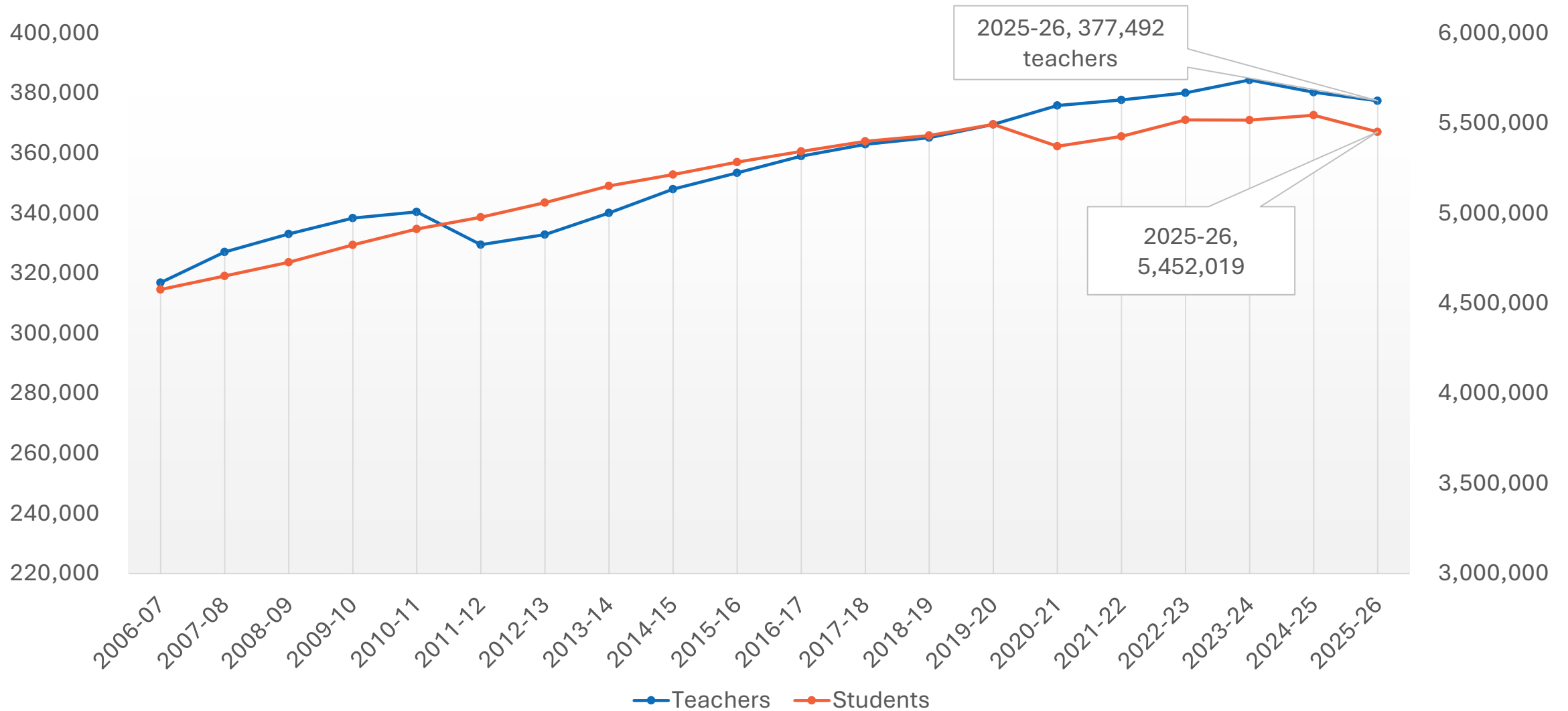




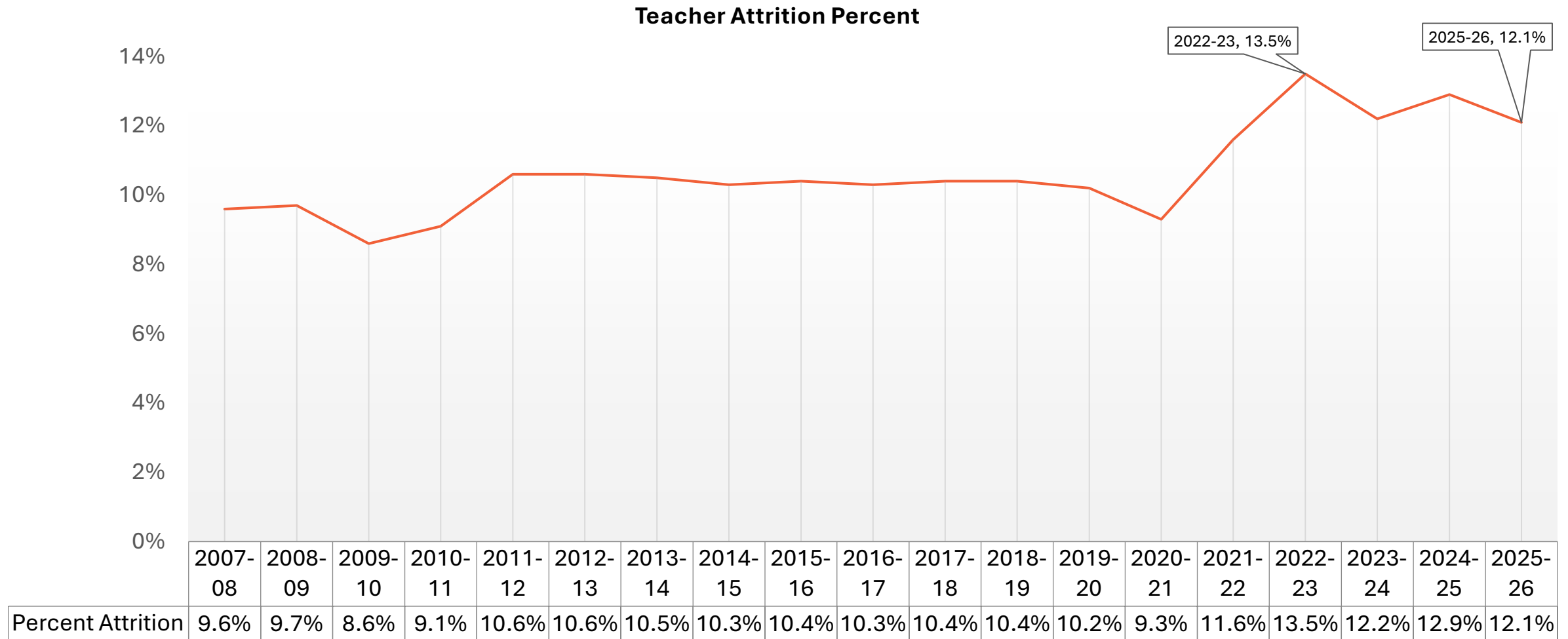
Teacher Employment, Attrition, and Hiring

April 16, 2026

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

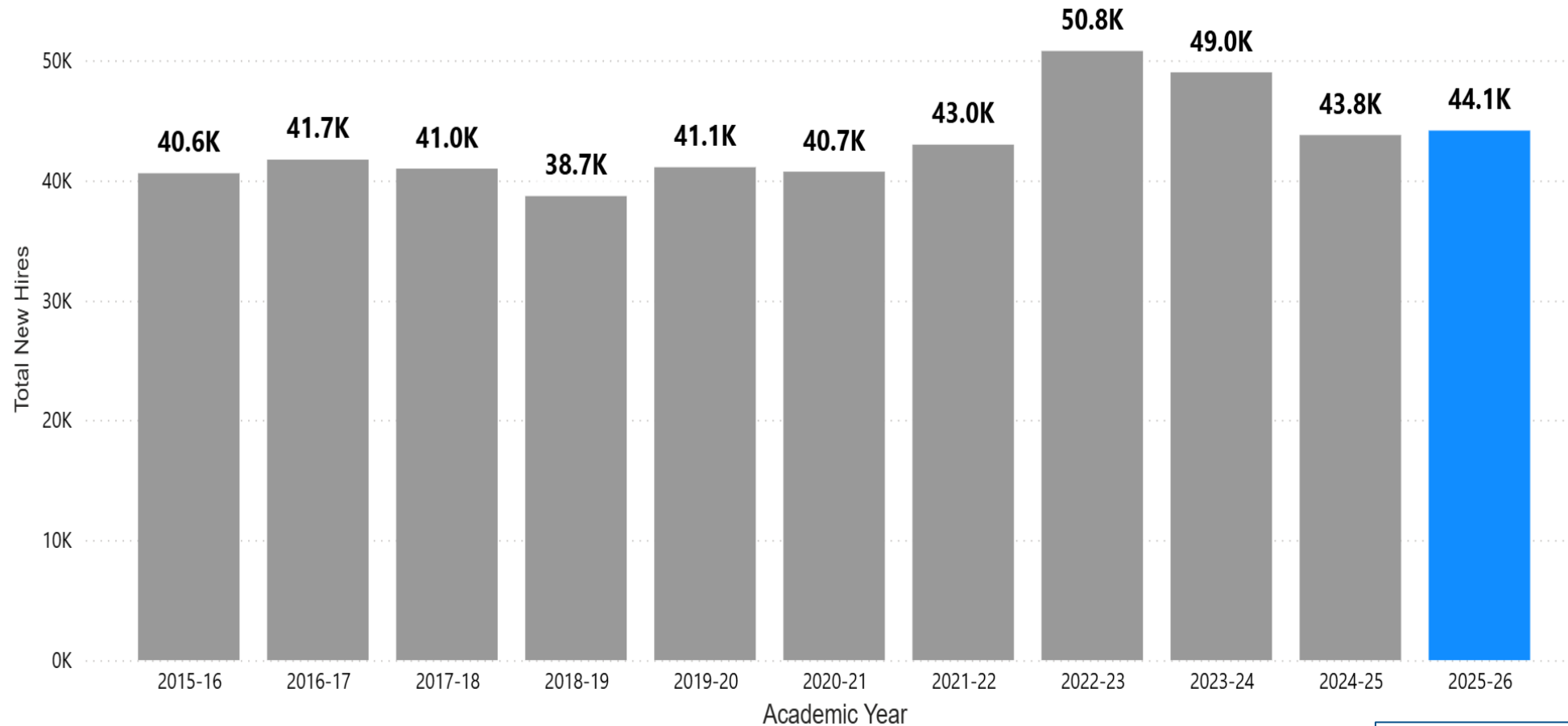


Teacher attrition remains higher than before the pandemic, but is lower than the peak in 2022-23



New hires are somewhat consistent with 2024-25

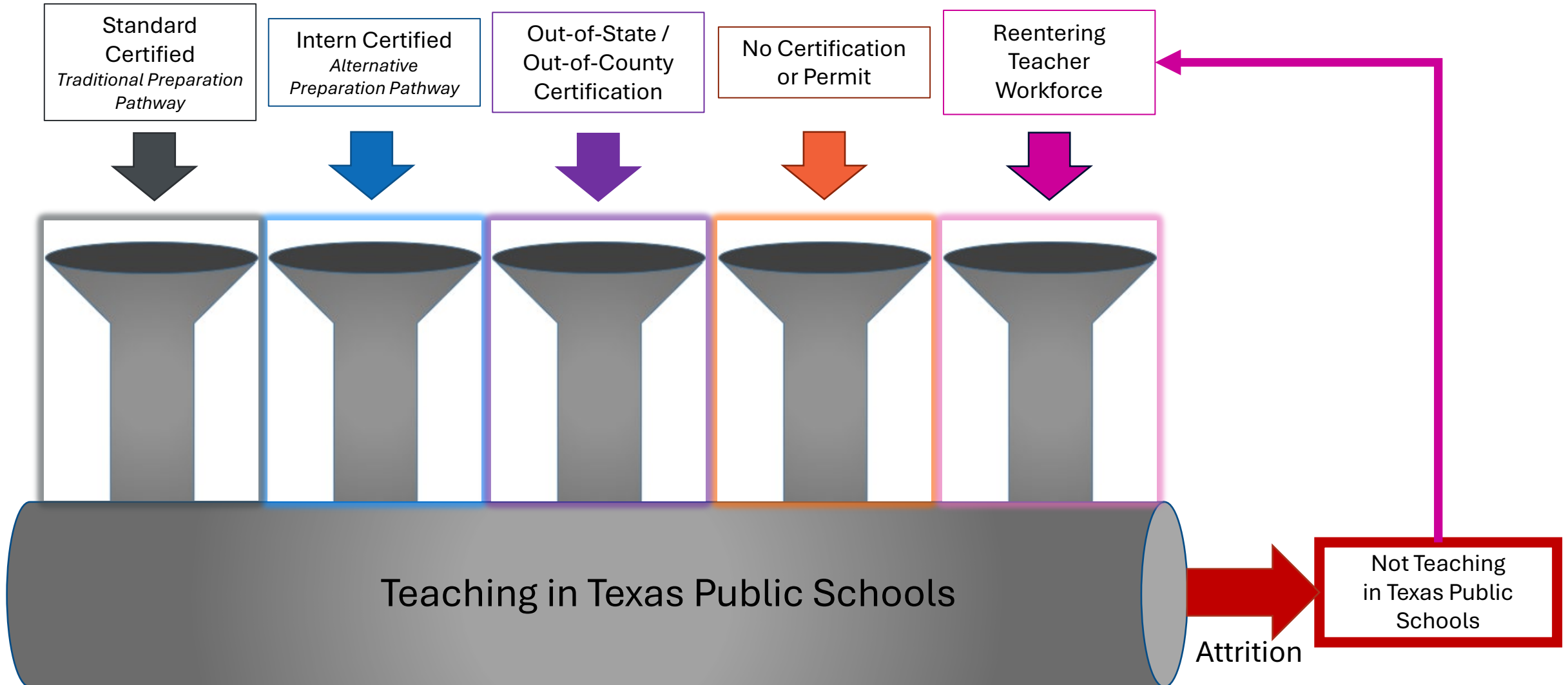
Number of Newly Hired Teachers in Texas School Systems



New Hire Definition

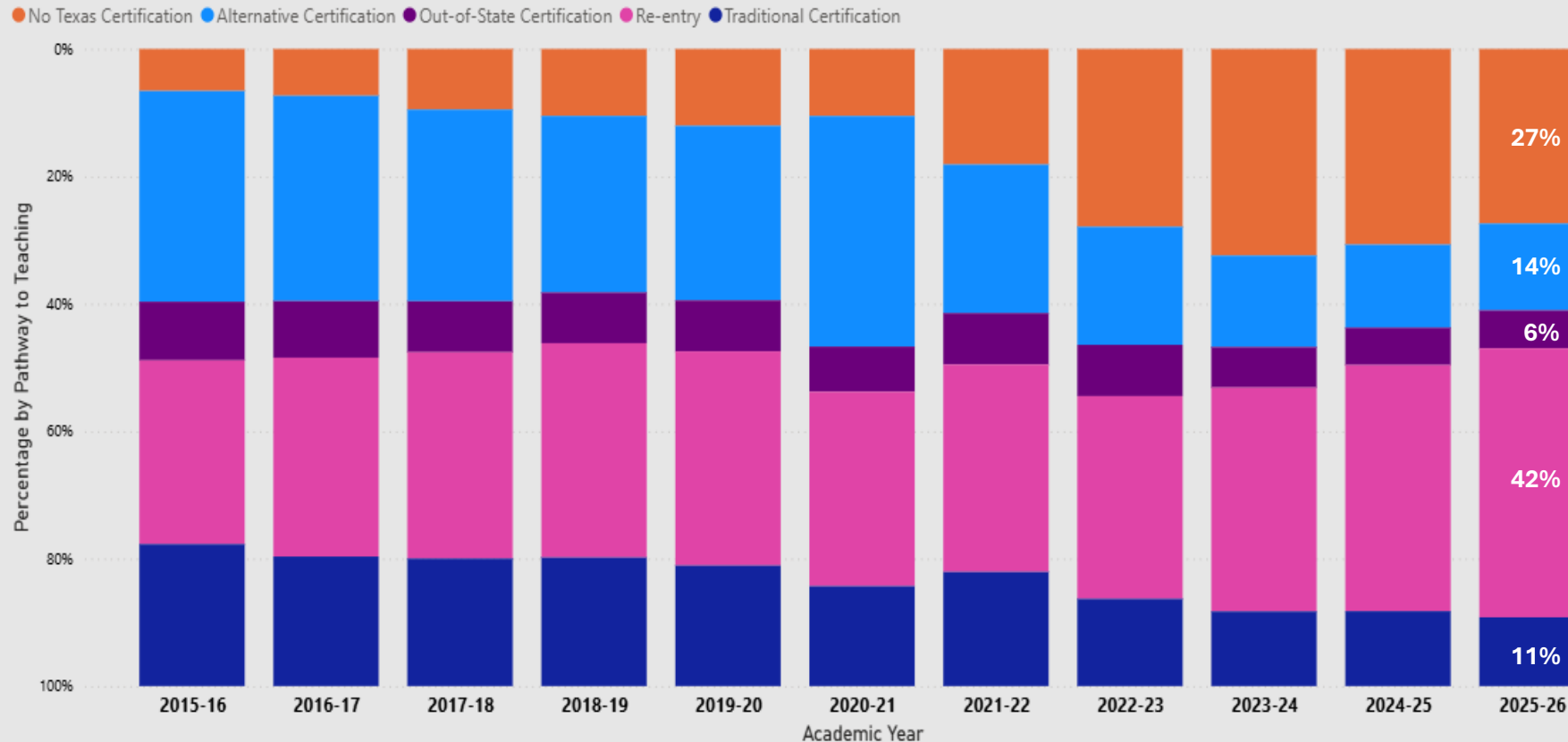
A new hire is an individual who is employed as teacher in the current academic year but was not in a teacher role in the previous academic year.

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 has declined from its peak but still represents the largest portion of new hires new to teaching

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

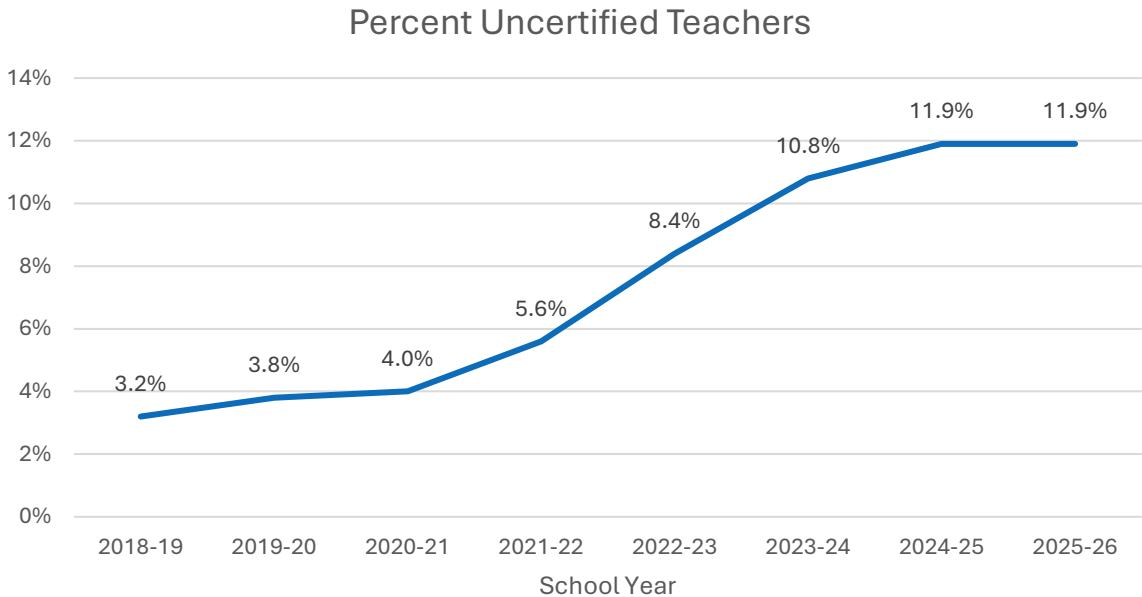
Out-of-State certification remains small but steady

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.

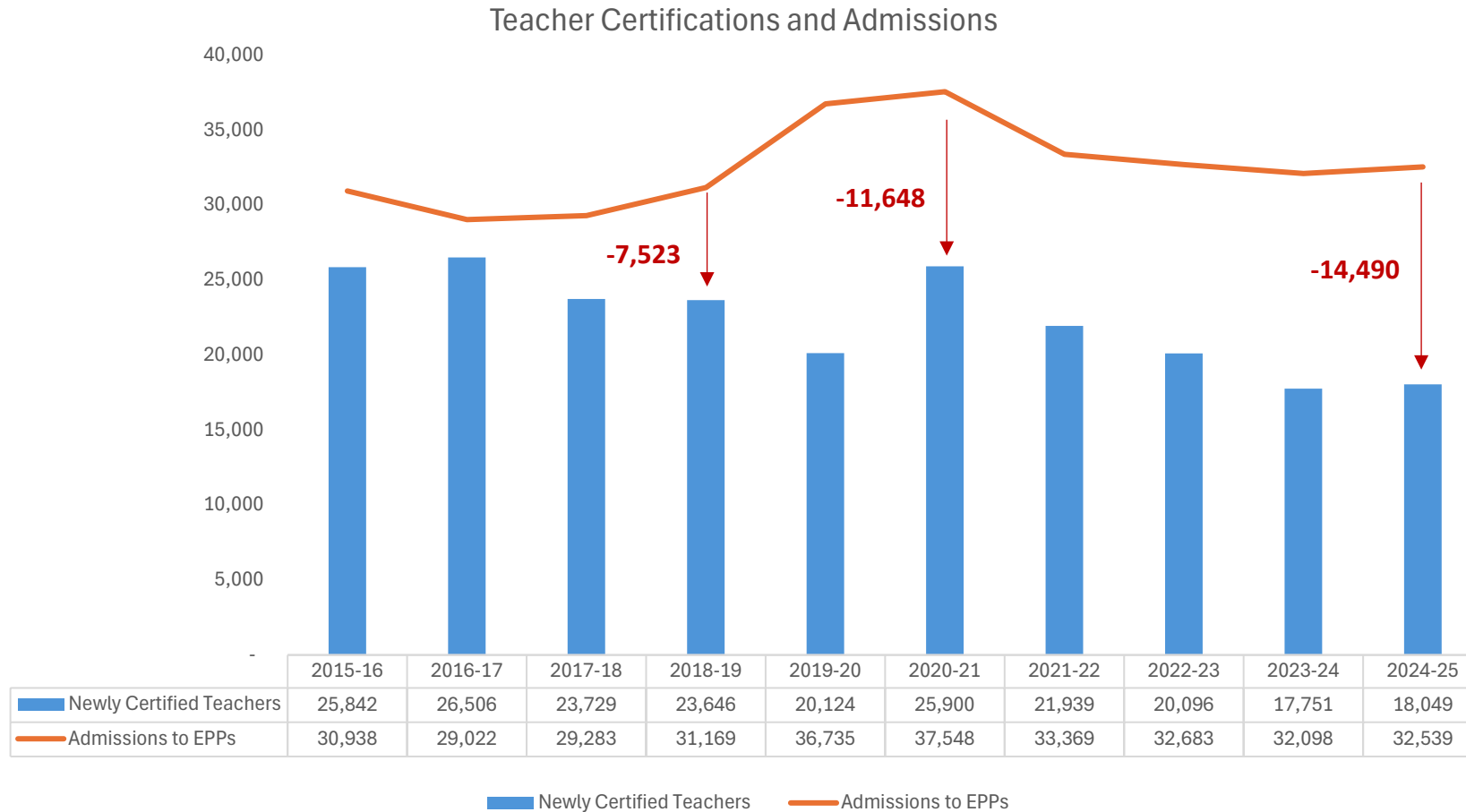


Uncertified teachers work in all grades and subjects

	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.



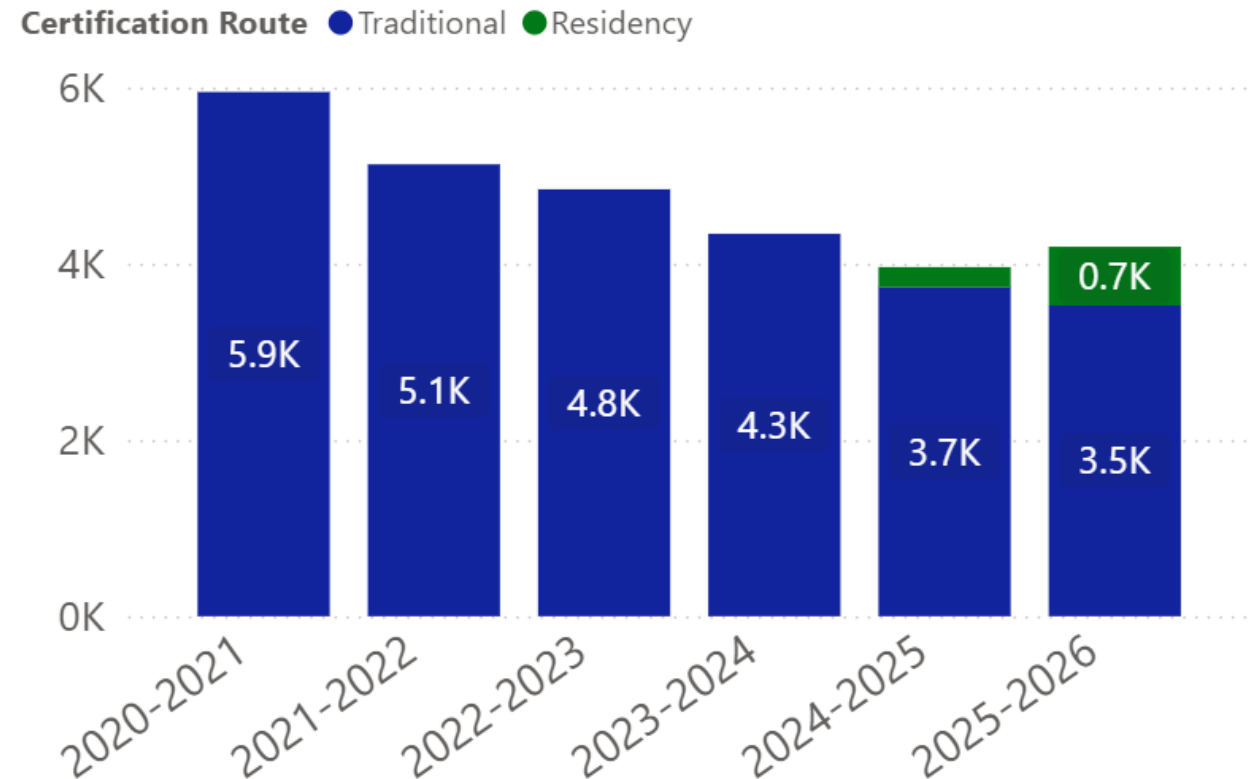
The gap between admissions to an educator preparation program and certification has remained wide

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



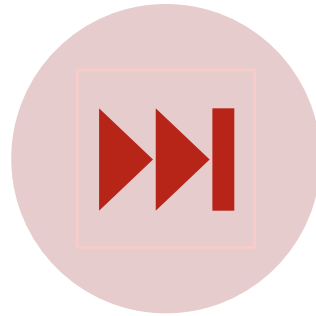


HB2 provided historic investments to recruit and prepare aspiring teachers



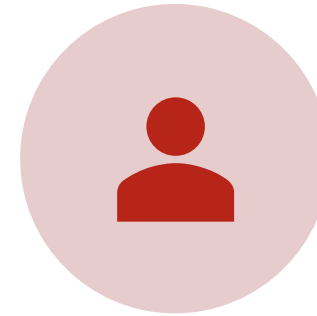
\$400M+ Annually

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

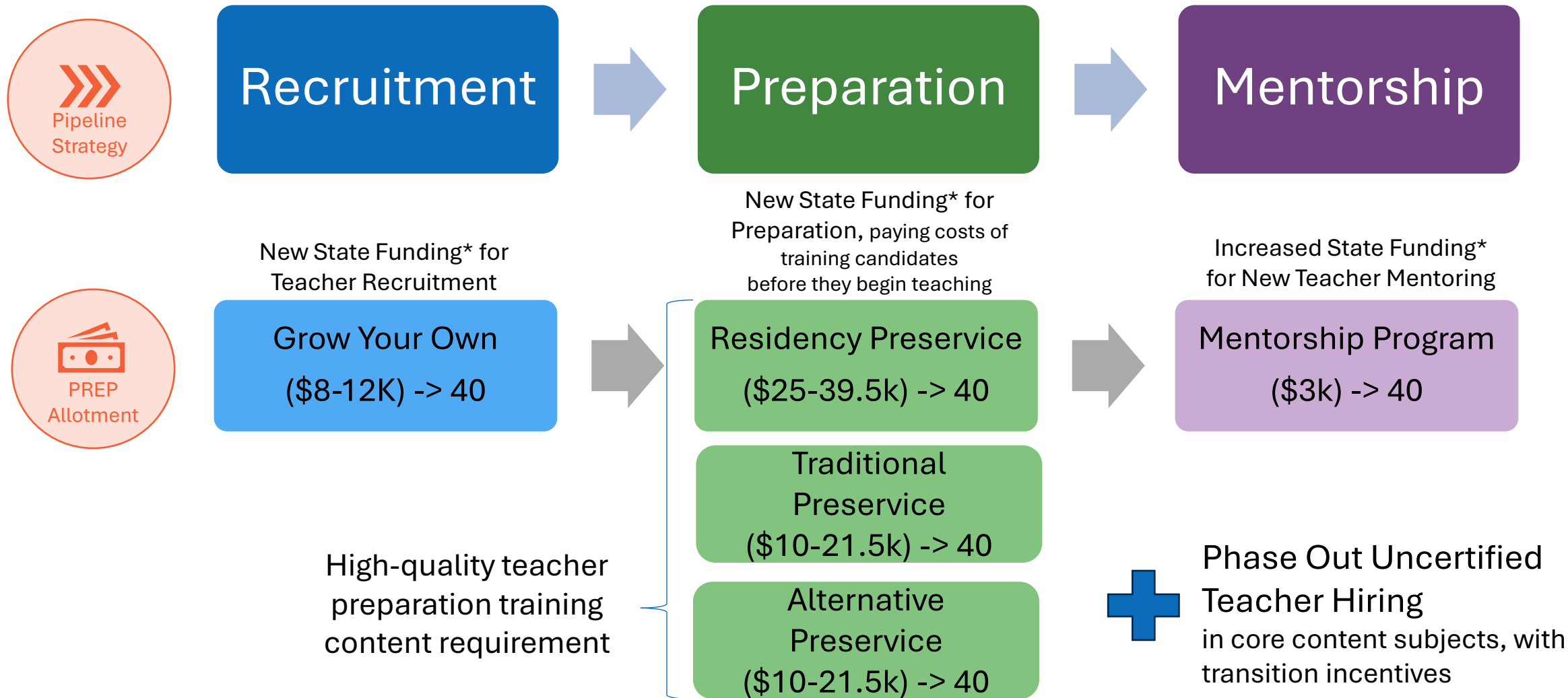
Funding for aspiring teachers and mentors every year.



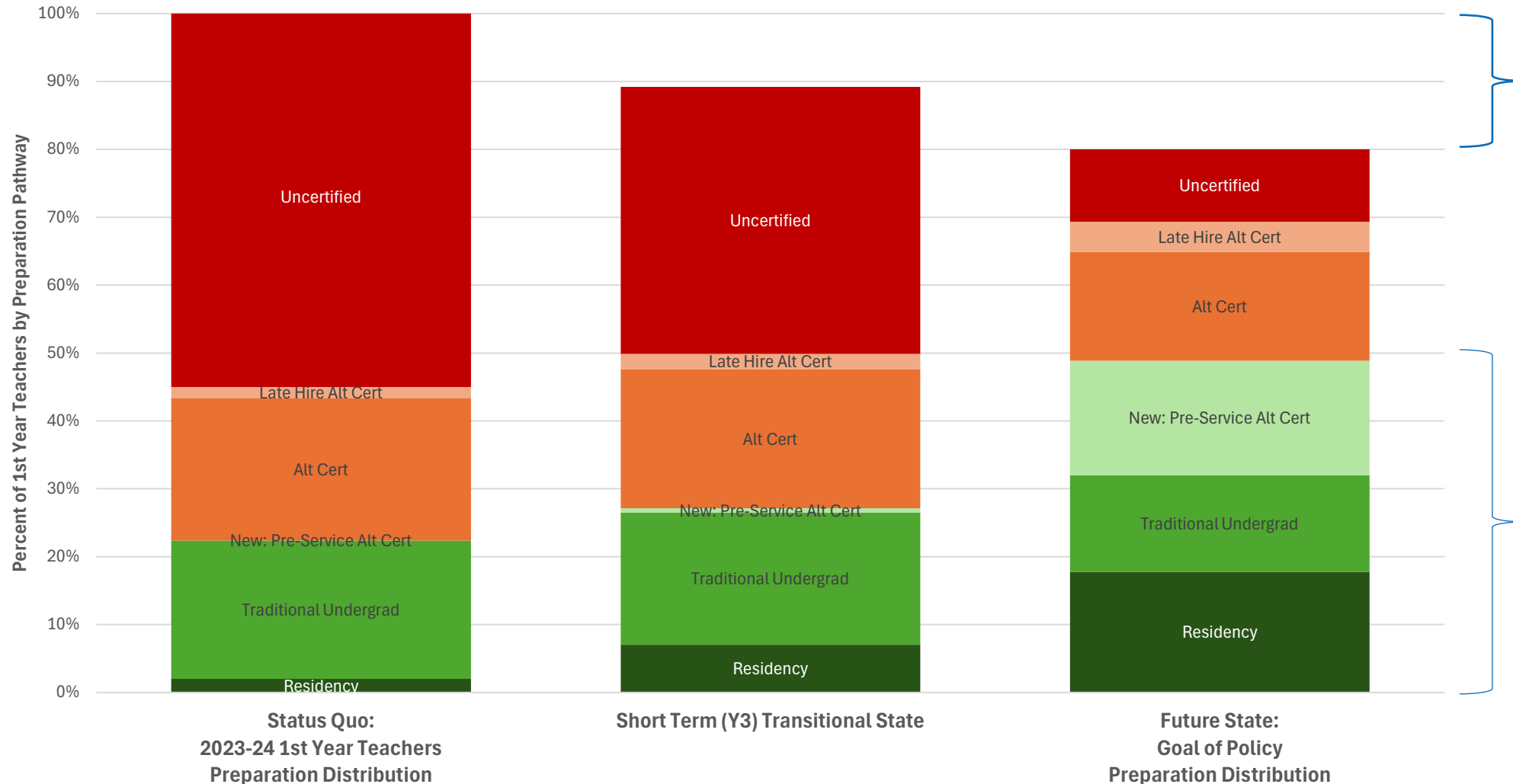
Reaching 5.5M+ Students

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...



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

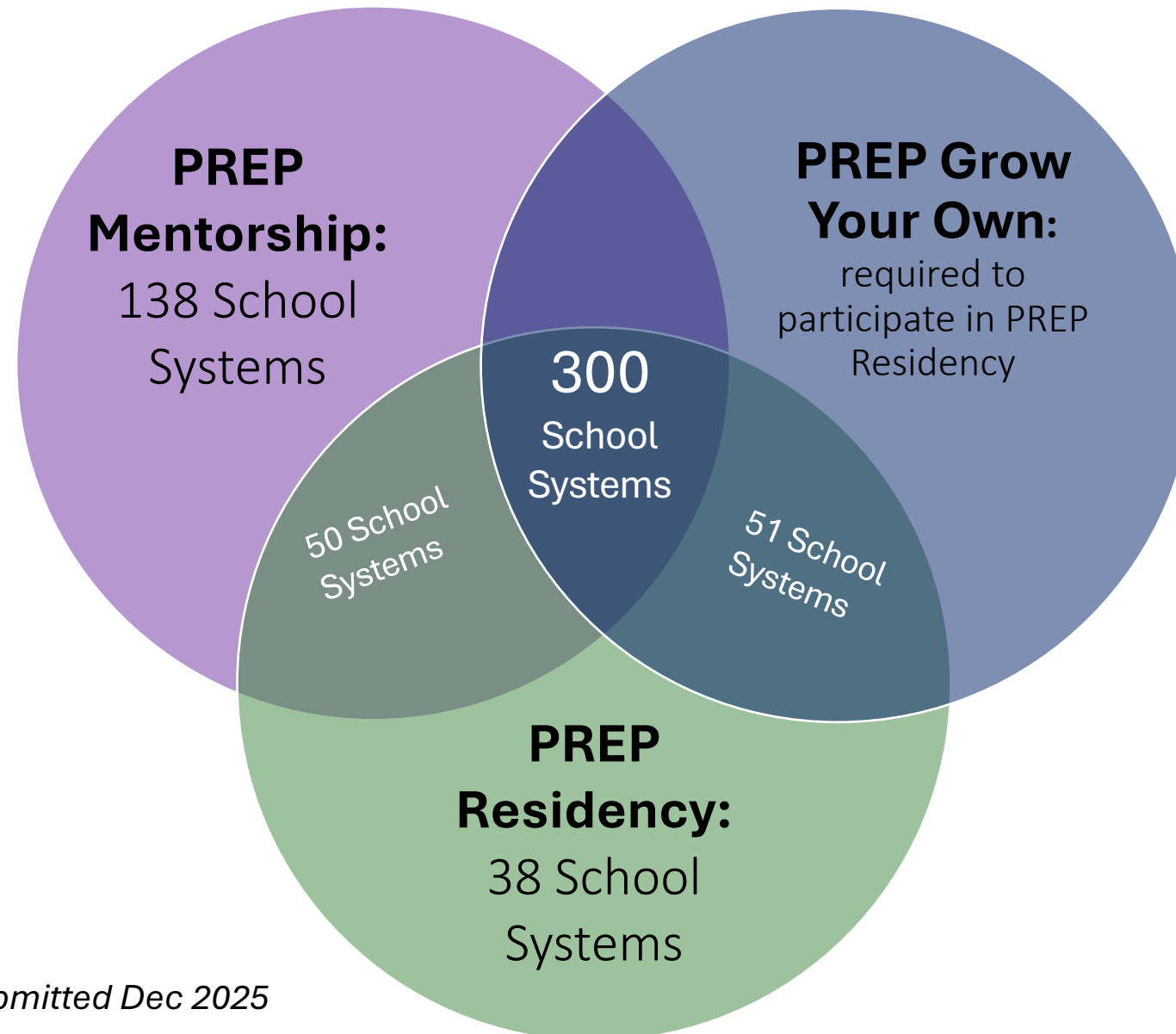


With improved preparation over time, early career turnover should decline, so fewer 1st year teachers will be needed each year

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

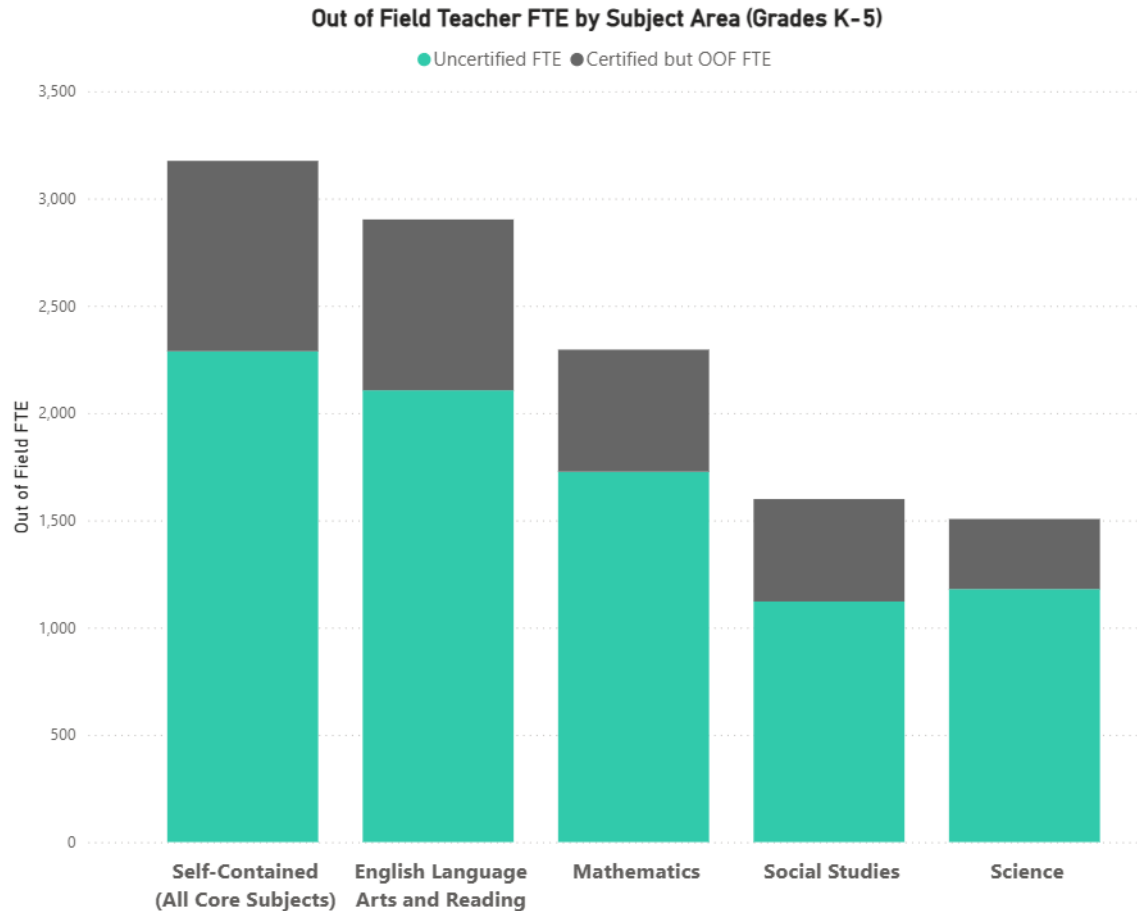
~30,000 1st year teachers were hired in Texas in 2023-24

Early estimated Statewide PREP Program Participation Counts for 2026-27



School system applications submitted Dec 2025

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.



For more information...

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](#) .

Teacher Hiring Resources Webpage:

Best Practice Recommendations for Districts This Spring

To support LEAs as they enter the Spring hiring season, TEA has collected a set of optional resources that can be utilized to support teacher retention, recruitment, and hiring

Teacher Hiring Resources | Texas Education Agency

Retain

- Hold Stay Conversations
- Recognize Great Teachers
- Determine Hiring Needs
- Implement PREP Program Allotment
- Implement and expand TIA systems
- Implement Teacher Certification Incentives

Recruit

- Develop strategic staffing models that allow for GYO and residency models
- Differentiate and advertise compensation
- Incentivize hard-to-staff areas and target reentering teachers

Hire and Onboard

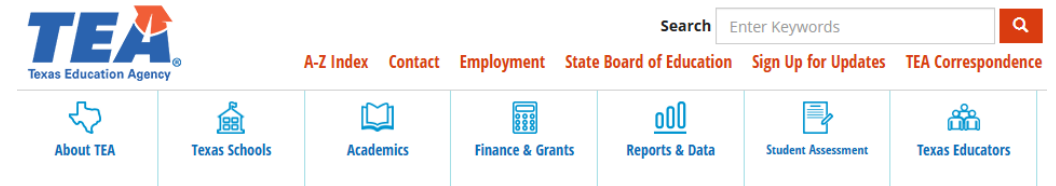
- Develop meaningful partnerships with EPPs
- Incentivize/require certification through higher quality preparation programs
- Hire Early-especially for high needs campuses
- Onboard and connect new teachers to mentors

HB 2 Supports

- Teacher Retention Allotment
- Expansion of TIA and Enhanced TIA
- PREP Allotment (GYO, Residency, Mentorship)
- Certification Fee Waivers
- Teacher Certification Incentive

Starting Next Year... HB2 created the new Teacher Vacancy Data Collection

- Starting with the 2026-2027 school year, LEAs will submit information about vacant teacher positions.
- This data will support better understanding of teacher retention and recruitment efforts.
- LEAs can work with their data managers and vendors to prepare for this collection.
- More information is available in a recently published [TAA](#) & [FAQ](#).



[Home](#) / [About TEA](#) / [News and Multimedia](#) / [To The Administrator Addressed Correspondence](#)

New TSDS Core Collection: Teacher Vacancy Collection

taa-2026-03-26-new-tds-core-collection-teacher-vacancy-collection.pdf		305.84 KB
Date:	March 26, 2026	
Subject:	New TSDS Core Collection: Teacher Vacancy Collection	
Category:	TSDS Data Submission	
Next Steps:	Share with appropriate LEA, ESC, and vendor staff	

The Texas Education Agency (TEA) is providing advance notice to school systems regarding the implementation of a new Texas Student Data System (TSDS) core collection: Teacher Vacancy Collection.

Overview of the Teacher Vacancy Collection

House Bill (HB) 2, 89th Legislature, added [Texas Education Code \(TEC\) §21.468](#), which directs TEA to collect information from school systems regarding vacant teaching positions to support teacher retention and recruitment efforts statewide.

Beginning with the 2026-27 school year, TEA will implement the Teacher Vacancy Collection as a new TSDS core collection. School systems will report information on vacant teaching positions that occur between September 1 and August 31 of each school year. This collection will open in the fall of 2026 and will be due in September of 2027. School systems will report information about vacancies between September 1, 2026, and August 31, 2027.

The collection will be submitted annually and is due on the fourth Thursday of September. The first submission will be due on **September 23, 2027**.