



Texas PTA is proud to continue building upon our long-standing legacy of advocating to make every child's potential a reality within the following pillars: Supporting Student Success, Health and Safety, Meaningful Assessment and Accountability, and Strengthening Public Schools.

Resolve Teacher & Staff Shortages

Supporting Student Success

Advocate to address teacher and staff shortages and improve retention.

The teacher and staff shortage is a pressing issue spanning across the United States and Texas is no exception. While Texas has long struggled with a teacher shortage, two challenging years of the pandemic and a hostile political climate have further worsened the problem. Now more than ever, our public schools are demanding our attention as teachers are leaving the profession or seriously considering leaving in alarming numbers. The problem is multi-faceted and must be addressed with urgency.

According to data from the Texas Education Agency (TEA), Texas' attrition rate, which tracks the number of teachers who have left, shows that teacher attrition is going up and so is teacher retirement. In 2021, about 8,600 teachers retired, an increase of about 1,000 teachers from the previous year.

Findings from a University of Houston report^[1] found that average teacher pay had decreased from 2010 to 2019 from \$55,433 to \$54,192. In 2019, the Texas Legislature passed HB 3, allocating \$11.6 billion towards addressing public school finance. This bill included an average pay raise of more than \$5,200 for teachers with more than five years of experience and an average pay raise of more than \$3,800 for teachers who have five or less years of experience. However, with inflation at an all-time high, these teacher pay raises have not been able to keep up with the rising cost of living.

In March 2022, Governor Abbott created the Teacher Vacancy Task Force comprised of teachers and school administrators from across the state to meet and develop policy recommendations for TEA and the state Legislature. The Task Force has been diving into understanding the challenges districts are facing and determining ways to improve teacher training, strategic compensation, and working conditions^[2].

Texas PTA believes the Texas Legislature must continue to build upon the work already accomplished.

According to a 2022 Texas Teacher Poll by the Charles Butt Foundation^[3]:

- 77 percent of teachers are considering leaving the profession, with 93 percent of those teachers have taken steps to do so.
 - There are several reasons for teachers leaving the profession:
 - Feeling less valued:
 - Only 17 percent of teachers feel valued a great deal or good amount by their fellow Texans.
-

For more information about all of our priorities visit: txpta.org/legislative-priorities

Share on Social Media: [Facebook](#) | [Twitter](#)



TEXAS PTA LEGISLATIVE PRIORITIES

Texas PTA is proud to continue building upon our long-standing legacy of advocating to make every child's potential a reality within the following pillars: Supporting Student Success, Health and Safety, Meaningful Assessment and Accountability, and Strengthening Public Schools.

- 55 percent feel valued by school administrators, down 13 points from 2020.
- A mere 5 percent feel valued by elected officials in Texas down from 20 percent two years ago.
- Feeling overworked:
 - 86 percent of teachers say too many non-instructional tasks and responsibilities are barriers to being as good a teacher as they can be.
 - Over 80 percent of teachers say there is not enough planning time and too much pressure to have students do well on standardized tests.
- Unfair pay:
 - 81 percent of Texas teachers say their pay is unfair.
 - 41 percent are working an additional job out of financial need.
 - 98 percent of teachers spent their own money on classroom supplies, without reimbursement. The median amount was \$500.

What can we do?

- Texas PTA believes the Texas Legislature should support retention, recruitment, and development practices that strengthen our teacher workforce.
- Texas PTA supports teachers' desire to have input into school and district decision-making.
- Texas PTA believes that supporting a positive work culture and environment for teachers is critically important.
- Texas PTA agrees that teachers need a significant salary increase as well as maximizing retirement benefits.
- Texas PTA supports increasing district-wide days off for teachers and student well-being.

References

[1] raiseyourhandtexas.org

[2] tea.texas.gov

[3] charlesbuttdfn.org

For more information about all of our priorities visit: txpta.org/legislative-priorities

Share on Social Media: [Facebook](#) | [Twitter](#)