

Texas Teacher Workforce



LONESTAR**RP3**

Session Objectives

1. Share new tools that may be of immediate use to our network
2. Inform and shape LONESTARP3 strategic direction



Objective 1

Share new tools that may be of immediate use

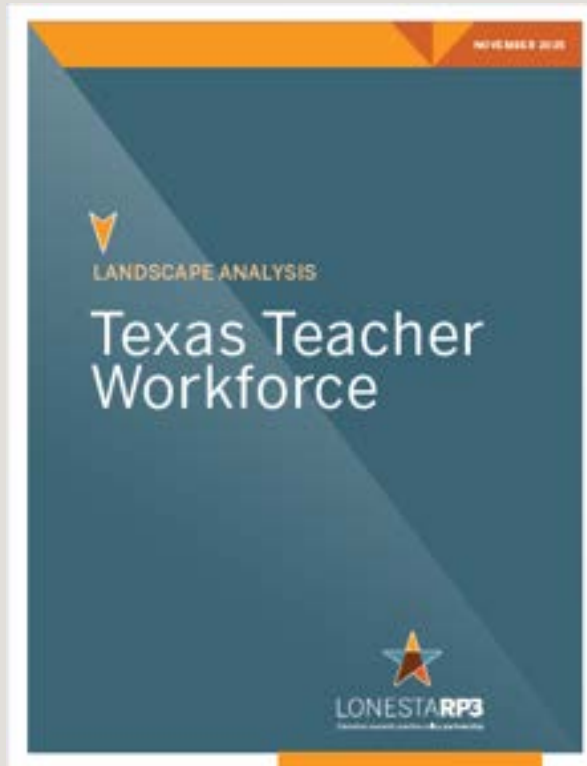
- **Landscape analysis**
- **Initial research framework**



LONESTARRP3

New Tool

Landscape Analysis



Purpose

To identify critical issues, potential products, and opportunities for LONESTAR**RP3** collaborative research.

Provides a broad overview of key trends, topics, and actors shaping the Texas teacher workforce.



bit.ly/4aIUATo





New Tool

Landscape Analysis

Issues

1. Educator Preparation Pathways and Pipelines
2. Uncertified Teachers and Implications for Students
3. Rural and Small District Workforce Challenges
4. Teacher Shortages, Turnover and Attrition
5. Compensation Structures and Strategic Pay Initiatives
6. Accountability Pressures, State Takeover, and Campus Turnaround
7. Retention and Support Strategies

New Tool

Emerging Framework



bit.ly/4aJhM47

Texas Teacher Workforce

Initial Research Framework
— Working Draft —

January, 2025



Purpose

To present an initial research framework focused on the Texas Teacher Workforce.

To support collective sensemaking to move toward a shared agenda that reflects a set of shared priorities among its members and key actors across the state.





New Tool

Emerging Framework

Themes

1. Educator Preparation Pathways, Certifications, and Completion
2. District Capacity to Build and Manage Their Teacher Workforce
3. Retention, Working Conditions, Career Sustainability
4. Professional Attractiveness, Recruitment and Entry

Acknowledgement: Strategy Team Members

1

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Objective 2

Inform and shape LONESTARP3 strategic direction

- Gather feedback on frameworks
- Explore implications for future partnership



Inform & Shape

Information Gathering

We will use multiple methods to capture your feedback

1. Group discussion → share insights with your table mates
2. Designated recorder → capture table convo on note template
3. Individual feedback → submit brief Qualtrics survey



Inform & Shape Group Discussion

How important is additional research on the themes below for informing actions and improving outcomes in TEXAS?

How important is additional research on the themes below for informing actions and improving outcomes in your local or regional context?

What are the highest leverage inquiries that are most actionable in the next 18-24 months?

Is there a theme or area of investigation that we missed that feels higher priority to you than those listed here?



Inform & Shape Individual Feedback

Please share your thoughts with us.

Your feedback will help ensure our future efforts are aligned with regional needs and grounded in the realities you're experiencing.

We value your partnership in helping us shape what comes next.



bit.ly/4rwdbtd



Next Steps

For each topic

- Feedback cycles from members and key constituents
- Revise and refine research framework
- Release consensus agenda

Across all three topics

- Assess opportunities for launching research collaboratives
- Gain support and momentum for research at the 2026 Success Summit in Dec 2026



Breakouts and Transitions

ROUND ONE	ROUND TWO	TEAM TIME	SHARE OUT
Translation: Research, Practice, and Policy Application: CCMR Tools for Research & Practice Exploration: Prospective Members Session	Texas Teacher Workforce Public Education Finance Early Childhood Education	Staff Actions Partner Preparations Summit Suggestions	Google Slides THREE Minutes MAX!
8:45	10:15	12:15	1:15

YOU
ARE
HERE

10:00

BREAK

10:30

11:30

LUNCH

12:00

BREAK

Steering Committee
Moody Conference Room

Thank You

Look for updates on Texas Teacher Workforce during
our April Connect Virtual Session!



LONESTAR**RP3**