



Educator Workforce Data Ideation

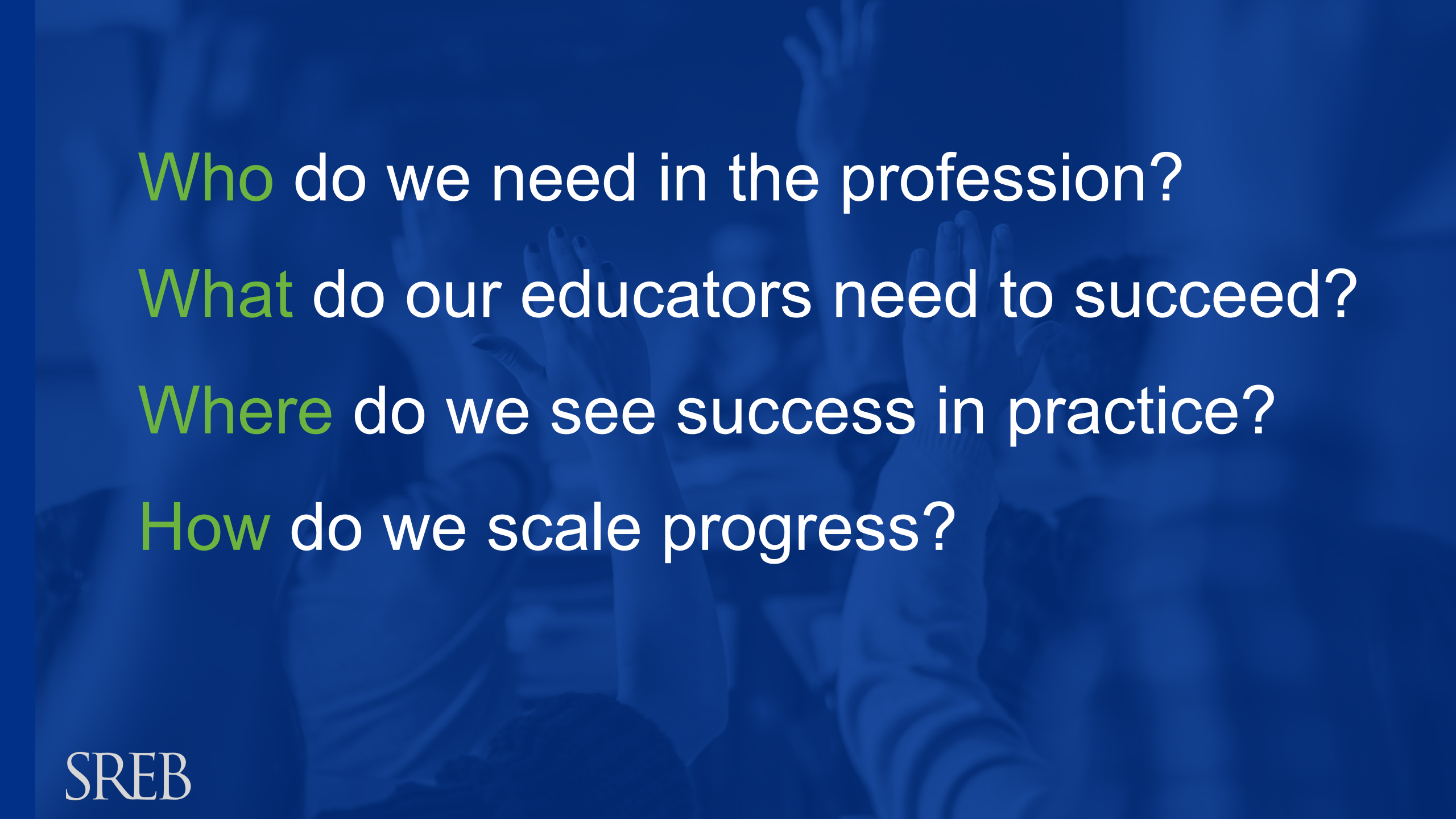
Meeting of Legislative and
Governors' Staff
September 2026

SREB

Southern Regional
Education Board

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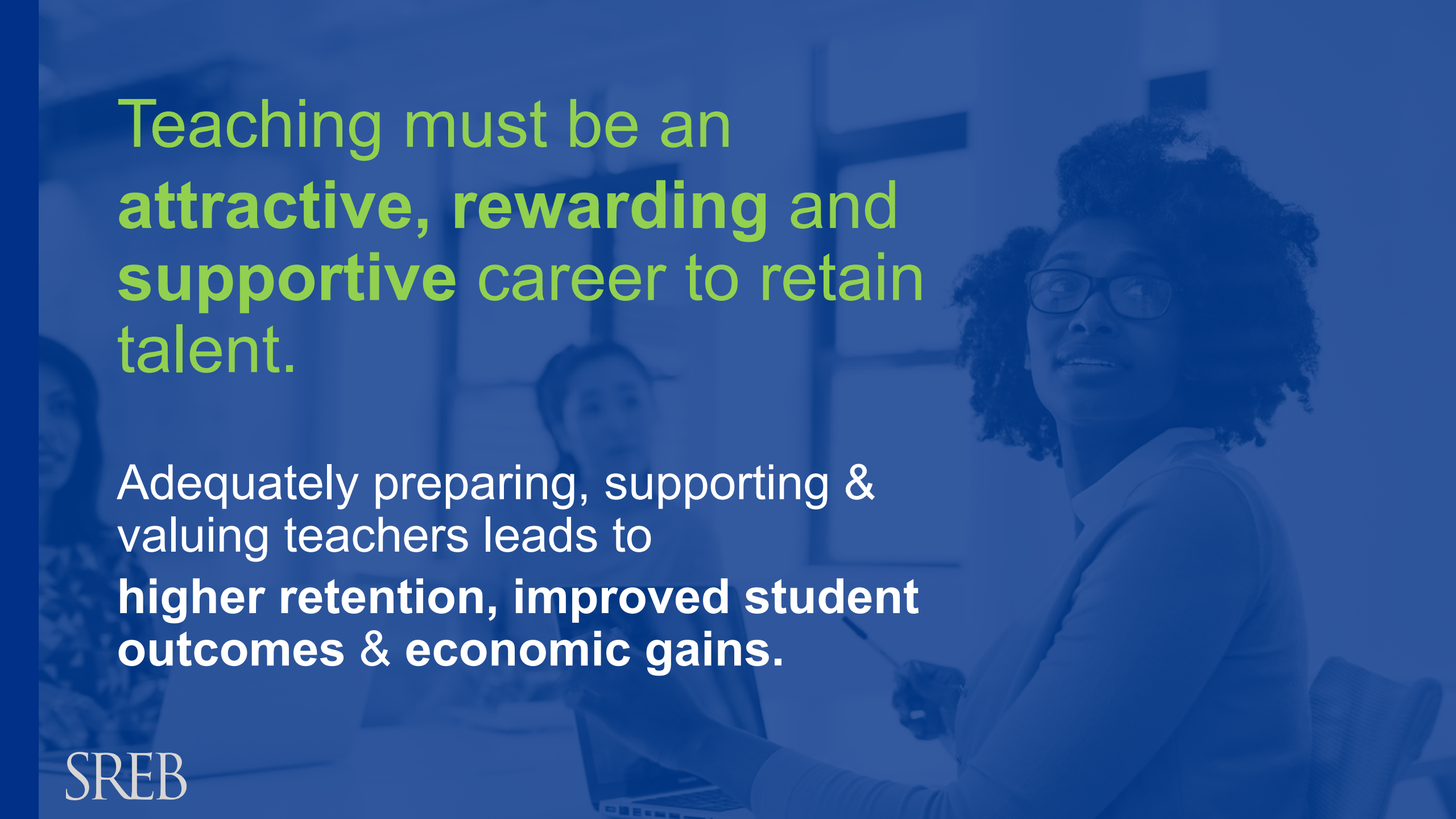
A blue-tinted background image showing a crowd of people with their hands raised, suggesting a conference or a public gathering.

Who do we need in the profession?

What do our educators need to succeed?

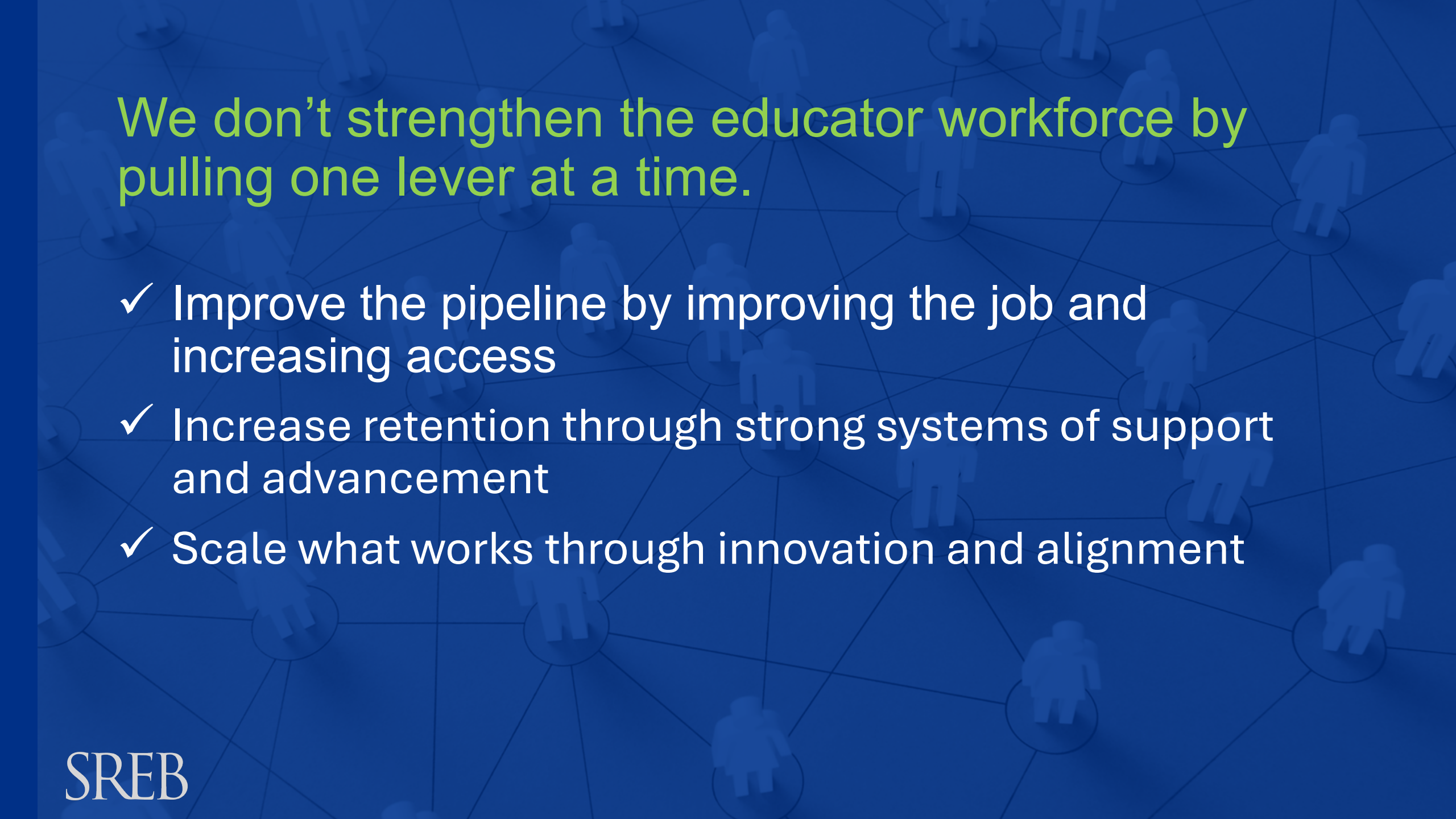
Where do we see success in practice?

How do we scale progress?



Teaching must be an
**attractive, rewarding and
supportive** career to retain
talent.

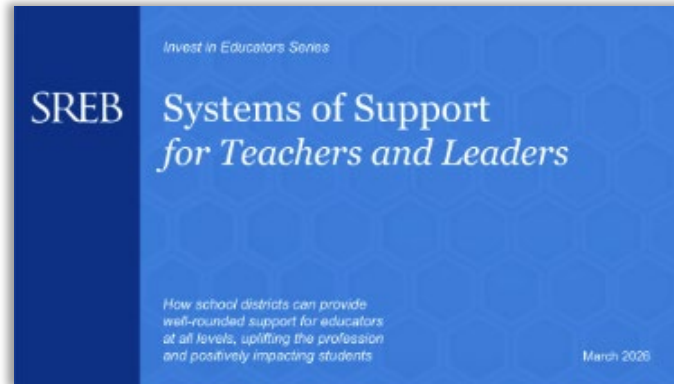
Adequately preparing, supporting &
valuing teachers leads to
**higher retention, improved student
outcomes & economic gains.**



We don't strengthen the educator workforce by pulling one lever at a time.

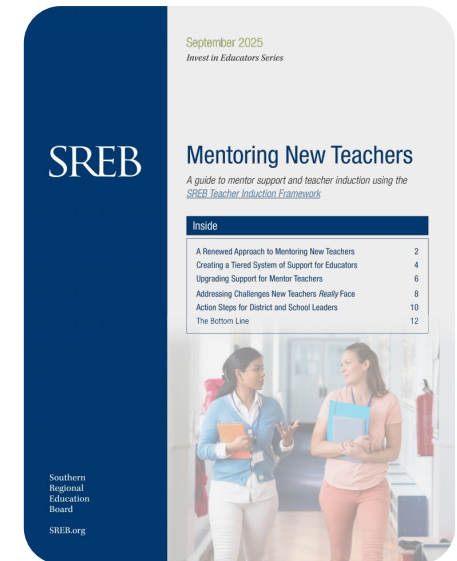
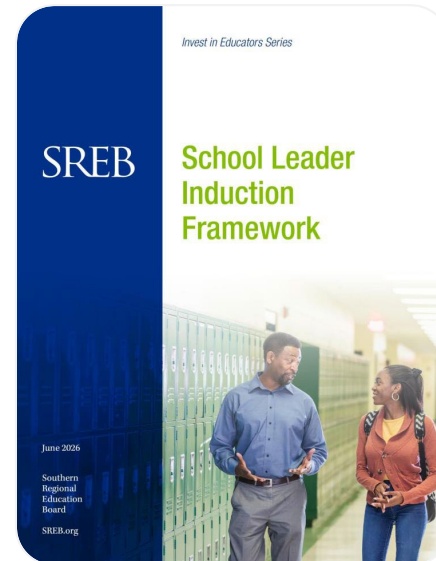
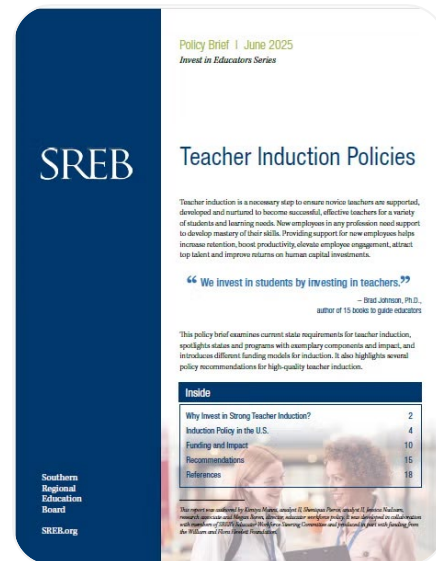
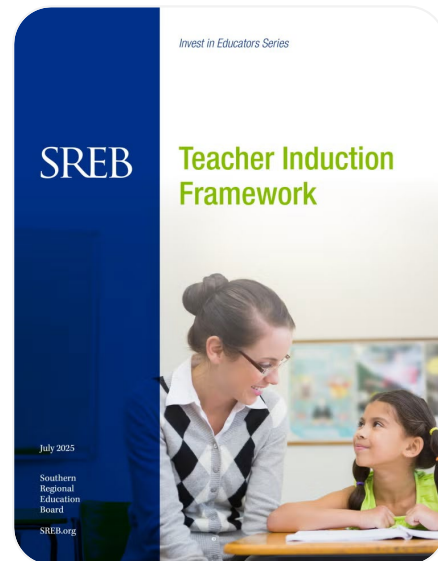
- ✓ Improve the pipeline by improving the job and increasing access
- ✓ Increase retention through strong systems of support and advancement
- ✓ Scale what works through innovation and alignment

Educator Support Resources



Coming this fall:
Principal Induction Policies in the U.S.

SREB.org/Induction
SREB.org/Educator-workforce-research



Educator Workforce Resources



Coming in 2027:

A **NEW** Interactive
Educator Labor Market &
Compensation Dashboard

State Educator Workforce Health
Index and Predictive Modeling
Framework

Teacher Residency and
Apprenticeships Policy Report

Teacher Working Conditions and
Retention Study

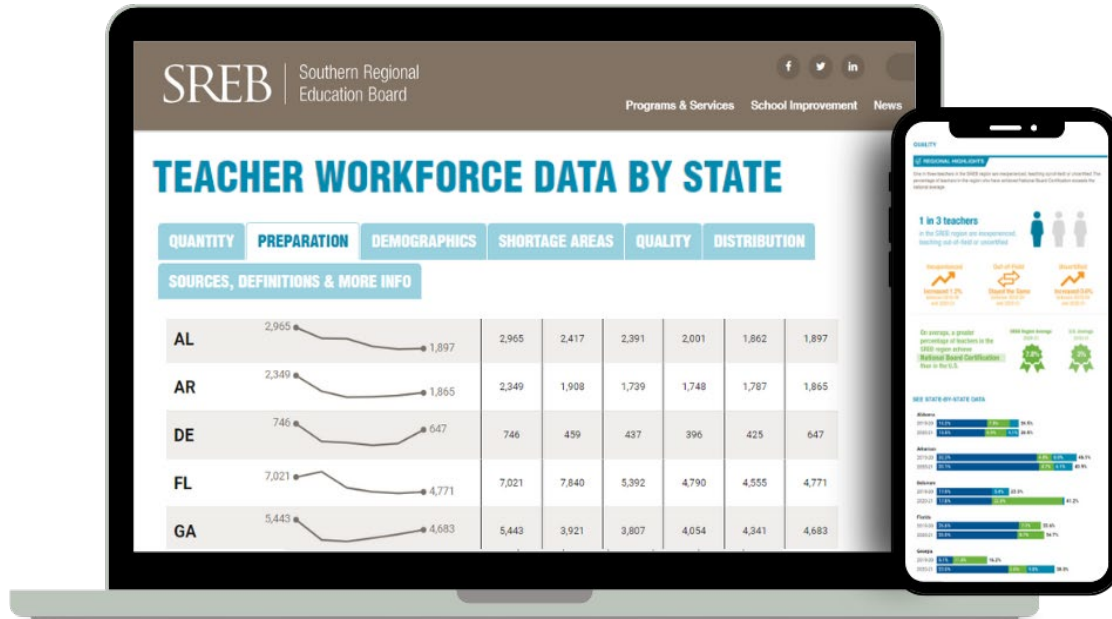
SREB.org/TeacherWorkforce

What are your data
wants and needs?



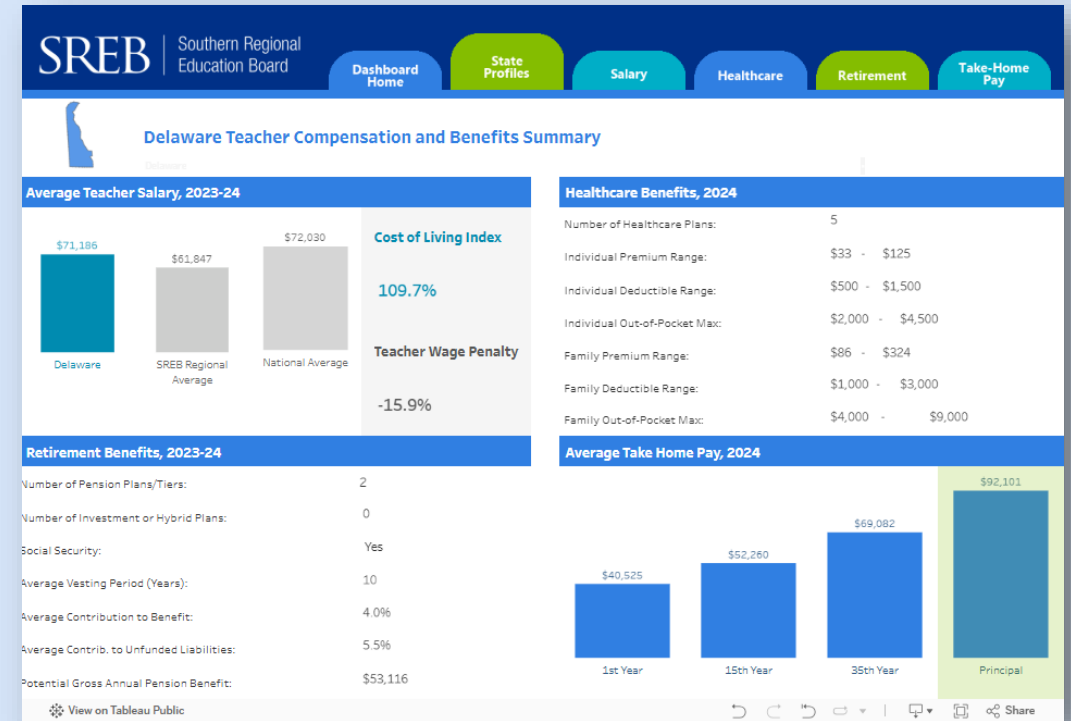
Educator Workforce Data Collection

SREB.org/Educator-Workforce-Data-State



SREB

Educator Compensation Dashboard



SREB.org/TeacherCompensation

Quiet Review + Group Discussion

Reviewing New Concept Examples

- ✓ Review workbook.
- ✓ Prepare to share. Jot down likes and dislikes.

Notes

- Data in workbook may be incorrect in some charts. For design reaction only.
- Some images are split across pages in your workbook. Remove staple and move pages around as needed for better viewing.

Educator Compensation and Workforce

Teacher pay, benefits, and workforce conditions across the 16 SREB states.

VIEW

Region

Single state

Compare states

Year 2024

Educator type K-12 teachers

4 headline measures

Average teacher salary

SREB region, 2024

REGIONAL AVERAGE

\$61,847

National \$72,030

Gap to national ▼ \$10,183



Teacher wage penalty

Vs. comparable college graduates

REGIONAL AVERAGE

-25.3%

National -26.9%

Gap to national ▲ 1.6 pts smaller



Teacher turnover

Latest reported year

REGIONAL AVERAGE

15.2%

Range across states 9.9% to 24.2%

Reporting 11 of 16 states



Shortage areas per state

Federally designated, 2023-24

REGIONAL AVERAGE

5.2

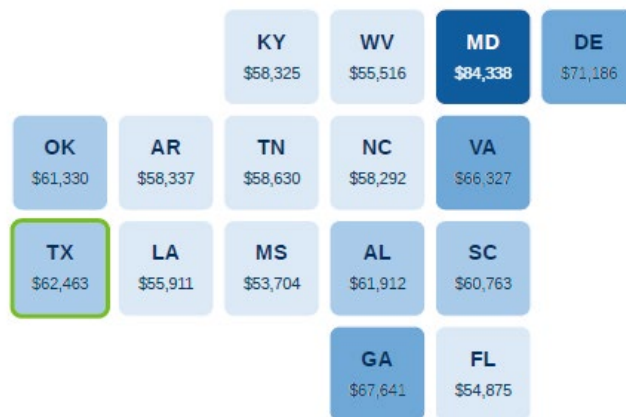
Range across states 3 to 7

Reporting 16 of 16 states



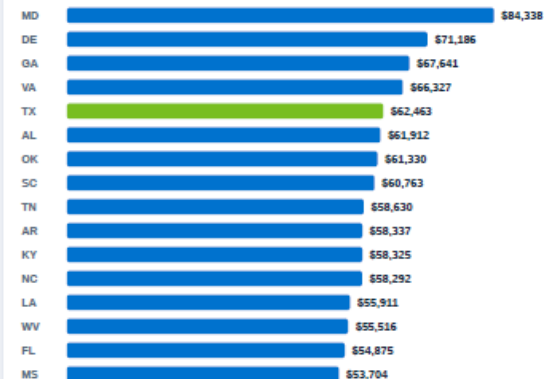
Average teacher salary by state

Measure Filter



Where each state sits

Sort ▼



Educator Compensation and Workforce

Choose a measure to see how the 16 SREB states compare.

Average salary

Starting salary

Cost-of-living adjusted pay

Wage penalty

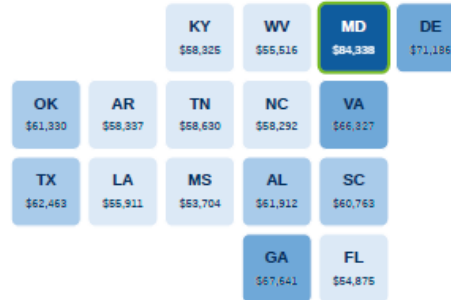
Turnover

Uncertified teachers

Shortage areas

Average teacher salary, 2024

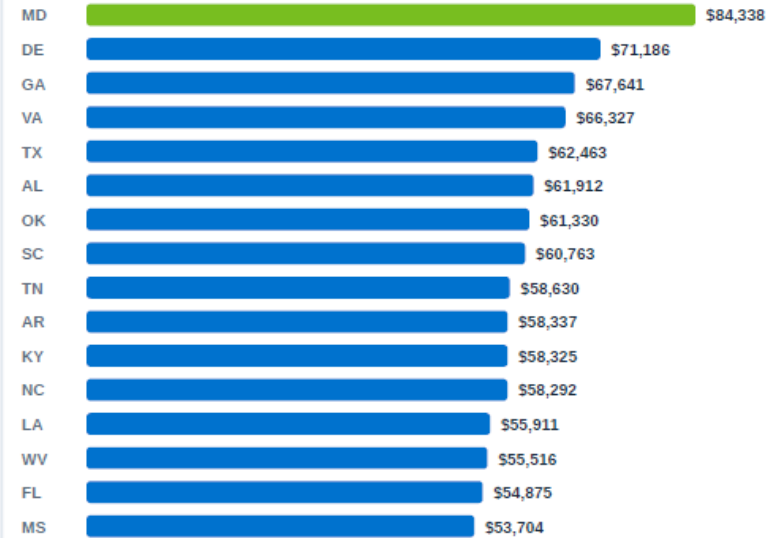
Adjust for cost of living



Region \$61,847 · National \$72,030

Ranked, with the regional and national lines

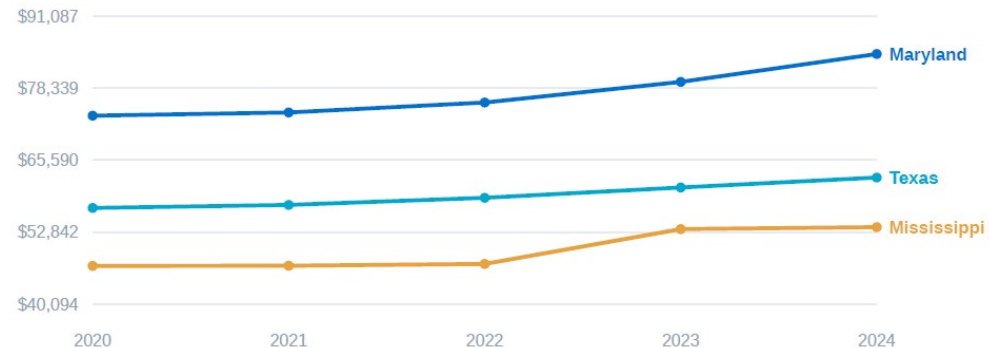
Download



Nine of sixteen SREB states pay below the regional average.

How this measure has moved

Years Add a state



Texas

Compensation and workforce measures, benchmarked against the SREB region.

State Texas

Compare to SREB region

Year 2024

Nominal

Cost-of-living adjusted

Average salary

\$62,463

\$616 vs region

Cost of living

96.6

Below national

Wage penalty

-23.0%

vs college graduates

Turnover

19.1%

Above regional 15.2%

Shortage areas

3

Region 3 to 7

Every measure against the regional average

Export ▼

MEASURE	TEXAS	REGION	VS. REGION	GAP
Average salary	\$62,463	\$61,847		\$616
Starting salary, bachelor's	\$48,526	\$45,769		\$2,757
Top-of-scale salary	\$67,762	\$76,381		\$-8,619
Cost of living index	96.6	97.9		-1.3
Wage penalty	-23.0%	-25.3%		2.3%
Teacher turnover	19.1%	15.2%		3.9%
Uncertified teachers	17.7%	7.7%		10.0%
Out-of-field teachers	14.4%	10.2%		4.2%
Pupil-teacher ratio	14.7	14.7		-0.0

Salary across a career

Compare ▼



A Texas teacher gains \$19,236 across a full career, against \$30,613 regionally.

Texas

What the compensation and workforce data says about Texas in 2024.

Overview

Salary

Benefits

Take-home pay

Workforce

Pay

Detail ▾

AVERAGE TEACHER SALARY

\$62,463

Texas pays \$616 above the regional average and \$9,567 below the national average. Adjusted for a cost of living 3.4 points below the national index, that gap narrows.



The wage penalty

Detail ▾

VS. COMPARABLE COLLEGE GRADUATES

-23.0%

Texas teachers earn 23.0% less than similarly educated workers in the state. The regional penalty is 25.3% and the national penalty is 26.9%.



Benefits

Detail ▾

PENSION TIERS AND HEALTH PLANS

6 tiers · 4 plans

Teachers vest after 5 years and contribute 8.25% of pay. Of the total contribution, 6.21 points go to unfunded liabilities rather than the teacher's own benefit. Social Security coverage varies by district.



■ Toward the teacher's benefit ■ Toward unfunded liabilities

Workforce

Detail ▾

TEACHERS WHO LEFT THE CLASSROOM

19.1%

Turnover runs above the regional average of 15.2%. 17.7% of Texas teachers are uncertified, the highest reported in the region, and 14.4% teach outside their field.



As you review the workbook...

Which concept designs do you
like and why?



Table Talk

Reviewing State Dashboard Examples

- Select a dashboard example from the following list
- Click through and examine the functionality and design
- Discuss your likes and dislikes
- Please be vocal; an SREB staffer is at each table taking notes

Georgia Educator Pipeline Dashboard



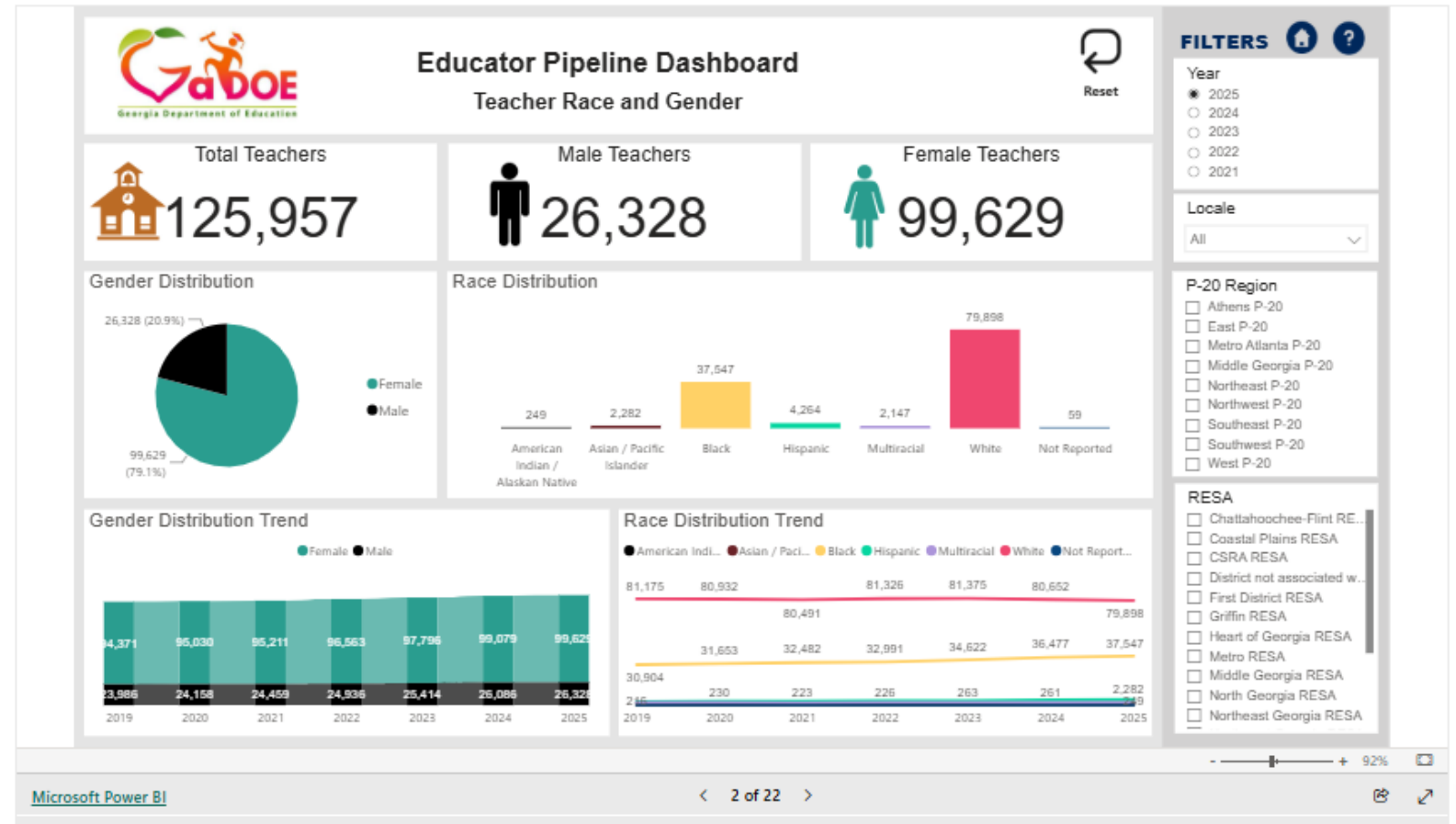
[Dashboards](#) > Educator Pipeline – Teachers

Educator Pipeline – Teachers

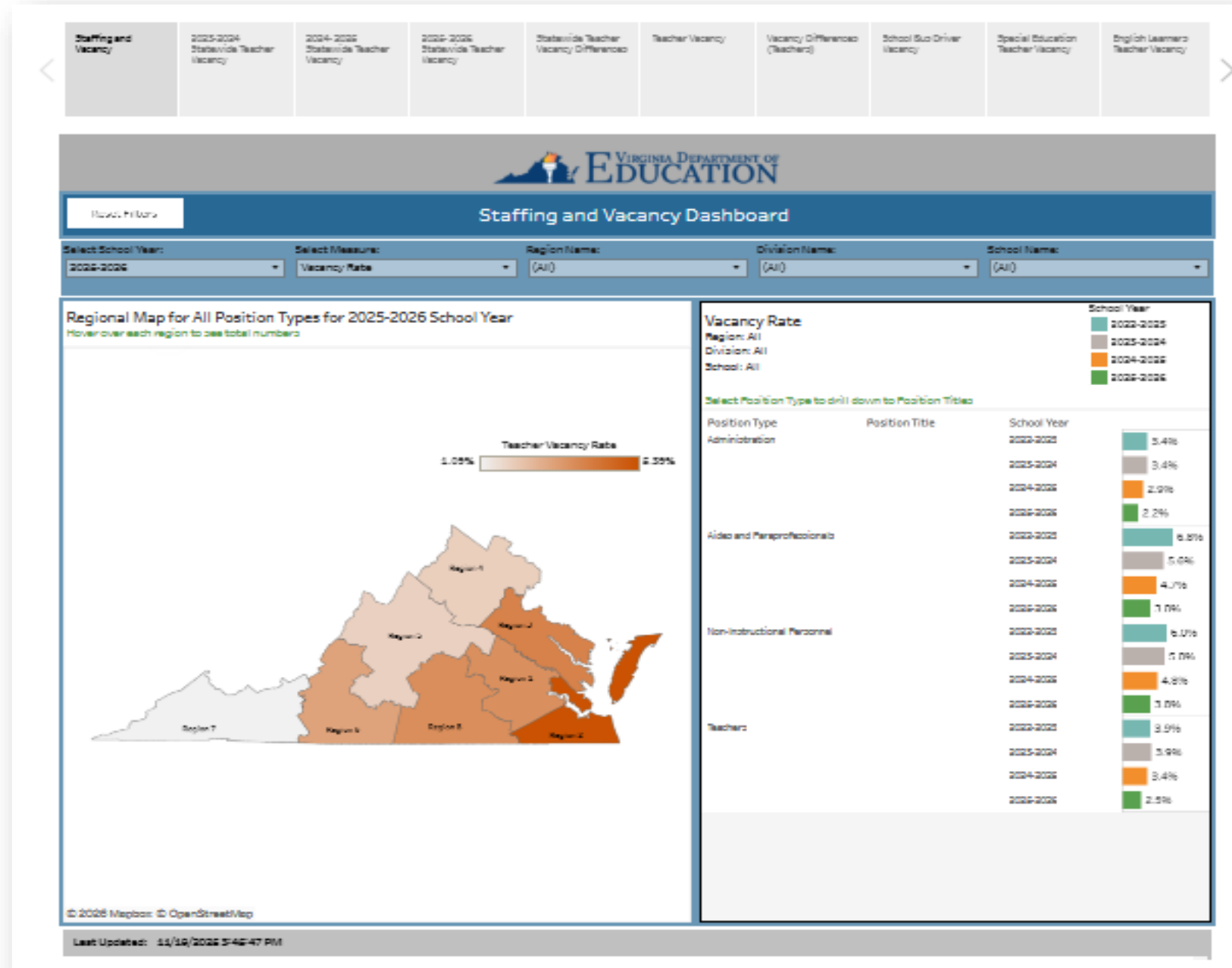
i [Who is the intended audience of this dashboard?](#)

The Educator Pipeline – Teachers Dashboard supports education decision-makers in strengthening and diversifying the educator workforce, vital to ensuring an impactful learning experience for all students in Georgia.

Click the full-screen icon (↗) at the bottom right of the dashboard below to view it full-screen.



Virginia Teacher & School Staffing Vacancy Dashboard



Colorado Educator Retention Dashboard



Overview

Employment Areas

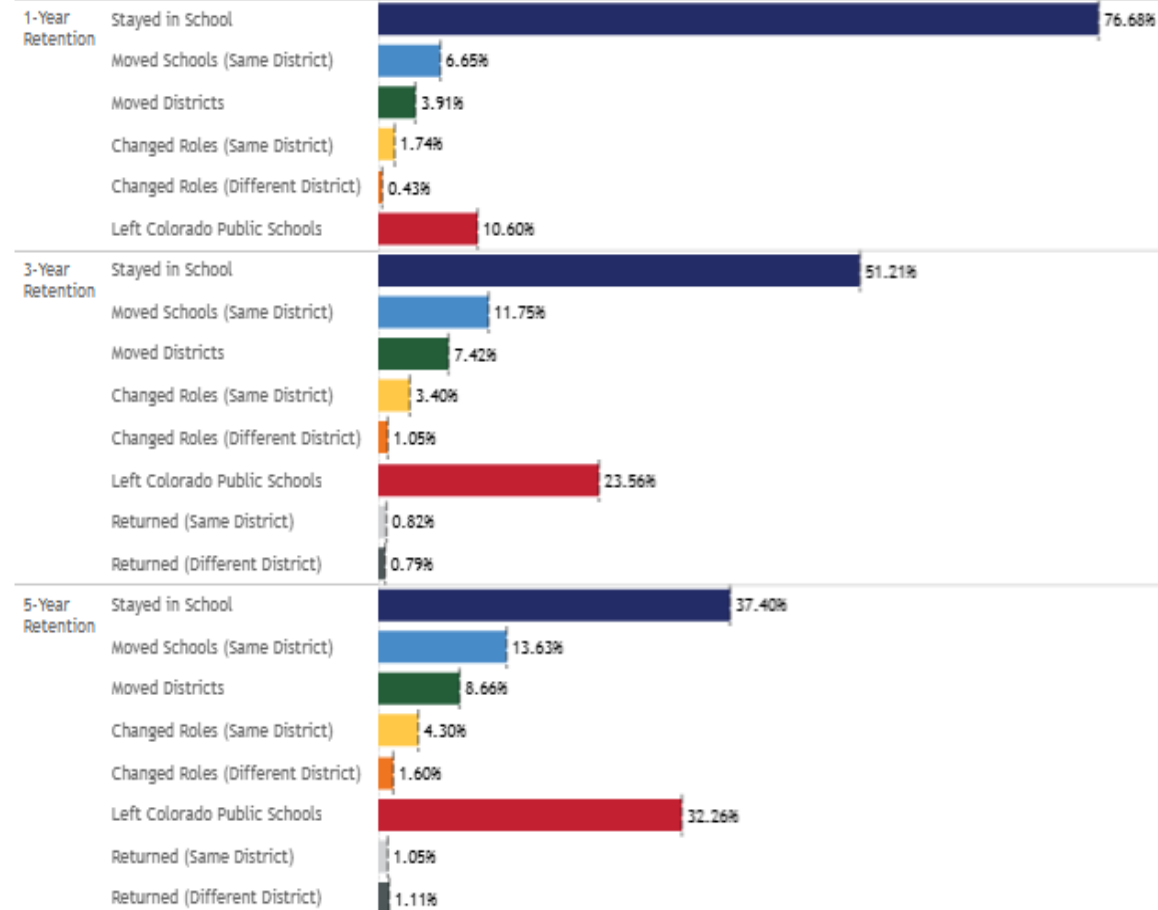
Compare Groups

State Map

Dashboard Info

Teacher Retention All Recent Employment Years (Within 5 Years)

 **Context:**
Teacher Retention



Level of Detail

Most Detail ▼

Recent vs. Historical

Recent (Within 5 Years) ▼

Employment Year

(All) ▼

Educator Group

Teacher ▼

Employment Area

(All) ▼

District Setting

(based on urban proximity)

(All) ▼

Rural Designation

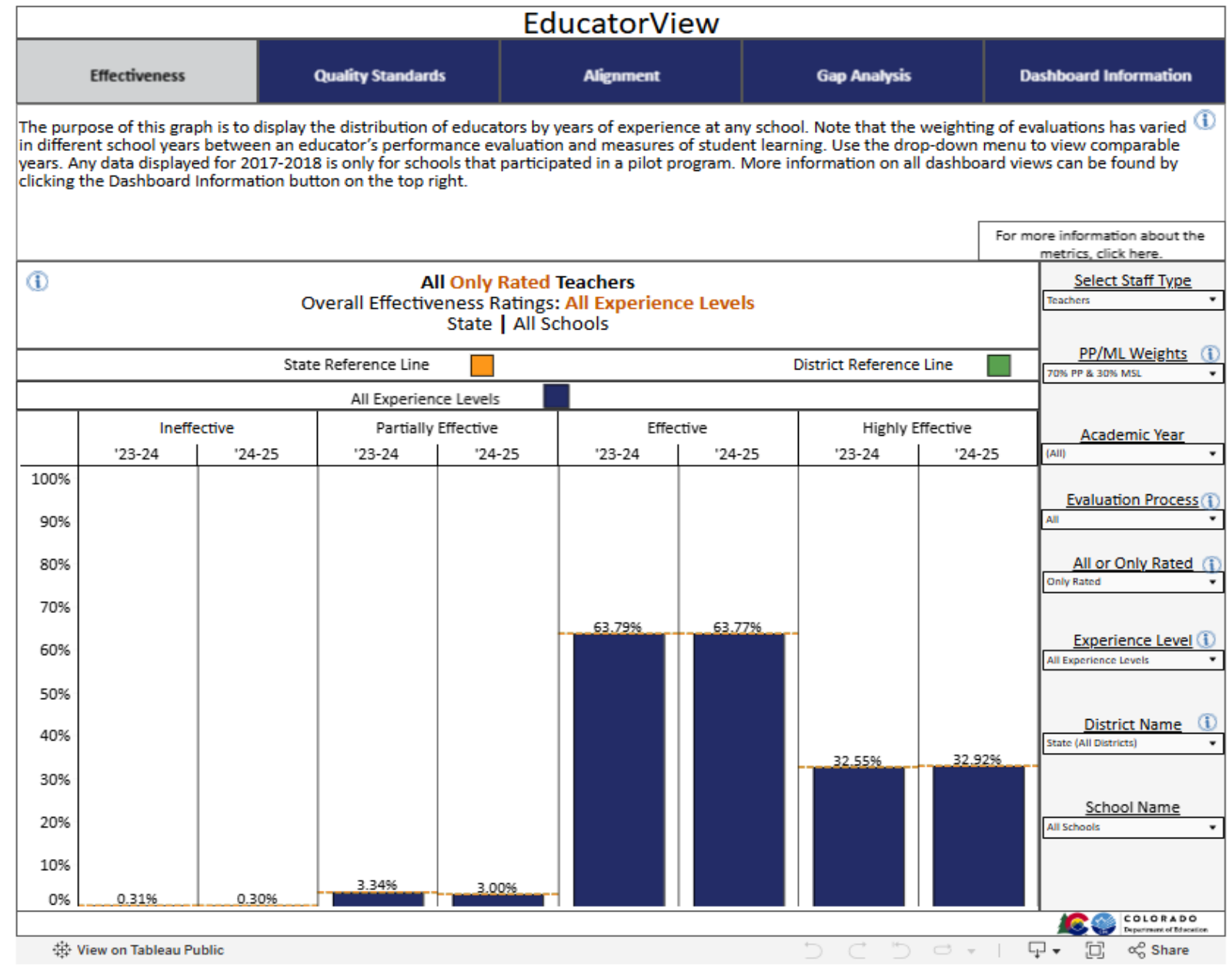
(based on # of students)

(All) ▼

LEA (District)

(All) ▼

Colorado Educator Effectiveness Dashboard



Texas Educator Preparation Data Dashboards



Educator Preparation Data Dashboards

Welcome to the Accountability System for Educator Preparation (ASEP) Dashboards. These dashboards share annual information reported by Educator Preparation Programs (EPPs) to the Texas Education Agency (TEA) and the State Board for Educator Certification (SBEC), as required by Texas Education Code §§21.045 and 21.0452. TEA uses this information, along with requirements outlined in Chapter 229: Accountability System for Educator Preparation Programs, to calculate ASEP performance indicators. Use the dashboard links to explore results for individual programs and to review performance across multiple years. To see where these EPPs are located throughout the state, visit our [interactive map](#).



Accountability

The Accreditation
Statuses and Indicator
Results in the
Accountability System for
Education Preparation
(ASEP)



Consumer Information

Data on the candidates
admitted to Educator
Preparation Programs



Performance Indicators

Data on educator
enrollment through
completion, and teacher
certification, employment,
and retention outcomes



Pedagogy Examination

Results on the Pedagogy
Examination (Indicator 1A)



Content Pedagogy Examination

Results on the Content
Pedagogy Examination
(Indicator 1B)



Principal appraisal of
the preparation of first-
year teachers

Results on the principal
survey (Indicator 2)



Student Growth

Results on the Student
Growth (Indicator 3)



Frequency and duration
of field observations

Results on frequency and
duration of field
observations for
candidates (Indicator 4a)



Quality of field
supervision

Results on the exit survey
(Indicator 4b)



Evaluation of EPPs by
teachers

Results on the teacher
survey (Indicator 5)

As you reviewed other dashboards...

What features did you like most
and why?



Contact Us

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SREB
P-12 Educator Workforce
Policy, Research & Data
Resources

SREB.org/TeacherWorkforce