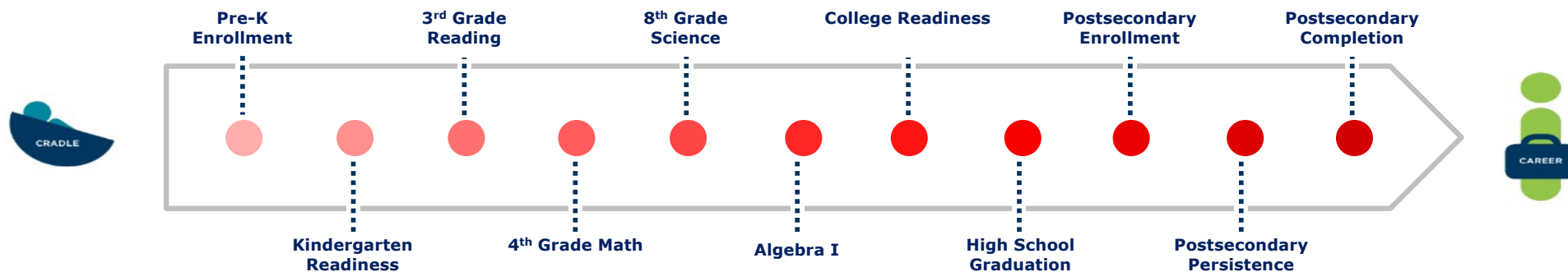




Presentation to Outcomes Working Group  
*Commission on Public School Finance*  
Sagar Desai, Chief Operating Officer

# A Scalable Vision Supporting Equitable Student Outcomes Across the Region:

A dedicated backbone providing data, leadership and staff toward high impact work streams



earlymatters  
*(Early Childhood)* dallas



Best In Class  
*(Educator pipelines)*



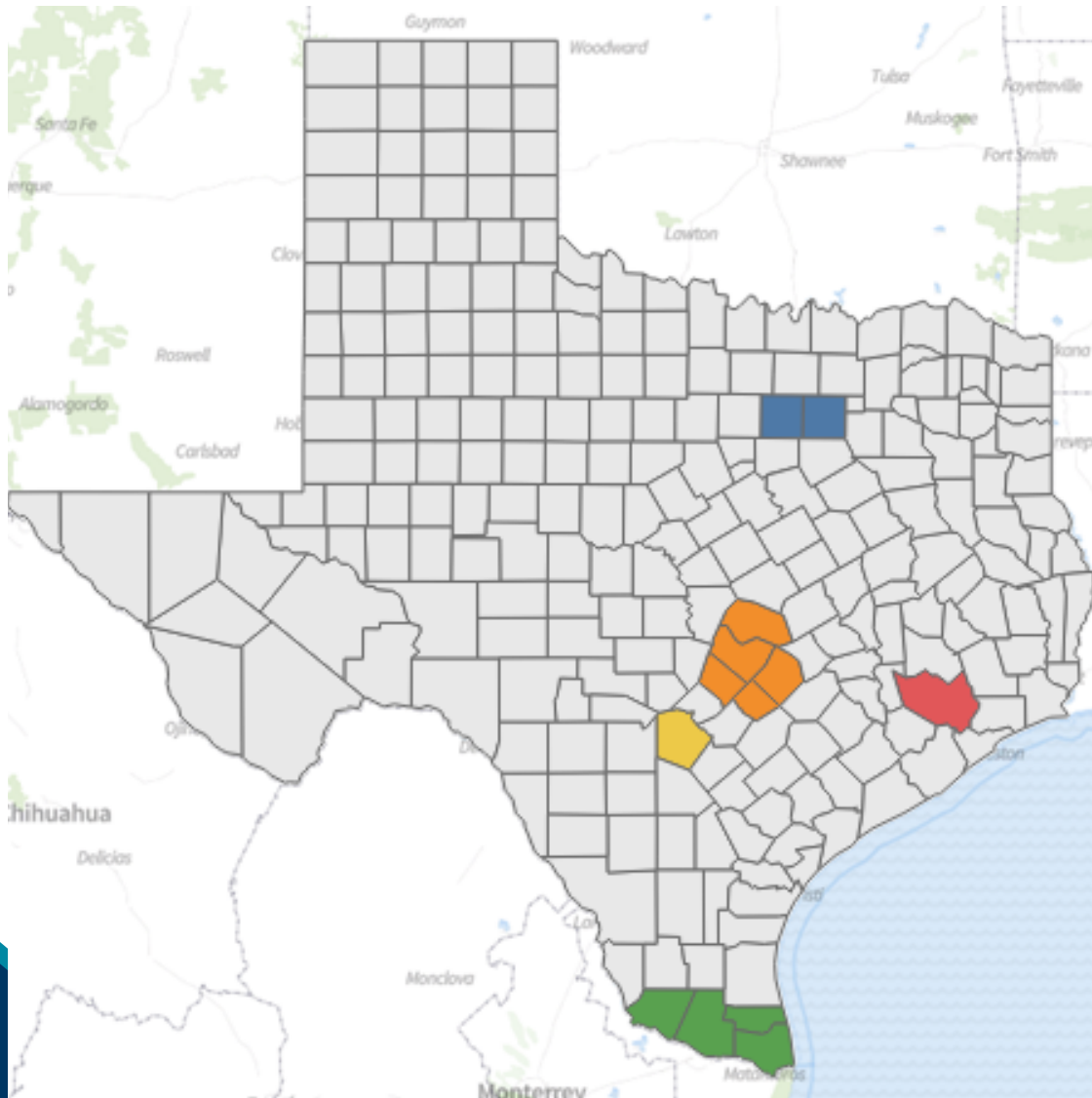
DALLAS COUNTY  
**PROMISE**  
*(Post-secondary access/completion)*

 **commit**

**TRUE NORTH GOAL: 60% Of Adults Ages 25-34 Have a Postsecondary Credential by 2030**

# Statewide Backbone Entities

*Multiple Collective Impact Partnerships Working to Help Improve Student Outcomes Using Robust Data Analysis and Aligning Policies and Actions*



Regional Backbone Entity	Counties	Current Public K-12 Enrollment
State of Texas	254	5,344,000
<b>Backbone Total</b>	<b>13</b>	<b>2,827,086</b>
<b>As % of TX</b>	<b>5%</b>	<b>52%</b>

### Partnering Backbones:

<b>Good Reason Houston</b>	Harris	907,300
<b>The Commit Partnership</b>	Dallas, Tarrant	867,786
<b>RGV Focus</b>	Cameron, Hidalgo, Starr, Willacy	358,000
<b>P16 Plus</b>	Bexar	354,000
<b>E3 Alliance</b>	Travis, Hays, Bastrop, Caldwell, Williamson	340,000

# Texas' Stated "True North" Goal for its Collective Educational System (Pre-K thru 16)

---

## **60x30TX: Texas Bold, Texas Achievable**



# 60x30

**Educated Population**



**Completion**



**Marketable  
Skills**



**Student  
Debt**

# Where We Stand Today: Texas' Education/Workforce Pipeline

## Need for ~90,000 Additional Students Completing to Meet TX 60x2030 Goal

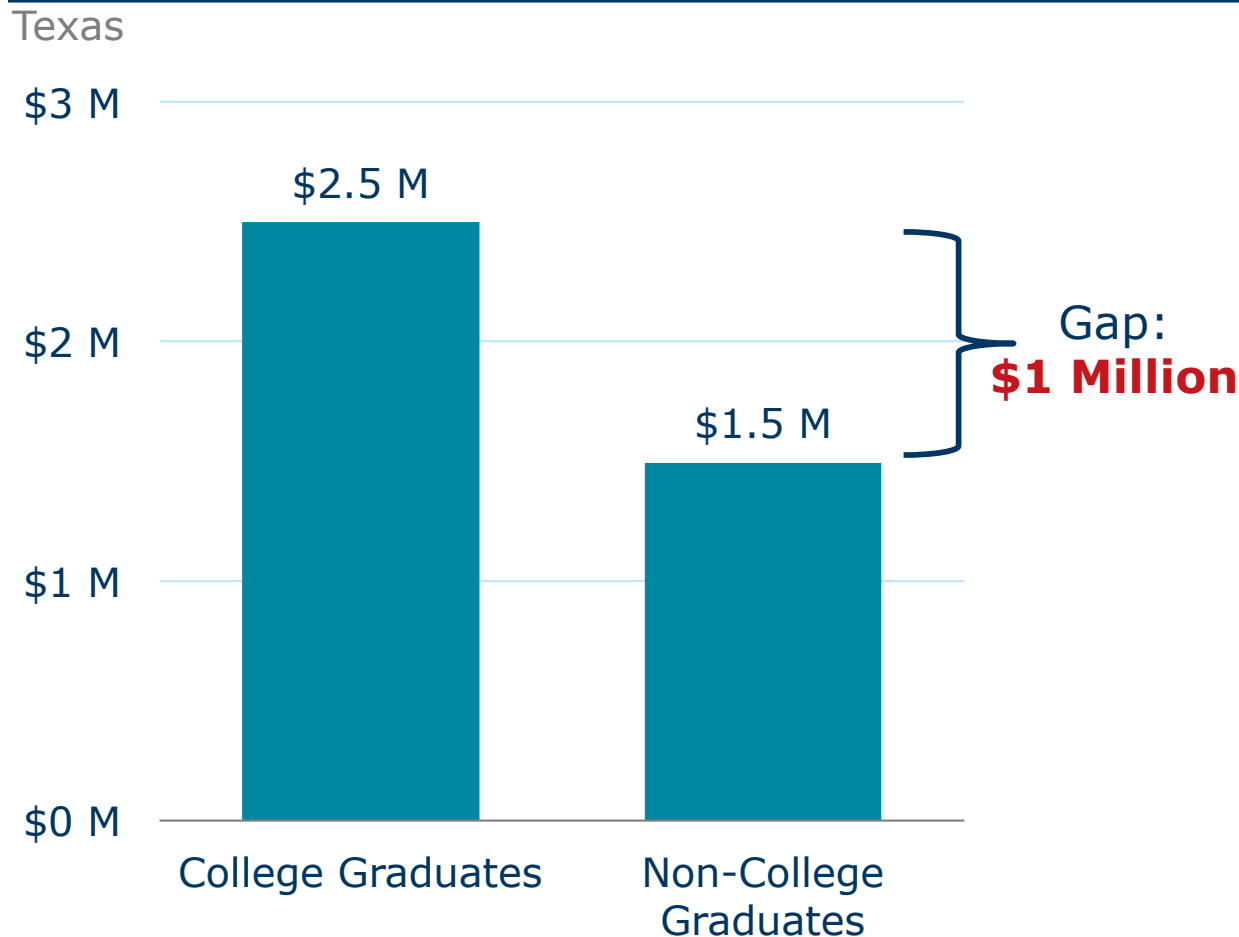


(1) Pre-K Enrollment: Percent of 3- and 4-year-olds enrolled in district Pre-K programs. Texas Education Agency (TEA) – Texas Public Education Information Report (TPEIR) – Texas Pre-Kindergarten Report; (2) Kindergarten Readiness: The percent of students deemed Kindergarten Ready based on assessments given by districts at the beginning of the year to Kindergarteners; (3) STAAR indicators: Achievement levels represent percentage of students achieving “meets grade level” standard on 2017 STAAR exams. (4) College ready: The percent of HS grads who took the SAT or ACT and scored at least a 24 on the ACT or 1110 on the SAT (reading and math) – TEA TAPR 2017. (5) Graduation rate: the percent of the 9<sup>th</sup> grade cohort from 2012 – 2013 school year that graduated four years later in 2016. Texas Education Agency: – 2016-2017 Accountability System – 4 year Federal Graduation Rate; (6) College enrollment: The percent of 2010 HS graduates who enrolled in a TX postsecondary institution; THECB 8<sup>th</sup> Grade Cohort 2016 report; (7) College completion: The percent of 2010 HS grads who earned a PS degree/certification within 6 years of HS graduation; THECB 8<sup>th</sup> Grade Cohort Study, 2016 report



# Roughly **\$200 Billion Dollars** Lost by Each Texas HS Class by Not Obtaining Postsecondary Credentials

## Estimated Lifetime Earnings by Education Level, H.S. class of 2010



In EACH annual Texas high school class, students who don't earn a postsecondary credential forego a combined **\$201 billion** in lifetime earnings, equal to 1/8<sup>th</sup> the Texas economy

# students, '10 HS cohort  
**commit!**

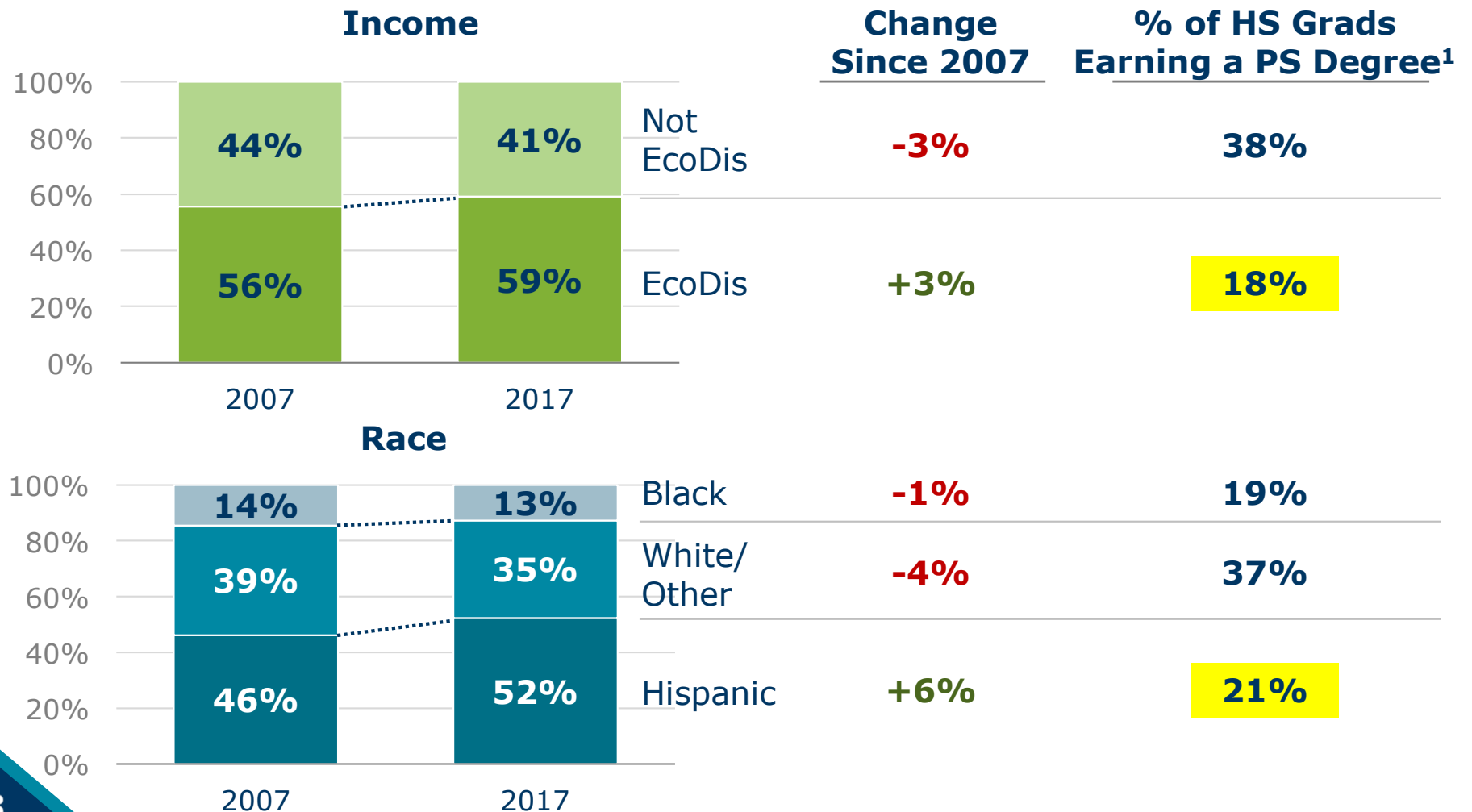
79,142

201,378

Source: Median earnings found and adjusted for inflation (2017 Dollars) in U.S. Census, American Community Survey Briefs, "Work-life Earnings by Field of Degree and Occupation for People with a Bachelor's Degree: 2011"; PS attainment numbers estimated using the THECB Higher Education Attainment report, HS grad classes '08-'10

# Fastest Growing Demographics Represent More Than Half of Texas' K-12 Population; Improving P.S. Completion Rates For These Populations (Currently ~20%) Represents Tremendous Opportunity for Texas Economy

## Change in Statewide Public PK-12 Student Enrollment, From 2007 to 2017

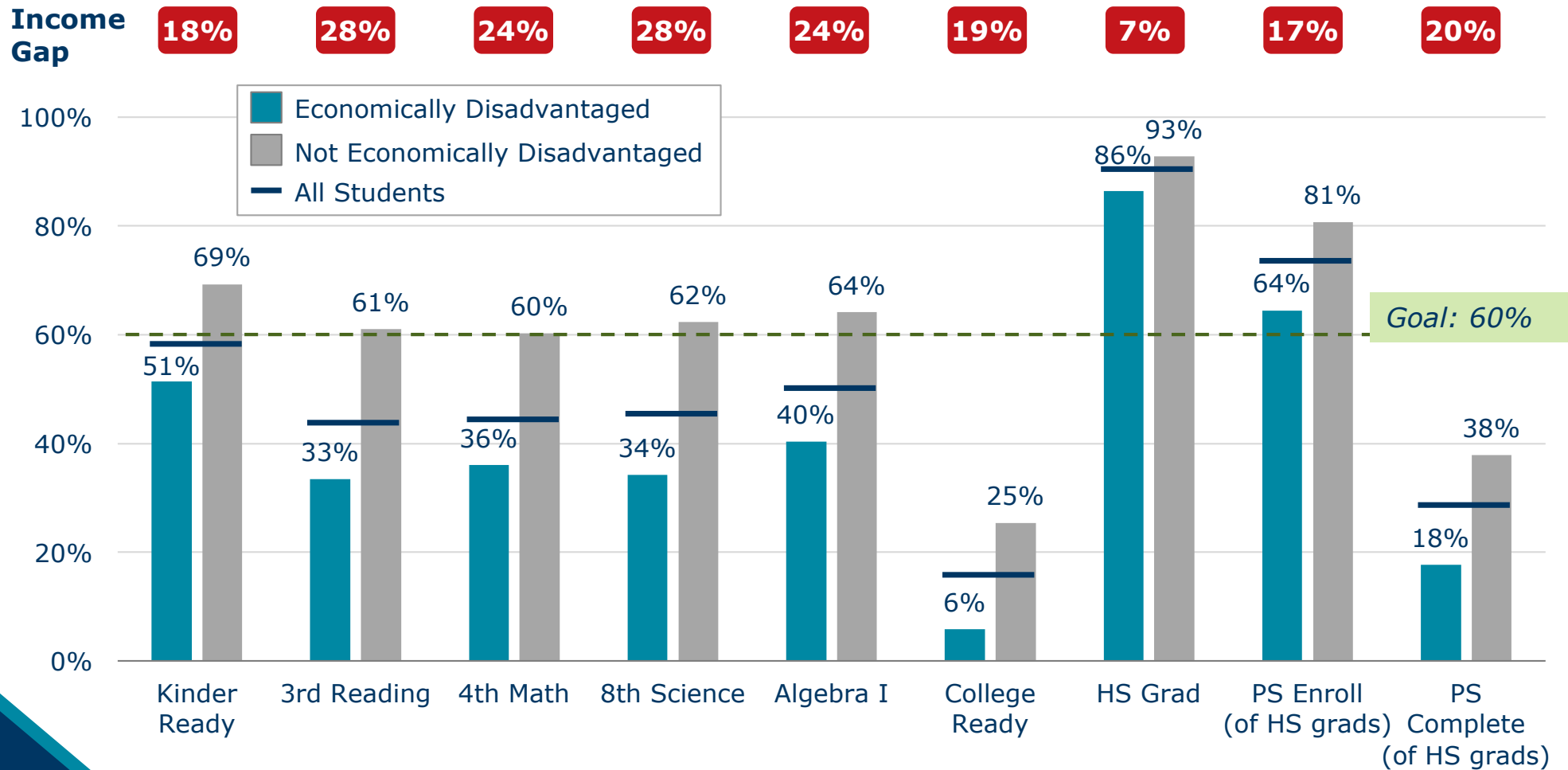


Source: Demographic data: TEA TAPR 2007 and 2017 reports; PS completion: THECB 8<sup>th</sup> Grade Cohort Study, 2016 report

(1) Postsecondary Completion rates are calculated as a percent of HS graduates

# Wide Income-Based Opportunity/Achievement Gaps Exist From Kindergarten Through Postsecondary Completion

## 2017 Statewide Performance in Key Indicators by Income



Sources: K-Readiness: TPEIR 2016-2017 reports; 3<sup>rd</sup> reading, 4<sup>th</sup> math, 8<sup>th</sup> science, and Algebra I: TEA STAAR 2017 report; College Readiness and HS Graduation rates: TEA TAPR 2017 report; PS enrollment and completion calculated as percentages of HS graduates; THECB 8<sup>th</sup> Grade Cohort Study, 2006



## State's 15 Highest Performing Systems For Low Income Students Fall Below 60% STAAR Threshold; Only 5 of 15 ISD's Reflect High Overall Poverty

NON- Econ. Dis. Students Only			
ISD or Charter	Eco. Dis. %	Enroll.	% Meeting Std.
CARROLL	1%	8,190	87%
EANES	2%	8,116	82%
HIGHLAND PARK	0%	7,024	81%
ALLEN	15%	20,852	79%
COPPELL	9%	12,349	79%
FRISCO	10%	55,745	76%
LAKE TRAVIS	11%	9,791	76%
FRIENDSWOOD	8%	6,065	74%
KATY	28%	75,231	74%
ROUND ROCK	25%	48,142	74%
PLANO	28%	53,931	73%
ALEDO	12%	5,426	73%
CONROE	35%	59,489	73%
TOMBALL	21%	14,882	72%
MIDWAY	30%	7,886	72%

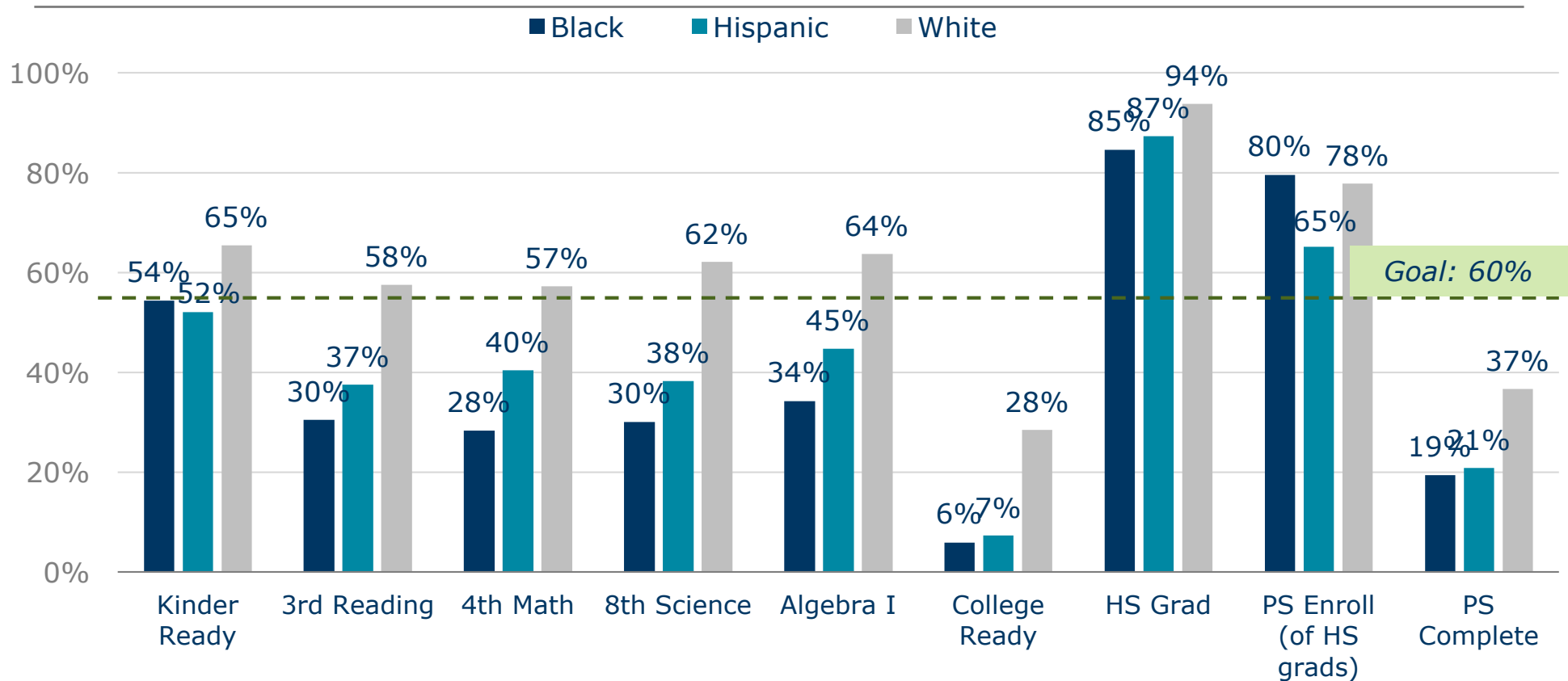
Econ. Dis. Students Only			
ISD or Charter	Eco. Dis. %	Enroll.	% Meeting Std.
EANES	2%	8,116	64%
CARROLL	1%	8,190	52%
SHARYLAND	<b>60%</b>	10,026	<b>52%</b>
ALLEN	15%	20,852	50%
LOS FRESNOS	<b>77%</b>	10,827	<b>50%</b>
IDEA CHARTER	<b>88%</b>	29,334	<b>50%</b>
WYLIE ISD	25%	14,972	49%
FRIENDSWOOD	8%	6,065	48%
LAKE TRAVIS	11%	9,791	46%
HURST-EULESS	<b>52%</b>	23,065	<b>46%</b>
KIPP CHARTER	<b>90%</b>	13,346	<b>46%</b>
COPPELL	9%	12,349	45%
FRISCO	10%	55,745	45%
TOMBALL	21%	14,882	45%
MIDWAY	30%	7,886	45%

60% Goal



# Significant Opportunity/Achievement Gaps For Students of Color That Start Very Early; How Can We Ensure That ALL Students Can Succeed?

## 2017 Statewide Performance in Key Indicators by Race



**Black/White Gap**

**28%**

**29%**

**32%**

**30%**

**22%**

**9%**

**18%**

**Hisp./White Gap**

**21%**

**17%**

**24%**

**19%**

**21%**

**7%**

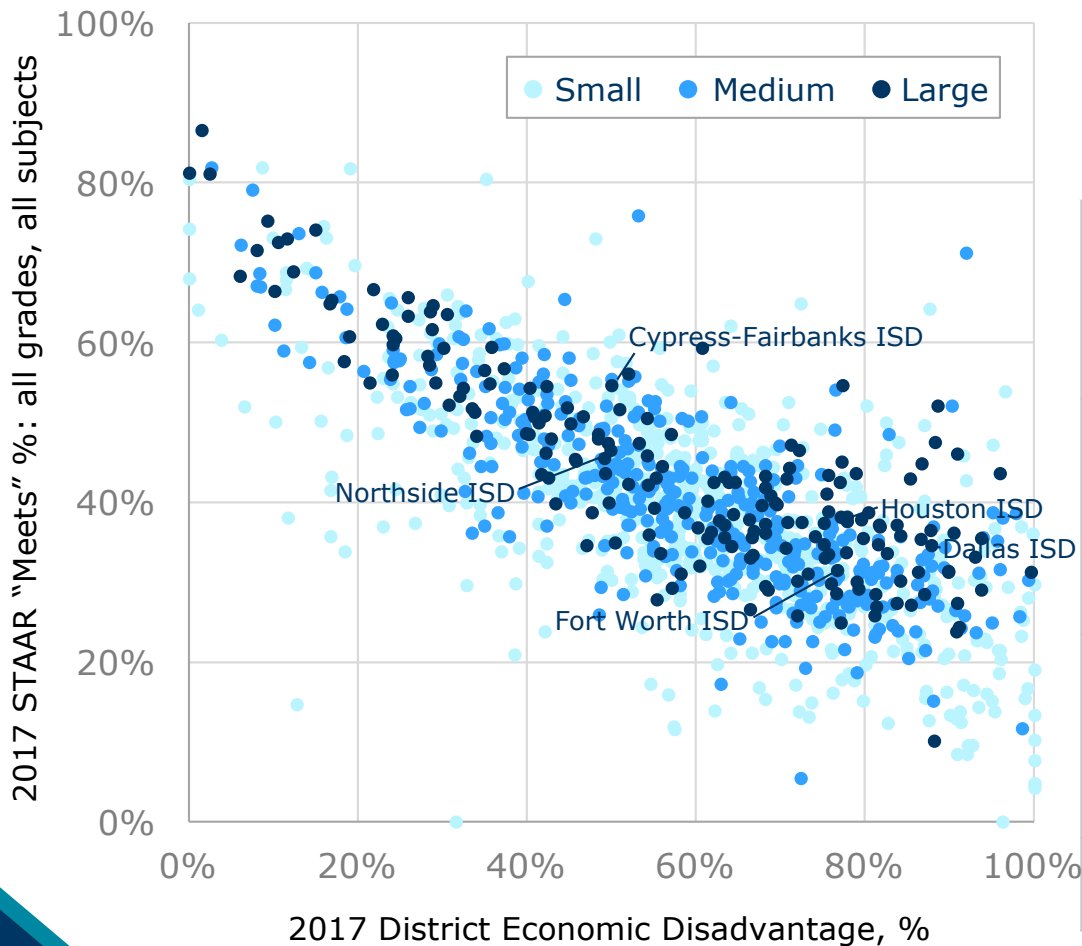
**16%**

Sources: Pre-K and K-Ready: TPEIR 2016-2017 reports; 3<sup>rd</sup> reading, 4<sup>th</sup> math, 8<sup>th</sup> science, and Algebra: TEA STAAR 2017 report; College Readiness and HS Graduation rates: TEA TAPR 2017 report; PS enrollment and completion calculated as percentages of HS graduates; THECB 8<sup>th</sup> Grade Cohort Study, 2006



# Outcomes Heavily Impacted by Poverty, While Large ISD's (Educating 4 in 5 TX Students) Somewhat Outperform Smaller ISD's on STAAR

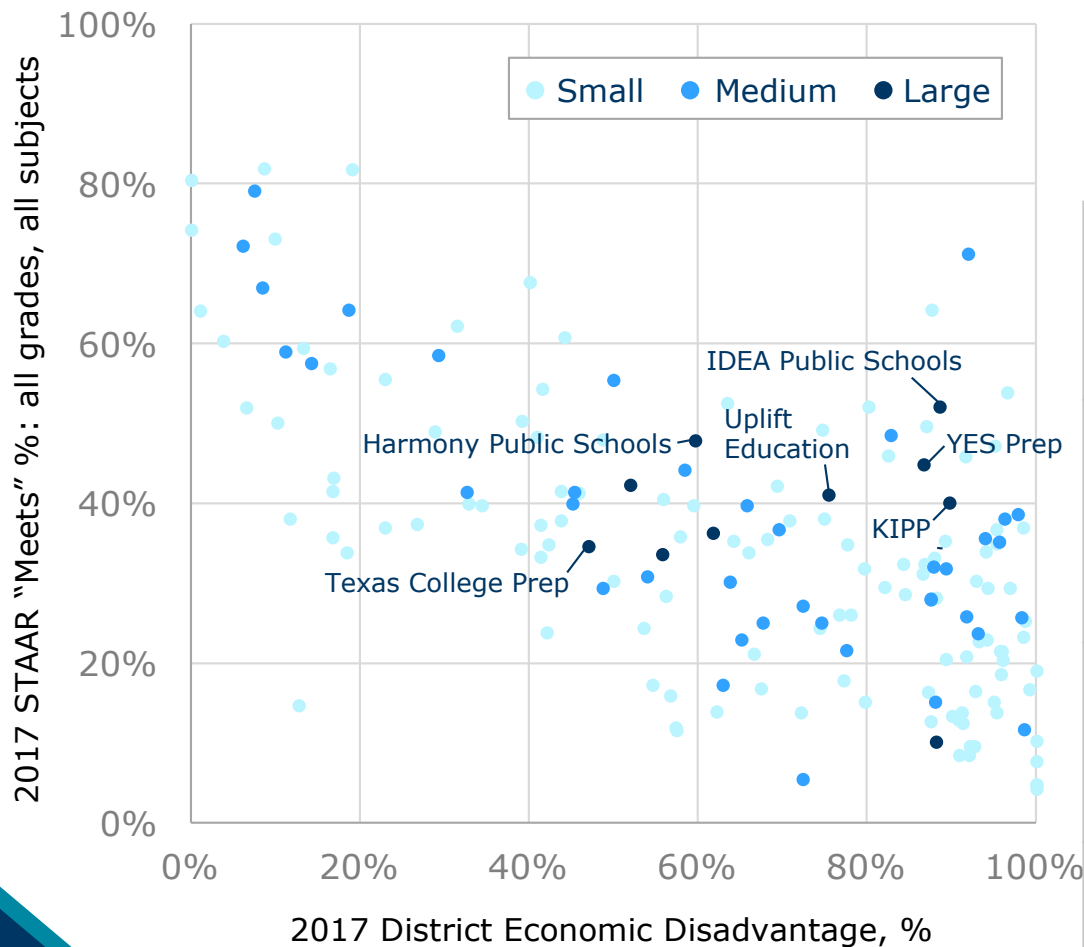
## 2017 STAAR "Meets Grade Level" Rates by District: All Grades, All Subjects



Dist. Size (Avg. Eco. Dis. %)	# ISD's (% of Total)	# Students (% of TX Students)	% "Meets" (All/Eco. Dis. Only)
<b>Small:</b> Below 1,000 students (59%)	636 (53%)	271,106 (5%)	40%/30%
<b>Medium:</b> Between 1,000 and 5,000 students (59%)	378 (31%)	834,239 (16%)	41%/31%
<b>Large:</b> Above 5,000 students (59%)	189 (16%)	4,238,081 (79%)	45%/34%
<b>TX Totals:</b>	<b>1,203</b>	<b>5,343,834</b>	<b>44%/33%</b>

# Among Texas Charters, Large Charter Networks Outperforming Both Small Networks and State Overall on STAAR for Low Income Students

## 2017 STAAR "Meets Grade Level" Rates by District: All Grades, All Subjects (Compared to Overall State Avg. of 44% for All Students, 33% for Low Income Students)

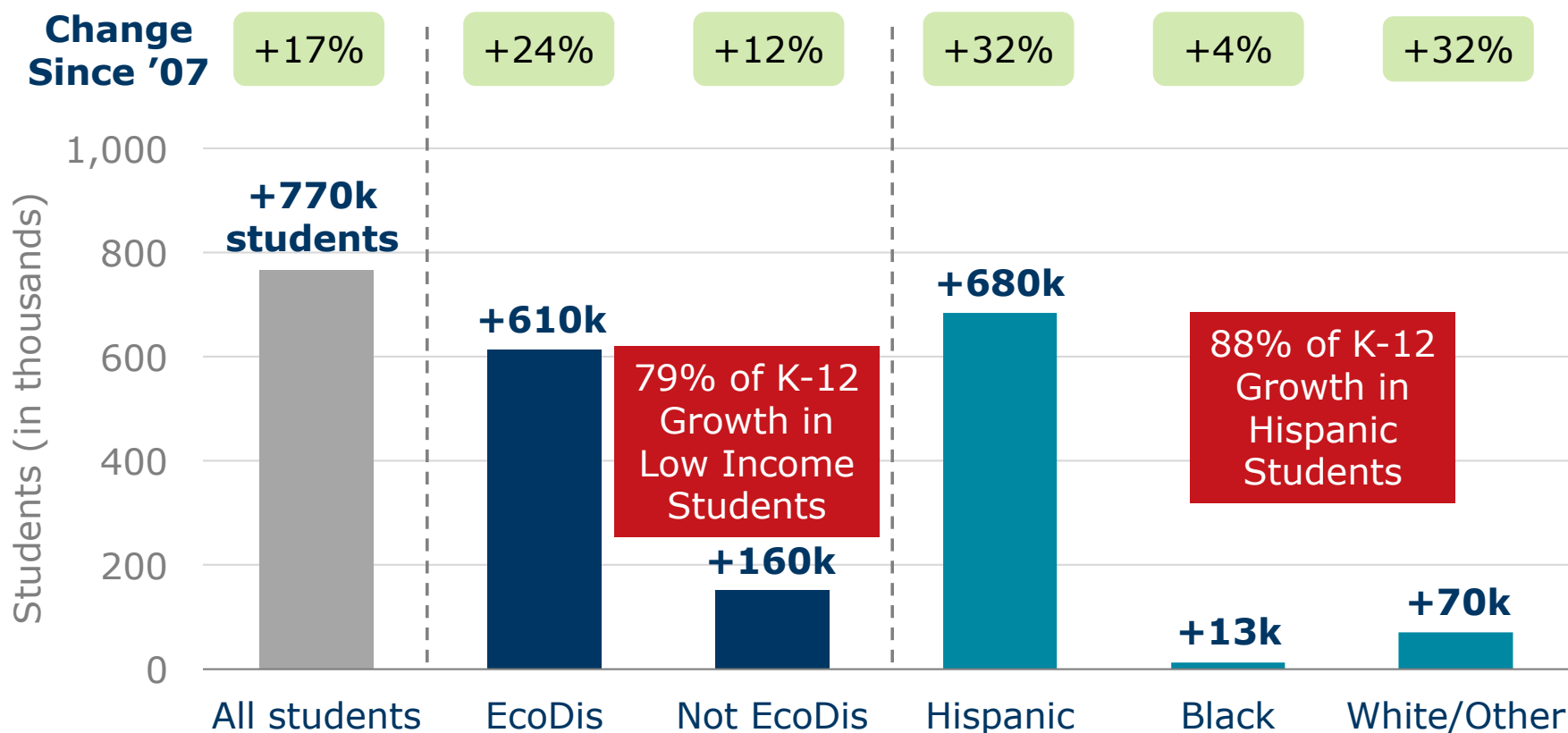


Charters Size (Avg. Eco. Dis. %)	# Charters (% of Total)	# Students (% of total)	% "Meets" (All/Eco. Dis. Only)
<b>Small:</b> Below 1,000 students (63%)	122 (71%)	51,487 (19%)	34%/25%
<b>Medium:</b> Between 1,000 and 5,000 students (64%)	39 (23%)	68,165 (25%)	39%/30%
<b>Large:</b> Above 5,000 students (72%)	10 (6%)	153,033 (56%)	43%/39%
<b>TX Totals (all):</b>	<b>1,203 districts</b>	<b>5,343,834</b>	<b>44%/33%</b>

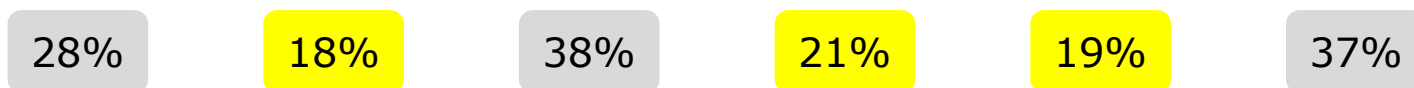


# With Changing Demographics, State Can't Sustain Texas' Economic Prosperity Without Equitably Investing in its Fastest Growing Populations

## Change in Texas Public PK-12 Student Enrollment, From 2007 to 2017



## % of HS Grads Earning a Postsecondary Degree Within Six Years<sup>1</sup>



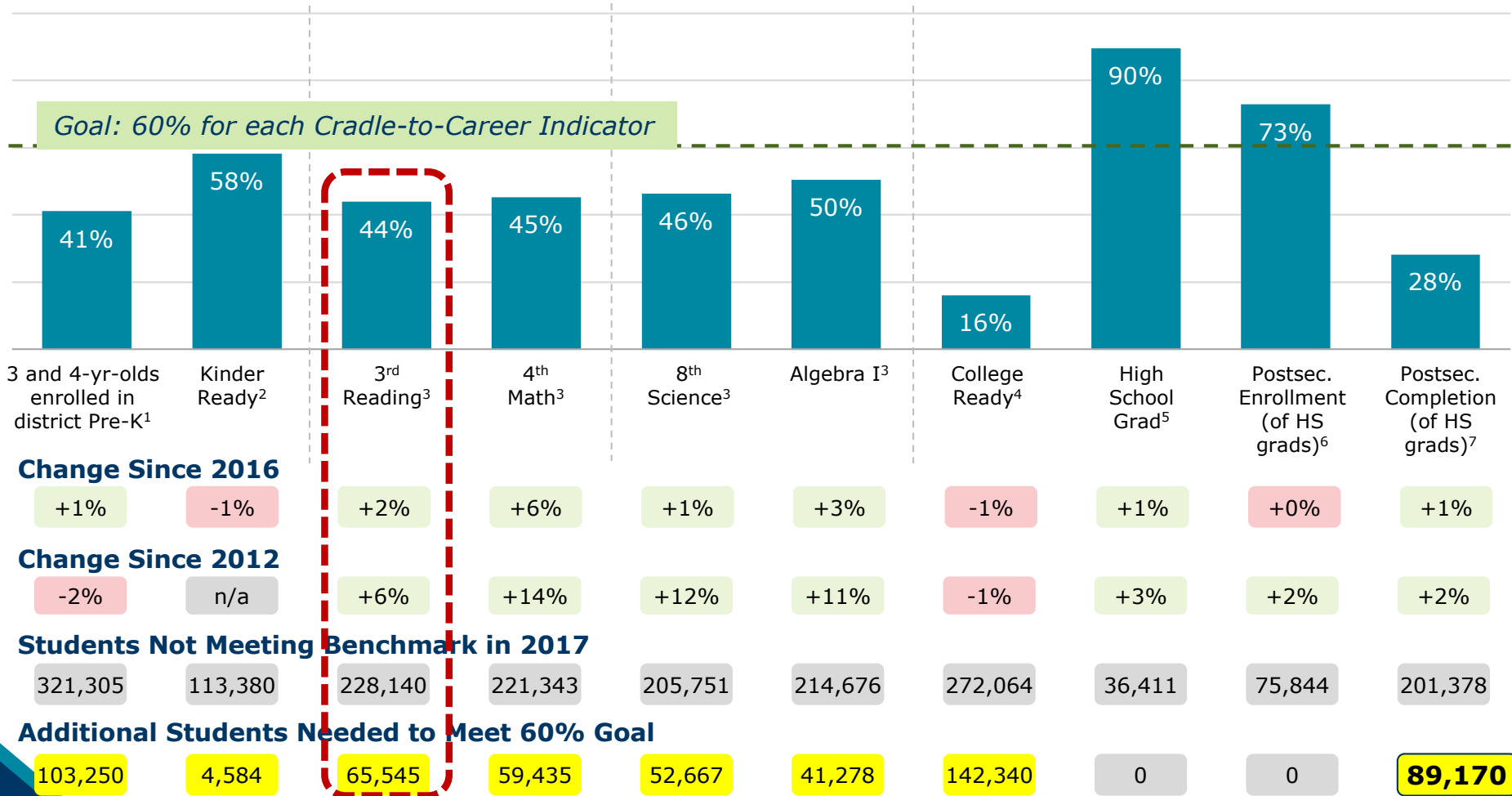
Source: Demographic data: TEA TAPR 2007 and 2017 reports; PS completion: THECB 8<sup>th</sup> Grade Cohort Study, 2016 report

(1) Postsecondary Completion rates are calculated as a percent of HS graduates

# Early Childhood Outcomes Kinder Readiness and 3<sup>rd</sup> Grade Reading

# Less Than 1 in 2 Students Meet State's 3<sup>rd</sup> Grade Reading Standard

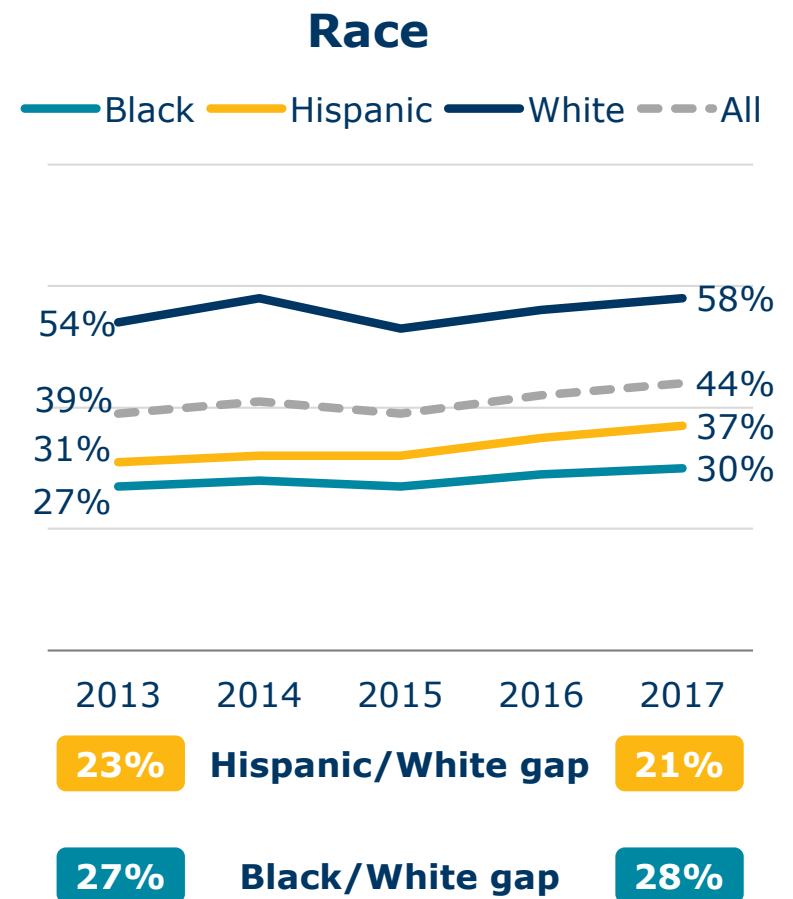
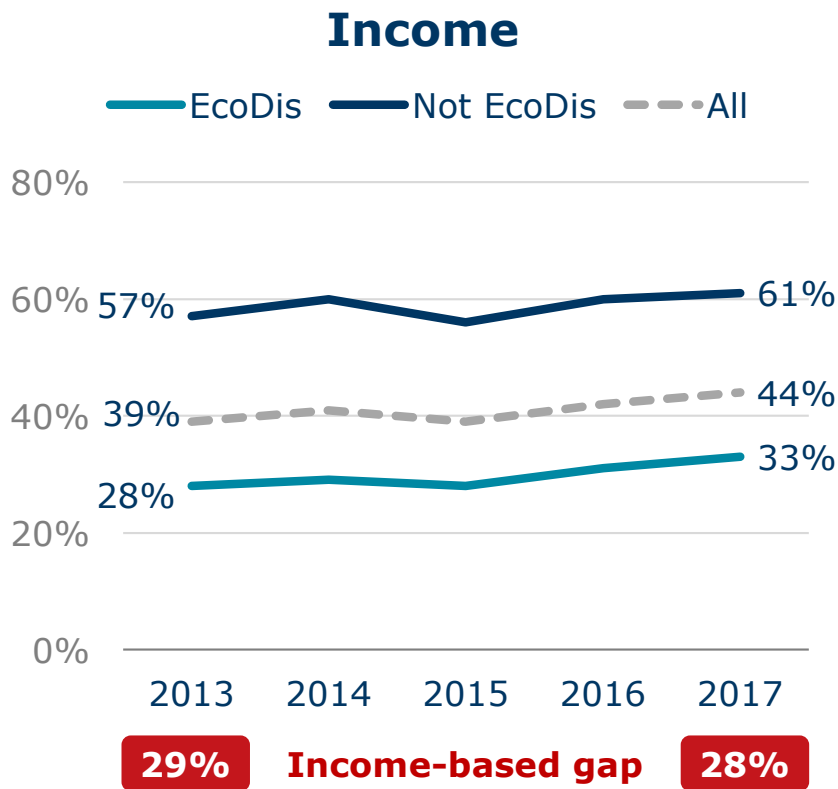
## Subsequent Achievement Doesn't Meaningfully Exceed 3<sup>rd</sup> Grade Reading %



(1) Pre-K Enrollment: Percent of 3- and 4-year-olds enrolled in district Pre-K programs. Texas Education Agency (TEA) – Texas Public Education Information Report (TPEIR) – Texas Pre-Kindergarten Report; (2) Kindergarten Readiness: The percent of students deemed Kindergarten Ready based on assessments given by districts at the beginning of the year to Kindergarteners; (3) STAAR indicators: Achievement levels represent percentage of students achieving “meets grade level” standard on 2017 STAAR exams. (4) College ready: The percent of HS grads who took the SAT or ACT and scored at least a 24 on the ACT or 1110 on the SAT (reading and math) – TEA TAPR 2017. (5) Graduation rate: the percent of the 9<sup>th</sup> grade cohort from 2012 – 2013 school year that graduated four years later in 2016. Texas Education Agency: – 2016-2017 Accountability System – 4 year Federal Graduation Rate; (6) College enrollment: The percent of 2010 HS graduates who enrolled in a TX postsecondary institution; THECB 8<sup>th</sup> Grade Cohort 2016 report; (7) College completion: The percent of 2010 HS grads who earned a PS degree/certification within 6 years of HS graduation; THECB 8<sup>th</sup> Grade Cohort Study, 2016 report

# Significant Opportunity/Achievement Gaps Already Exist (Based on Income and Race) by the Critical Indicator of 3<sup>rd</sup> Grade Reading Proficiency

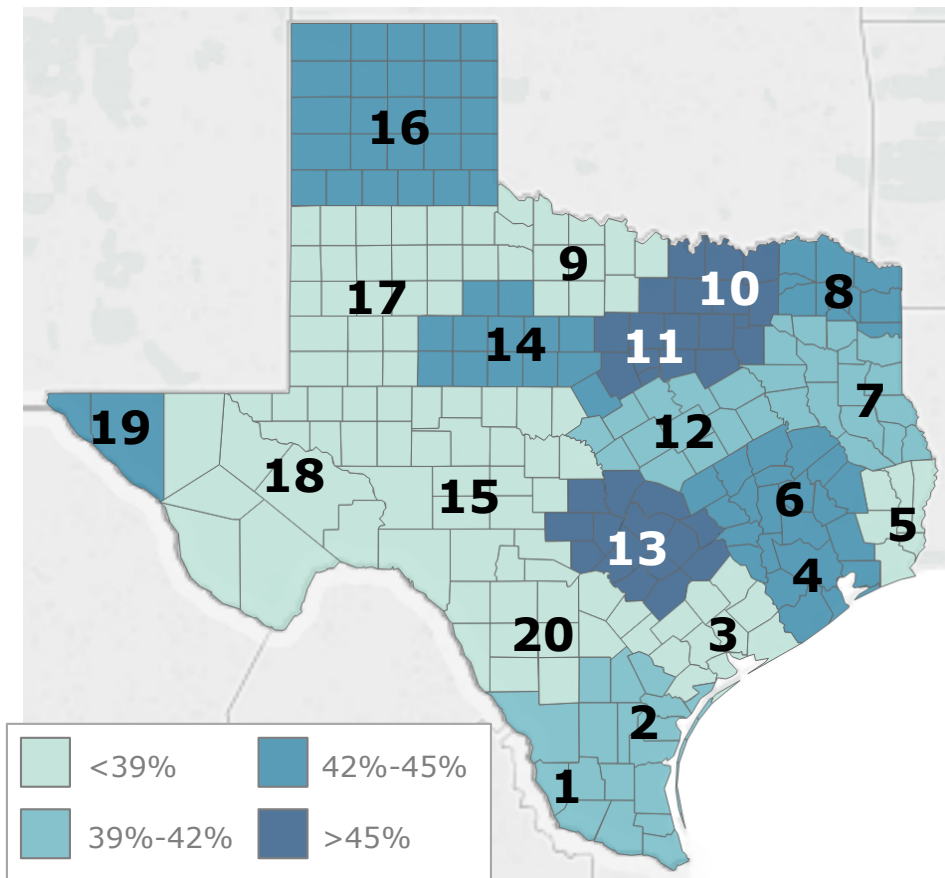
## 2017 3<sup>rd</sup> Grade Reading "Meets Grade Level" Rates by Income and Race





# Largely Urban Regions Tend to Outperform More Rural Regions in Critical Area of 3<sup>rd</sup> Grade Reading, but None Meet 60% Goal

## 2017 STAAR 3<sup>rd</sup> Grade Reading "Meets Grade Level" Rates by ESC Region

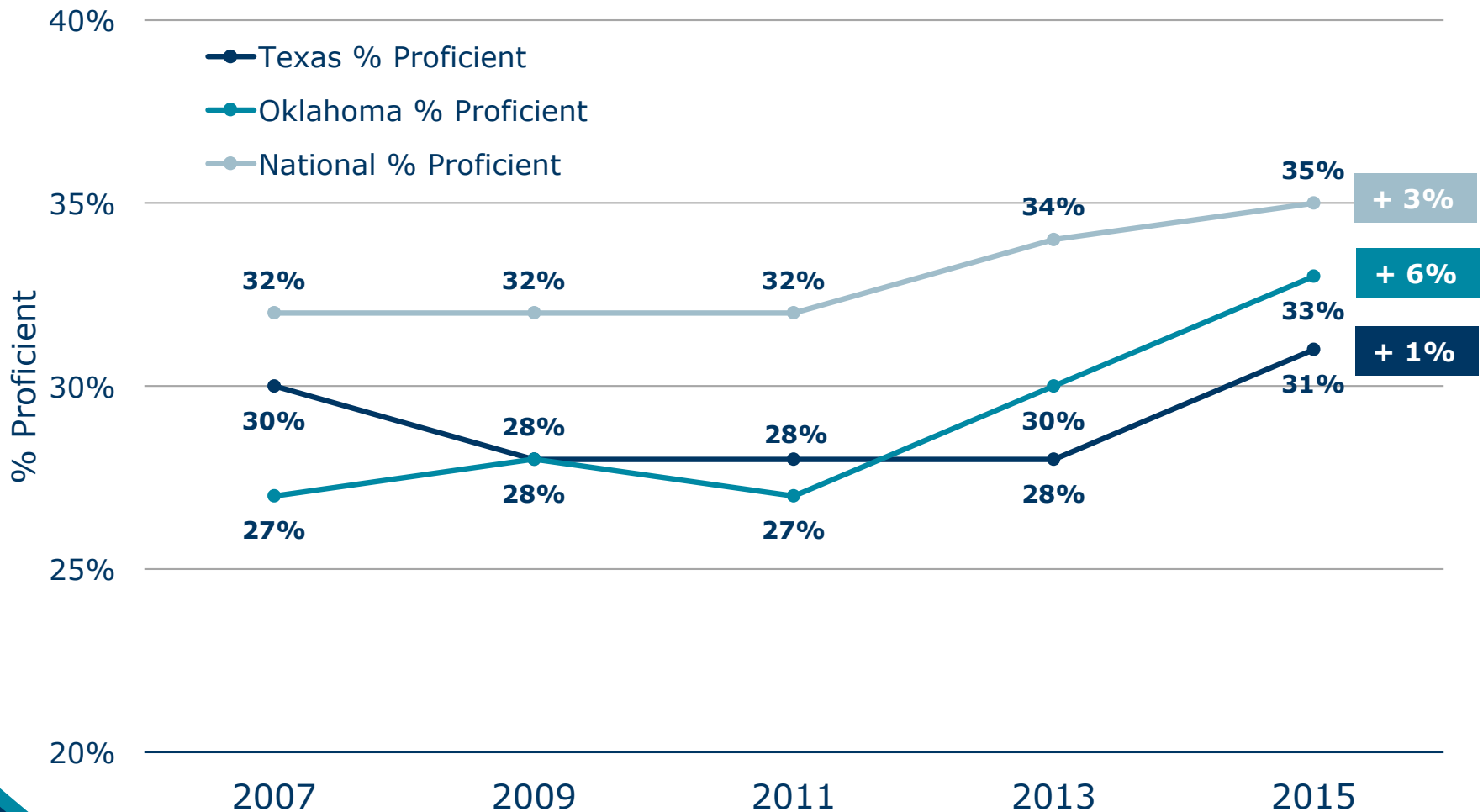


Region	% of Students	Region Name	3R "Meets"
1	8%	Edinburg	42%
2	2%	Corp. Christi	41%
3	1%	Victoria	37%
4	23%	Houston	45%
5	2%	Beaumont	39%
6	4%	Huntsville	45%
7	3%	Kilgore	41%
8	1%	Mt. Pleasant	43%
9	1%	Wichita Falls	39%
10	16%	Richardson	46%
11	11%	Fort Worth	47%
12	3%	Waco	41%
13	7%	Austin	50%
14	1%	Abilene	43%
15	1%	San Angelo	37%
16	2%	Amarillo	42%
17	2%	Lubbock	38%
18	2%	Midland	36%
19	3%	El Paso	44%
20	9%	San Antonio	39%
<b>Total</b>	<b>100%</b>	<b>Texas</b>	<b>44%</b>

# TX vs. U.S. Early Literacy Gap Has Widened - State Now Ranks 39<sup>th</sup> in Nation

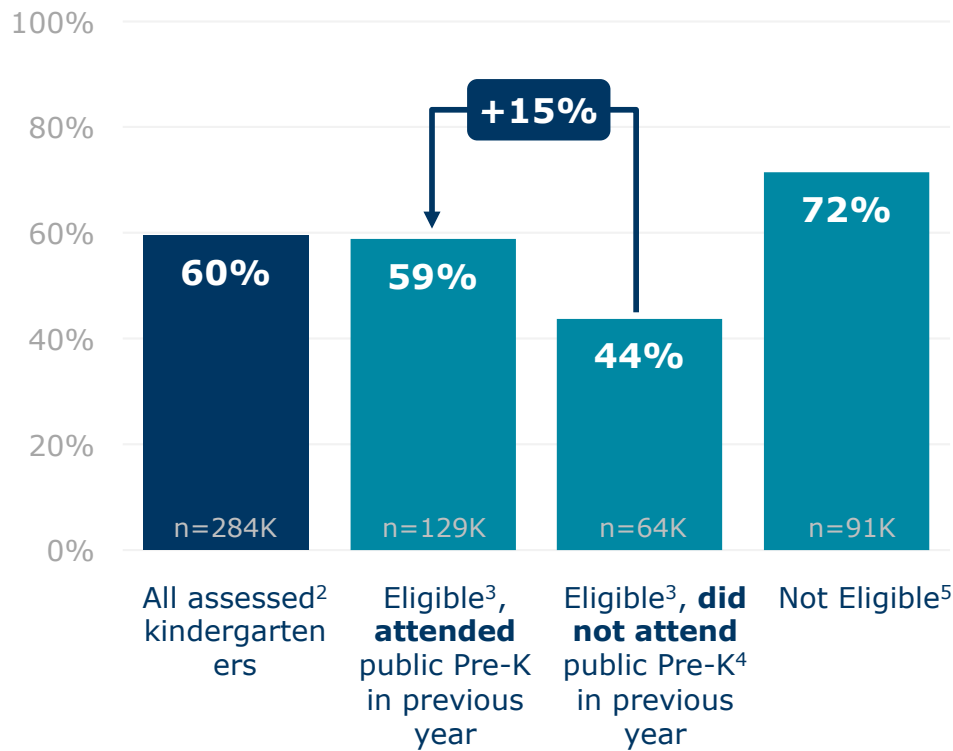
*State of Oklahoma, With Universal Pre-K, Has Now Passed Texas in U.S. Rankings*

### % Proficient in 4<sup>th</sup> Grade Reading per National Report Card ("NAEP")

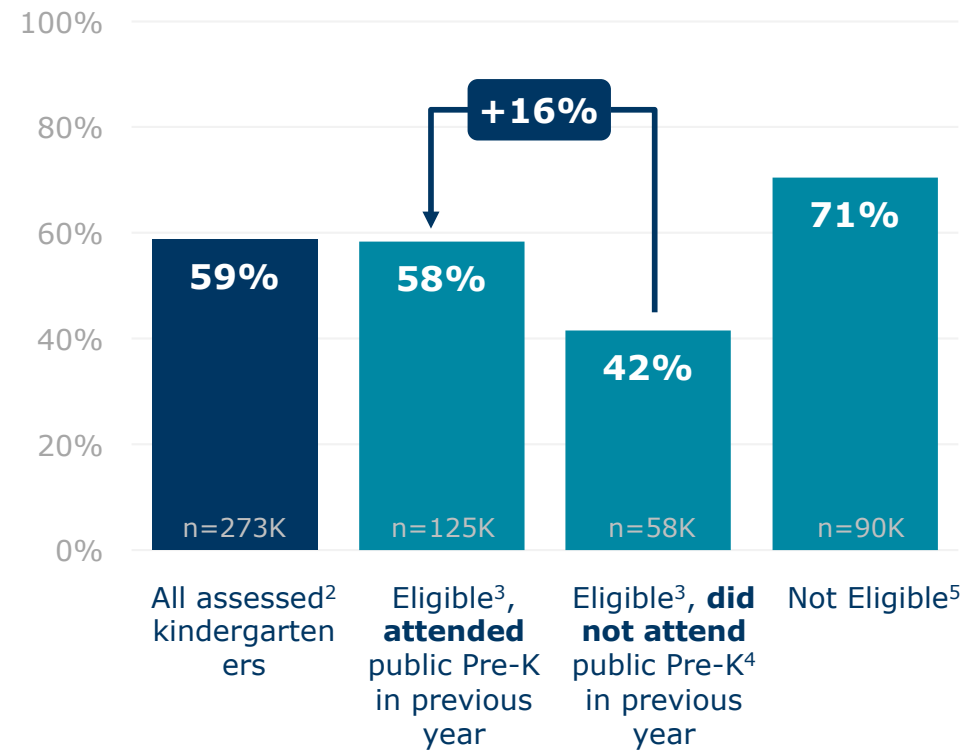


# Per TEA and Reporting ISD's, Public Pre-K Strongly Increases Kindergarten Readiness for Eligible Students...

## Kindergarten Readiness<sup>1</sup> in Texas 2015-16



## Kindergarten Readiness<sup>1</sup> in Texas 2016-17



<sup>1</sup> Kindergarten readiness rates reflect the percentage of students who met or exceeded the cut-off score for a particular assessment out of all students who were assessed.

<sup>2</sup> Assessed using an assessment on the Commissioner's List of Reading Instruments.

<sup>3</sup> To be eligible to attend a state funded prekindergarten program, the child must meet one of the following prekindergarten eligibility criteria:

- is unable to speak and comprehend the English language;
- is educationally disadvantaged, which means a student eligible to participate in the national free or reduced-price lunch program;
- is homeless;
- is the child of an active duty member of the armed forces of the United States;
- is the child of a member of the armed forces who was injured or killed while on active duty;
- is the child of a person eligible for the Star of Texas Award as a peace officer, firefighter, or emergency medical first responder; or
- is or ever has been in foster care.

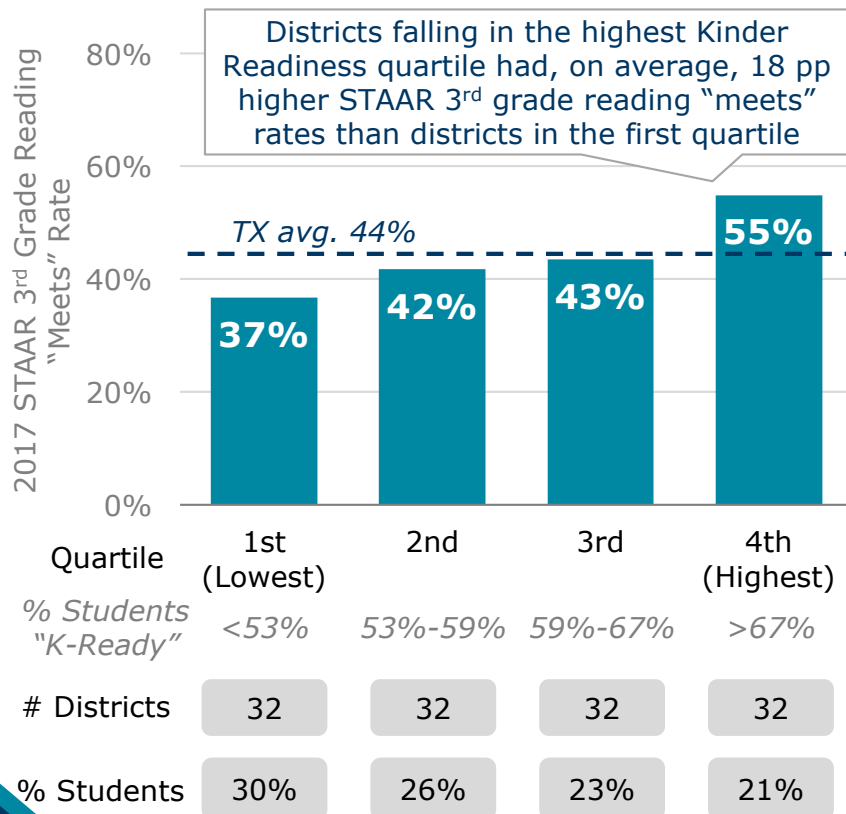
<sup>4</sup> Students in this group may have attended private prekindergarten.

<sup>5</sup> Students in this group may have attended private prekindergarten, may have attended public prekindergarten, or may not have attended prekindergarten.

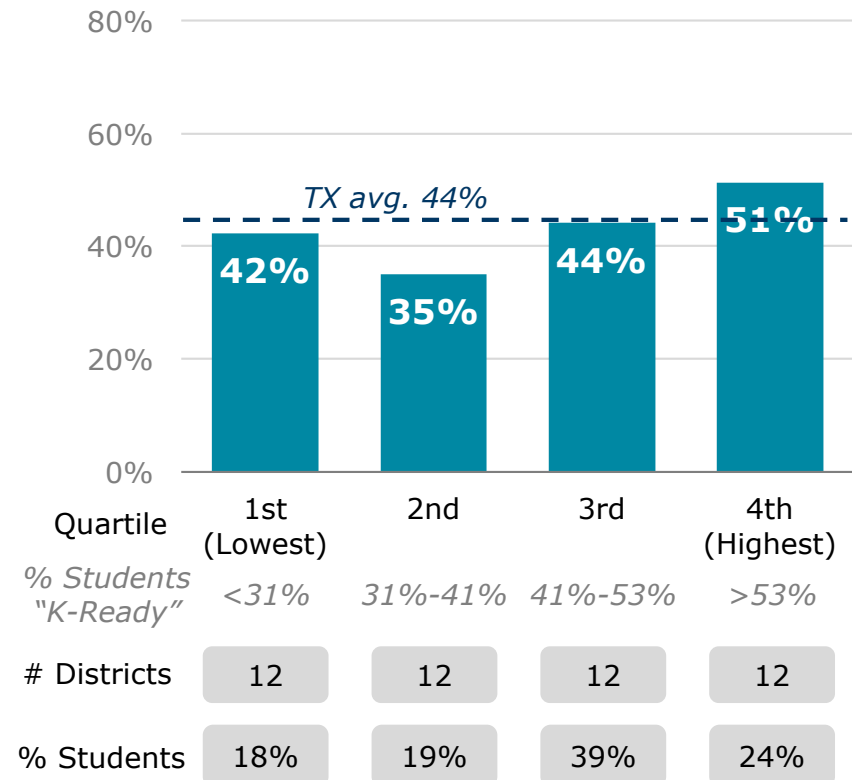
....and Those with Higher Kinder Readiness Rates in 2017 Also Had, On Average, Higher 3<sup>rd</sup> Grade Reading “Meets” Rates in 2017

## 2017 District STAAR 3<sup>rd</sup> Grade Reading Rates, Tiered by Largest District’s 2017 Kindergarten Readiness Rates (by Quartile)<sup>1</sup>

**Districts Using ISIP KG Readiness Assessment, 2017**



**Districts Using TPRI KG Readiness Assessment, 2017**

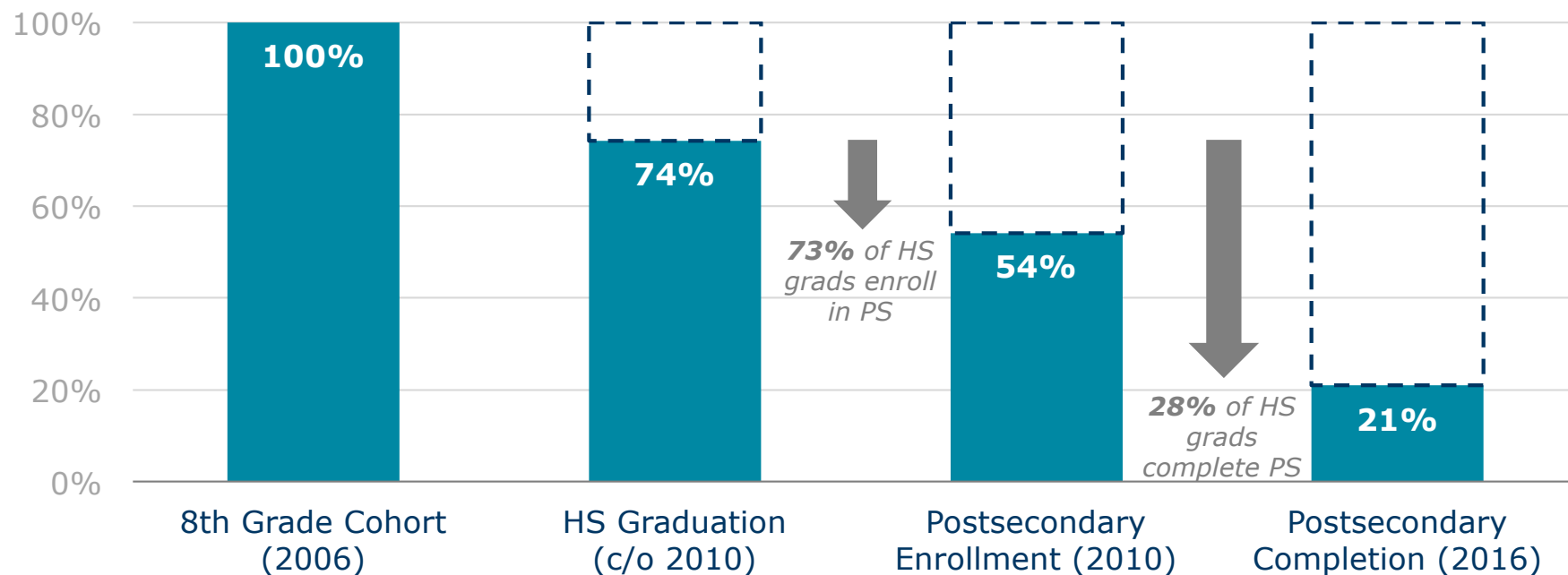


Source: Kindergarten Readiness: TPEIR 2017 report; 3<sup>rd</sup> grade reading “meets” rates: 2017 TEA STAAR report  
 (1) Only the state’s 200 largest districts that deliver Kindergarten Readiness assessments are included in this analysis

# Postsecondary Enrollment and Completion

# Tremendous "Melt": Only 1 in 5 Texas 8<sup>th</sup> Graders Earn a Postsecondary Degree in Texas within 6 Years of HS Graduation

## High School Graduation and Postsecondary Attainment Rates of the 2006 Statewide 8<sup>th</sup> Grade Cohort



### Students Meeting Benchmark

335,708

249,262

181,869

70,323

### Students Not Meeting Benchmark

86,446

153,839

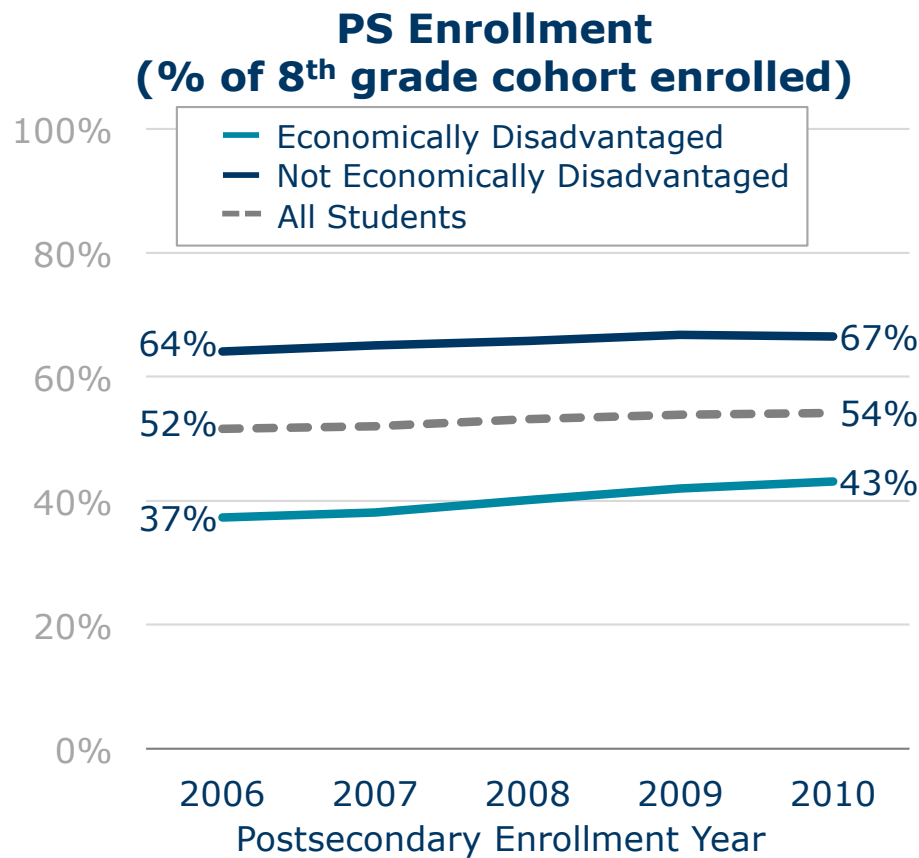
265,385



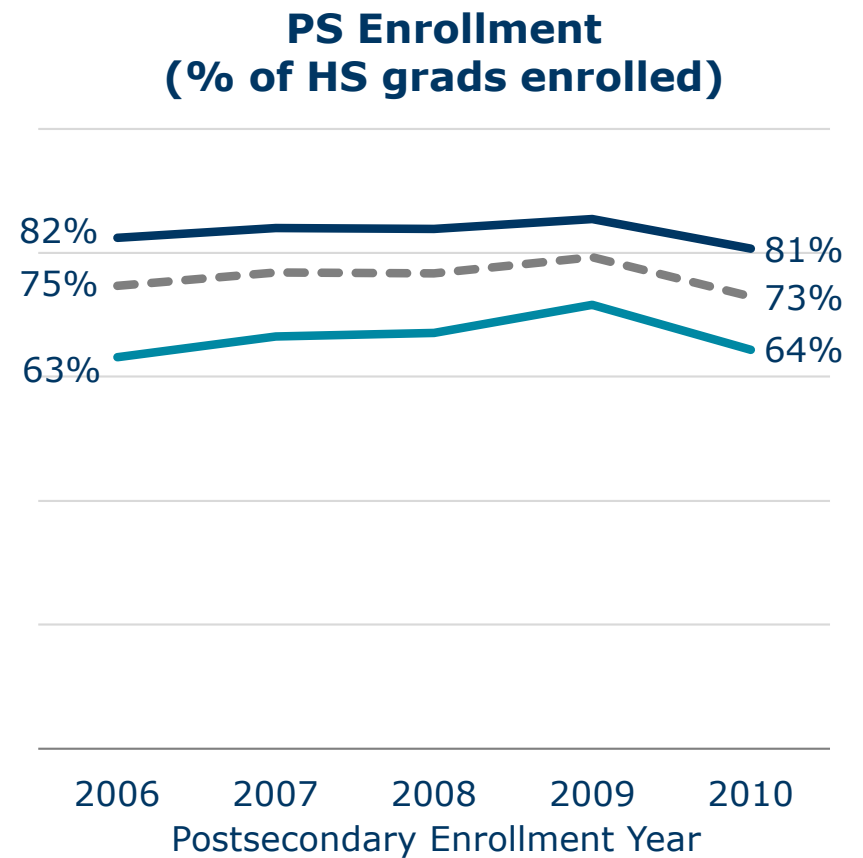
Source: THECB 8<sup>th</sup> Grade Cohort Study, 2016 report

# Enrollment Rates Reflect Startling Gaps Which are Highly Linked to Student Income

## Postsecondary Enrollment Rates by Income



**27%** EcoDis/Non-EcoDis Gap **24%**

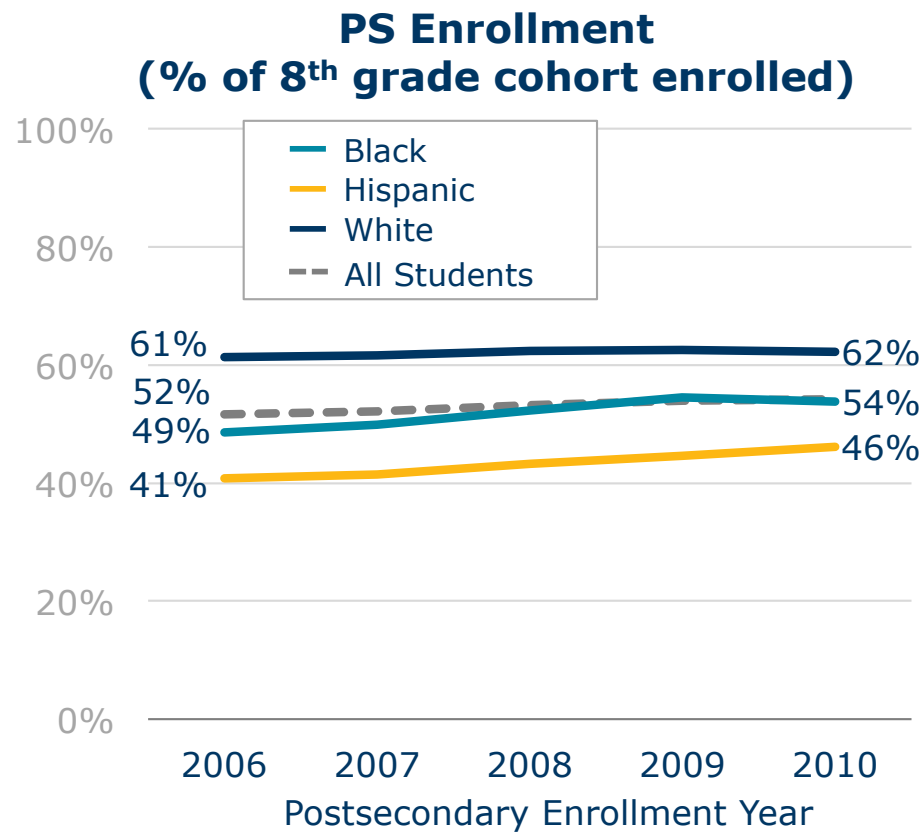


**19%** EcoDis/Non-EcoDis Gap **17%**

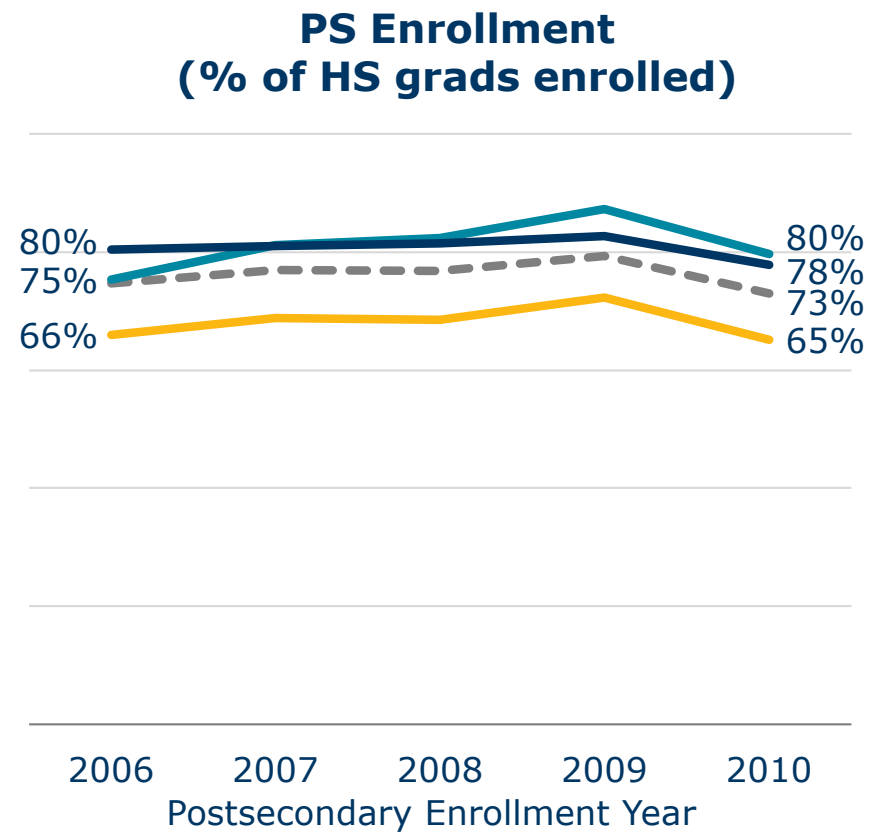
Source: THECB 8<sup>th</sup> Grade Cohort Study, 2016 report

# Low Postsecondary Enrollment Rates are Highly Linked to Opportunity Gaps Aligned with Race, Particularly with Hispanics

## Postsecondary Enrollment Rates by Race



**12%** Black/White Gap **8%**  
**20%** Hispanic/White Gap **16%**



**5%** Black/White Gap **-2%**  
**14%** Hispanic/White Gap **13%**



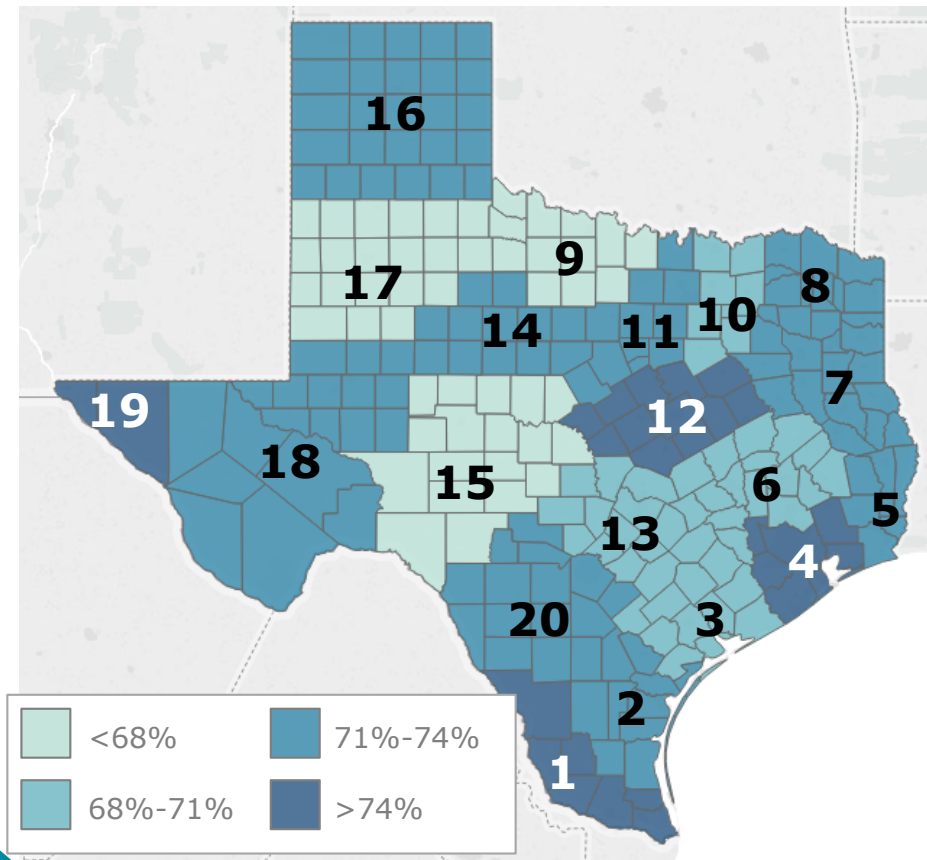
Source: THECB 8<sup>th</sup> Grade Cohort Study, 2016 report



# Enrollment Rates Typically Strongest in Urban Regions and Rio Grande Valley

## 2016 Postsecondary Enrollment Rates by ESC Region

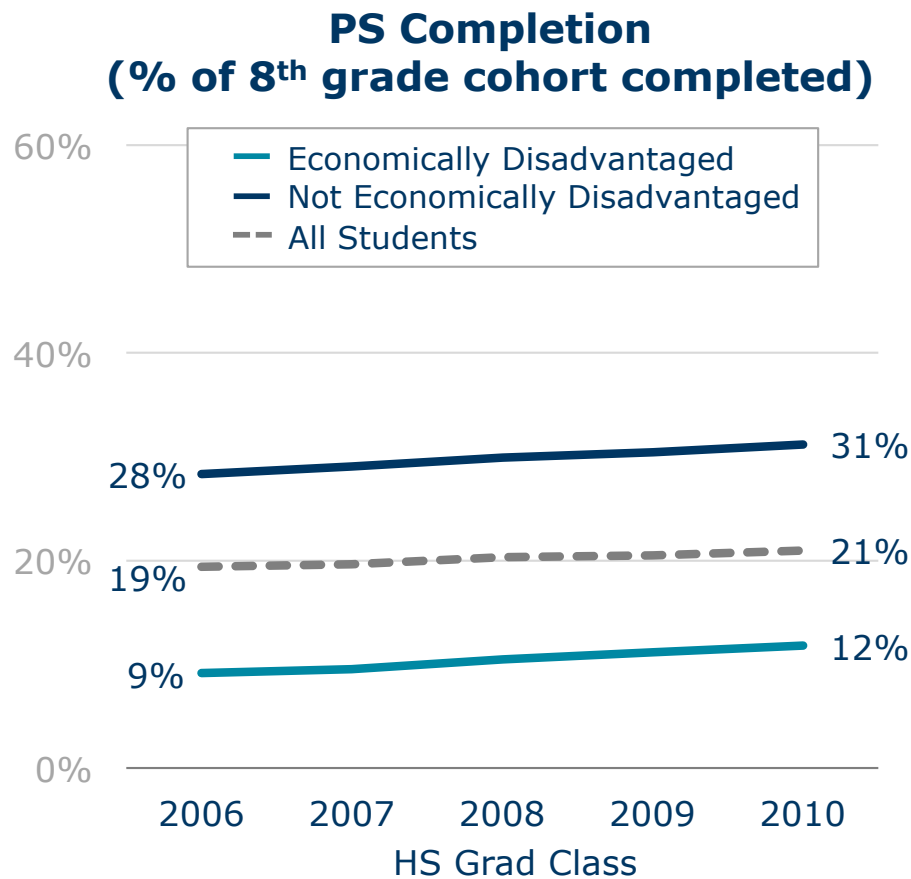
Percent of HS grads (c/o 2010) who enrolled in postsecondary following graduation, per the THECB 8<sup>th</sup> Grade Cohort Study



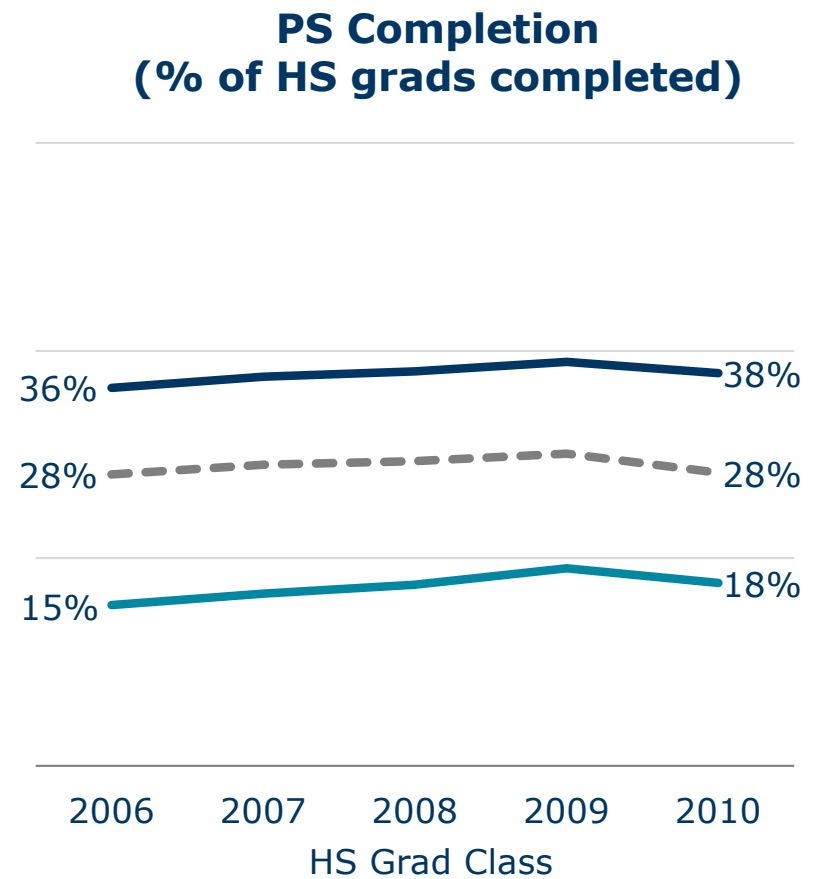
Region #	Region Name	Enrollment
1	Edinburg	75%
2	Corpus Christi	72%
3	Victoria	70%
4	Houston	75%
5	Beaumont	73%
6	Huntsville	70%
7	Kilgore	71%
8	Mt. Pleasant	72%
9	Wichita Falls	66%
10	Richardson	71%
11	Fort Worth	74%
12	Waco	79%
13	Austin	70%
14	Abilene	74%
15	San Angelo	68%
16	Amarillo	74%
17	Lubbock	66%
18	Midland	71%
19	El Paso	77%
20	San Antonio	72%
<b>Total</b>	<b>Texas</b>	<b>73%</b>

# Economically Disadvantaged HS Grads Complete Post Secondary 1/3<sup>rd</sup> to 1/2th as Often as Wealthier Peers

## Postsecondary Completion Rates by Income



**19%** EcoDis/Non-EcoDis Gap **19%**

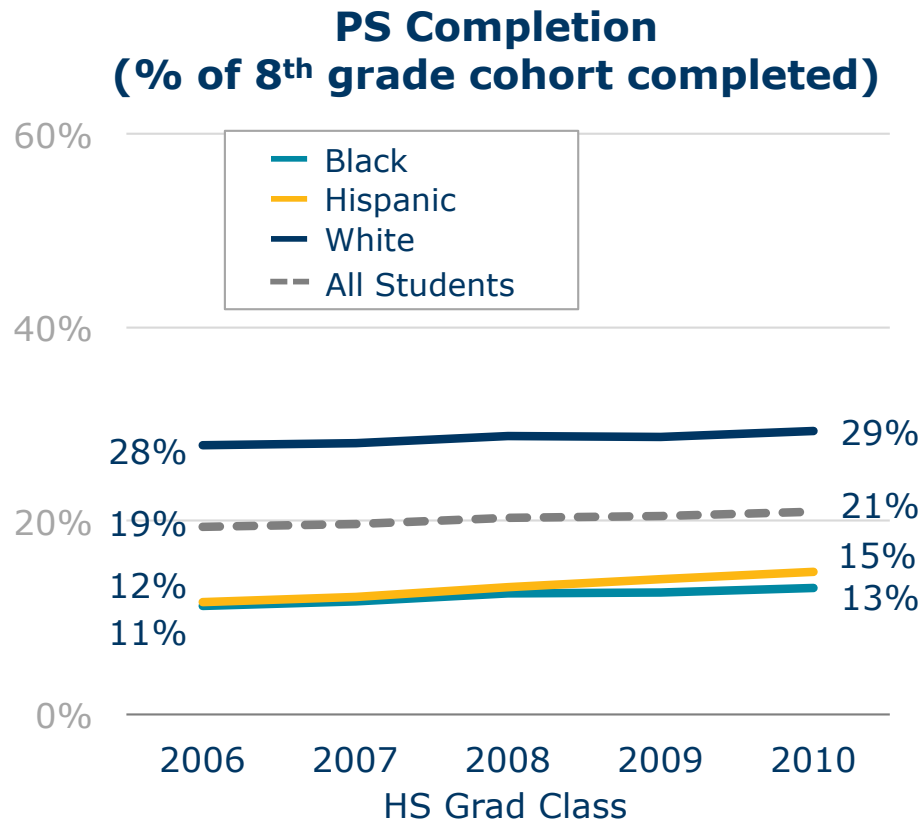


**21%** EcoDis/Non-EcoDis Gap **20%**

Source: THECB 8<sup>th</sup> Grade Cohort Study, 2016 report

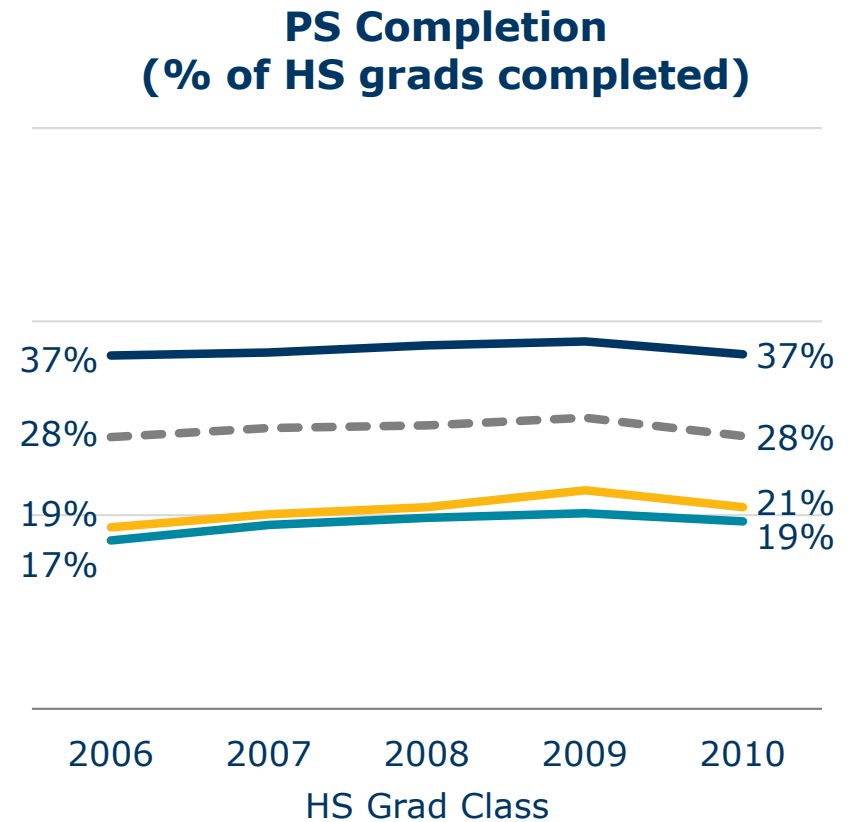
# Large Postsecondary Completion Gaps Based on Race Have Persisted in Texas Over the Past Five Years

## Postsecondary Completion Rates by Race



**16%** **Hispanic/White Gap** **14%**

**17%** **Black/White Gap** **16%**



**18%** **Hispanic/White Gap** **16%**

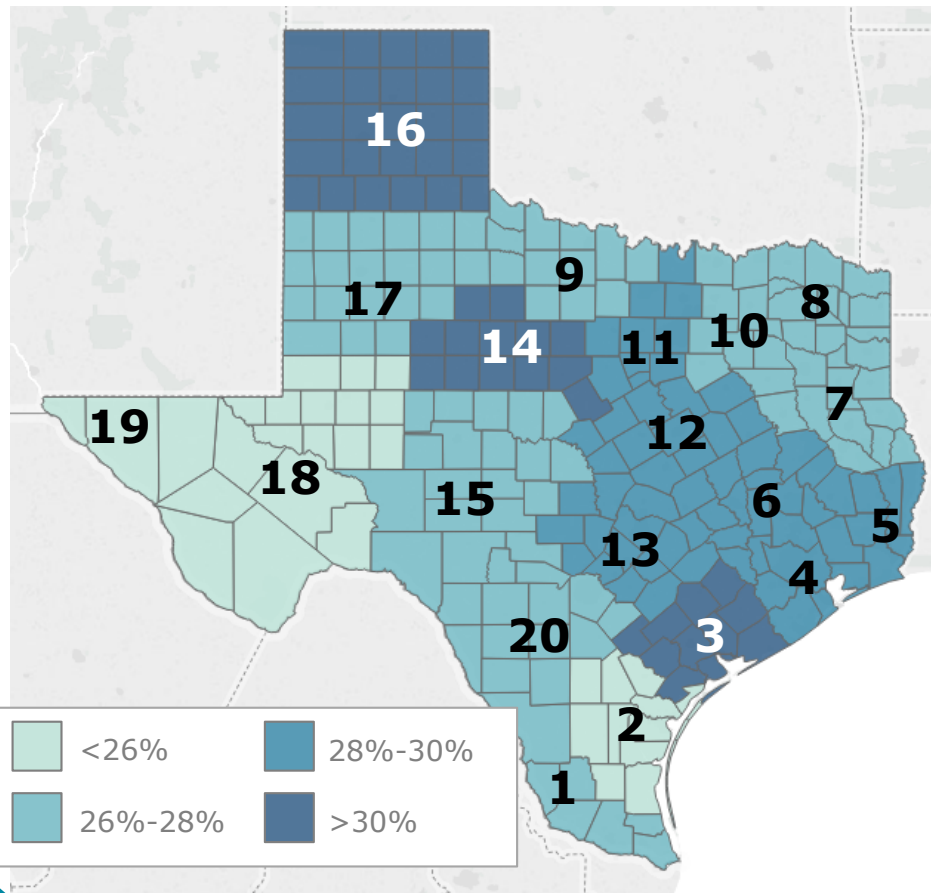
**20%** **Black/White Gap** **18%**

Source: THECB 8<sup>th</sup> Grade Cohort Study, 2016 report

# Highest Performing Region Only at Half of Statewide 60% Goal with Roughly 3 in 10 Texas HS Grads Completing Overall

## 2016 Postsecondary Completion Rates by ESC Region

Percent of HS graduates (c/o 2010) who completed a postsecondary degree within 6 years of HS graduation, per the THECB 8<sup>th</sup> Grade Cohort Study

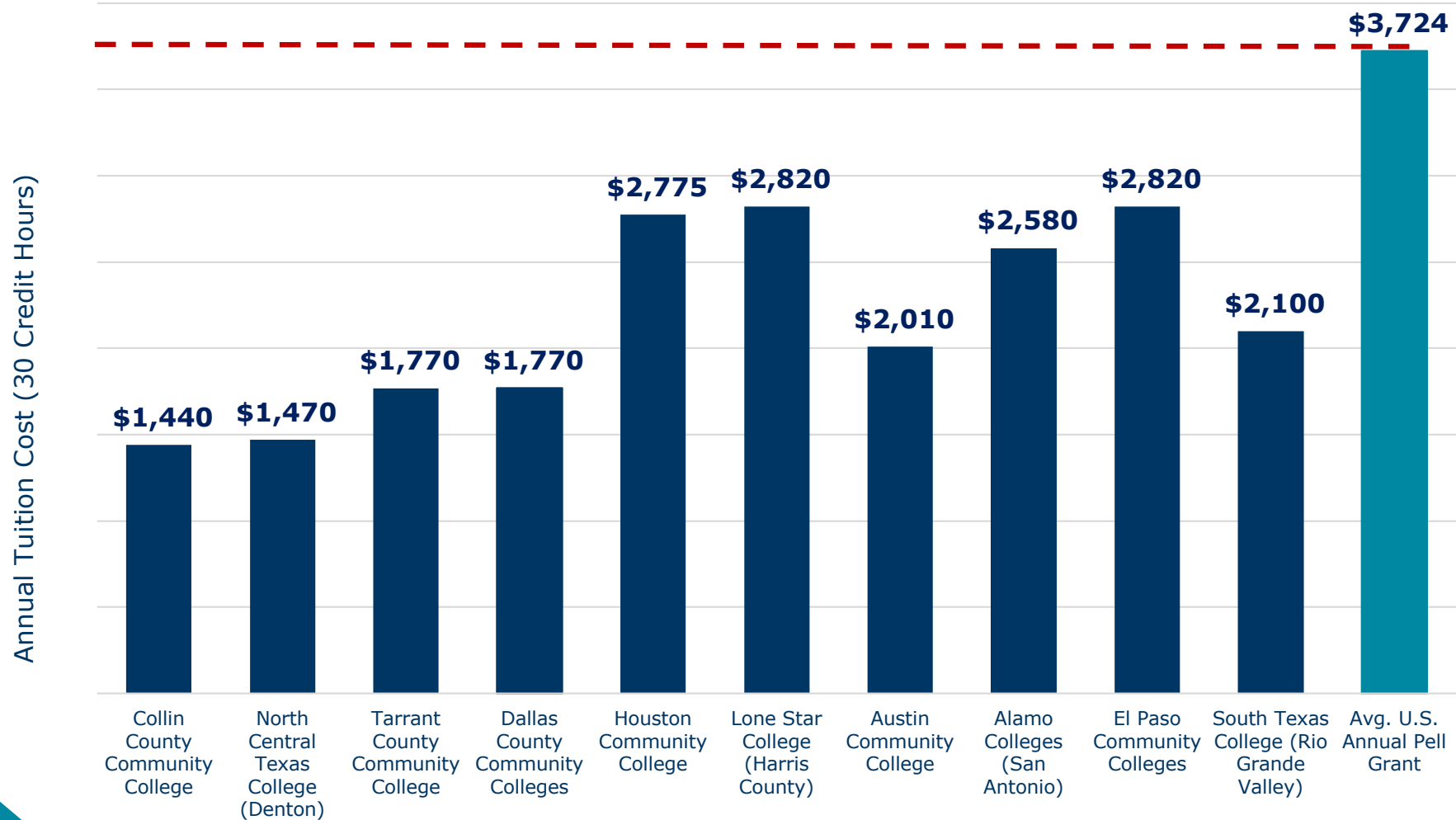


Region #	Region Name	Completion
1	Edinburg	27%
2	Corpus Christi	24%
3	Victoria	30%
4	Houston	30%
5	Beaumont	28%
6	Huntsville	28%
7	Kilgore	28%
8	Mt. Pleasant	26%
9	Wichita Falls	27%
10	Richardson	27%
11	Fort Worth	30%
12	Waco	30%
13	Austin	29%
14	Abilene	33%
15	San Angelo	27%
16	Amarillo	31%
17	Lubbock	26%
18	Midland	25%
19	El Paso	25%
20	San Antonio	27%
<b>Total</b>	<b>Texas</b>	<b>28%</b>

# Mathematically Impossible for Texas to Meet Statewide 60x30 Goal Without Substantially Increasing Low Income Post Sec. Completion Rates by 5x

Six Yr. Completion Rate for Low Income Students (~60% of Texas' K-12 Population Today)																					
		5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Six Yr. Completion Rate for NON Low Income (~40% of Texas' K-12 Population Today)	5%	5%	8%	11%	14%	17%	20%	23%	26%	29%	32%	35%	38%	41%	44%	47%	50%	53%	56%	59%	62%
	10%	7%	10%	13%	16%	19%	22%	25%	28%	31%	34%	37%	40%	43%	46%	49%	52%	55%	58%	61%	64%
	15%	9%	12%	15%	18%	21%	24%	27%	30%	33%	36%	39%	42%	45%	48%	51%	54%	57%	60%	63%	66%
	20%	11%	14%	17%	20%	23%	26%	29%	32%	35%	38%	41%	44%	47%	50%	53%	56%	59%	62%	65%	68%
	25%	13%	16%	19%	22%	25%	28%	31%	34%	37%	40%	43%	46%	49%	52%	55%	58%	61%	64%	67%	70%
	30%	15%	18%	21%	24%	27%	30%	33%	36%	39%	42%	45%	48%	51%	54%	57%	60%	63%	66%	69%	72%
	35%	17%	20%	23%	26%	29%	32%	35%	38%	41%	44%	47%	50%	53%	56%	59%	62%	65%	68%	71%	74%
	40%	19%	22%	25%	28%	31%	34%	37%	40%	43%	46%	49%	52%	55%	58%	61%	64%	67%	70%	73%	76%
	45%	21%	24%	27%	30%	33%	36%	39%	42%	45%	48%	51%	54%	57%	60%	63%	66%	69%	72%	75%	78%
	50%	23%	26%	29%	32%	35%	38%	41%	44%	47%	50%	53%	56%	59%	62%	65%	68%	71%	74%	77%	80%
	55%	25%	28%	31%	34%	37%	40%	43%	46%	49%	52%	55%	58%	61%	64%	67%	70%	73%	76%	79%	82%
	60%	27%	30%	33%	36%	39%	42%	45%	48%	51%	54%	57%	60%	63%	66%	69%	72%	75%	78%	81%	84%
	65%	29%	32%	35%	38%	41%	44%	47%	50%	53%	56%	59%	62%	65%	68%	71%	74%	77%	80%	83%	86%
	70%	31%	34%	37%	40%	43%	46%	49%	52%	55%	58%	61%	64%	67%	70%	73%	76%	79%	82%	85%	88%
	75%	33%	36%	39%	42%	45%	48%	51%	54%	57%	60%	63%	66%	69%	72%	75%	78%	81%	84%	87%	90%
	80%	35%	38%	41%	44%	47%	50%	53%	56%	59%	62%	65%	68%	71%	74%	77%	80%	83%	86%	89%	92%
	85%	37%	40%	43%	46%	49%	52%	55%	58%	61%	64%	67%	70%	73%	76%	79%	82%	85%	88%	91%	94%
90%	39%	42%	45%	48%	51%	54%	57%	60%	63%	66%	69%	72%	75%	78%	81%	84%	87%	90%	93%	96%	
95%	41%	44%	47%	50%	53%	56%	59%	62%	65%	68%	71%	74%	77%	80%	83%	86%	89%	92%	95%	98%	
100%	43%	46%	49%	52%	55%	58%	61%	64%	67%	70%	73%	76%	79%	82%	85%	88%	91%	94%	97%	100%	

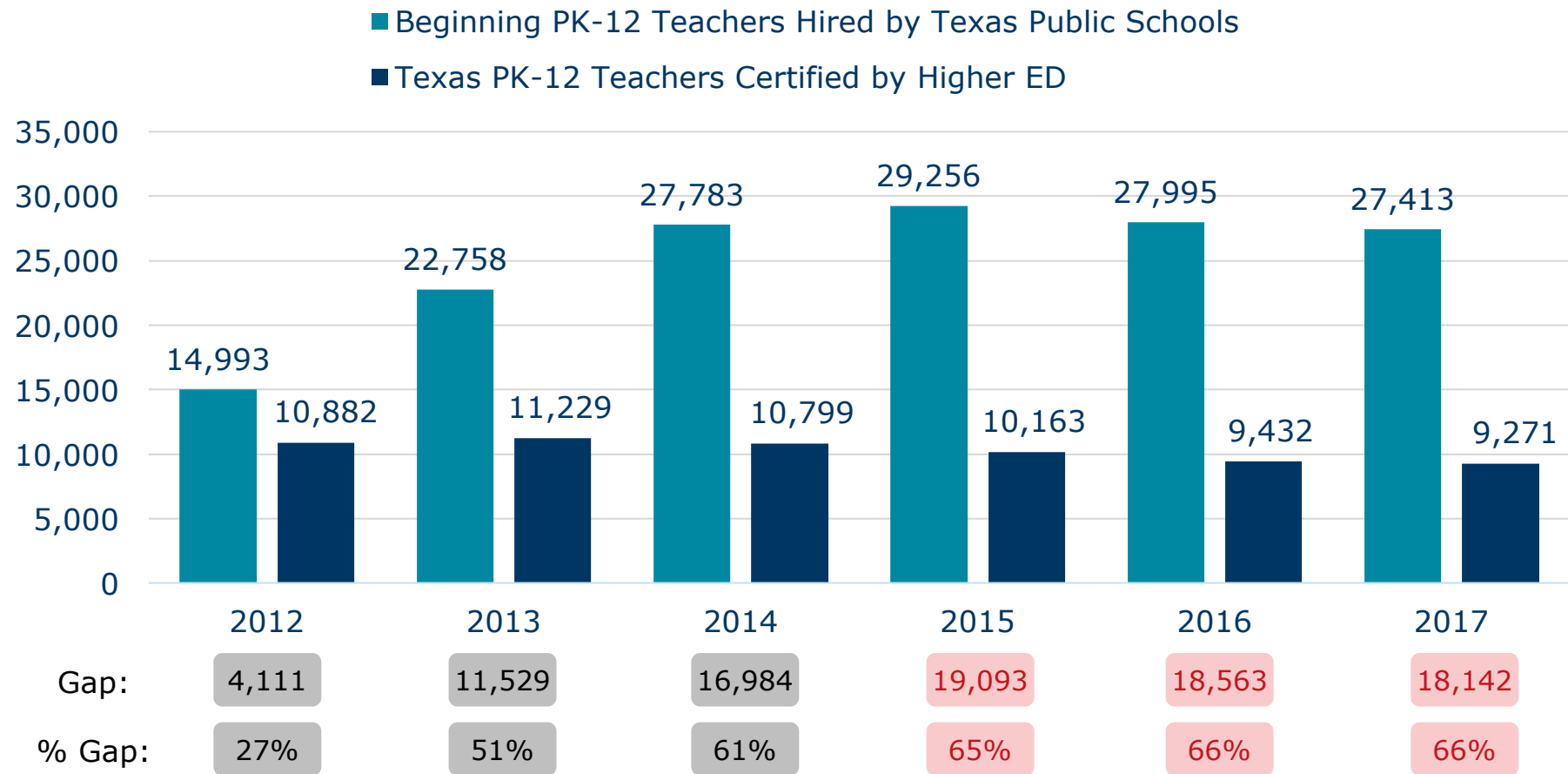
# Successful Promise Pilot Could Provide Substantial Opportunities to Scale: Across Texas, Community College Tuition Rates (3<sup>rd</sup> Lowest in Nation) Are Well Below Average Annual U.S. Pell Grant



# Teacher Pipelines and Equitable Strategic Staffing

# Teacher Supply Provided by Schools of Higher Education Continues to Decline Statewide (15% Decline since 2012)

## State of Texas Teacher Supply and Demand, 2012 -2017



**Demand:** Regional Demand is measured by all beginning teachers hired in all public school districts in the State of Texas.

Source: TEA TAPR District Staff data 2010-2017 via

<https://public.tableau.com/profile/the.commit.partnership#!/vizhome/DSTAFDataAccessTool/DistrictTeacherRaceGender>

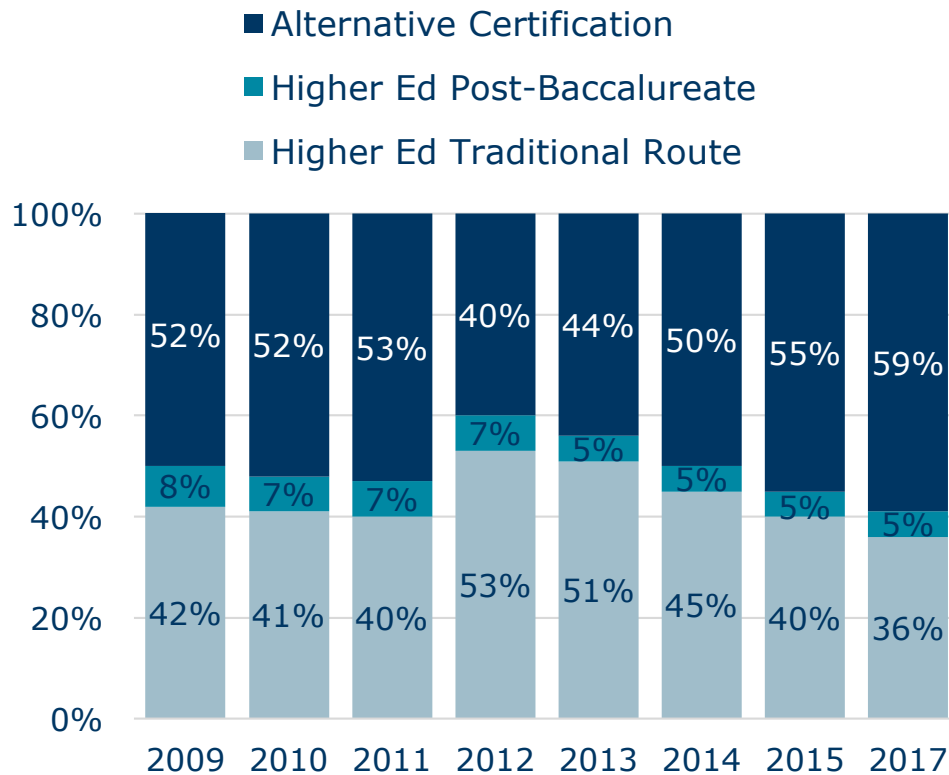
**Supply:** Regional Higher Ed Institutions (Supply) is measured by Initial Educator Certificates (both Traditional and Post Bac) at all Texas Universities. Source: State Board Educator Certification;

[https://secure.sbec.state.tx.us/Reports/prodrpts/rpt\\_edu\\_tchr\\_prod\\_counts.asp?width=1366&height=768](https://secure.sbec.state.tx.us/Reports/prodrpts/rpt_edu_tchr_prod_counts.asp?width=1366&height=768)

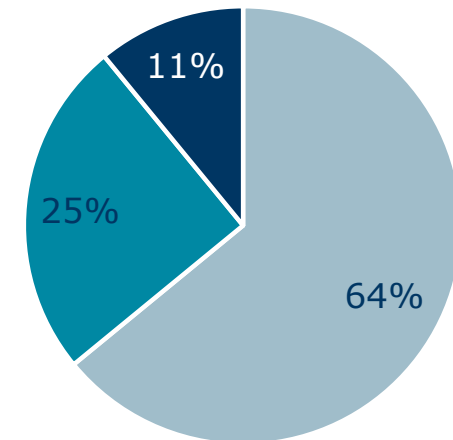


# Less Than 4 of 10 Teachers Statewide Now Trained Through Higher Ed, Resulting in Increasing Substantial Reliance on Alt. Certification Programs

## State-Wide Certification Type, 2016-17



## Pct. Of Top 40 Alternative Certification Programs<sup>1</sup> graded A thru F by National Council on Teacher Quality



■ Rated C ■ Rated D ■ Rated F

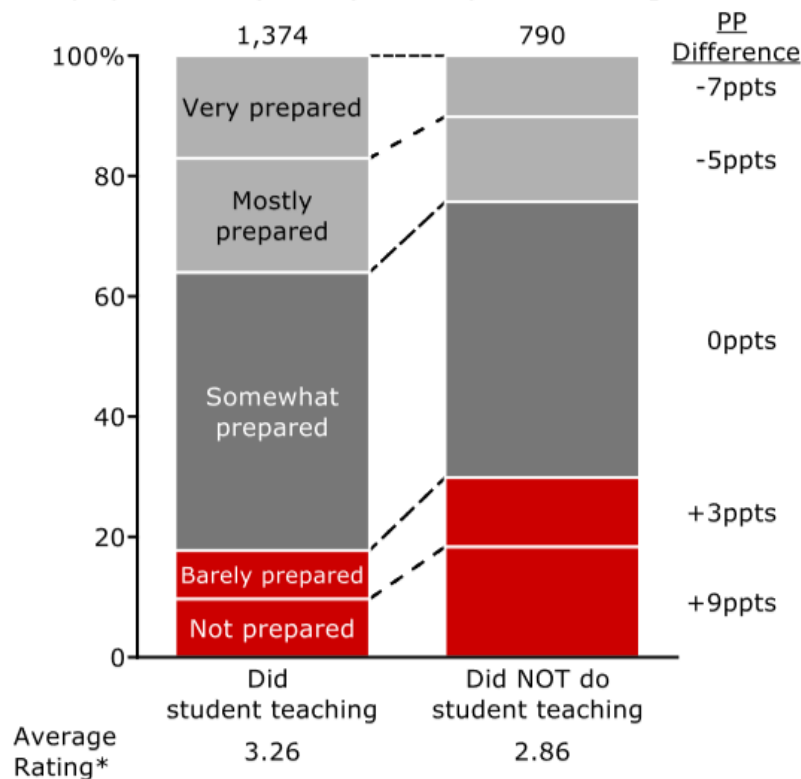
No alt. cert. programs graded "A" or "B" by NCTQ due in part to lack of meaningful clinical residency requirements; alt cert teachers can be effective, but success likely not attributable to rigor of their preparation

Source: State Board Educator Certification  
 Top 40 based on number of alternative certificates issued, from SBEC  
 Rankings sourced from NCTQ as of 2014

# Recent North Texas Survey by Bain Showed Only 1 in 4 Teachers With Minimal Student Teaching Experience Felt Prepared

## TEACHERS WHO DID NOT STUDENT TEACH FELT LESS PREPARED

How prepared were you for your first year of teaching?



## STUDENT TEACHING OFTEN CITED AS MOST HELPFUL TYPE OF PREPARATION

**"Student teaching would have been a tremendous help."**

**"...my student teaching was the biggest eye-opener."**

**"Student teaching prepared me so much to be in the classroom because it brought up daily logistical and management problems and solutions."**

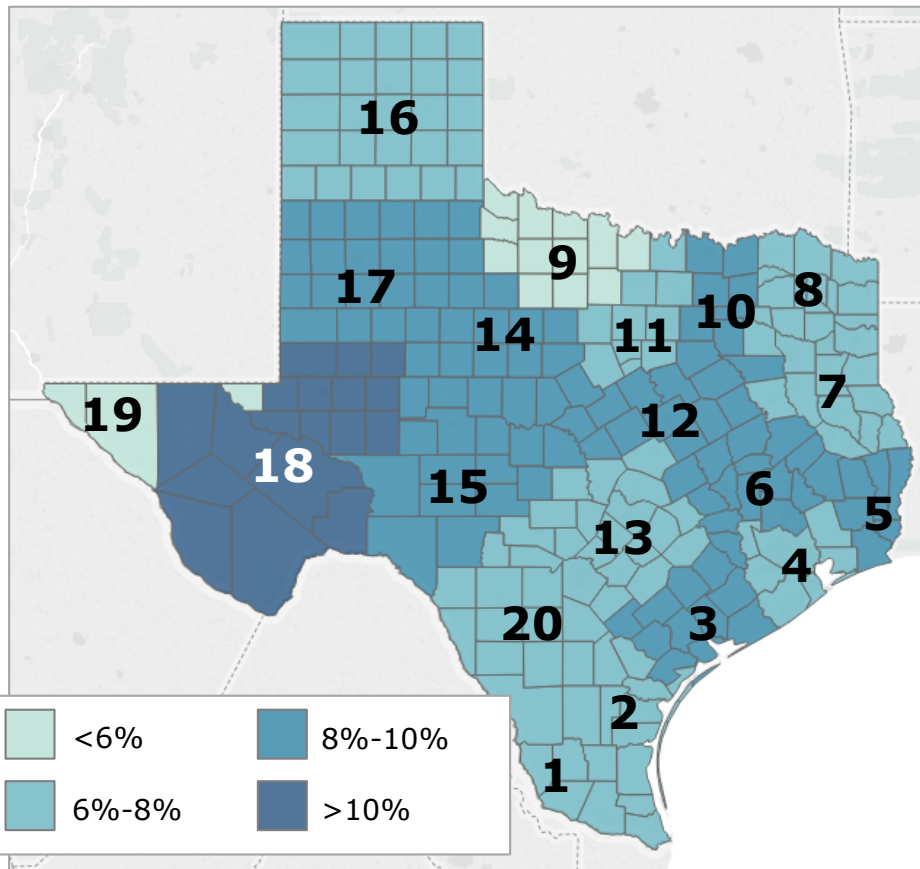
**"My student teaching program was invaluable!"**

\*Respondents ranked from "1 - Not prepared" to "5 - Fully prepared"  
Source: Commit!/Bain Survey, Dallas County, Spring 2016 N=2264

# Across ESC's, Beginning Teachers Make Up 6% to 11% of Teaching Force vs. State Average of 8%

## Percent of New Teachers by ESC Region, 2017

Percent of full-time teachers who were new to the profession, 2017

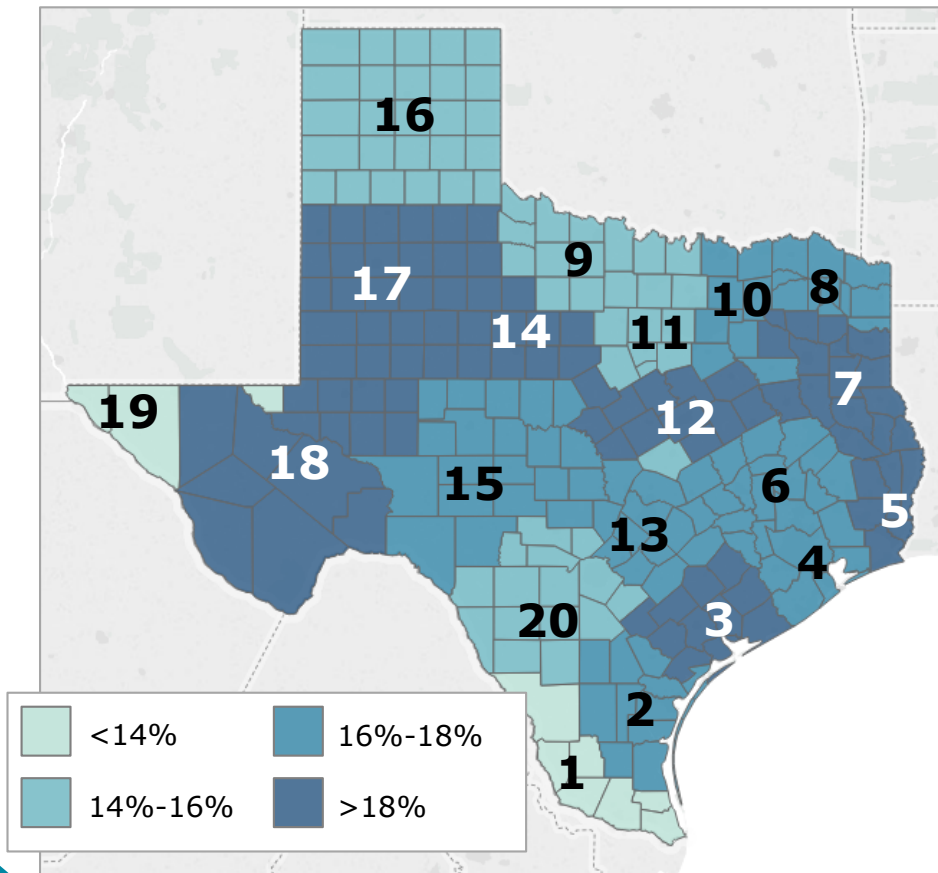


Region #	Region Name	% New Teachers
1	Edinburg	6%
2	Corpus Christi	7%
3	Victoria	8%
4	Houston	8%
5	Beaumont	10%
6	Huntsville	8%
7	Kilgore	7%
8	Mt. Pleasant	6%
9	Wichita Falls	6%
10	Richardson	10%
11	Fort Worth	6%
12	Waco	9%
13	Austin	7%
14	Abilene	8%
15	San Angelo	8%
16	Amarillo	7%
17	Lubbock	8%
18	Midland	11%
19	El Paso	6%
20	San Antonio	8%
<b>Total</b>	<b>Texas</b>	<b>8%</b>

# ESC Regions Range From 10% to 21% Annual Teacher Turnover, with State of Texas Average of 16%

## Annual Teacher Turnover (%) by ESC Region, 2017

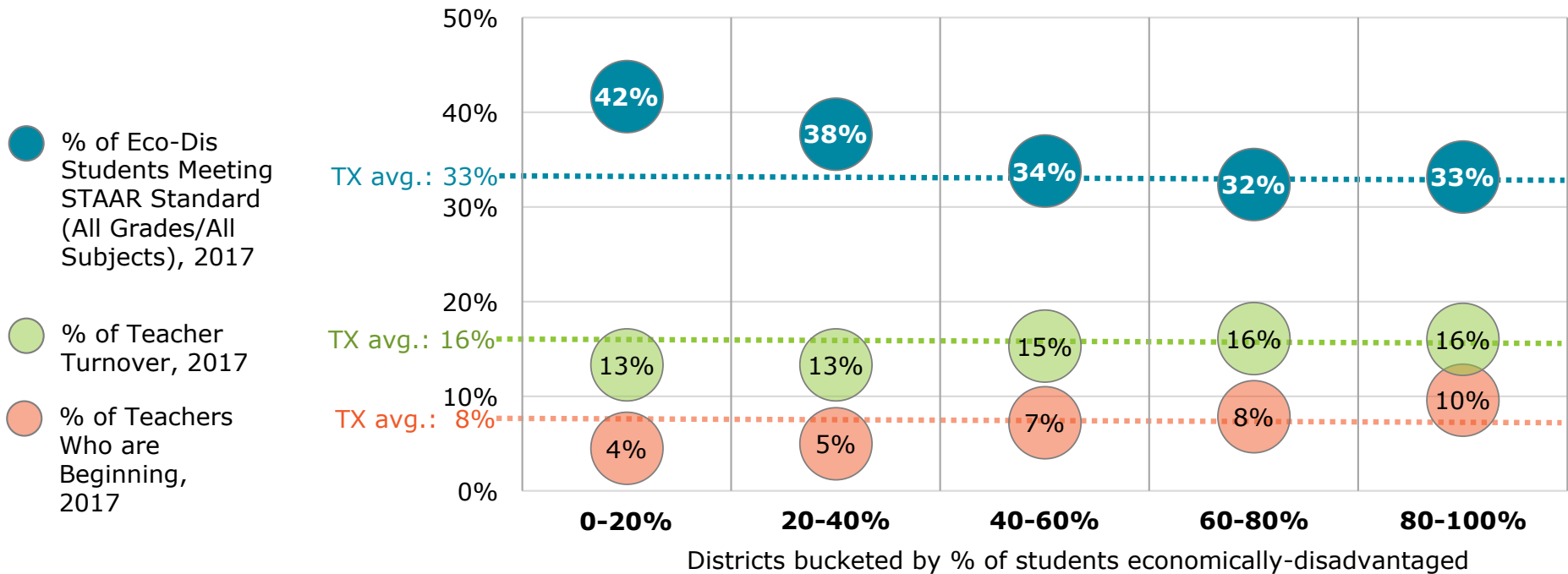
Percent of full-time teachers in 2016 who were not employed by the district in 2017



Region #	Region Name	Turnover %
1	Edinburg	10%
2	Corpus Christi	17%
3	Victoria	18%
4	Houston	17%
5	Beaumont	18%
6	Huntsville	17%
7	Kilgore	20%
8	Mt. Pleasant	17%
9	Wichita Falls	16%
10	Richardson	18%
11	Fort Worth	14%
12	Waco	21%
13	Austin	16%
14	Abilene	20%
15	San Angelo	17%
16	Amarillo	15%
17	Lubbock	19%
18	Midland	19%
19	El Paso	11%
20	San Antonio	15%
<b>Total</b>	<b>Texas</b>	<b>16%</b>

# Lower Income ISD's Increasingly Have More Beginning Teachers and Higher Teacher Turnover, Impacting Low Income Achievement

**Eco-Dis Student Achievement vs. Teacher Characteristics**, by District Eco-Dis Rate (200 Largest ISDs)



	0-20%	20-40%	40-60%	60-80%	80-100%
Teachers: Avg. Yrs. Exp.	11.2	11.4	10.8	10.6	10.2
# Districts	15	30	51	67	36
# Students	223,117	727,916	1,081,443	1,463,410	787,427
# Teachers	14,627	47,393	69,988	92,391	50,736

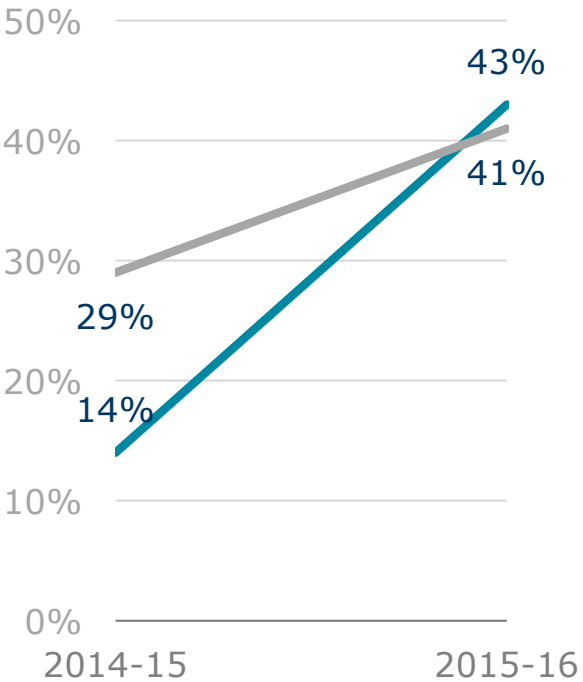
Source: TEA TAPR and STAAR, 2017

# The Value of Strategic Staffing ("ACE") in Dallas ISD Over Last Two Years

ACE Growth in **Math** Achievement per STAAR Has Eliminated Gap with District; ACE Elementary Schools Now Exceed DISD Achievement Overall

## 3<sup>rd</sup> Grade Math

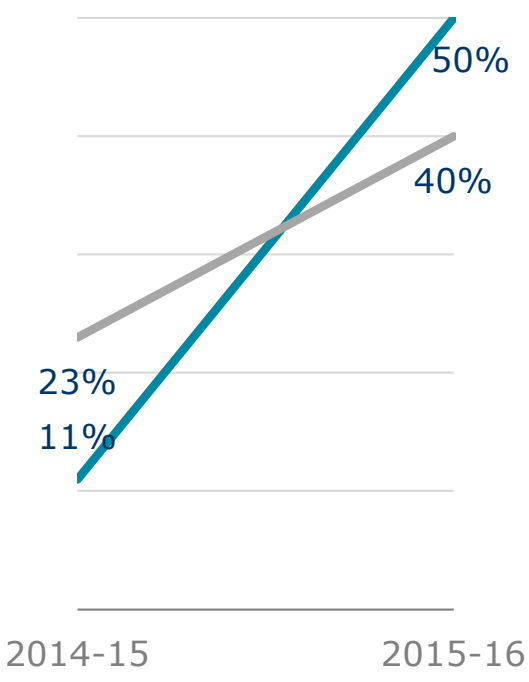
(ACE schools went from 15 points BELOW district to 2 points ABOVE district)



**29 point overall improvement;  
17 point gain vs. district**

## 4<sup>th</sup> Grade Math

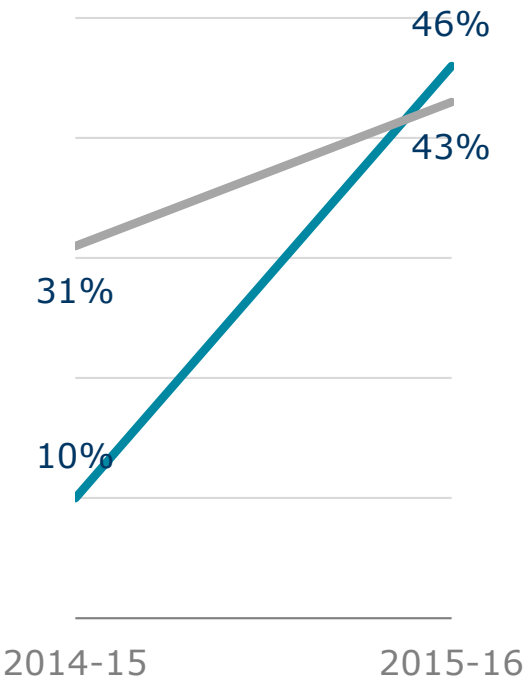
(ACE schools went from 12 points BELOW district to 10 points ABOVE district)



**32 point overall improvement;  
22 point gain vs. district**

## 5<sup>th</sup> Grade Math

(ACE schools went from 21 points BELOW district to 3 points ABOVE district)



**33 point overall improvement;  
24 point gain vs. district**

— ACE — District



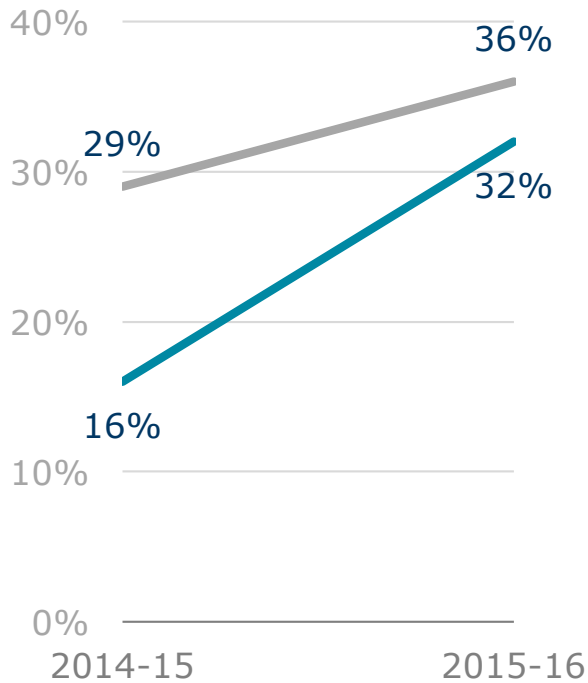
Source: Dallas ISD Evaluation and Assessment. Percentages indicate the postsecondary standard or "Meets"

# The Value of Strategic Staffing (“ACE”) in Dallas ISD Over Last Two Years

## ACE Growth in Reading Achievement Has Substantially Closed Gaps with District

### 3<sup>rd</sup> Grade Reading

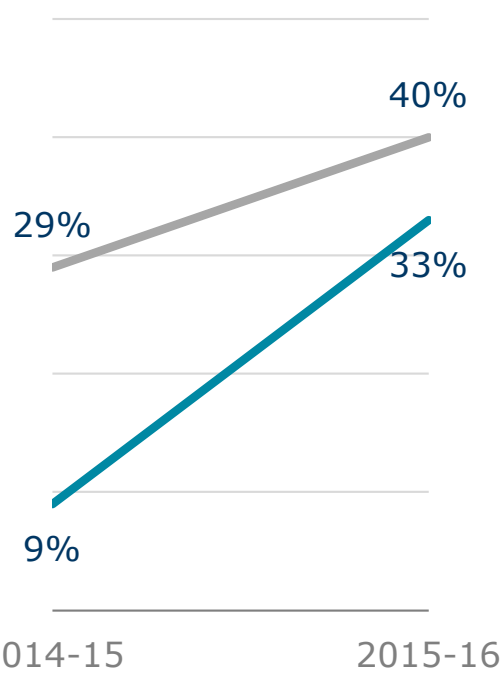
(ACE schools went from 13 points BELOW district to 4 points BELOW district)



**16 point overall improvement;  
9 point gain vs. district**

### 4<sup>th</sup> Grade Reading

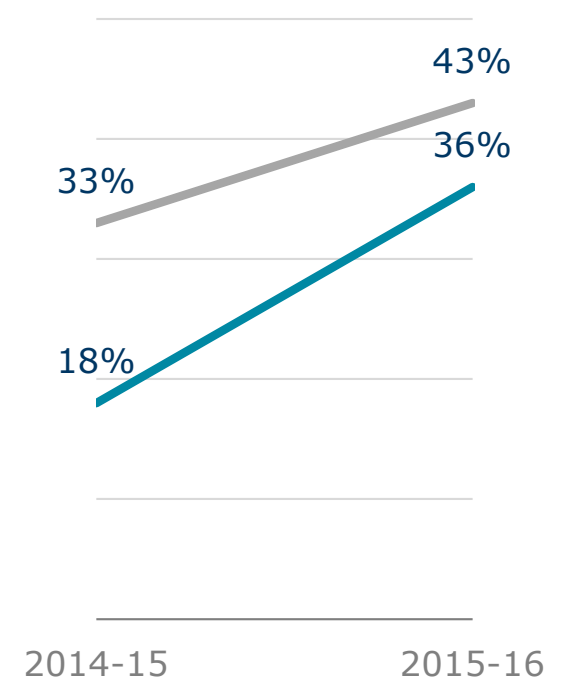
(ACE schools went from 12 points BELOW district to 1 point ABOVE district)



**24 point overall improvement;  
19 point gain vs. district**

### 5<sup>th</sup> Grade Reading

(ACE schools went from 15 points BELOW district to 7 points ABOVE district)

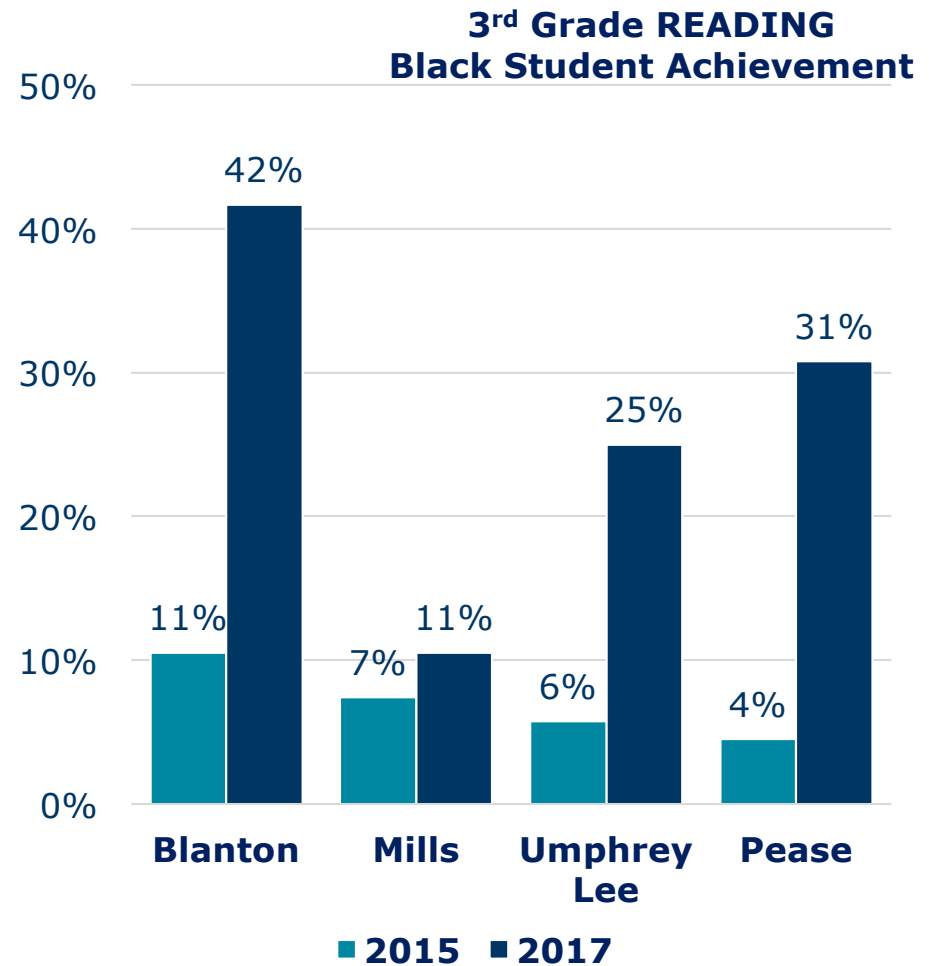
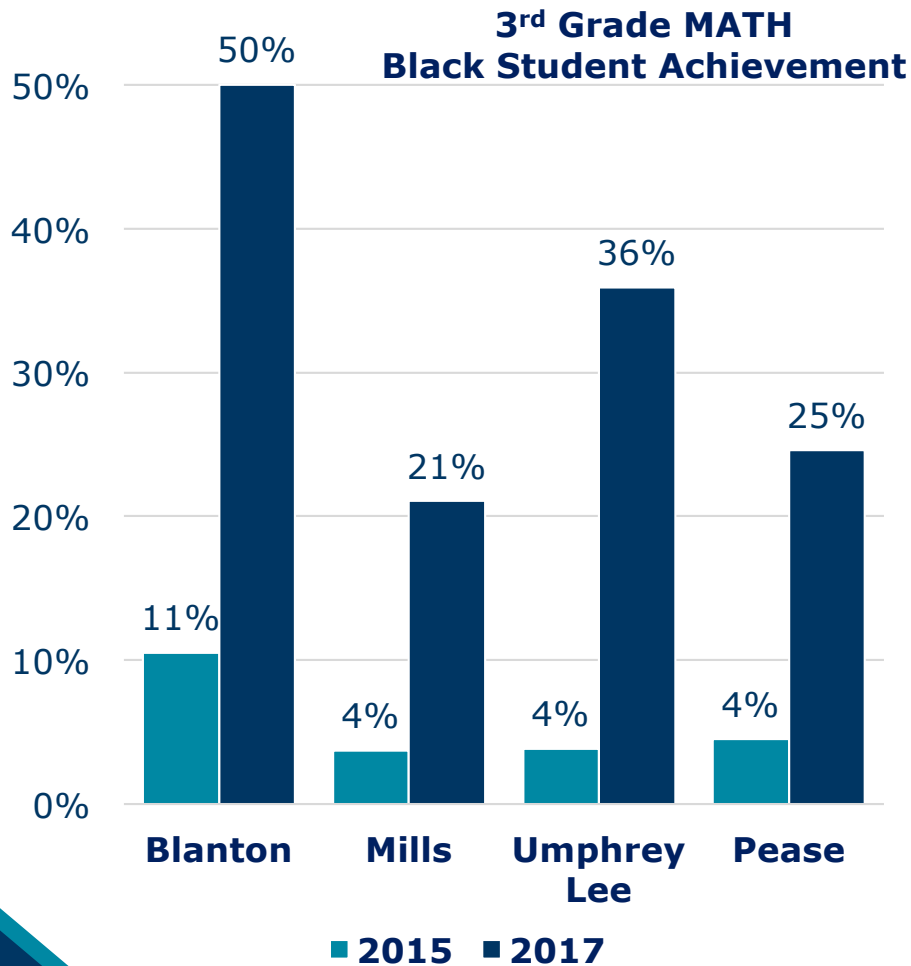


**18 point overall improvement;  
8 point gain vs. district**

— ACE — District



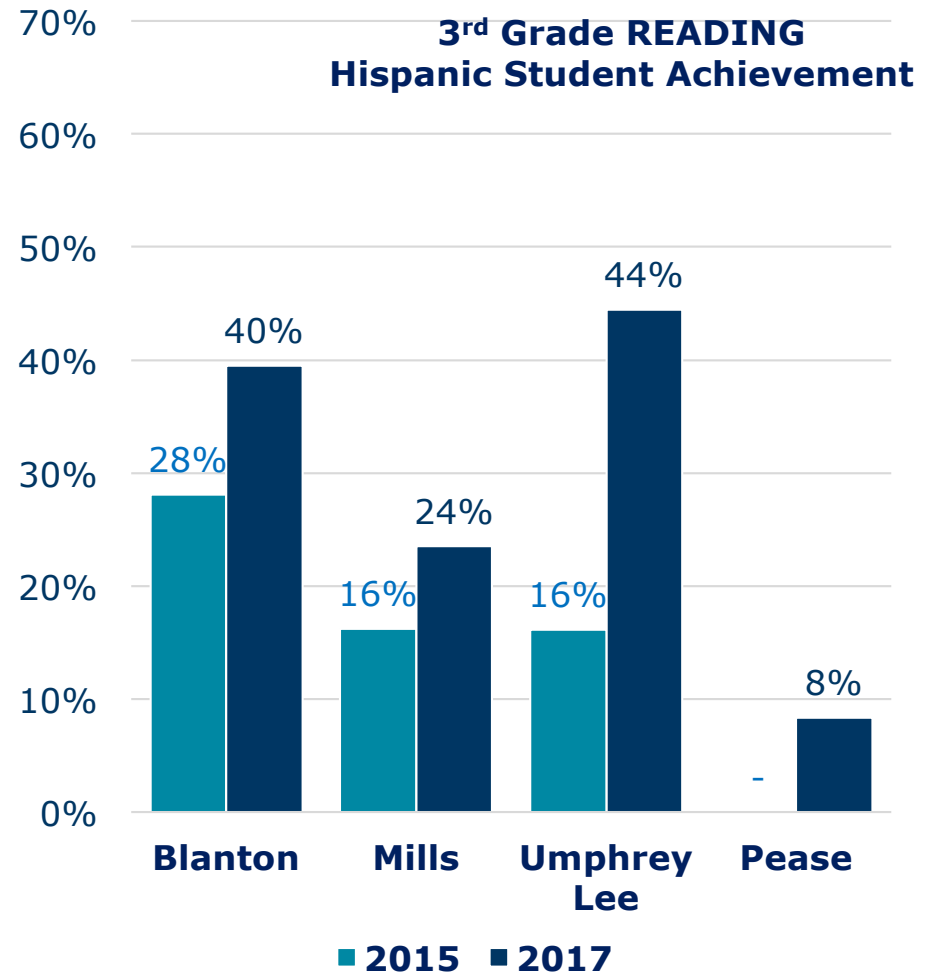
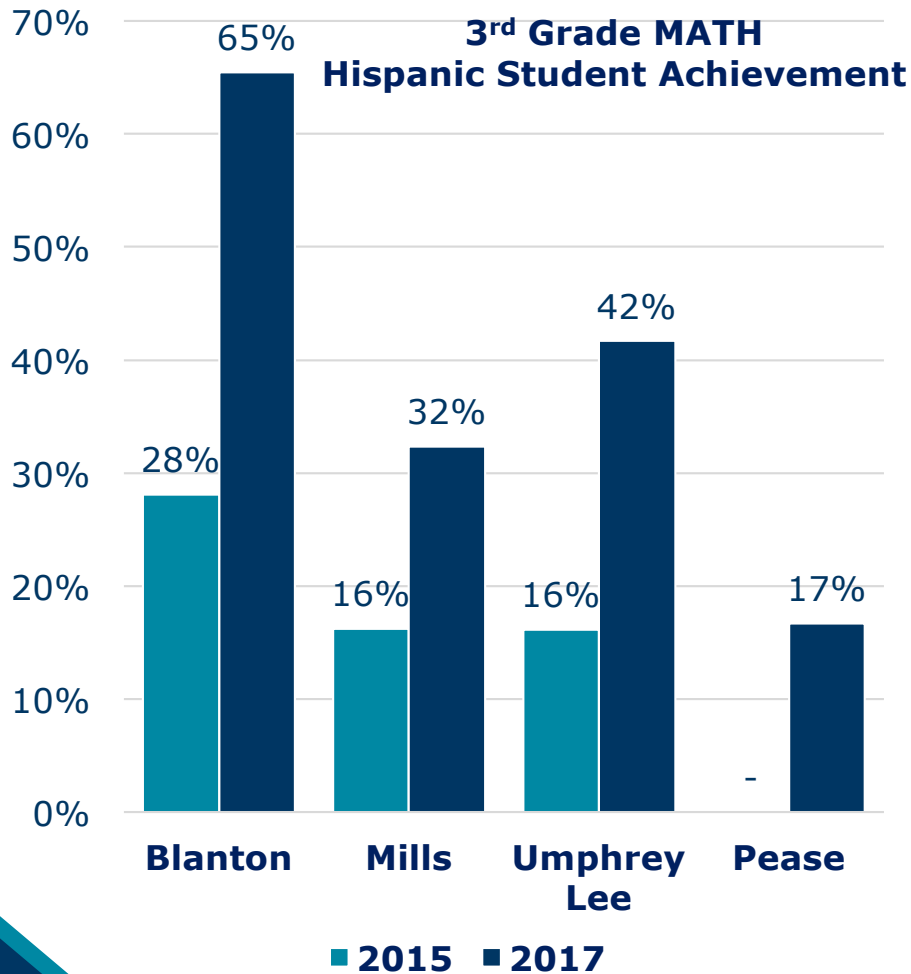
# Black Student 3<sup>rd</sup> Grade Proficiency 4x to 6x\* Greater Across Four ACE 1.0 Schools Providing Equity in DISD Thru Effective Teachers, Longer School Days, More Resources



Source: Texas Education Agency, Meets "Post Secondary" Standard per STAAR Assessment. \* With the Exception of Mills in 3<sup>rd</sup> Grade Reading



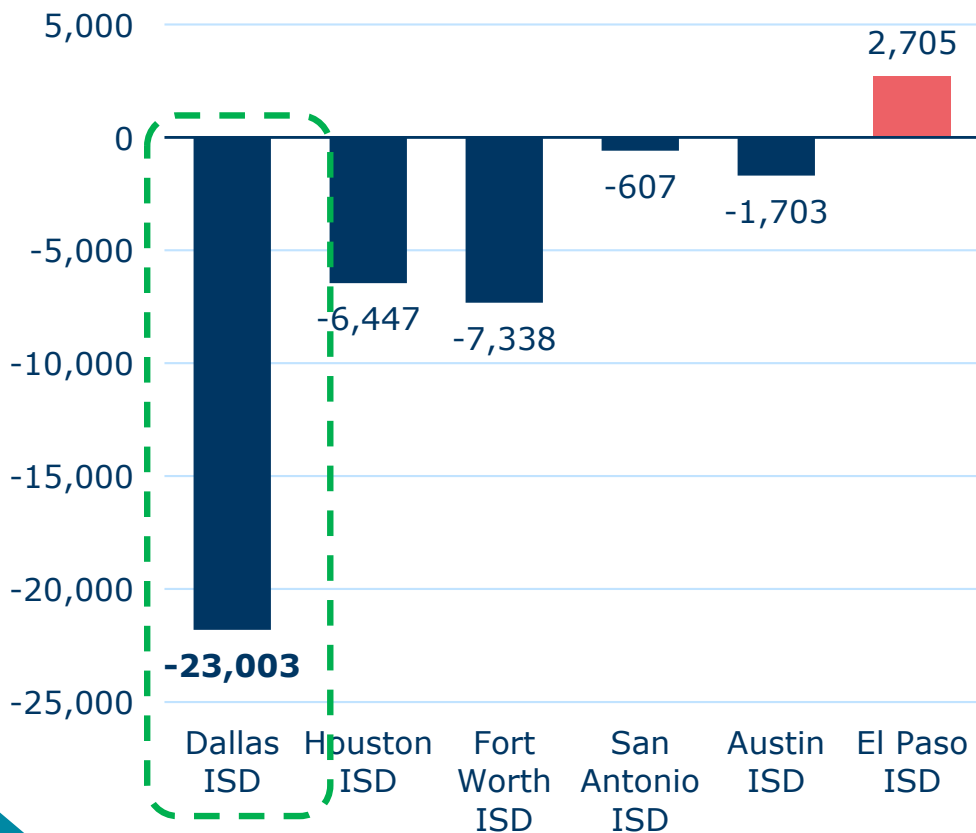
# Hispanic Student 3<sup>rd</sup> Grade Proficiency 2x\* Greater Across Four ACE 1.0 Schools Providing Equity in DISD Thru Effective Teachers, Longer School Days, More Resources



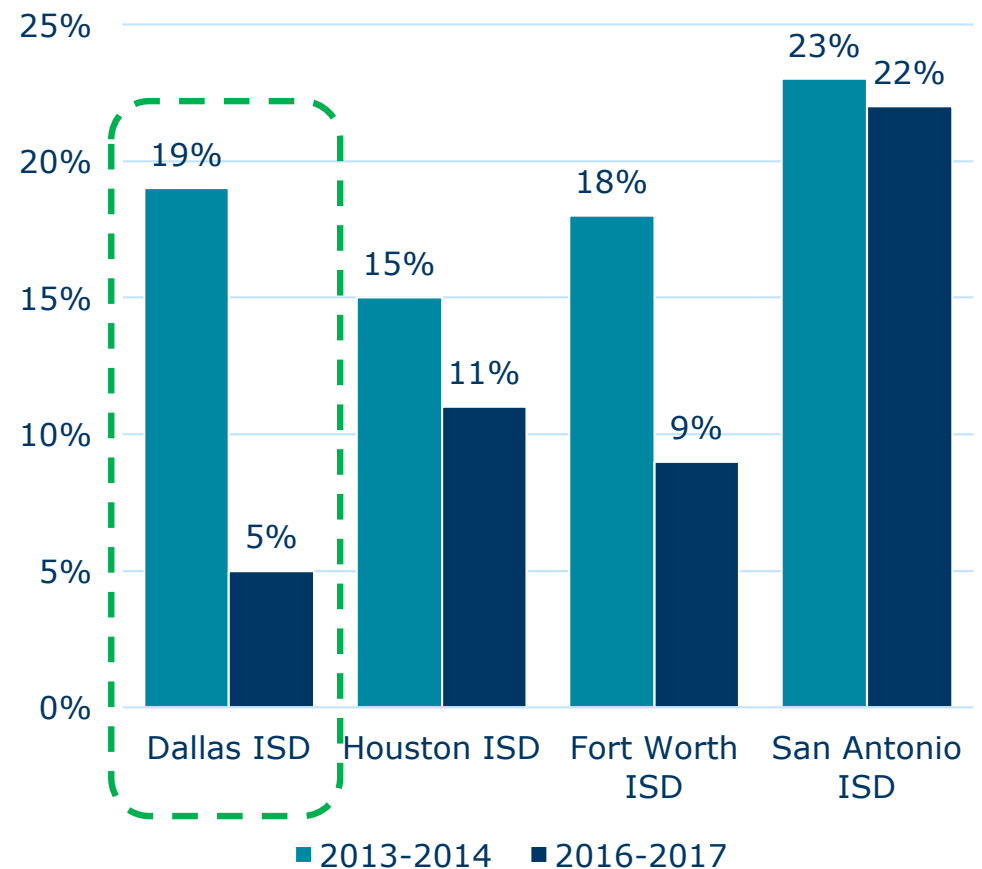
Source: Texas Education Agency, Meets "Post Secondary" Standard per STAAR Assessment. \*With the exception of Mills in 3<sup>rd</sup> Grade Reading

# Assisted by ACE, Real Progress by DISD in Reducing Challenged Schools: DISD Has Led All Urban Districts in Reduction of Improvement Required ("IR") Campuses (-70%) and Enrollment in "Failing Schools" (-76%) Since 2014

Change in Student Enrollment in IR Campuses Since the School Year Ending in 2014



IR Student Enrollment as a Percentage of Total ISD Enrollment



Source: TEA Accountability Reports, 2014-2017