literature review of research on relevant topics and case studies of national best practices
- Review existing Texas policies and national examples to identify key areas for reform
- Monthly meeting of commission members to review specific focus areas, recommendations, and research

## TEXAS TEACHING COMMISSION OUTCOMES

- Policy: A set of recommendations for the 83rd Texas Legislative session
- State Agency: Analysis and recommendations for administrative code
- School District: Tool kit of promising practices for Texas superintendents and school boards

## COMMISSION MEMBERS

MIKE MOSES (chair),  
former Commissioner of Education

JIM NELSON (vice-chair),  
AVID/former Commissioner of Education

### TEACHER REPRESENTATIVES

Holly Eaton,  
Texas Classroom Teachers Association

Ginger Franks,  
Association of Texas Professional  
Educators

James Harris,  
Texas State Teachers Association

Daniel Leija,  
former Texas Teacher of the Year

Louis Malfaro,  
Texas-American Federation of Teachers

### BUSINESS REPRESENTATIVES

Michael Boone, Haynes and Boone, LLP

John Montford, General Motors

Lori Vettors, Inland Resources

### HUMAN RESOURCES DIRECTOR

Ann Best, Houston Independent School District

### COLLEGE OF EDUCATION REPRESENTATIVE

Jeanne Gerlach, University of Texas-Arlington

### SUPERINTENDENT AND SCHOOL BOARD REPRESENTATIVE

Steven Flores,  
Harlingen Independent School District

Julian Trevino, former San Antonio Independent  
School District Board President

### EDUCATION STAKEHOLDERS

Elisa Beard, Teach for America

Jerel Booker, Stand for Children-Texas

Rod Paige, former Secretary of Education

### EX-OFFICIO MEMBERS

Representative Rob Eissler, chair  
Texas House Public Education Committee

Senator Florence Shapiro, chair  
Texas Senate Education Committee

Commissioner Raymund Paredes,  
Texas Higher Education Coordinating Board

Commissioner Robert Scott,  
Texas Education Agency

John Fitzpatrick, Educate Texas

### COMMISSION STAFF

Mark Baxter, Educate Texas

Kelty Garbee, Educate Texas

Julie Harris-Lawrence,  
Educate Texas

Heather Gage, Education First

