



BSAC 4

# Retain & Recruit Quality Staff

## WORKING GROUPS

01

### Operational Efficiency

District operations cover everything from transportation and maintenance to meals and technology.

Understand the impact of the level of service to ensure effective learning environments and make recommendations.

02

### Retain & Recruit Quality Staff

Gain a comprehensive understanding of personnel costs and support, while analyzing the markets influencing BISD.

Based on this analysis, make recommendations,

03

### Revenue Generation

Districts generate revenue primarily through the state funding formula.

Gain an understanding of available opportunities to generate revenue under current law and make recommendations,

04

### Reach & Impact

Understand the current state of engagement and advocacy efforts.

Make recommendations to expand and engage greater levels of advocacy.

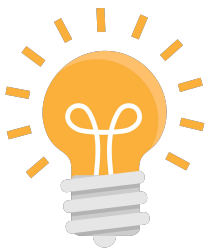
# Retain & Recruit

## Guiding Priorities

- 1 Build supportive culture
- 2 Refine pipeline to growth and investment
- 3 Protect the classroom
- 4 We want the best teacher in every classroom
- 5 Stay competitive in the market



## Learning Outcomes



By the end of our time together...

As a group develop 2-3 recommended action steps to take to the larger group - needed to retain and recruit quality staff.

# Sustaining Supportive Culture

PLCs helped me improve my practice with respect to instruction.		
2022	2023	2024
<b>73%</b> Agree/Strongly Agree	<b>83%</b> Agree/Strongly Agree	<b>87%</b> Agree/Strongly Agree

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## Support Data w/biggest gains

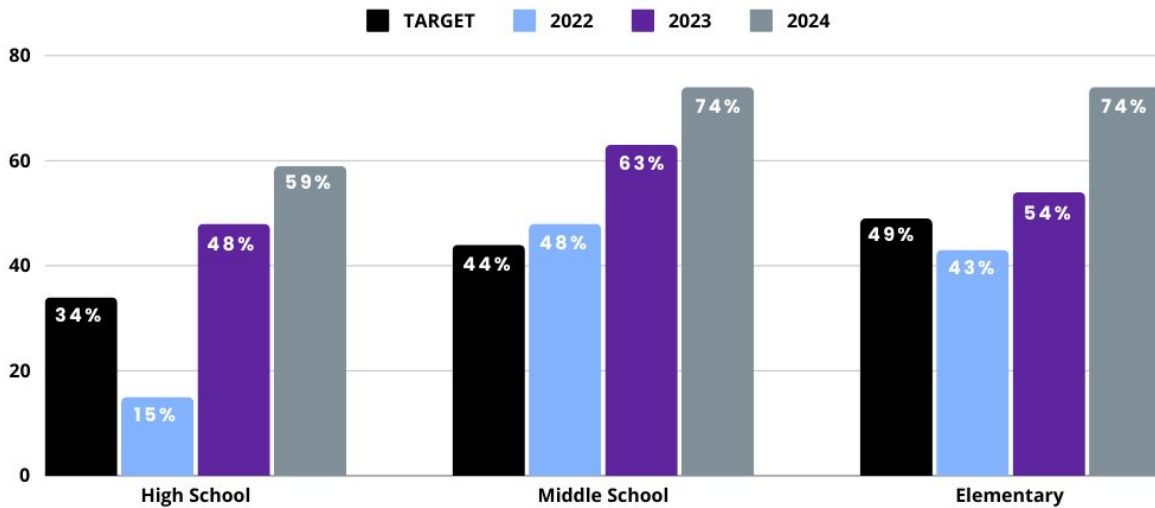
Campus Type	Year	PLCs helped me improve my practice with respect to instruction.
<b>Elementary School</b>	2024	<b>95%</b> Agree/Strongly Agree
	2023	<b>80%</b> Agree/Strongly Agree
	2022	<b>79%</b> Agree/Strongly Agree

Campus Type	Year	PLCs helped me improve my practice with respect to instruction.
<b>High School</b>	2024	<b>82%</b> Agree/Strongly Agree
	2023	<b>80%</b> Agree/Strongly Agree
	2022	<b>55%</b> Agree/Strongly Agree

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# TELPAS Progress Rate

ELP Average by Level



**DISTRICT AVERAGE**  
**68%**



## Stipends

- Athletics and Fine Arts
  - Similar to other districts
  - Minimal changes required to remain competitive with other districts in the region
- CTE
  - Provided for all content areas, whereas most districts only provide stipends for Agriculture
  - May need to increase stipends to entice teachers to remain in education, rather than returning to non-education/corporate positions
- Advanced Academics
  - Advanced degrees and college/university approval required to teach dual credit courses
  - May need to increase stipends to align with college/university expectations and entice teachers to remain in the district
- Special Ed
  - BISD is one of the only districts in the region that does not provide stipends
  - Must add stipends to entice teachers to remain in special education assignments and/or the district

# Teacher Incentive Allotment Overview

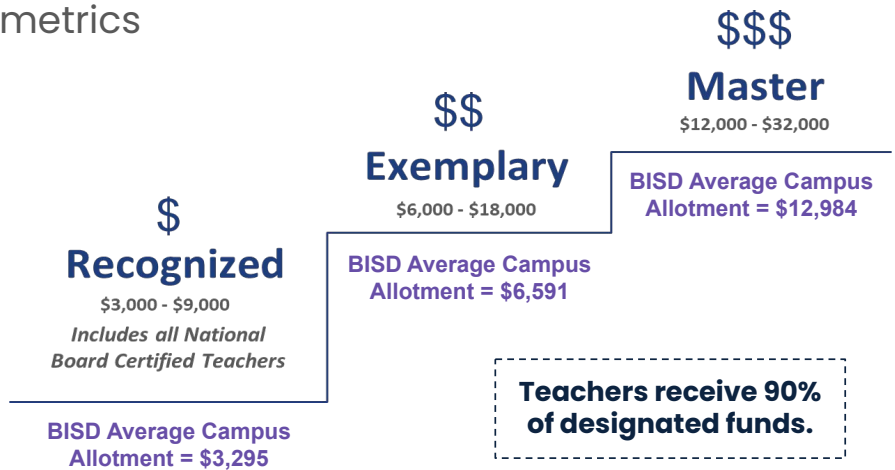


Districts may create a local system to designate high-performing teachers as Recognized, Exemplary, or Master based on combined scores from:

- Texas Teacher Evaluation and Support System (T-TESS)
- Student Growth Measure
- Other district-determined metrics

## Funding Factors:

1. Designation
2. School's socioeconomic need
3. School's rural status



## Benefits



- Increase calibration among teacher appraisers
- Reward and recognize teachers for exemplary performance
  - No cost to BISD, as funding allocated through House Bill 3
- Encourage high-performing teachers to remain in the classroom due to potential to increase in annual salary
- Strengthen BISD's ability to recruit and retain teacher talent
  - 49 area districts and charters currently have approved TIA designation systems



## Barriers

- Significant change to BISD teacher appraisal process
  - Districts with approved TIA designation systems must appraise every teacher every year – in BISD, qualifying teachers are only appraised every third year
- Phased-in approach would initially limit number of eligible teachers to those who teach in a content area with a STAAR progress measure – approximately 16% of BISD teachers
  - Reading 4-8
  - Math 4-8
  - Algebra I
  - English II
- Cost of additional HR staff to implement a model inclusive of all teacher types
- Increased competition among teachers could lead to less collegiality and collaboration



## Statewide Performance Standards

Statewide Performance Standards serve as guidelines for districts when evaluating teacher effectiveness and setting designation criteria.

Designation Level	Statewide Percentages	Teacher Observation Performance Standards*	Student Growth Performance Standards
Recognized	Top 33%	3.7 or 74% of possible points	55% met or exceeded
Exemplary	Top 20%	3.9 or 78% of possible points	60% met or exceeded
Master	Top 5%	4.5 or 90% of possible points	70% met or exceeded

STAAR Progress Measure	# Teachers
Reading/Math (4-5)	70
Reading (6-8)	15
Math (6-8)	17
Algebra I	7
English II	9
Total	118

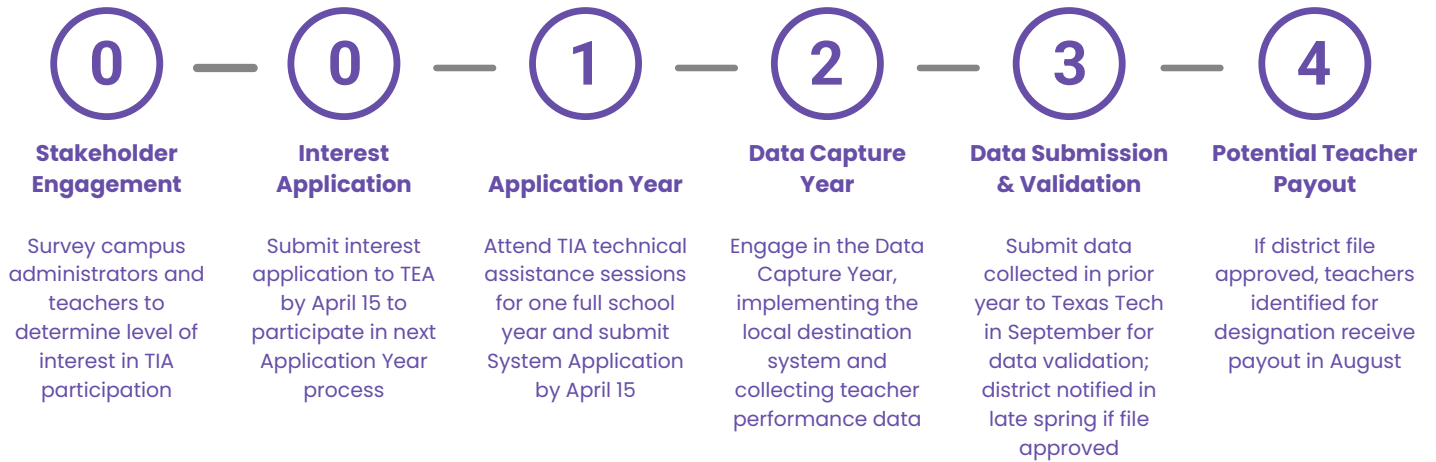
Example: If 118 teachers are eligible to be considered for a designation in Phase 1, the district would expect to recommend approximately 39 teachers:

- Recognized - 15
- Exemplary - 18
- Master - 6



# Implementation Process

After a district submits a request to participate, Teacher Incentive Allotment implementation takes approximately four years before the first group of designated teachers receives a payout.



## Benefits Considerations

### Challenges with TRS ActiveCare

- 14% increase in premiums for 2024-25; projected double-digit increases for 2025-26
- District required to commit to coverage for next school year by December 31
- Premiums not released until June following December commitment date
- If district leaves TRS ActiveCare, it cannot return for five (5) years

### Non-Selection of Medical Benefits (32.5% of Employees)

- Military medical coverage at no cost
- Spouse medical coverage at lower cost
- Unknown other reasons

*RECOMMENDATION: Add a question to benefits selection process for employees to identify reason for non-selection*



# Non-TRS ActiveCare Comparisons

BLUECROSS BLUESHEILD PRIMARY OR SIMILAR

Employee Only



District	Employee & Children	Employee & Spouse	Employee & Family
Boerne ISD	360.00	756.00	1,014.00
<b>Lockhart ISD</b>	<b>302.00</b>	<b>691.00</b>	<b>886.00</b>
Northside ISD	132.68	266.38	352.86
San Antonio ISD	242.53	358.17	740.26
North East ISD	307.00	386.00	557.00
Judson ISD	344.00	436.00	642.00
Southwest ISD	485.10	530.69	1,074.00
East Central ISD	465.00	914.00	1,222.00

## New Recruitment & Retention Initiatives

### Investiture Agreements

Commitment agreements designed to retain current BISD employees for whom the district has made a financial investment in education and/or training

- Elevate Program
- Bilingual Education Masters Degree
- CDL Training Program

### Pre-Hire Agreements

Commitment agreements designed to recruit high-potential teaching and non-teaching candidates

- College/University Career Fairs
- Texas Workforce Hiring Events
- Application Process

### College/University Partnerships

Collaborative relationships with colleges/universities to partner for teacher observation and other collegiate activities to increase the number of clinical teaching interns assigned annually to BISD

- UTSA
- TAMUSA

### Teacher Residencies

Teacher training programs designed to recruit high-quality clinical teacher candidates from university programs and retain current BISD paraprofessionals, who are entering into clinical teaching

- Convert existing instructional aide position to clinical teacher position

### Non-Teaching Internships

Non-teaching training programs in technology, speech-language pathology, school psychology, and educational diagnostician roles designed to create a recruiting pipeline for hard-to-fill positions

- Pennsylvania State University
- Texas Women's University



## Recruit

Why is it important to a school district?

## Retain

Why is it important to a school district?

# Retain & Recruit Meeting 4 Wrap-Up

**RECOMMENDATIONS**  
to inform decisions ahead

