



# 2023 Indiana State Teachers Association Legislative Priorities

We can solve the educator shortage crisis. **Here's how.**

More than a decade of inadequate education funding and efforts to de-professionalize the education profession has resulted in an educator shortage crisis. ISTA has a plan, but it will take us all — educators, school administrators and parents — to make sure all students have caring, qualified, committed educators in their school.



## IMPLEMENT COMPETITIVE AND ATTRACTIVE PAY AND BENEFITS

- Commit to all educators that they will have competitive salaries and benefits to support their families, and time off to care for a sick loved one or themselves.
- Create a path to further educators' careers with mentoring and learning opportunities.
- Honor the dedication to teaching by providing a cost-of-living adjustment.
- Create a state-funded program to provide paid parental leave for school employees.



## IMPROVE LEARNING AND WORKING CONDITIONS

- Fully fund public schools through a more equitable funding formula with particular focus on English language learners and special needs programs.
- Develop a universal and free public pre-K program within three years.
- Improve educators' working conditions and students' learning conditions by ensuring safe, healthy and modern workspaces.
- Provide high-quality, accessible mental health supports for students and educators.



## INCREASE EDUCATOR VOICE, RESPECT AND PROFESSIONAL AUTONOMY

- Give educators a seat at every table where decisions are made about the well-being of students by expanding collective bargaining rights.
- Empower parents and teachers to work together to find solutions for each student's learning needs.



## INSPIRE AND PREPARE THE NEXT GENERATION OF EDUCATORS

- Abandon gimmicks that lower standards for teacher licensure and one-time incentives for new hires that don't address the root of the staffing challenges or the need to retain qualified, high-quality professionals in our schools.
- Fund high school and college teacher prep programs including funding student teaching - with an intentional focus on programs for students of color.
- Increase funding for student teaching grants in high-need fields, especially special education.