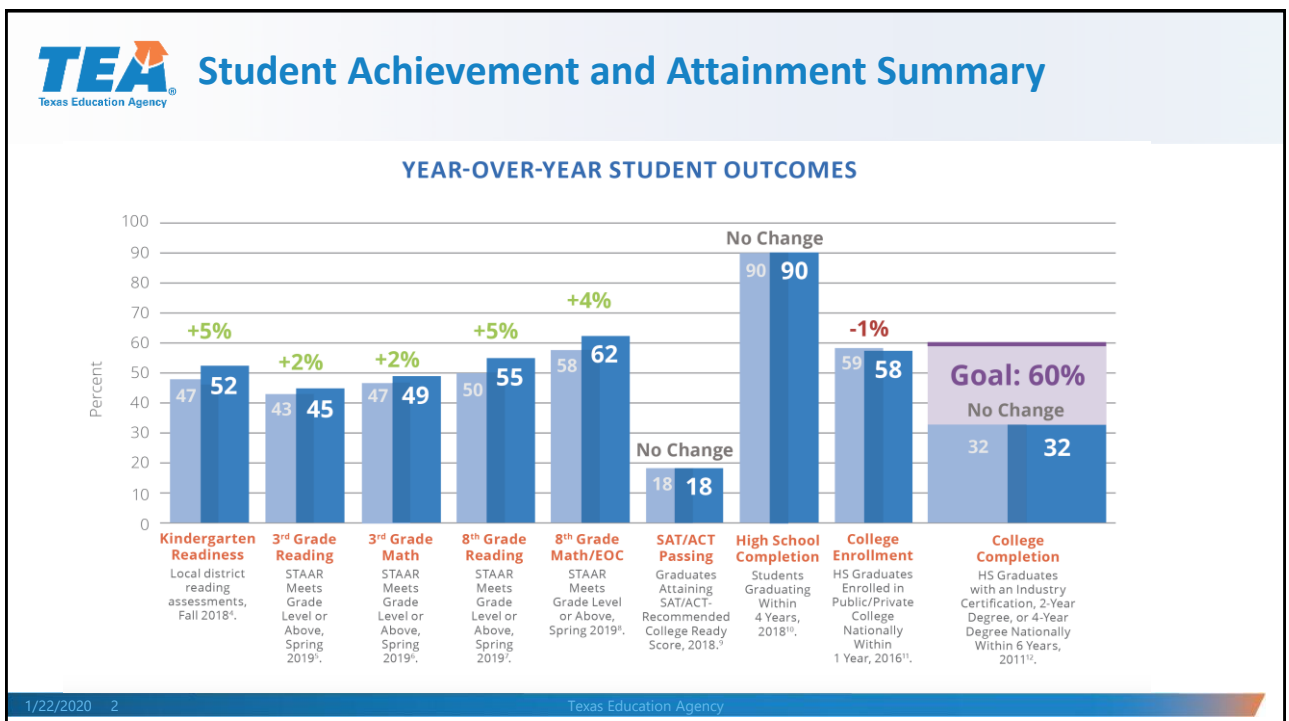
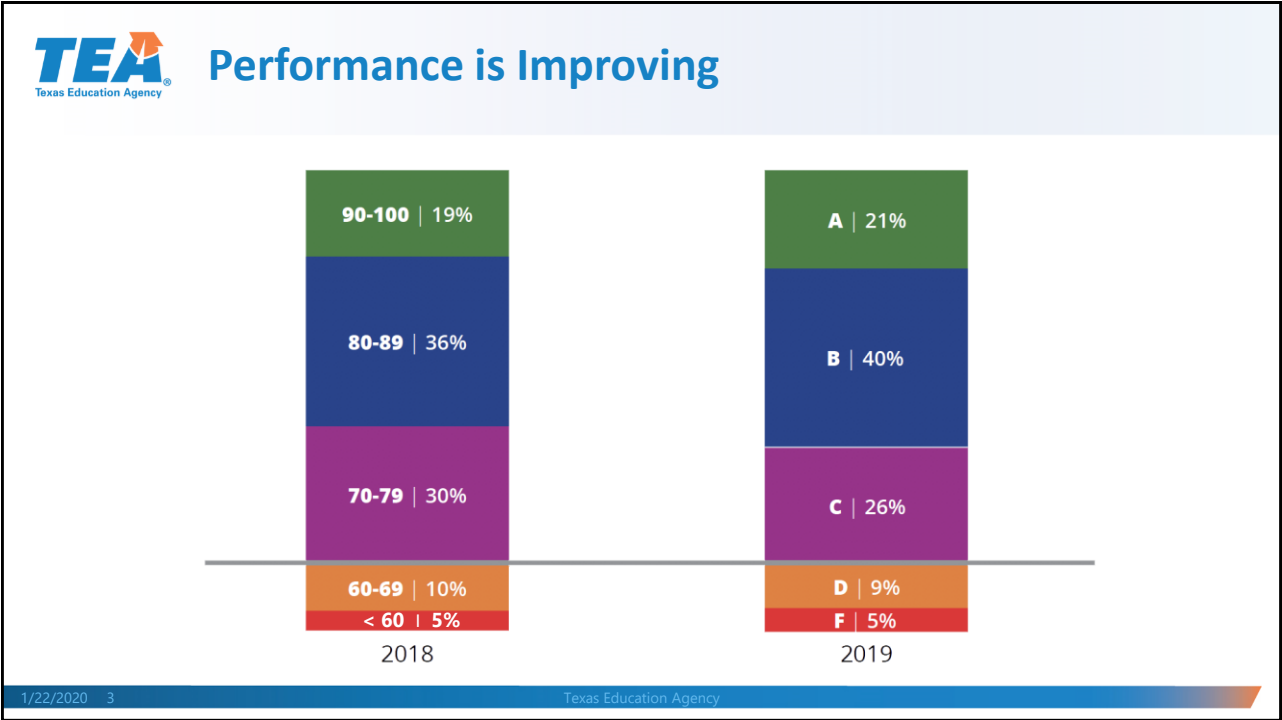




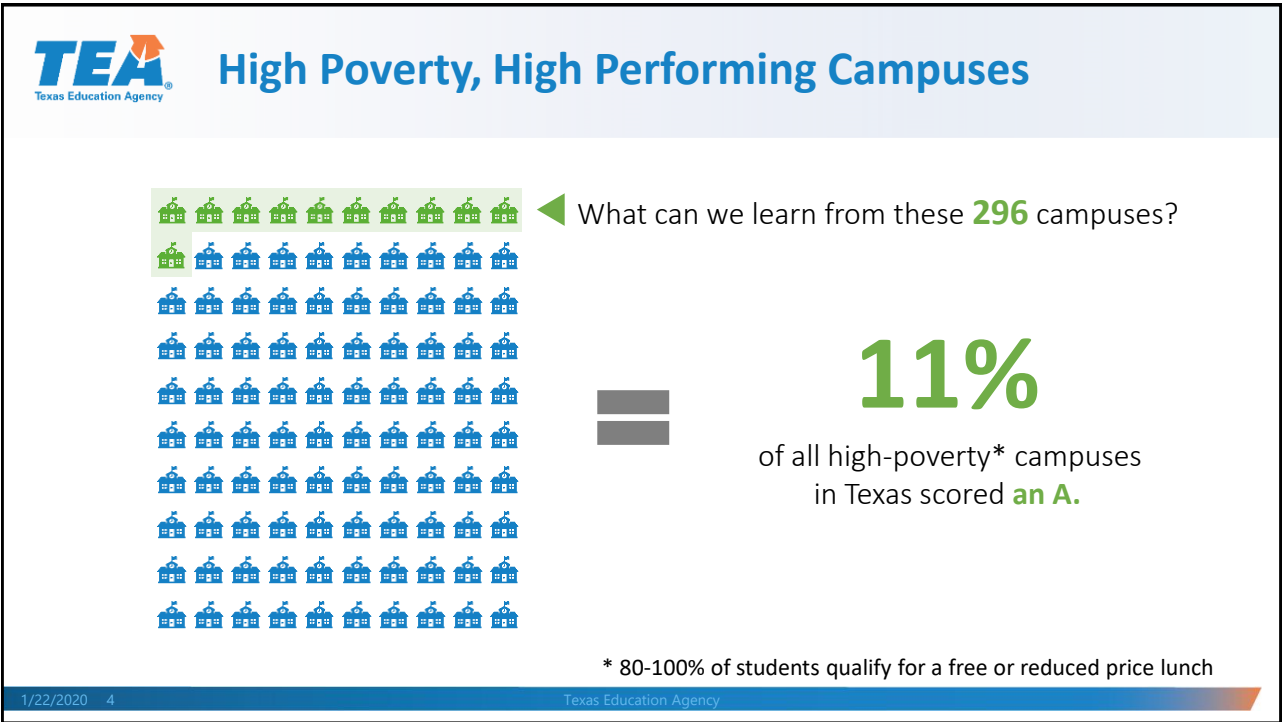
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## TEA Strategic Priorities

Every child, prepared for success in college, a career or the military.


Strategic priorities				
	Recruit, support and retain teachers and principals	Build a foundation of reading and math	Connect high school to career and college	Improve low-performing schools
Enablers		Increase <b>transparency</b> , <b>fairness</b> and <b>rigor</b> in district and campus academic and financial performance		
		Ensure <b>compliance</b> , effectively <b>implement legislation</b> and <b>inform policymakers</b>		
		Strengthen <b>organizational foundations</b> (resource efficiency, culture, capabilities, partnerships)		





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## HB 3: Highlights

 **Funding Increases On Average - \$635 per ADA**

<div style="background-color: #005596; color: white; padding: 5px; margin-bottom: 10px;">  <b>Supports Teachers and Rewards Teacher Excellence</b> </div> <ul style="list-style-type: none"> <li>- Teacher Incentive funding</li> <li>- Increased Minimum Salary Schedule</li> <li>- Teacher Mentor Allotment program</li> <li>- Do Not Hire registry</li> </ul>	<div style="background-color: #FF8C00; color: white; padding: 5px; margin-bottom: 10px;">  <b>Increases Funding and Equity</b> </div> <ul style="list-style-type: none"> <li>- Compensatory Education increased to 0.225 - 0.275 based on density of neighborhood poverty</li> <li>- Current year values equalizing Tier One</li> <li>- Equal treatment of ASF funding</li> </ul>
<div style="background-color: #808080; color: white; padding: 5px; margin-bottom: 10px;">  <b>Focuses on Learning and Improving Student Outcomes</b> </div> <ul style="list-style-type: none"> <li>- Full day Pre-K, K-3 reading support</li> <li>- Dual Language</li> <li>- Increased SPED mainstream funding</li> <li>- Dyslexia funding</li> <li>- CCMR Outcomes Bonus</li> <li>- CTE, P-TECH, New Tech</li> <li>- Extended elementary school year</li> <li>- Blended Learning</li> </ul>	<div style="background-color: #4CAF50; color: white; padding: 5px; margin-bottom: 10px;">  <b>Reduces and Reforms Property Taxes and Recapture</b> </div> <ul style="list-style-type: none"> <li>- Tax rates drop an average of 8 cents in year one</li> <li>- Tax rates continue to decline as property values grow more than 2.5%</li> <li>- Additional board local discretion</li> <li>- Recapture cut from \$3.6B to \$2.0B in year one</li> </ul>


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# HB 3 Increases Funding and Equity





## Compensatory Education Spectrum Funding

HB 3 increases funding for low-income students by **up to 64%**, focusing support for students from neighborhoods with the greatest poverty.

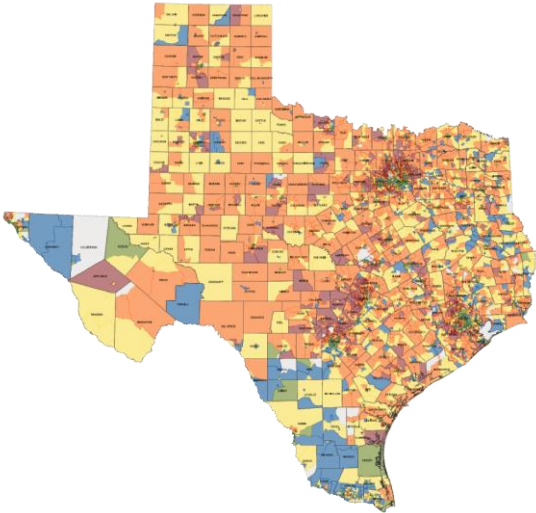
Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
0.225	0.2375	0.25	0.2625	0.275


Highest Socio-economic

←

→

Lowest Socio-economic







## Significant Structural Changes for Equity



Equal Funding to  
Districts Based on  
Student Need

Several inter-related changes were made to the system so that school districts generally funding solely based on student needs\*, regardless of the size of their property tax base.

- **CEI eliminated**, with funding used to increase the basic allotment for all.
- **Current Year Values used**, so no matter the gain or dip in property values, budgets are funded based on student need.
- **Transportation funds now universally available**, as opposed to only available for former chapter 42 districts
- The **Available School Fund now equally funds** all district budgets, as opposed to only available for former chapter 41 districts

\* - **Small & Mid-sized** districts get extra funding given dis-economies of scale. And **Fast Growth** districts get extra funding to help support one-time costs related to growth.

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## HB 3 Supports Teachers and Rewards Teacher Excellence



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01/20



## Budget and Compensation Increases

**Basic Allotment Increased from \$5,140 to \$6,160**

### District Budget Increases



- ✓ This increases the minimum salary schedule (MSS) by \$5.5K - \$9K per creditable year of service (CYS)
- ✓ Teacher Retirement System (TRS) contributions from the state for all who are subject to the MSS will be increased, reducing the amount LEAs fund out of their own budgets



### Educator Compensation Increases



- ✓ **30%** of a district's budget increase must go to increases in compensation
  - **75%** of this total must go to **teachers, librarians, counselors, and nurses**, with priority given to veteran classroom teachers (greater than 5 years experience)

**Teacher Retirement System (TRS) payments for Charters and Districts of Innovation (DOI) now match those of ISDs**

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## Paying Teachers More, With a Focus On Equity



- ✓ HB 3 establishes an optional **Teacher Incentive Allotment** with a stated goal of a six-figure salary for teachers who prioritize teaching in high needs areas and rural district campuses
- ✓ Funding ranges from **\$3,000 - \$32,000** per teacher per year, using new Compensatory Education spectrum system
- ✓ At least **90%** of these funds must be spent on compensation of teachers at these campuses

Designation	Base	Multiplier	Tier Student Point Value	More Poverty					
				Non Eco- Dis	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5
Recognized	\$3,000	\$1,500	Non-rural	X 0	X 0.5	X 1.0	X 2.0	X 3.0	X 4.0
			Rural	\$ 3,000	\$ 3,750	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
Exemplary	\$6,000	\$3,000	Non-rural	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000	\$ 9,000	\$ 9,000
			Rural	\$ 6,000	\$ 7,500	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000
Master	\$12,000	\$5,000	Non-rural	\$ 9,000	\$ 12,000	\$ 15,000	\$ 18,000	\$ 18,000	\$ 18,000
			Rural	\$ 12,000	\$ 14,500	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000
			Non-rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000
			Rural	\$ 17,000	\$ 22,000	\$ 27,000	\$ 32,000	\$ 32,000	\$ 32,000

More Funding

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## Mentoring New Teachers



Teacher  
Mentorship

HB 3 establishes a **Teacher Mentor Program Allotment** to fund stipends for mentors and other costs associated with mentoring teachers in their first two years

- Districts must meet certain quality requirements when implementing their mentoring programs
  - Mentors must work with new teachers immediately after they start and for their first two years as teachers
  - Mentors must be trained, must cover specific topic areas with their mentees, and must have designated time to provide training to the new teachers whom they are mentoring

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Focuses On Learning and Improving Student Outcomes

**Prioritizing Early Literacy,  
Including Pre-K**

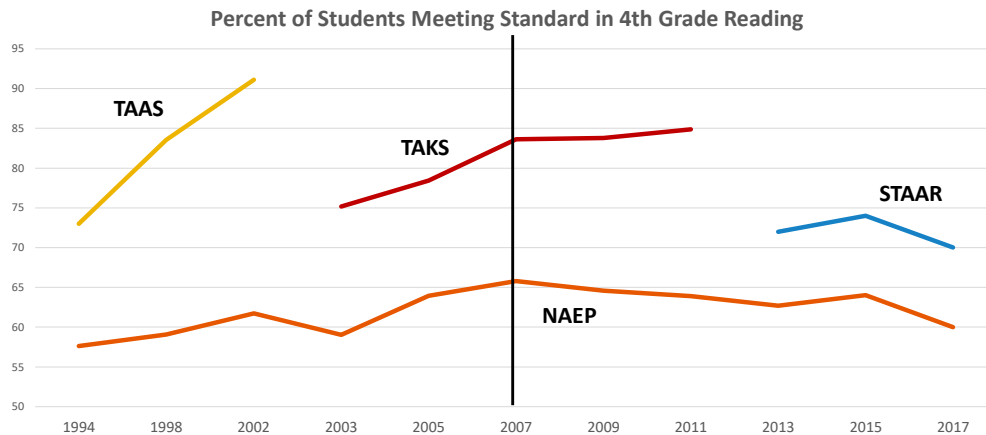


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## Why Does Texas Need to Focus on Literacy?

Since 2007, Texas' reading scores have flatlined and declined compared to national averages as measured by the National Assessment of Educational Programs (NAEP) and state assessments.

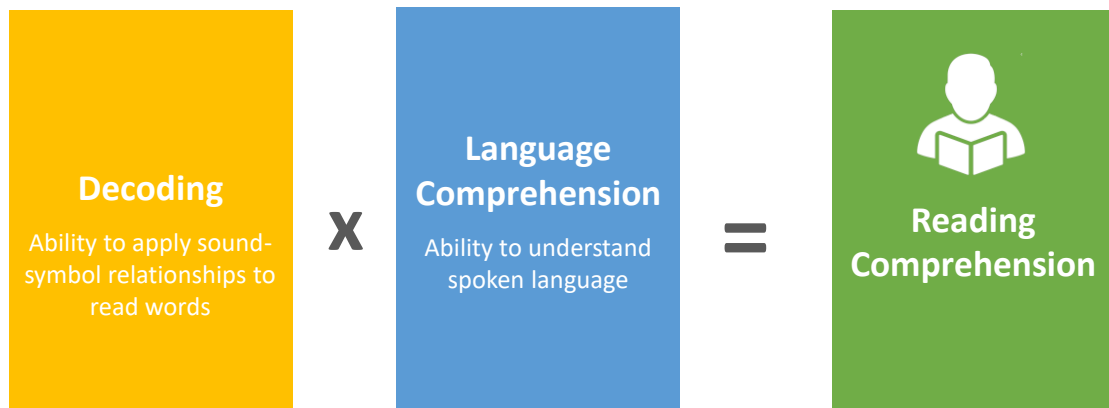


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## Simple View of Reading



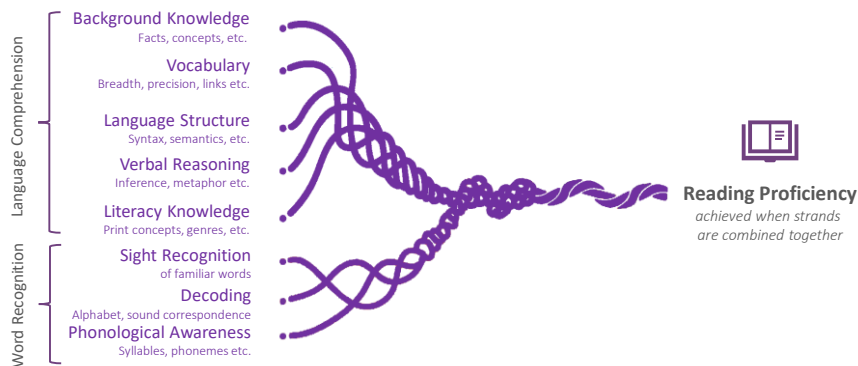
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**TEA** Preparing New Teachers

To earn a certificate to teach Pre-K to grade 6, a candidate must demonstrate proficiency in the science of teaching reading on a certification examination by January 1, 2021

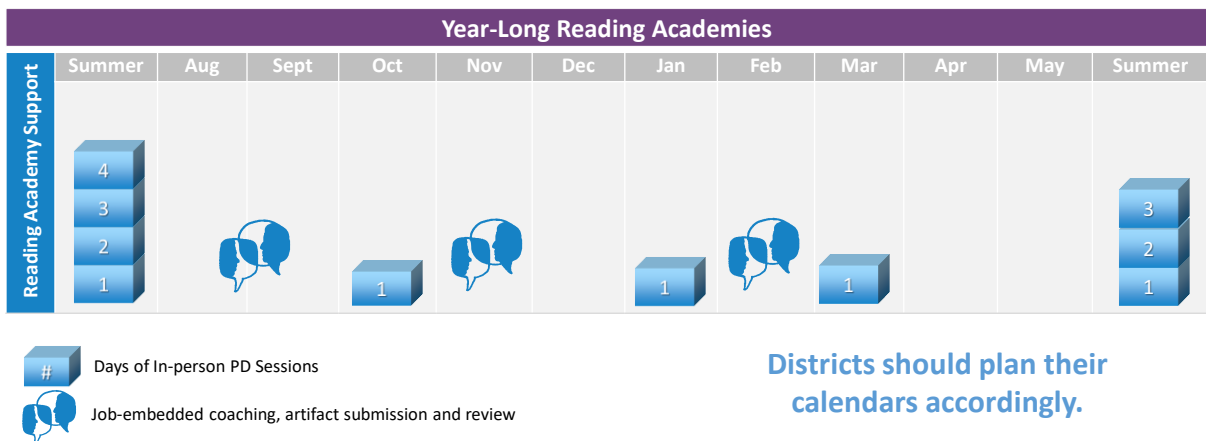


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## TEA Reading Academies: Comprehensive Model

**All K-2 teachers & principals must complete the comprehensive or blended reading academies in the next three years.**



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## TEA Full Day, High Quality Pre-K

HB 3 requires Full Day Pre-K for all eligible 4-year-olds, following the high-quality standards.

### Partnerships Can Bring Additional Funding Sources



#### Early Learning Centers

**Funding comes from:**

Parent Tuition  
Childcare Subsidies



#### School Districts

**Funding comes from:**

Foundation School Program  
Federal Grant Funding



#### Head Start Programs

**Funding comes from:**

Federal Head Start Funds

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## TEA New Funding Supports



### Early Education Allotment

- 0.1 weight (\$616) per low-income K-3 student +
- 0.1 weight (\$616) per non-English speaking K-3 student



### Dyslexia Allotment

- 0.1 weight (\$616) per dyslexic student



### Dual Language Programs

- 0.05 weight (\$308) per non English speaking student
- 0.05 weight (\$308) per English speaking student

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## TEA School Boards Matter



- School Boards must **set goals for 3<sup>rd</sup> grade literacy**, and 3<sup>rd</sup> grade numeracy.
- School Boards must **monitor** how well their administrators are reaching those goals.
- School Boards must do the same for college, career, and military readiness goals

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Focuses On Learning and Improving Student Outcomes

**Improving College, Career, and Military Readiness**

TEA

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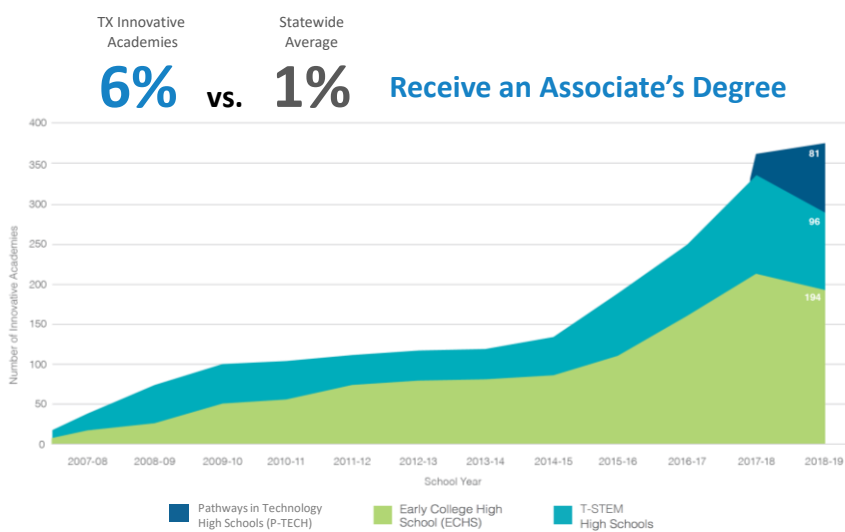
## TEA Promoting College & Career Access

- ✓  SAT/ACT/TSIA is now paid for by the state for every HS student who wants to take it
- ✓  Districts will be reimbursed by the state for students who take and pass an Industry Based Credential
- ✓  All students must fill out the FAFSA (or opt-out) starting with the class of 2021
- ✓  HB 3 adds Technology Applications to funding weight – including all computer science classes
- ✓  Extends to CTE & Tech Apps funding to grade 7

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## TEA Increase In Texas Innovative Academies



HB 3 now provides **\$50 per student** in extra funding for P-TECH and New Tech High Schools.

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## TEA Rewarding Successful College, Career, Military Prep



### Outcomes Bonus

Establishes a CCMR Outcomes Bonus paid for each graduate about a certain threshold percentage:

- **Economically Disadvantaged: \$5,000** for each CCMR graduate (Likely to be above the first 9% of eco-dis graduates)
- **Non-Economically Disadvantaged: \$3,000** for each CCMR graduate (Likely to be above the first 20% of non eco-dis graduates)
- **Special Education: \$2,000** In addition to the above, for each CCMR graduate enrolled in special education

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Focuses On Learning and Improving Student Outcomes

### Increasing Support for Special Education



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## New Resources & Incentives for Special Education



### Resources and Incentives

Increases Special Education weight from **1.1 to 1.15** for students served in a mainstream setting

The New Dyslexia Allotment is available in addition to special education formula funding.

Every special education student who achieves college, career, or military readiness entitles a district to an additional **\$2,000**.

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Focuses On Learning and Improving Student Outcomes

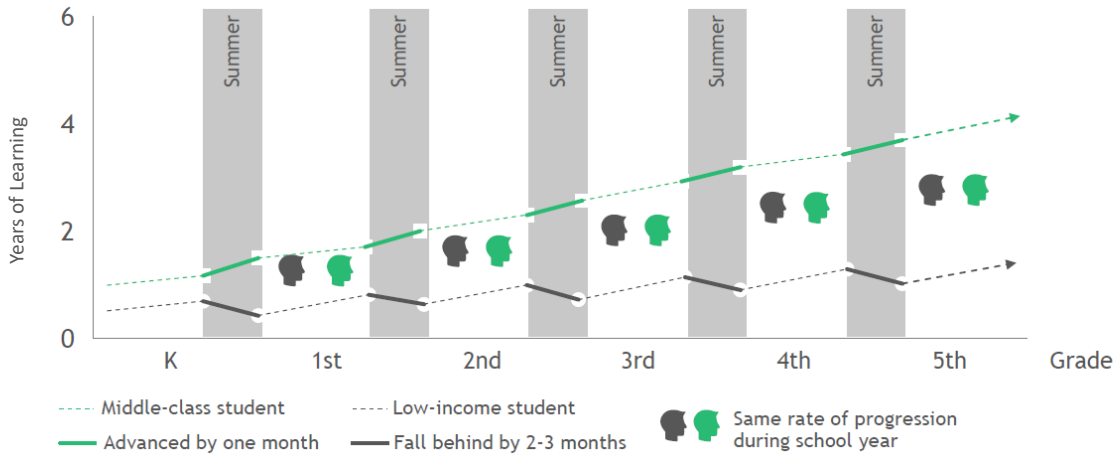
## Extended School Year



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**TEA** The Summer Slide



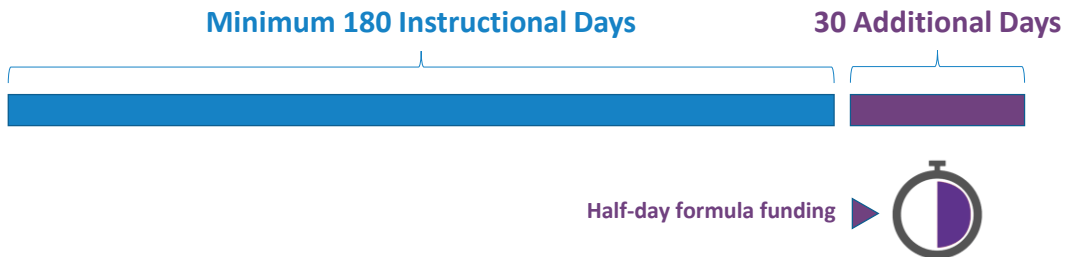
\*Slide courtesy of the Boston Consulting Group

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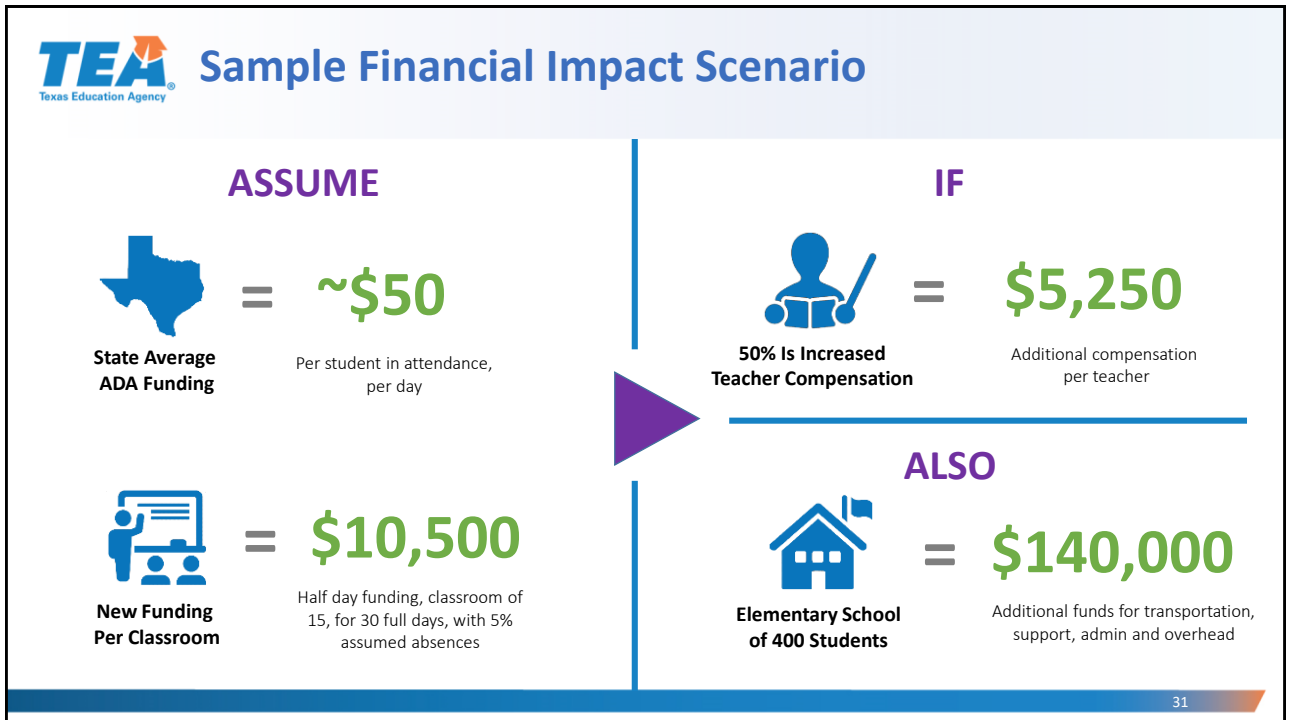
**TEA** Additional Instructional Days for Elementary

HB 3 adds **half day formula funding** for school systems that want to add instructional days (beyond the minimum 180 days, **up to 210 days**) to any of their elementary schools (grades **PK-5**).





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**TEA** Texas Education Agency **Two Paths Forward**

- Expand Summer Learning**
  - Use the new funding from HB 3 to sustain, improve, expand, or launch summer learning opportunities for some or all students.
  - Think:** 180 days for the regular year, and up to 30 days for something additional
- Full Year Redesign**
  - Use the new funding from HB 3 to re-engineer the entire school year in an integrated way.
  - Think:** A new, 210-day elementary school calendar

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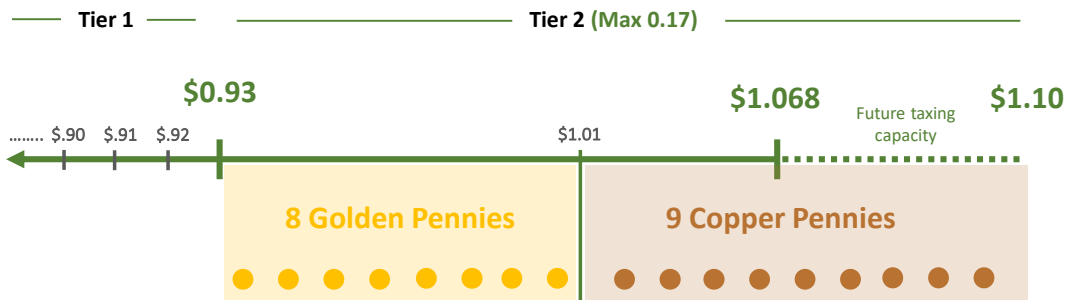


## Max M&O Tax Rates Drop From \$1.17 To \$1.068



### HB 3 Year 1 (FY2020)

1. Tier One max rate reduced by 7%
2. First two Copper Pennies become Golden Pennies
3. Remaining Copper Pennies are cut in ~ half
4. Rates in most cases cannot be raised for year 1



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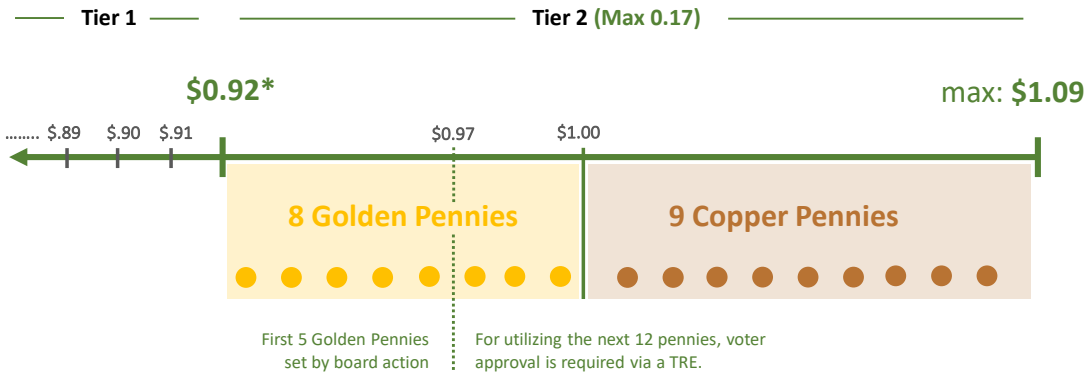


## Tier One M&O Rates Continue to Decline



### HB 3 Year 2 (FY2021)

1. 2.5% Compression begins on Tier One
2. TRE threshold increased by one penny



\* Assumes statewide or local property value growth in excess of 2.5%

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## Historic Time in Texas Public Education

With the passage of House Bill 3, support to improve student outcomes has never been greater.



[tea.texas.gov/HB3](http://tea.texas.gov/HB3)

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## Option 1: Expand Summer Learning

Additional instructional day funding can be used to fund voluntary summer programs. This may include the following types changes to district summer programs.



### Sustain

Use HB 3 as sustainable funding source for existing programs



### Improve

Use HB 3 to add new academics & enrichment to existing programs



### Expand

Use HB 3 to expand existing programs to enroll more students



### Partner

Increase enriching exposure to the arts, culture, civics, etc., with partners



### Launch

Use HB 3 to launch new summer learning programs

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## Option 2. Full Year Redesign

What if we use HB 3 as an opportunity to redesign the entire school experience?



The Gift of Time

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## Change the Daily Experience

180

Reimagined School Days

### Change the Schedule

- Slightly reduce academic content instruction time
- + Add an additional recess
- + Add an additional specials rotation



Each Day

+ 30

Additional School Days

40

40





## Improved Schedule = Improved Outcomes

# 210

### Reimagined School Days

#### Better Learning for Students

More time for recess

More time for enrichment

More brain breaks

#### Improved Mastery

#### Better Support for Teachers

More time to reflect & plan

More downtime to decompress

More time to cover TEKS

#### Improved Retention & Job Satisfaction

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