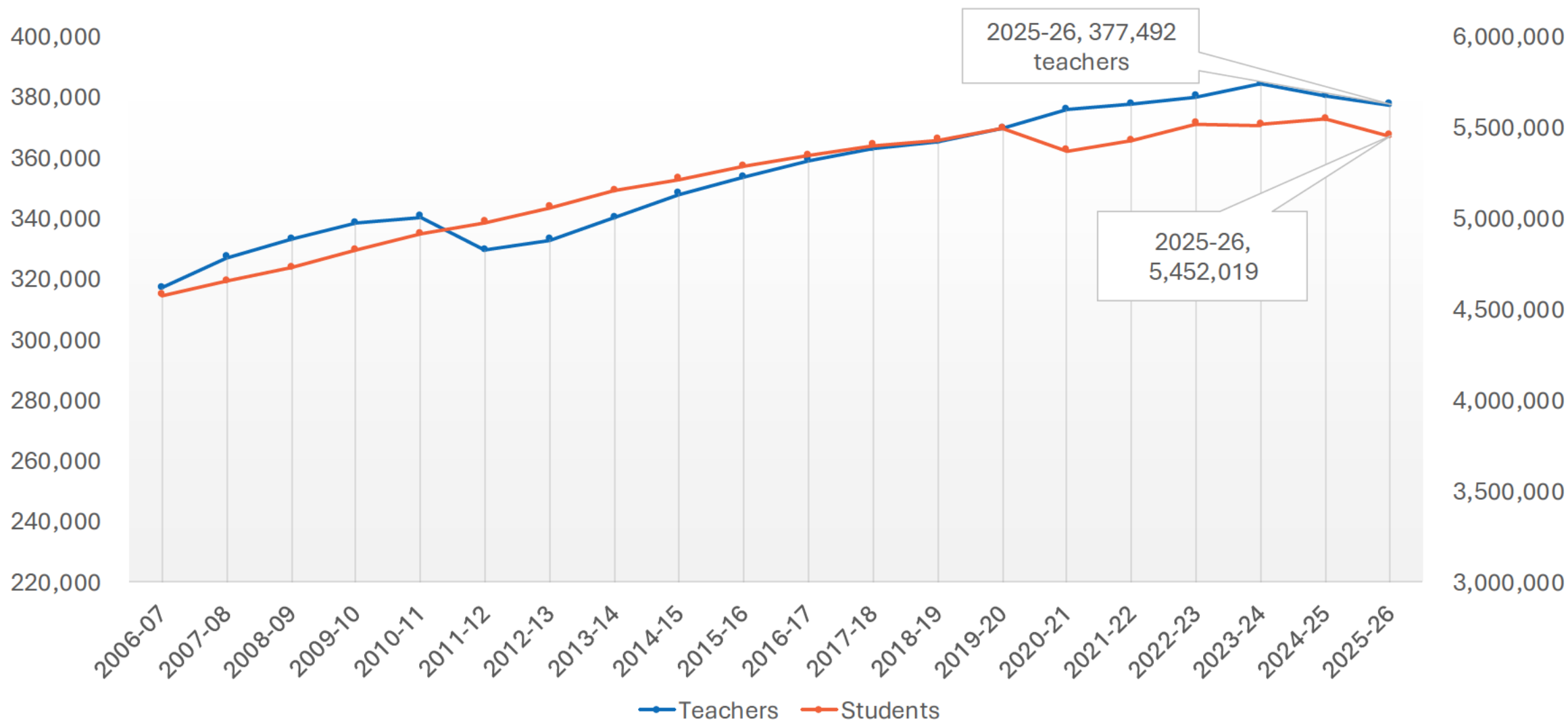


Commissioner's Comments to the State Board of Education

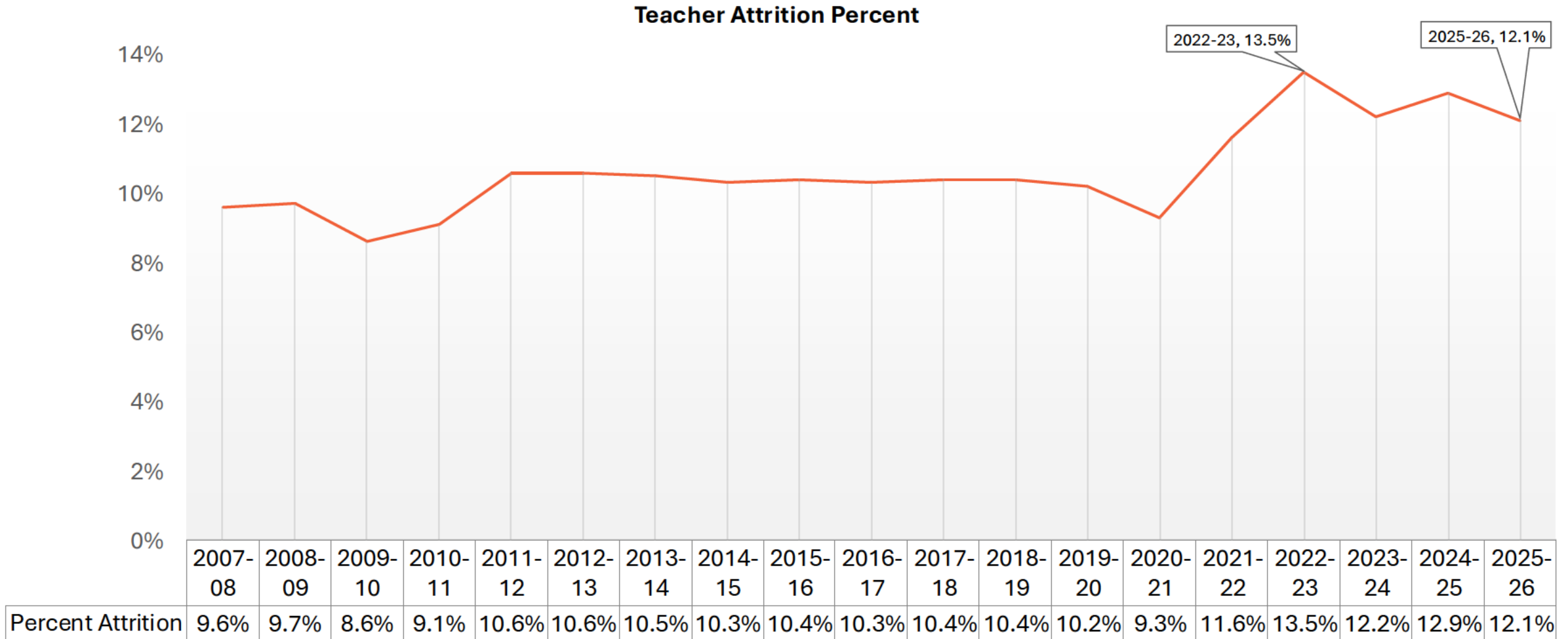
April 8, 2026

Teacher Employment, Attrition, and Hiring

Total number of employed teachers peaked in 2024-25. Student population has decreased.

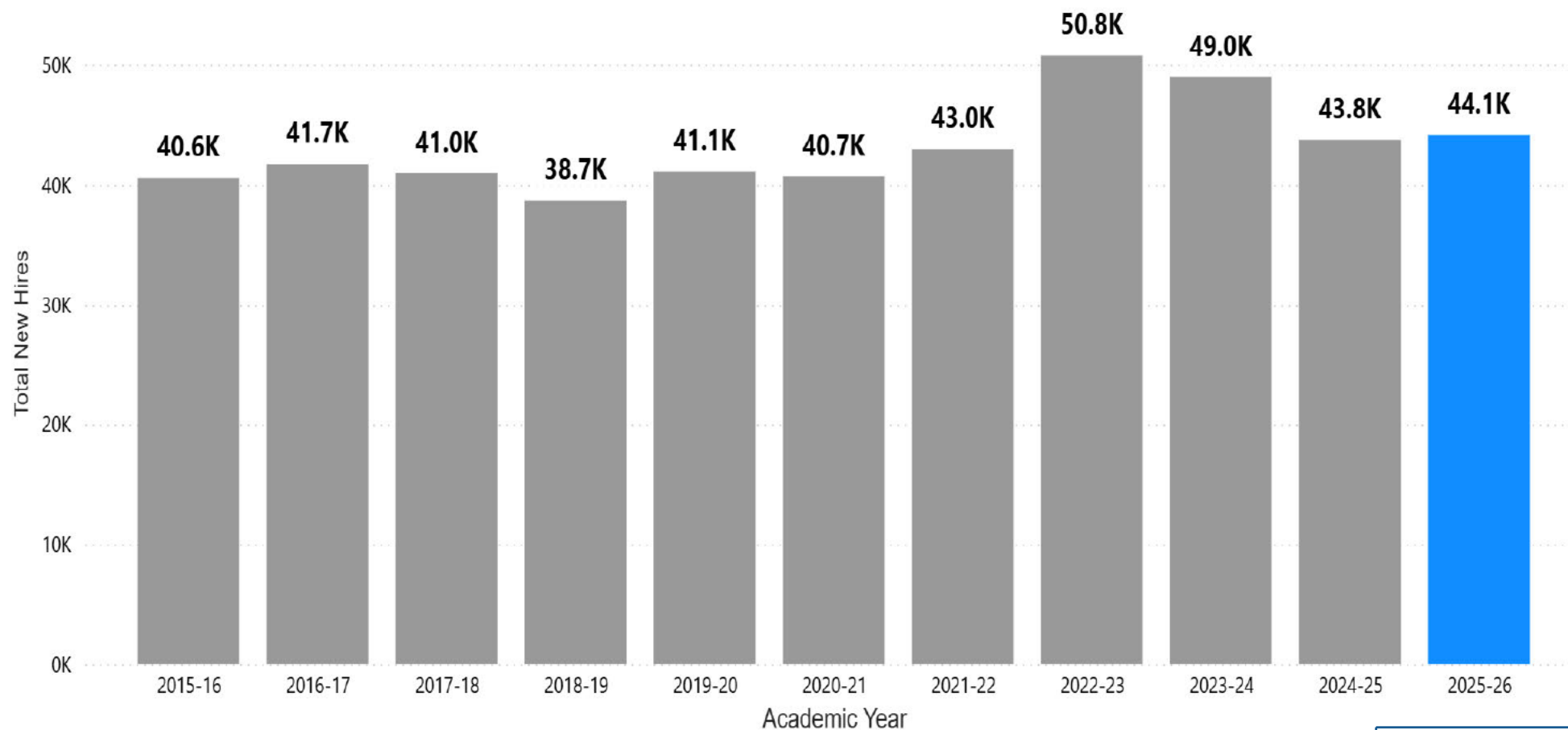


Teacher attrition remains higher than before the pandemic, but is lower than the peak in 2022-23



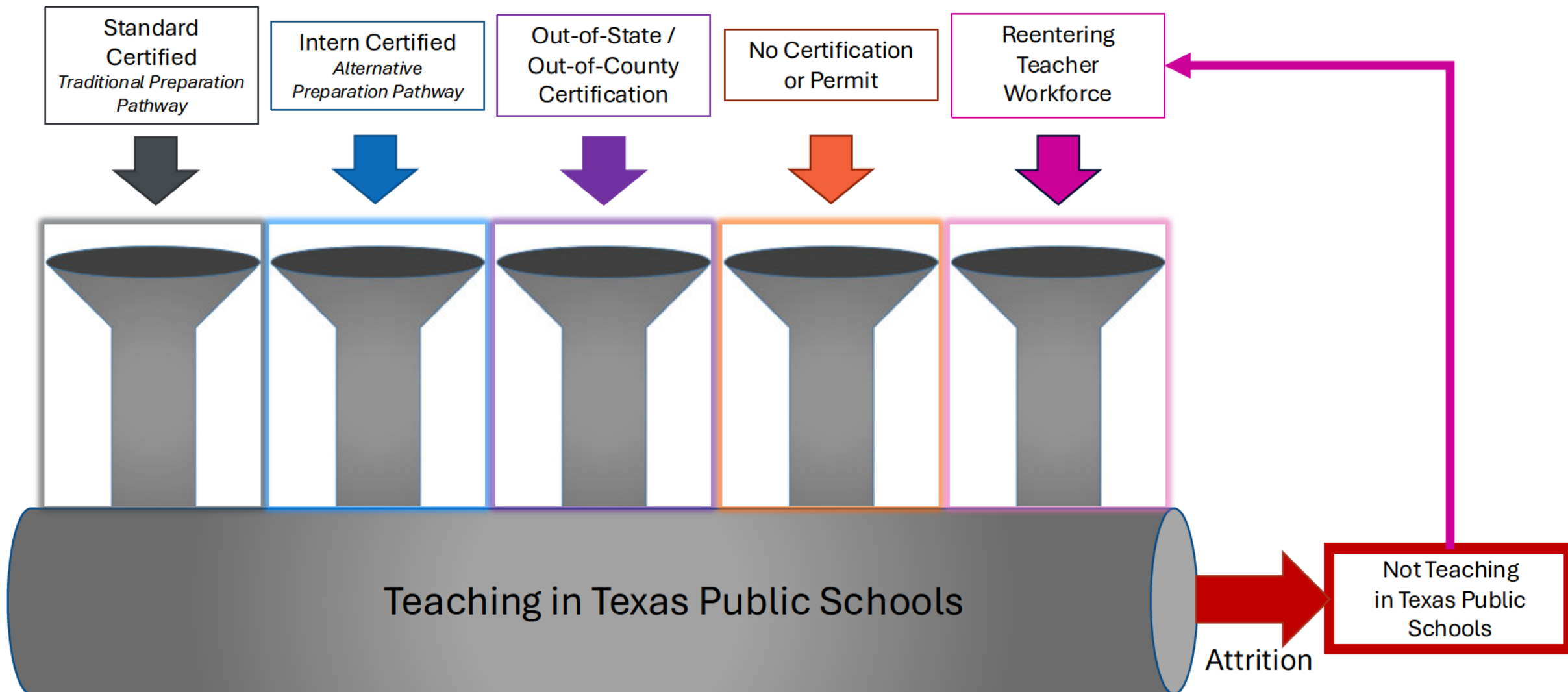
New hires are somewhat consistent with 2024-25

Number of Newly Hired Teachers in Texas School Systems



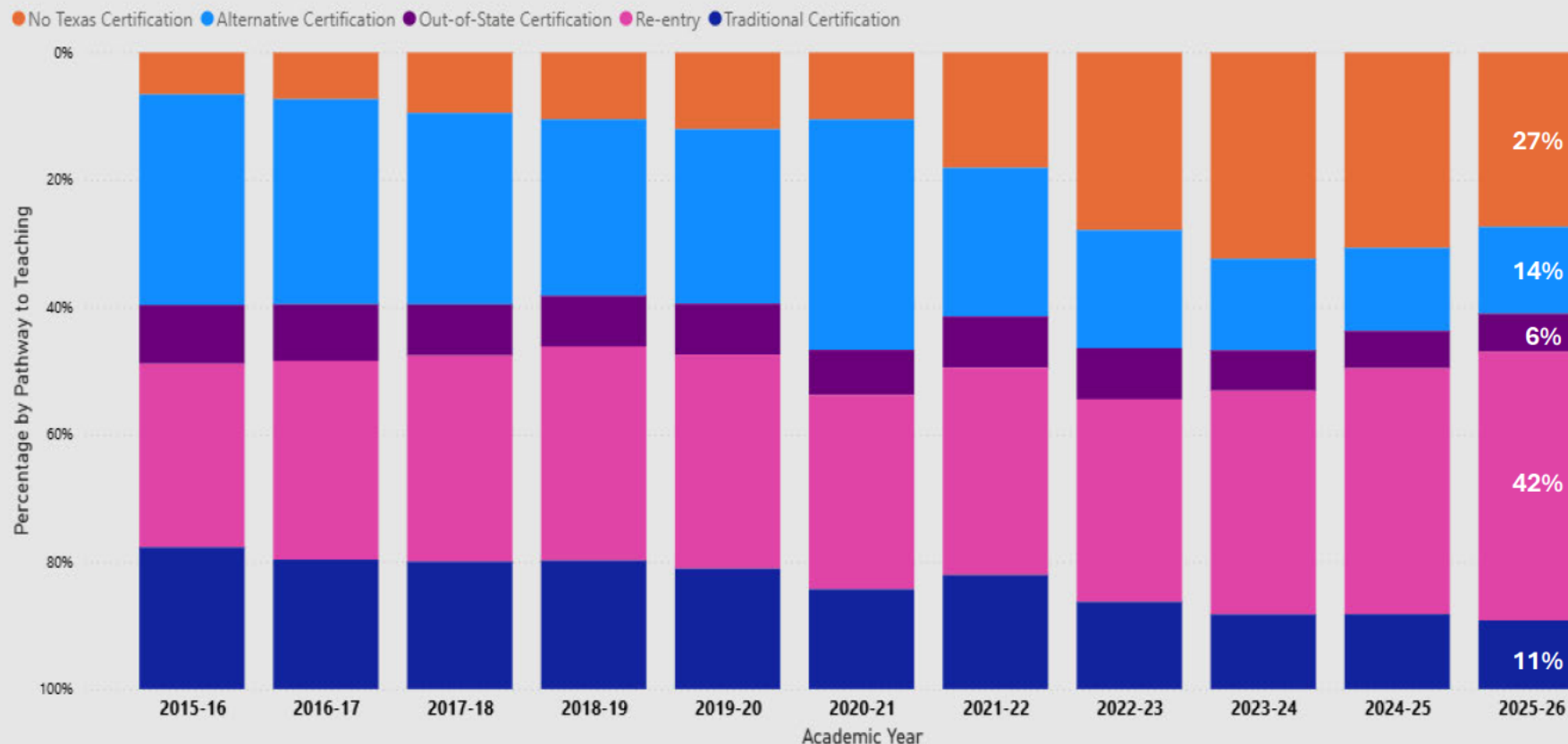
New Hire Definition
A new hire is an individual who is employed as teacher in the current academic year but was not in a teacher role in the previous academic year.

Newly hired teachers in Texas come from multiple sources



There has been a shift in hiring of new teachers statewide, first toward alt certified and then uncertified.

Percentage of Newly Hired Teachers by Pathway to Teaching



Uncertified individuals has decline from its peak but still represents that largest portion of new hires new to teaching

Alternative certification, which includes teacher interns, has been significantly replaced with uncertified teachers

Out-of-State certification remains small but steady

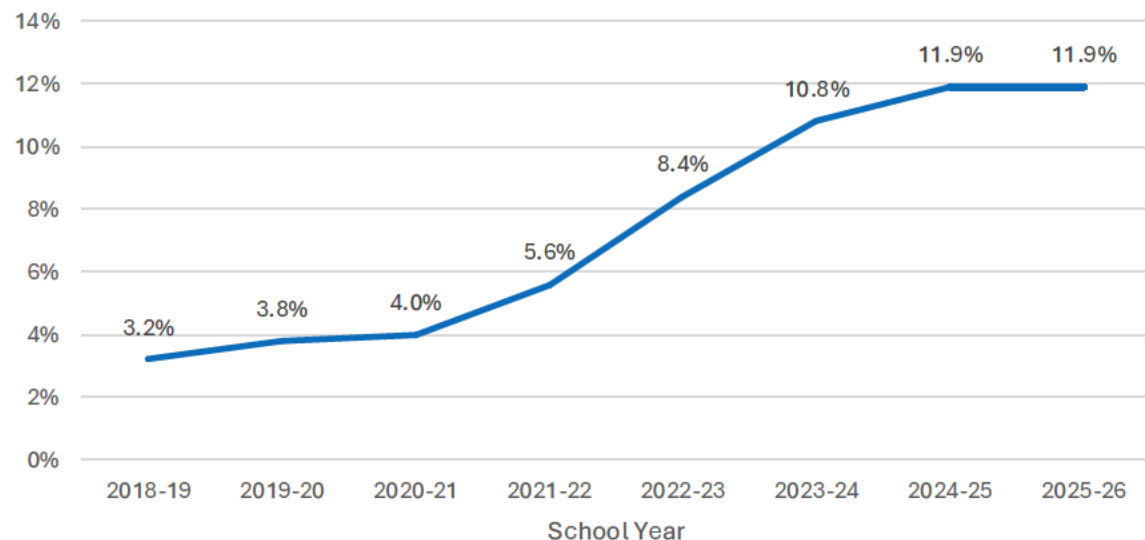
Re-entry of former teachers has grown slightly in recent years

Traditional certification has continued to slowly decline

The overall percentage of uncertified teachers has plateaued.

The percentage of the entire workforce that is uncertified has maintained in the past year.

Percent Uncertified Teachers



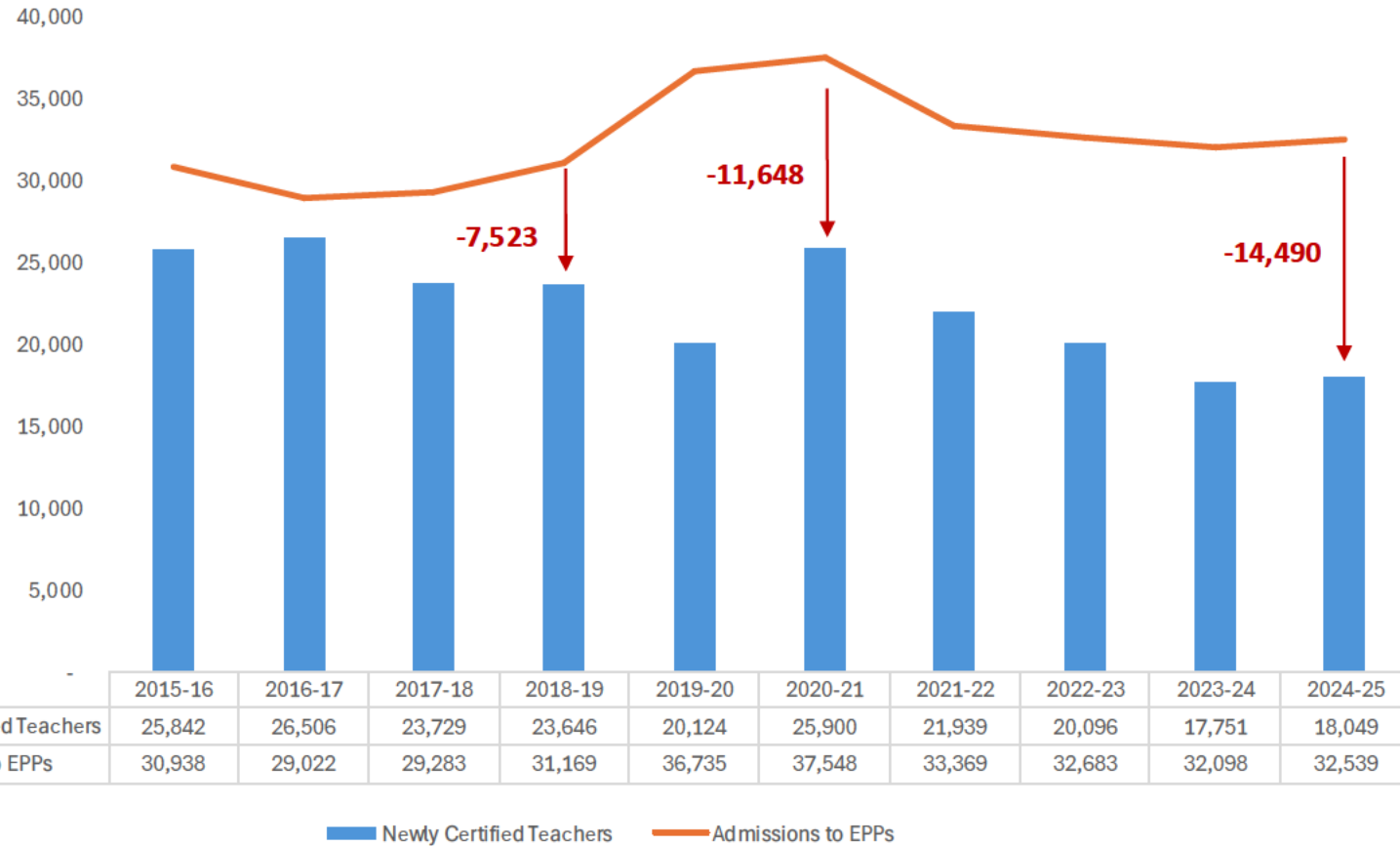
Uncertified teachers work in all grades and subjects

	ELAR	Math	Science	CTE
Elementary	11.0%	11.1%	11.3%	
Middle School	11.8%	10.8%	13.9%	18.0%
High School	8.8%	9.3%	11.6%	23.2%

Data from 2025-26

The gap between those admitted to an Educator Preparation Program (EPP) and those obtaining certification has widened.

Teacher Certifications and Admissions



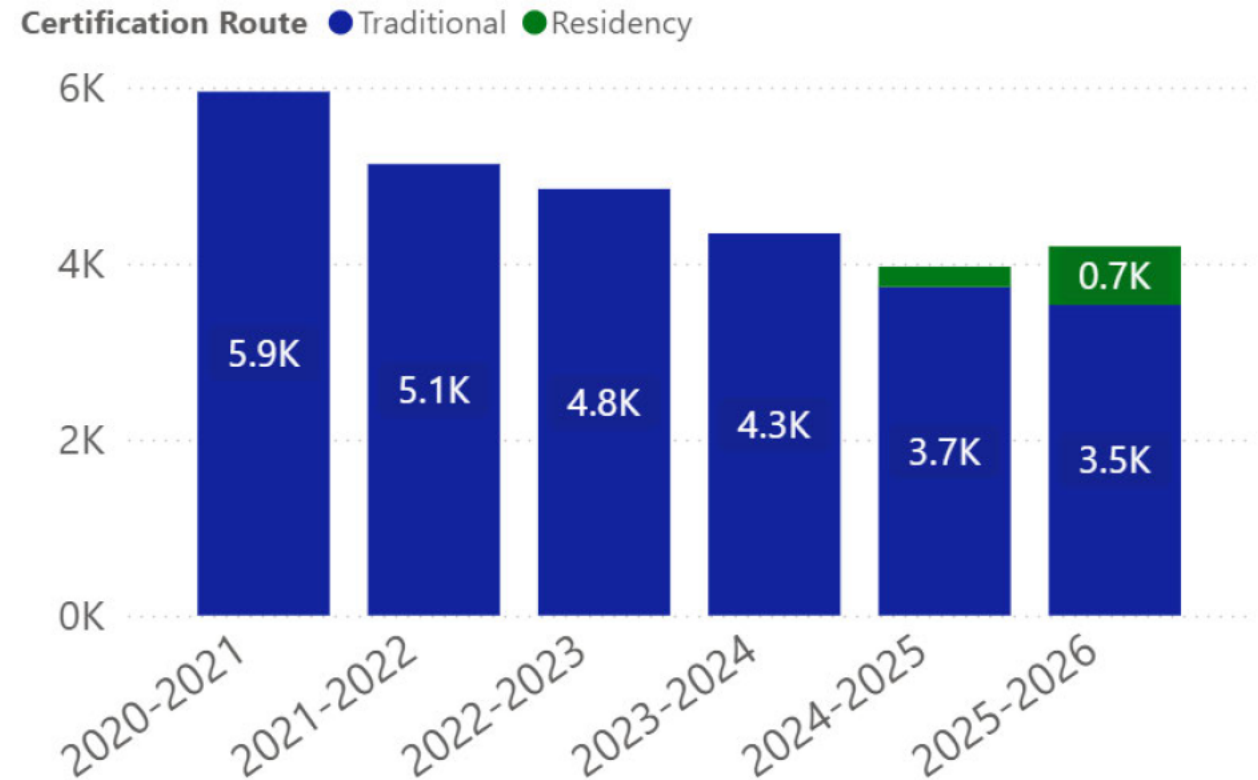
The gap between admissions to an educator preparation program and certification has remained wide

If all the individuals who entered an EPP completed their certification, it would greatly reduce the need for uncertified teachers

The share prepared through a residency route has started to increase.

Admission to new residency programs has begun to increase in the wake of HB2.

Admitted Teacher Candidates, Year to Date, by Route





HB2 provided historic investments to recruit and prepare aspiring teachers



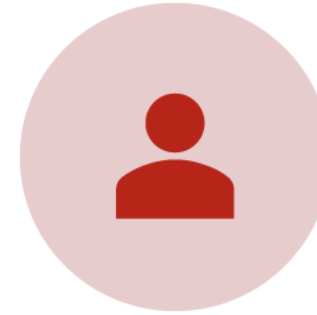
\$400M+ Annually

A statewide investment in teacher recruitment, preparation & certification, and mentoring—at scale.



Reliable Funding Streams

Establishes consistent entitlements for districts and Educator Preparation Programs (EPPs).



Support for 200+ Educators per LEA

Funding for aspiring teachers and mentors every year.



Reaching 5.5M+ Students

Potential to transform learning across 1,200+ Texas districts

HB 2 and the PREP Program Allotment incentivize talent system development, support quality preparation pathways, and address uncertified teachers...



Pipeline Strategy

Recruitment

New State Funding* for Teacher Recruitment

Grow Your Own
(\$8-12K) -> 40



PREP Allotment

High-quality teacher preparation training content requirement



Preparation

New State Funding* for Preparation, paying costs of training candidates before they begin teaching

Residency Preservice
(\$25-39.5k) -> 40

Traditional Preservice
(\$10-21.5k) -> 40

Alternative Preservice
(\$10-21.5k) -> 40



Mentorship

Increased State Funding* for New Teacher Mentoring

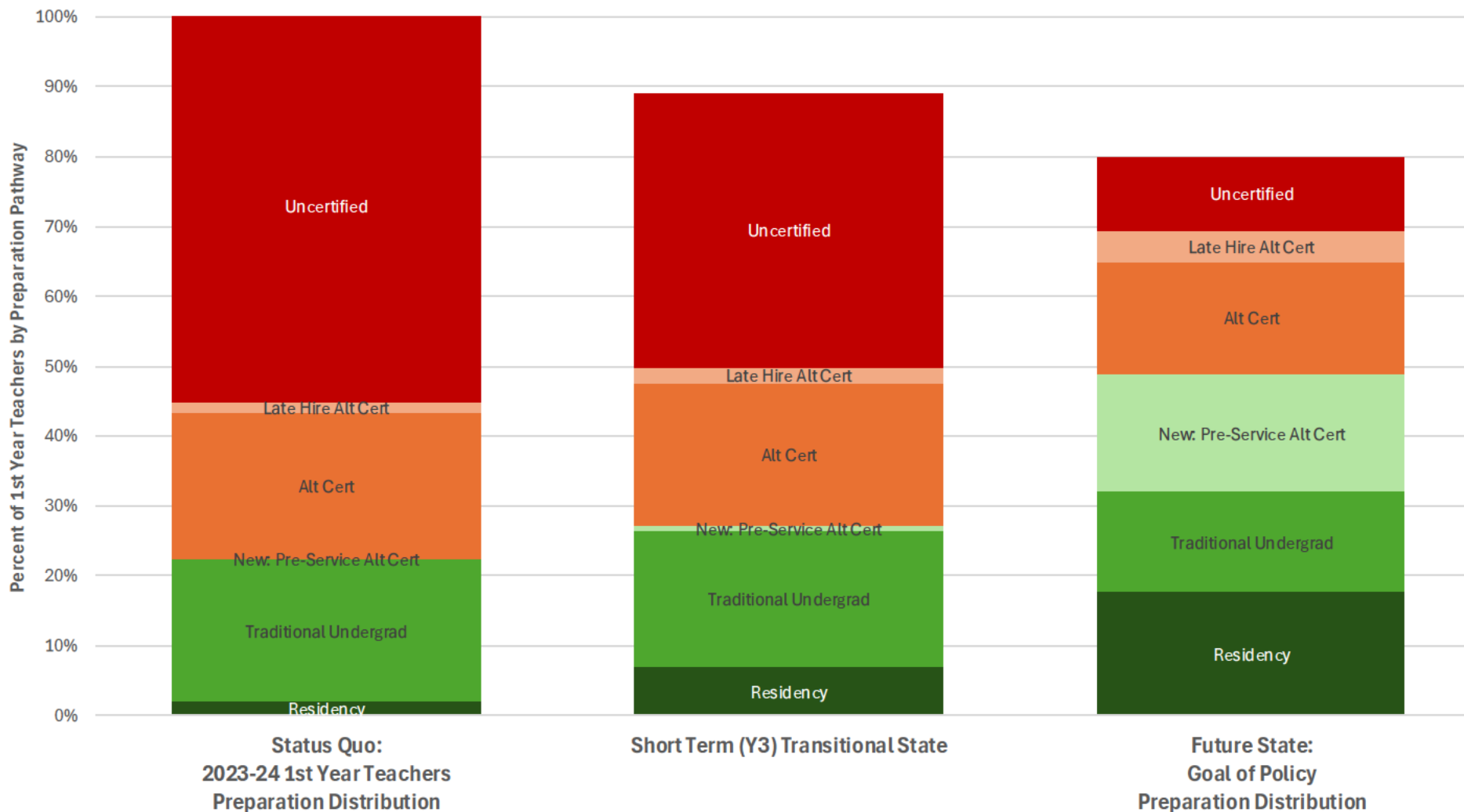
Mentorship Program
(\$3k) -> 40



Phase Out Uncertified Teacher Hiring
in core content subjects, with transition incentives

*FSP Formulas are structured with higher levels of funding for small/rural districts

...leading to a future new hire workforce that has substantial, quality preparation, and lower early career turnover.

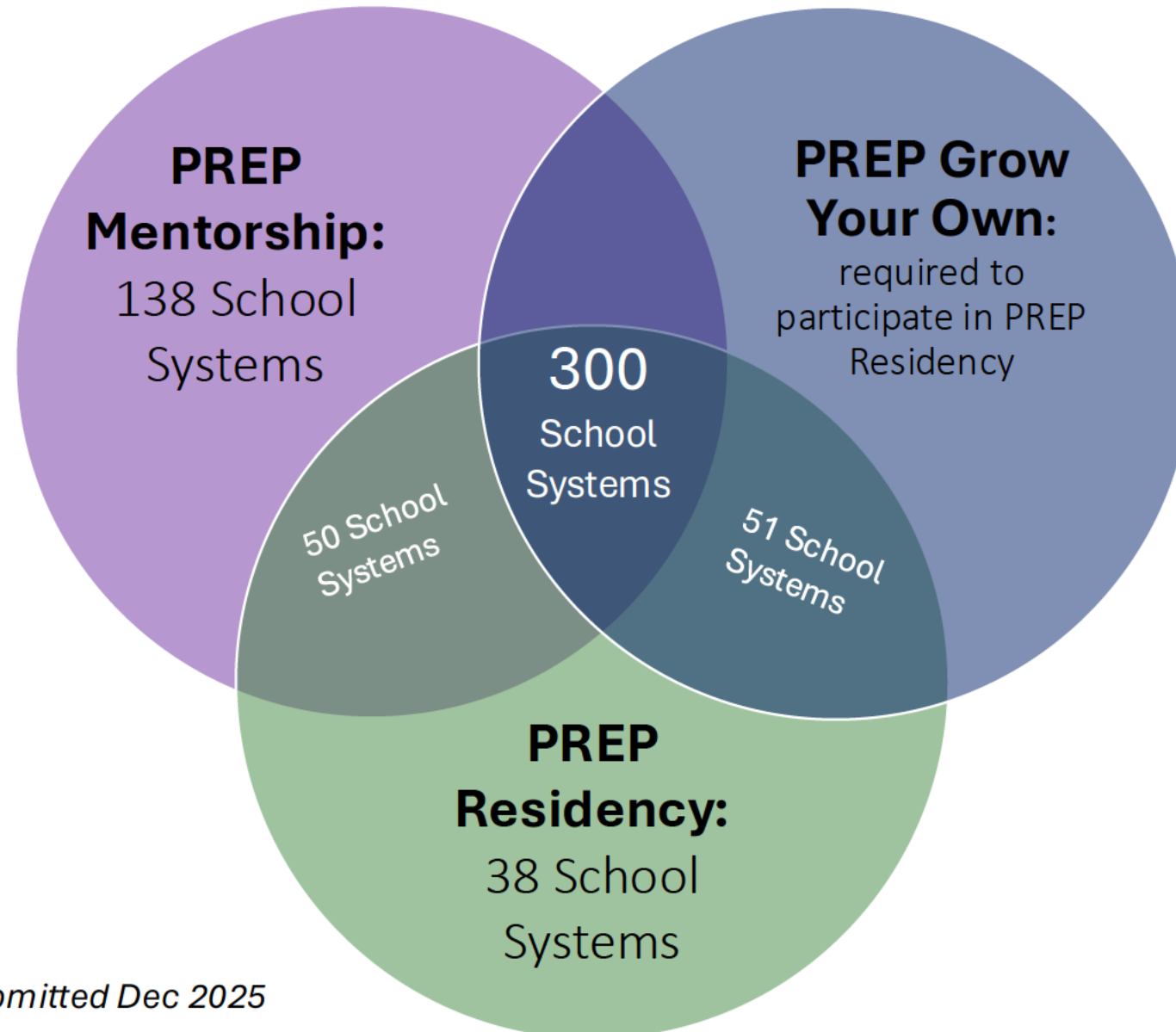


With improved preparation over time, early career turnover should decline, so fewer 1st year teachers will be needed each year

State funding will now be provided for high-quality preparation so far more teacher candidates will be trained before they begin teaching

~30,000 1st year teachers were hired in Texas in 2023-24

Early estimated Statewide PREP Program Participation Counts for 2026-27



HB2 is addressing the challenge of uncertified teachers and out-of-field certified teachers in academic subjects



About 1 in 9 core-content classrooms in elementary schools are taught by a teacher who isn't properly certified

With the **HB2 Teacher Certification Incentive**, school systems can receive \$1,000 for every recently hired uncertified teacher who gets certified.

To learn more about new HB2 PREP Allotment

<https://tea.texas.gov/texas-educators/educator-initiatives-and-performance/educator-initiatives/preparing-and-retaining-educators-through-partnerships-program-prep-allotment>

Preparing and Retaining Educators through Partnerships Program (PREP) Allotment

House Bill 2, passed by the 89th Texas Legislature and signed into law in June 2025, established the PREP Program Allotment to strengthen the quality of teacher recruitment, preparation, and mentorship across the state. Participation in the PREP Program Allotment is optional for eligible districts and open-enrollment charters.

The PREP Program Allotment provides funding for five partnership types, PREP Mentorship, PREP Grow Your Own, PREP Preservice Residence, PREP Preservice Traditional, and PREP Preservice Alternative Certification. Districts and open-enrollment charter schools applied for school year 2026-27 funding for the PREP Preservice Residency Program, Grow Your Own Program, and the Mentorship Program through the LASO Cycle 4 process. Applications for each of these programs plus the PREP Traditional and Alternative Preservice Programs will be available through LASO Cycle 5 in fall 2026. Funding is provided via foundation school program formulas and is available for every school system in the state. Each PREP Program type includes a specific funding formula structure in statute and provides funding for up to a specific number of supported teacher candidates or employees per year per school system. For PREP Preservice Programs, the exact funding a school system would receive for an individual depends on whether the school at which the teacher works is rural and the level of socio-economic need at the school where the individual is placed. There are certain statutory requirements related to allotment spending.

Updates (2/20/26)

During and after the PREP Kickoff Webinar #1 on Wednesday we received many questions through multiple channels. To ensure accurate and consistent guidance, we will compile them and add new FAQ to the section of the website below.

PREP Program Allotment FAQ and Overviews

Select a section header below to see the existing general FAQ or program-specific overviews.

PREP Resources

This section will include all PREP Program Allotment resources as they become available.

Primary Audiences: *school districts, educator preparation programs, and institutes of higher education*

Resource	Date Available*
PREP Program Overviews, Presentation Decks, and Webinar Recordings on LASO IV Resource Page	now
PREP Kickoff Webinar #1 Recording	2/24
PREP Kickoff Webinar #1 Slides	2/24
Guidance for Written Partnership Agreements	coming soon
District PREP Allotment Funding Calculator	3/20
PREP Program Allotment Guidebook	4/20

*Date available is an estimate based on current timelines.

Questions?

Submit all questions through the [PREP Support Portal](#).



Thank You



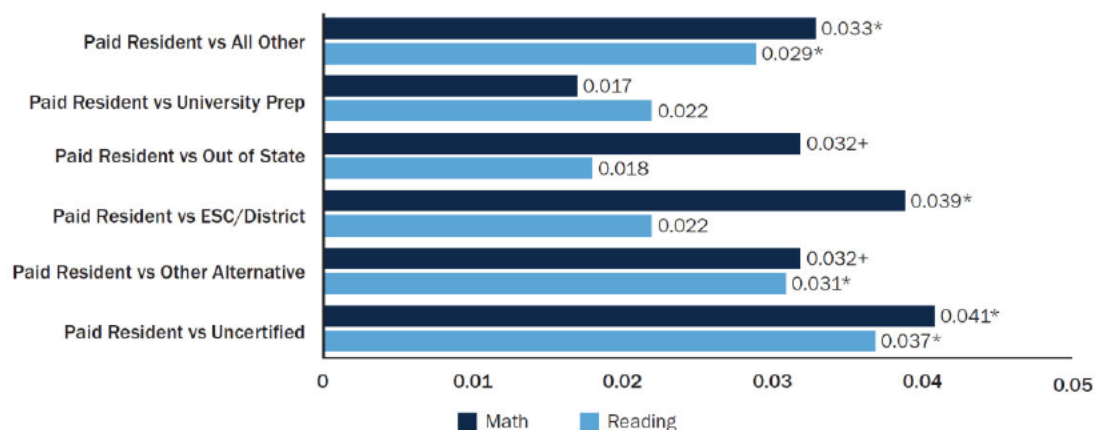
Appendix

The quality of a teacher's preparation impacts teacher effectiveness

Early research on Texas Residencies indicate teachers prepared through these routes are more effective than those prepared in alternative routes and uncertified teachers.

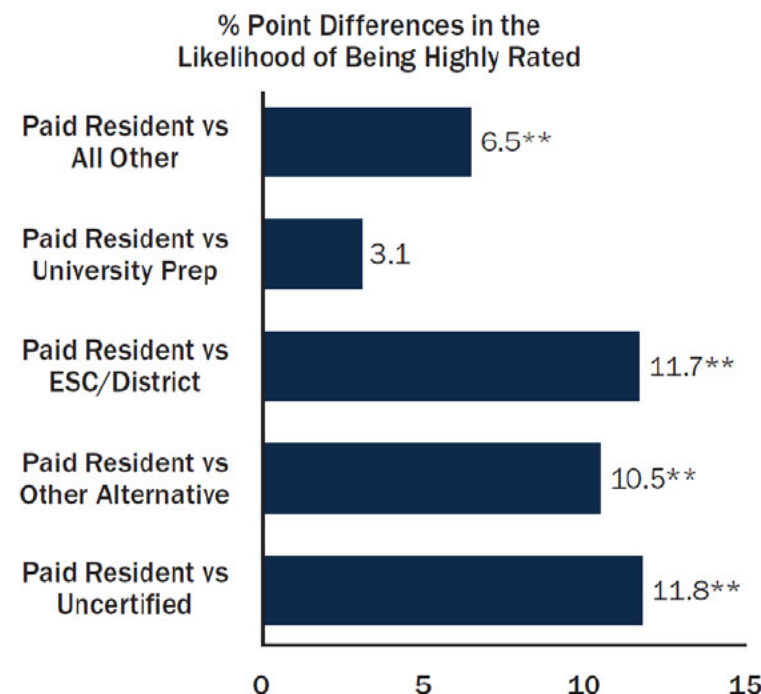
Early research on Texas Residencies indicate principals give high ratings to teachers prepared in residency routes.

Figure 2: Student Achievement Results for Beginning Teachers in Texas



Note: This figure presents results from regression models focused on student achievement on STAAR math and reading exams in grades 4-8. There were 200 paid residents in our math models and 195 paid residents in our reading models. Models controlled for a rich set of covariates and included a school district fixed effect. +, *, and ** indicate statistical significance at the 0.10, 0.05, and 0.01 levels, respectively.

Figure 4: Principal Ratings of Beginning Teachers in Texas



[Golden et. al, 2025](#)

The quality of a teacher's preparation impacts teacher retention

TEA data shows teachers prepared via traditional and residency route had strong retention rates

Early Research on Texas Residencies indicates higher retention in the second and third year compared to other preparation routes.

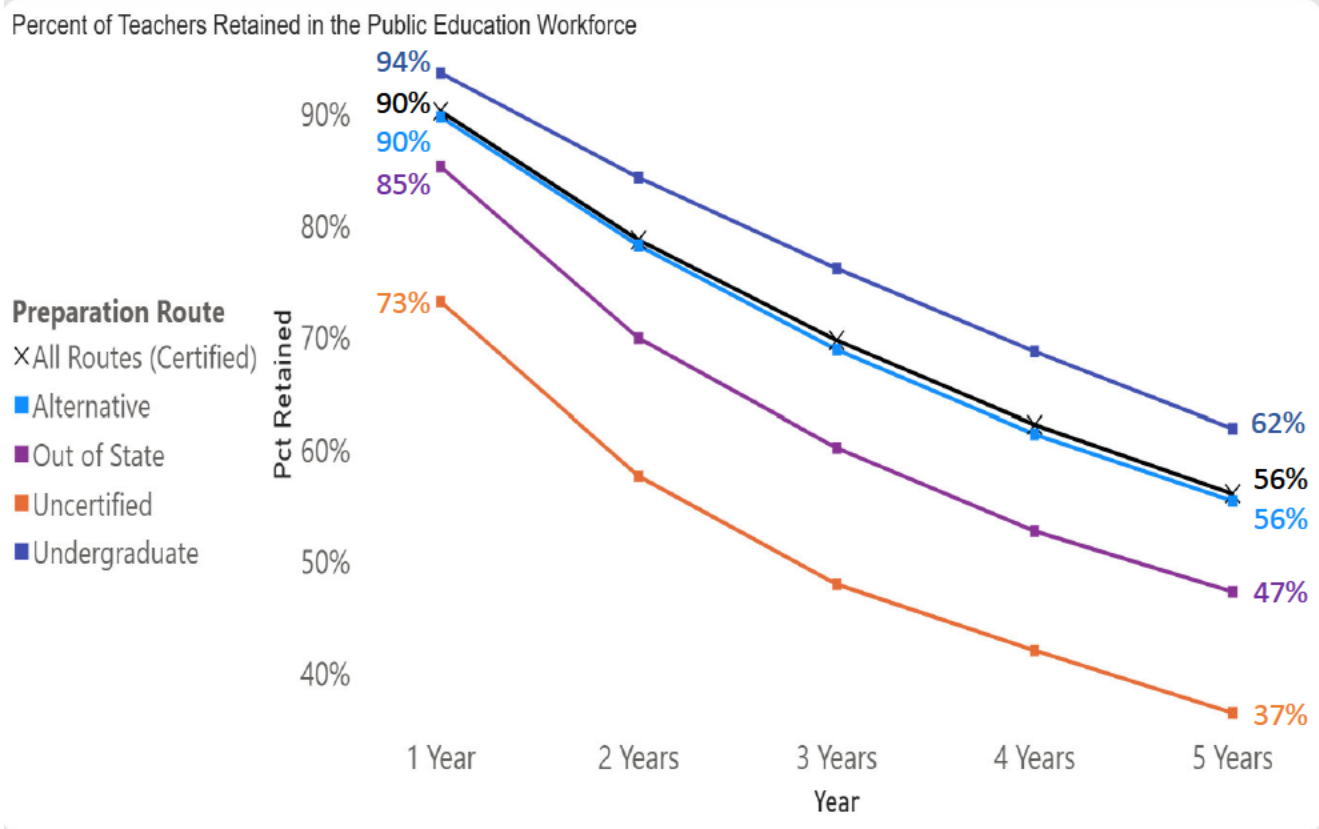
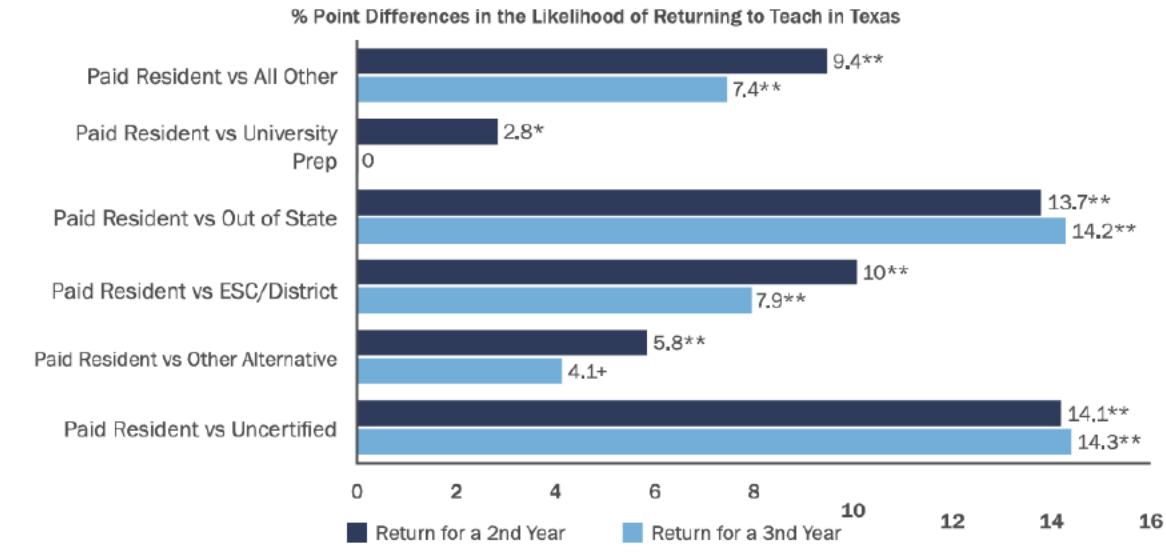


Figure 5: The Retention of Beginning Teachers in Texas



Note: This figure presents results from regression models focused on teacher retention in Texas public schools. For second-year retention there were 964 paid residents in our models; for third-year retention there were 342 paid residents in our models. Models controlled for a rich set of covariates and included a school district fixed effect. +, *, and ** indicate statistical significance at the 0.10, 0.05, and 0.01 levels, respectively.