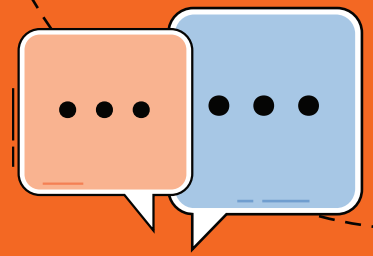



TEACHERS TALKED. WE LISTENED. WE'RE TAKING ACTION.



Over  **4** months, we heard from

697
TEACHERS

in

79
SCHOOL DISTRICTS

Teachers are the experts in their field and we value their voices, contributions, and lasting legacies.

Teachers across Texas appreciate being part of a **community of learners**, helping students learn, grow, and find their **lightbulb moments**. Teachers are a voice for students and families.

But right now, teachers feel **overwhelmed and demoralized, burned out and anxious**.

Teachers are frustrated by the **lack of professional autonomy and trust**, the emphasis on **STAAR** and piles of state-mandated **paperwork**.

HOW CAN TEXAS LEGISLATORS HELP?



FINANCIAL SUPPORT BEYOND SALARY

Teachers want the professional wage they deserve. Meaningful pay should include a higher base salary. It should also include ...

- **better benefits**
- **parental leave**
- **affordable medical benefits**
- salary growth to **keep up with inflation**
- salary growth for **veteran teachers**



SUFFICIENT STAFF

After two and a half years of inconsistent classroom time, supporting the needs of all students requires **many hands** – more than just teachers. It takes...

- **paraprofessionals**
- **counselors**
- **nurses**
- **behavior specialists**
- **special education professionals**

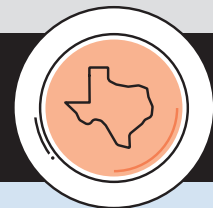


SUSTAINABLE WORK ENVIRONMENTS

Caught in a perpetual **time crunch**, teachers struggle to fulfill reporting requirements and **support complex student needs** in addition to plan lessons and offer individualized academic support. Teachers need...

- protected planning time
- reformed HB 4545 reporting requirements

WHEN YOU INVEST IN TEXAS **TEACHERS**,
YOU INVEST IN THE **FUTURE** OF TEXAS.



Our advocacy work throughout the state ensures we listen to those closest to the issues. Raise Your Hand Texas' statewide listening circles with teachers and deep analysis of recent research and studies all point in the same direction – **our teachers need us now more than ever**.

POLICY RECOMMENDATIONS

1

Support teacher retention through increased compensation and benefits packages, adequate administrative support, and sustainable work environments

2

Invest in teacher recruitment strategies, including scholarships for aspiring teachers

3

Strengthen teacher development by raising the standards for all education preparation programs and providing meaningful professional development opportunities

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YOUR HAND TEXAS

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