

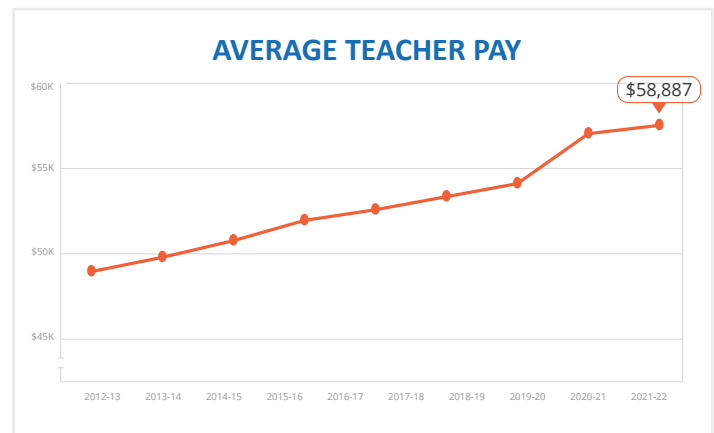
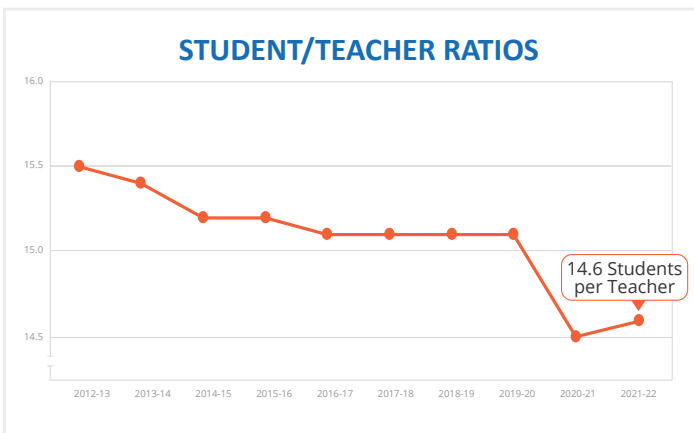
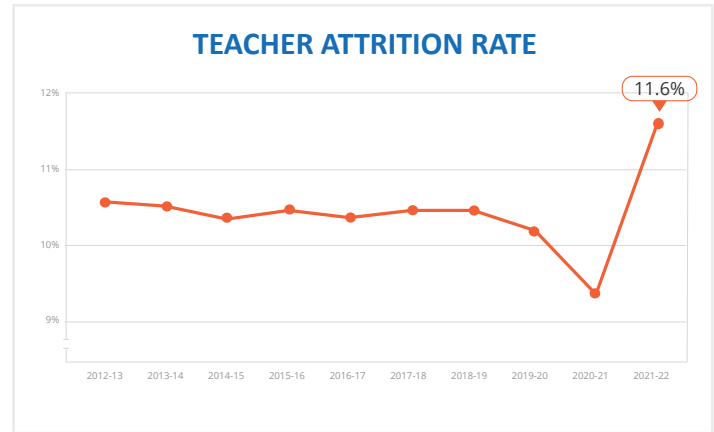
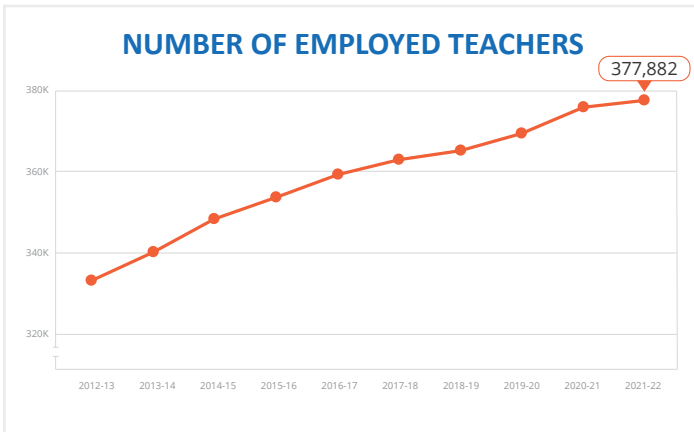


# RECRUIT, SUPPORT AND RETAIN TEACHERS AND PRINCIPALS



Texas is employing more teachers than ever before.<sup>14</sup> Average pay is also the highest it has ever been.<sup>15</sup> But the challenges associated with the profession remain significant, with more teachers leaving than ever before.

This year, TEA convened the Teacher Vacancy Task Force (TVTF) to focus on staffing concerns and study reasons teachers seriously consider leaving the profession, including lack of preparation and support, excessive workload, pay, and more. TVTF recommendations are expected in early 2023.<sup>16</sup>



## Teacher Incentive Allotment

Created by HB 3 (86R) in 2019, the Teacher Incentive Allotment (TIA) provides between \$3,000 and \$32,000 of additional compensation per year to high performing teachers in Texas, with greater levels of funding for teachers in rural and high needs schools. Over 375 school systems are currently participating, with approximately 600 school systems expected by the 2023-24 school year.

Fruitvale ISD's Becky Barnes is a prime example of the teachers TIA is intended to support and keep in the classroom for years to come. Teaching has always been a passion for Mrs. Barnes. She loves seeing the growth shown by her students over the course of a school year and empowering them with the tools needed for a successful future. Her TIA master teacher designation provides much deserved recognition and a major bump in pay.

