



HOUSTON REGION TEACHER PIPELINE

COMMUNITY OF PRACTICE

December 17, 2025



Welcome! Please sign in!



<https://tinyurl.com/uncertified>

Our Agenda



TIME	SESSION TOPIC
10:00-10:07	Welcome & Framing
10:07-10:15	Why Reducing Uncertified Teachers Requires Urgent Action
10:15-10:50	How Houston-Area Districts Are Closing Certification Gaps
10:50-11:10	Texas Education Agency Briefing
11:10-11:25	Q&A
11:25-11:30	Closure and Feedback Survey

Webinar Contributors



TNTP



Texas Education Agency

US PREP | TEXAS TECH
College of Education



PASADENA
INDEPENDENT SCHOOL DISTRICT

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HUMBLE
Independent School District



CAMERON
INDEPENDENT SCHOOL DISTRICT

Today's Objective



Identify actionable strategies for reducing uncertified teachers in your school district.

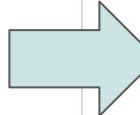


**HOUSTON REGION
TEACHER PIPELINE**
COMMUNITY OF PRACTICE

How We'll Capture Questions & Comments



HOUSTON REGION TEACHER PIPELINE COMMUNITY OF PRACTICE



Reducing Uncertified Teachers In Texas

December 17, 202

Please type your questions and comments below in the left-hand column.

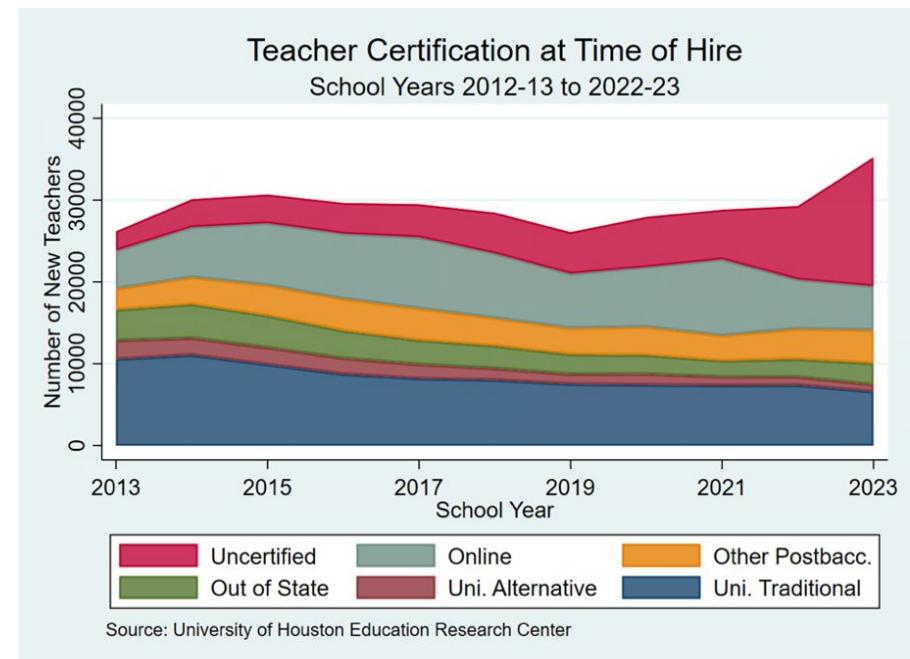
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Rise of Uncertified Teachers

- **Significant increase** in the hiring of uncertified teachers since the onset of pandemic
- Texas' **District of Innovation** plans allow school districts to employ uncertified teachers
- Concerns are mounting over whether these teachers, **often entering classrooms having never worked in public schools**, are equipped to meet the demands of today's classrooms



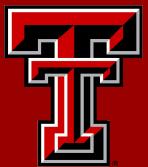
One in Three New Teacher Hires



NEWS > EDUCATION

Inside Texas' explosion of uncertified new teachers filling shortages

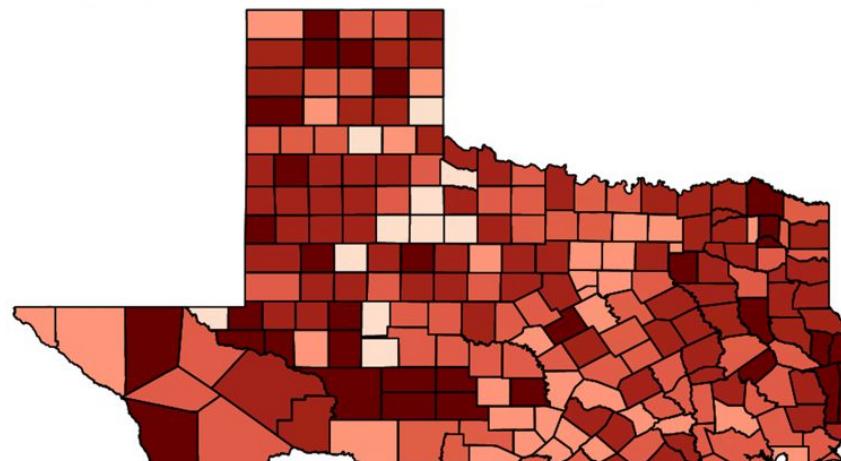
Roughly 30% of educators hired across the state last school year lacked a state certification.



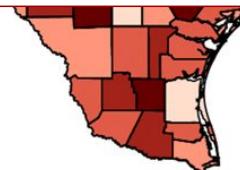
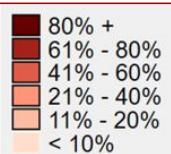
First-Time, New Teachers

Percentage of Uncertified Teachers: 2022-23 School Year

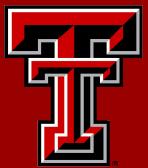
45% of New, First-Time Teacher Hires Are Uncertified



In 2023-24, over 56% of first-time teacher hires were uncertified



Note: Data do not include charter schools.



All Current Teachers

Percentage of Uncertified Teachers: 2022-23 School Year
45% of New, First-Time Teacher Hires Are Uncertified

33%

In 2023-24, o

of current Texas teachers are unprepared

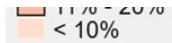
uncertified

Uncertified Teachers

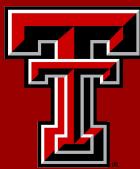
10%

Fully Online Programs

23%



Note: Data do not include charter schools.



Who are these uncertified teachers?

Experience and qualifications of certified and uncertified new, first-time teachers

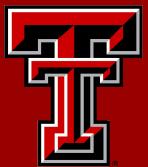
	<u>Certified</u>	<u>Uncertified</u>
<i>Previous role in 2021-22</i>		
Paraprofessional	14%	16%
Substitute teacher	3%	2%
Other classroom role	2%	1%
Non-classroom role	1%	1%
Never worked in a Texas public school	68%	72%
<i>Highest education level in 2022-23</i>		
No degree	4%	18%
Bachelor's degree	79%	70%
Master's degree or more	17%	12%
<i>Certification exam results in 2022-23</i>		
Never took exam	-	32%
Took exam: Never passed	-	11%
Took exam: Passed after 1 attempt	78%	37%
Took exam: Passed after 2 attempts	13%	11%
Took exam: Passed after 3+ attempts	9%	10%



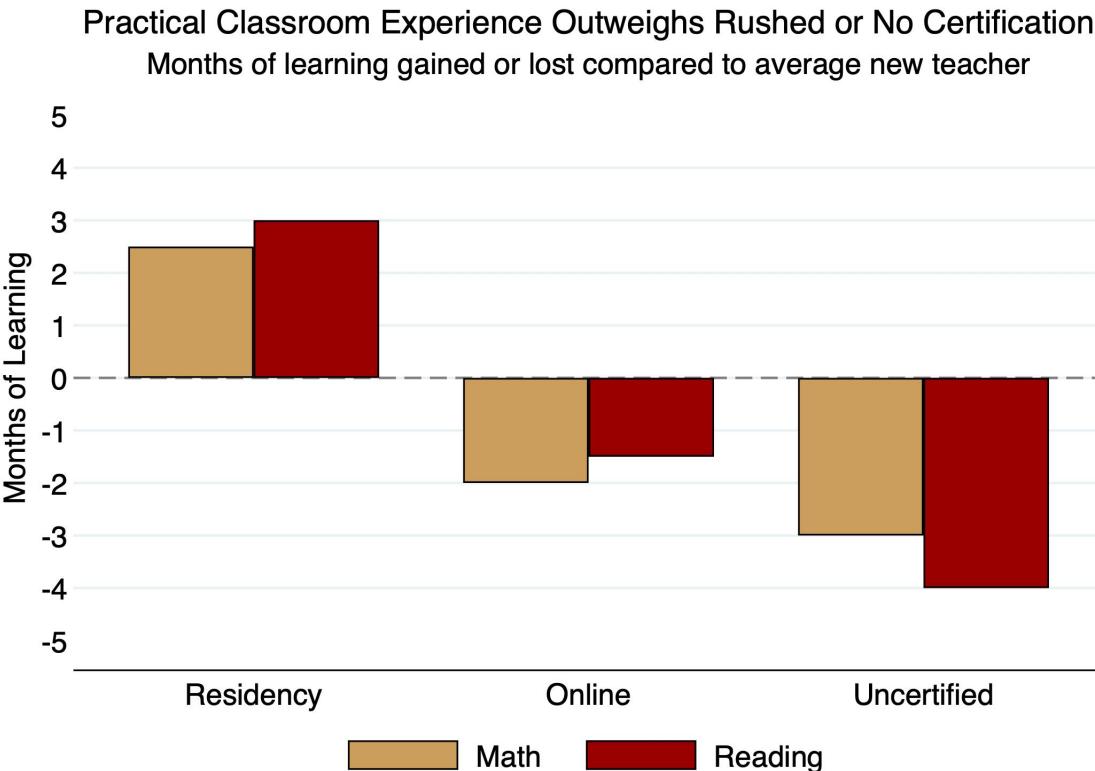
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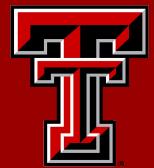
Certification status of new, first-time hires by subject area

2022-23 School Year	Certified	Uncertified
Early Childhood	10%	10%
Elementary	36%	33%
Secondary Math	9%	9%
Secondary English Language Arts	9%	9%
Secondary Social Studies	6%	6%
Secondary Science	6%	7%
Career and Technical Education	5%	10%
Physical Education	3%	3%
Fine Arts	4%	3%
World Languages	1%	2%
Special Education	11%	8%



Summary: Achievement



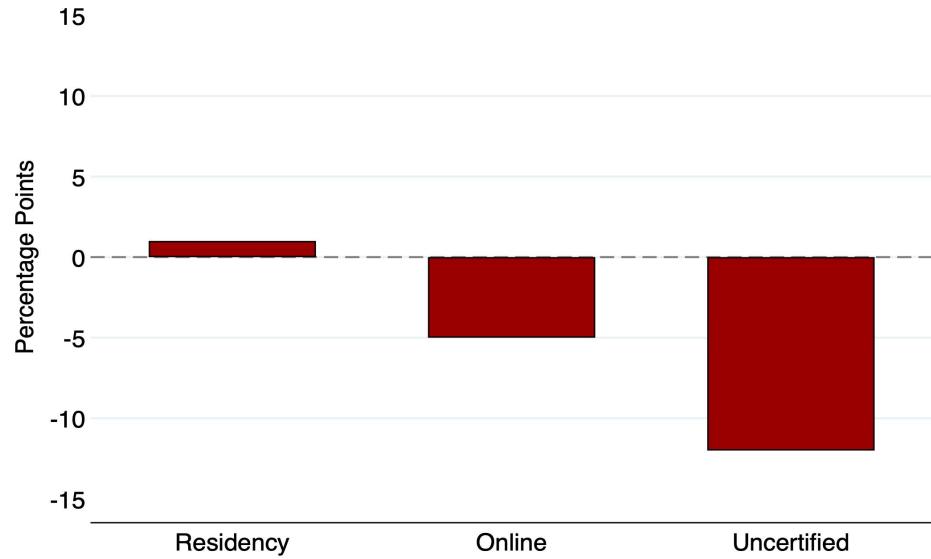


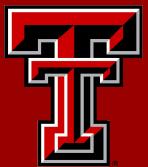
Differences in Teacher Retention

Summary

- Teachers prepared fully-online are **more likely to leave the teaching profession**
- Uncertified teachers exhibit the largest rates of turnover, leaving the profession **3x the rate** as other teachers

Practical Classroom Experience Improves Teacher Retention
Percentage point change in retention compared to average new teacher





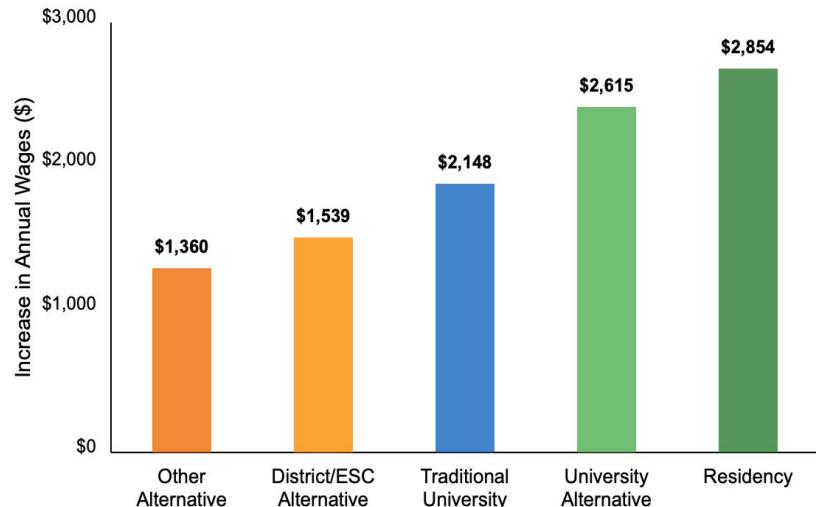
Effects on Students' Earnings

Summary

- Replacing 10% of unprepared teachers would **boost student earnings** between **\$2,100 - \$2,800** just 8-years after high school.
- Economic benefits are even **greater for rural students**, boosting earnings up to **\$3,200**.

Student Earnings Increase from Replacing Unprepared Teachers

Wage Gains from Replacing 10% of Unprepared Teachers with Those from Other Pathways



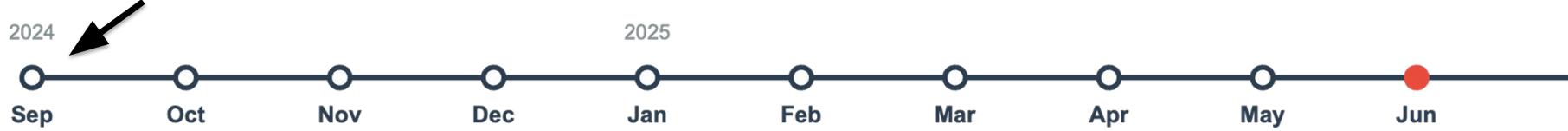
Note: Bars show estimated differences in student wages 8 years after high school graduation, expressed in 2024 dollars. Unprepared teachers include those from fully online preparation programs and uncertified teachers.



TEXAS TECH UNIVERSITY

College of Education

Hearing on Interim Charges

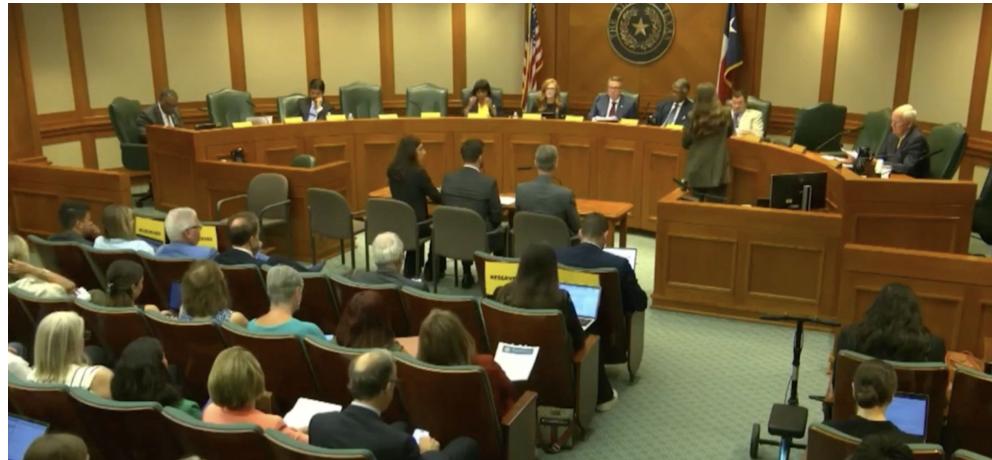


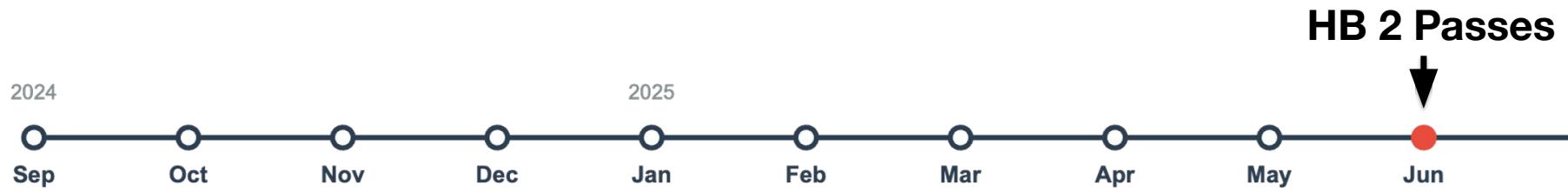
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STATEWIDE POLICY

Texas House Hearing Focuses On Student Outcomes

Published August 29, 2024





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zero2eight

SCIENCE OF READING

MATH

AI

FUTURE OF HIGH SCHOOL

STEM

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NEWS

A 'Texas-Sized Solution' to a 'Texas-Sized Problem': Ed Bill Signed into Law

School leaders and experts applaud passage of \$8.5 billion education bill, with targeted spending for teacher raises and preparation programs.

Our Agenda



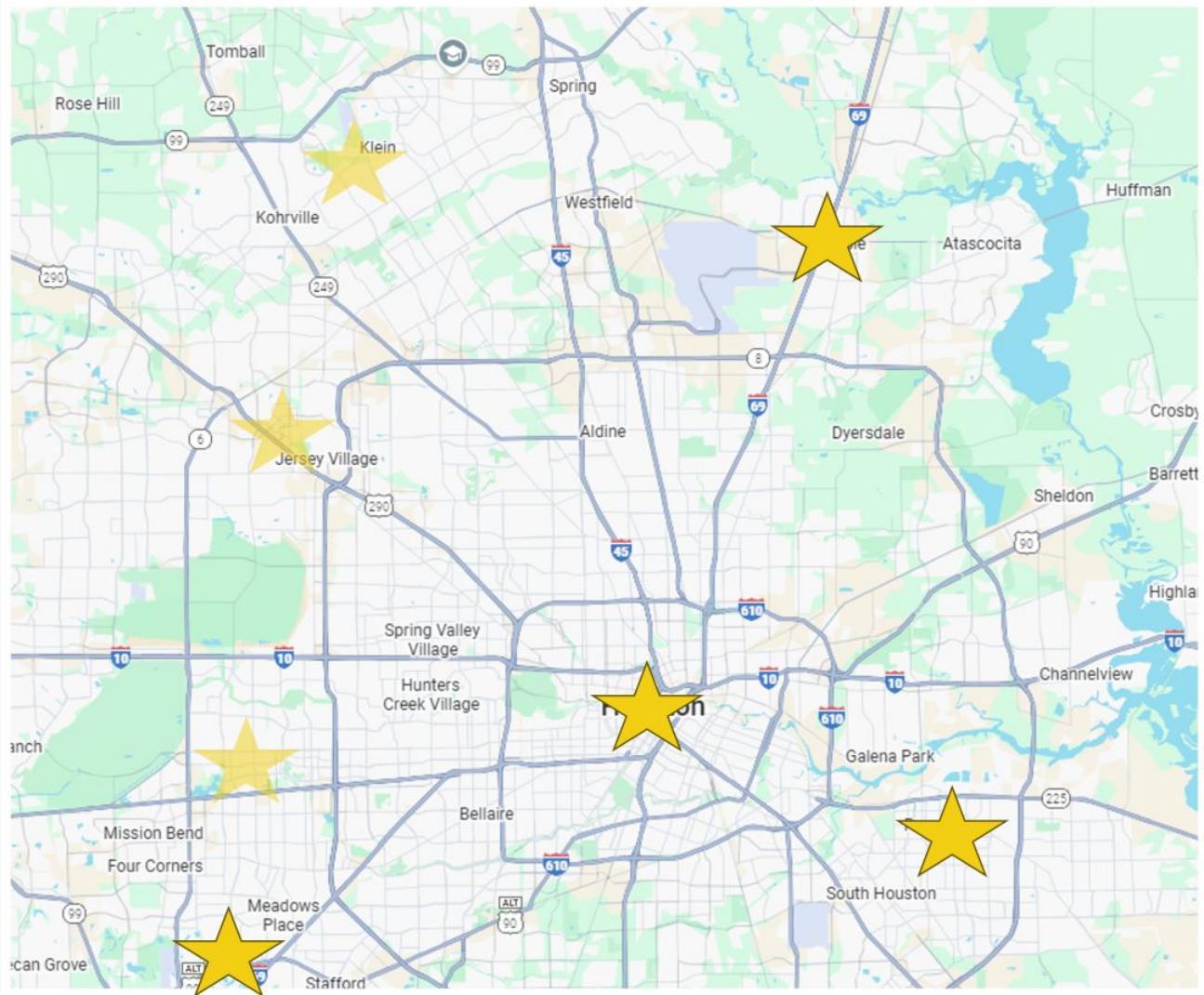
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A regional approach to certifying the uncertified workforce

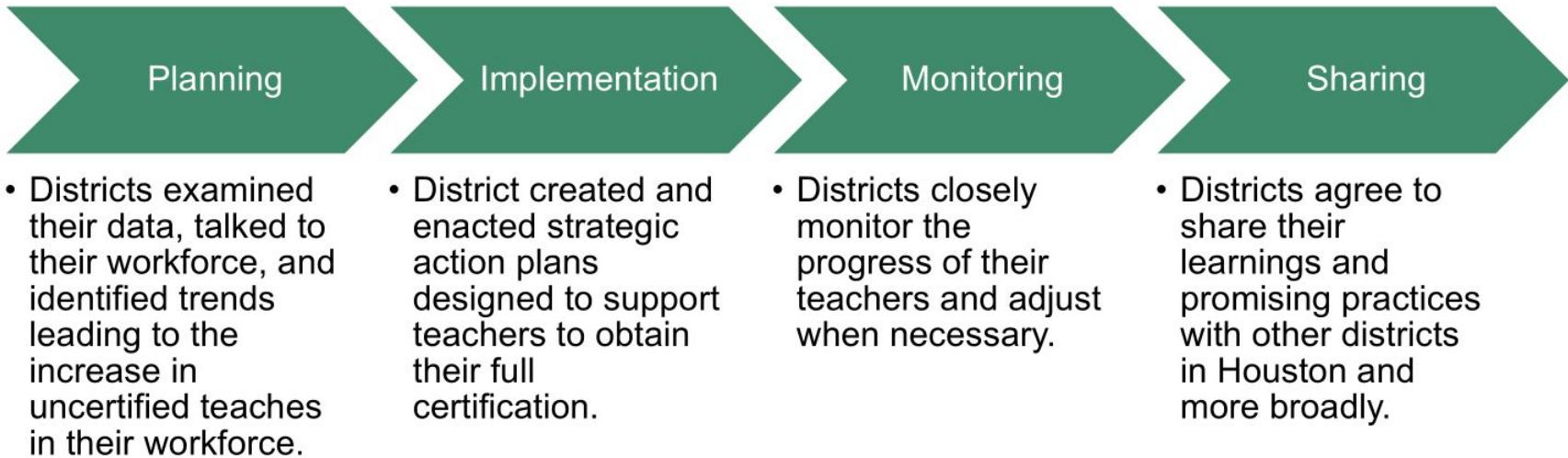


Regional Approach

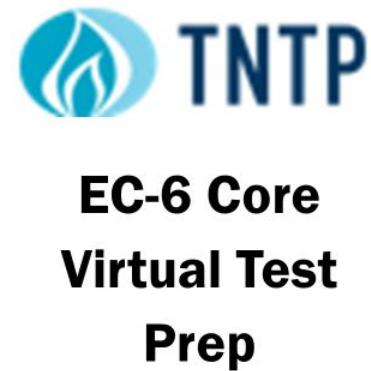
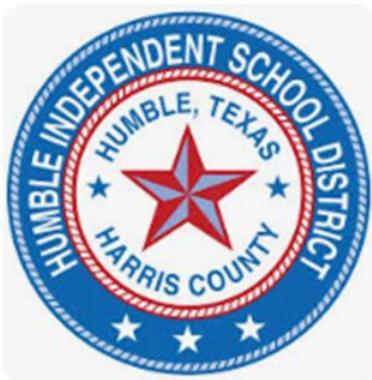
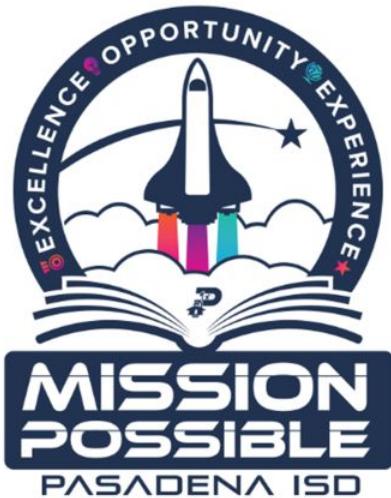
With support from The Houston Endowment, TNP is working with districts across the Houston region to reduce the number of uncertified teachers and to facilitate sharing best practices across districts.



Overview:



Highlighting Promising Practices





Mission Accepted: Certified Teachers

Cynthia Guerrero

Coordinator, Human Resources

Data Driven

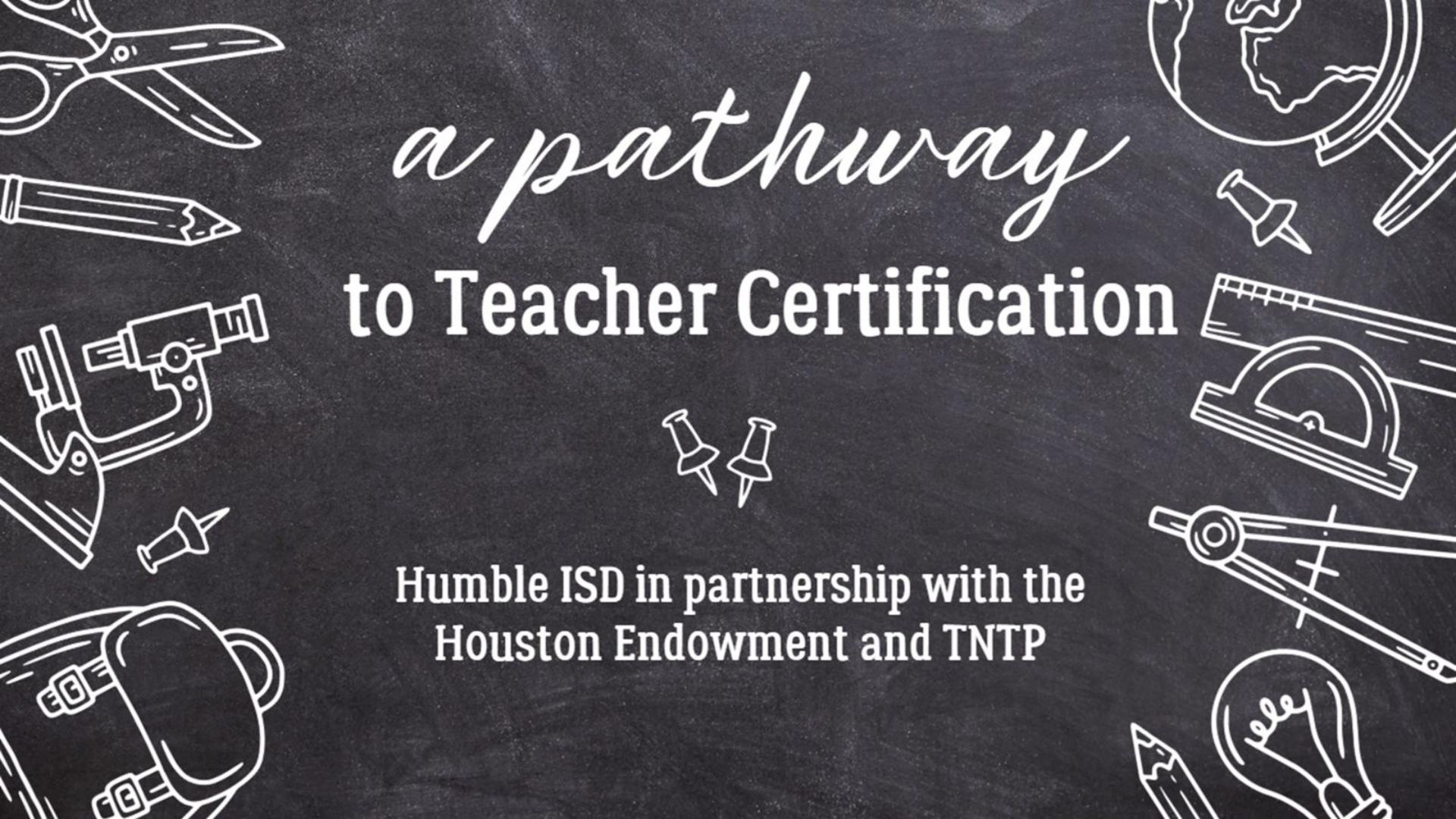
- Verify Certification program
- Monitor certification requirements
- Monitor exam attempts
- Assess candidate needs



Support and TNTP

- Cohort model
- TEAMS Conference
- Check in sessions
- Test Prep with TNPT
- Content expert support



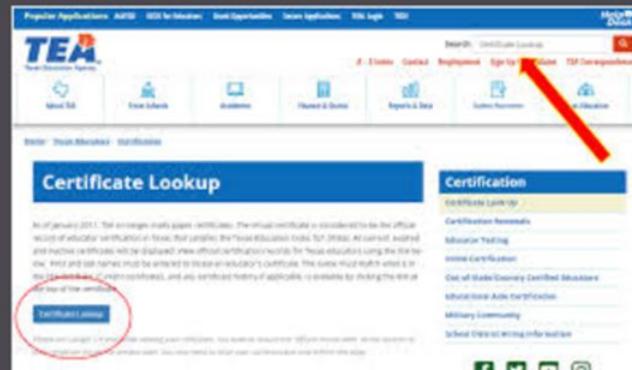


a pathway to Teacher Certification

Humble ISD in partnership with the
Houston Endowment and TNTP

Humble ISD Goals for Teacher Certification

- All intern staff hold a standard certificate by the end of the second year of employment
 - Must successfully complete year one of employment and complete year 2 coursework in order to be eligible for the standard certificate



Humble ISD Plan of Action

- Non -Certified Teacher Support:
 - Retired Administrator Mentors assigned to all staff
 - All non-certified staff have had mentor visits to their classrooms
 - Face to Face Professional Development Sessions
 - Pedagogy and Behavior Support
 - Content Test Preparation Support
 - Certification Program Support through district partnerships
 - Test Anxiety Support



Humble ISD Plan of Action



- Non -Certified Teacher Support:
 - Certification Exam Support
 - Purchase of online and hard copy of study guides for all content areas
 - Substitutes provided to staff to attend work sessions in order to complete coursework and study for certification exams.
- Feedback Requested
 - After each face to face session feedback is requested from the participants so that we can address their needs.



Humble ISD Plan of Action



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Fort Bend ISD

Uncertified Teacher Support



Fort Bend ISD Uncertified Teacher Eligibility

Fort Bend ISD offers **Instructional Apprentice** and **Aspiring Teacher** roles for candidates enrolled in an approved EPP/ACP. These positions allow candidates to teach full-time for one year while completing certification requirements, supported by an assigned mentor, a Success Coach, and district-provided test preparation resources.

Conferred Bachelor's Degree

Actively enrolled in a Texas-approved ACP or have recently completed a university-based EPP

Pre-service coursework complete; only pending exams/FBEs

No more than two years enrollment in ACP

No more than one failed certification exam attempt, or two attempts with current exam approval

March 27, 2026 SOE/Certification Deadline

Uncertified Teacher Support Explained

Uncertified Teacher Support

Success Coach

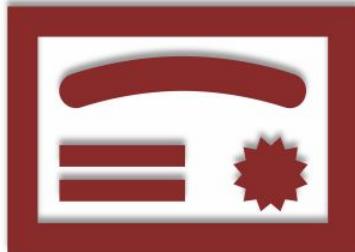
- Provide targeted coaching and monitoring to keep candidates on track toward certification and SOE

New Teacher Support Coach

- Provide aligned coaching and support in implementing instructional best practices in their classrooms

Certification Progress Monitoring & Tracking

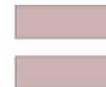
HR collects IA and AT data directly from EPP partners.



Tracking compares required versus completed coursework, training, observation hours, and exams.

These metrics show certification progress and readiness for SOE or full certification.

This data informs conversations with principals, Success Coaches, and HR.



Supporting Novice Teacher Growth

New Teacher Coaches track and support uncertified teachers' development through observation & feedback, whisper coaching, and micro-modeling aligned to the framework below.



First 30 Days

Dimension 3.1:
Classroom
Environment,
Routines and
Procedures



First 60 Days

Dimension 3.3:
Classroom
Culture



First 90 Days

Dimension 3.2:
Managing
Student Behavior



First 120 Days

Dimension 1.1:
Standards and
Alignment



First 150 Days

Dimension 1.4:
Activities



First 180 Days

Dimension 2.1:
Achieving
Expectations

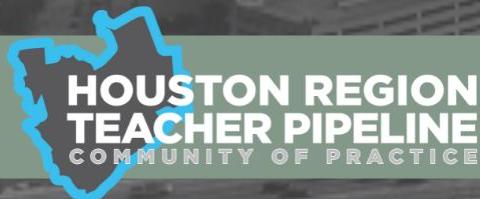
How Houston-Area Districts Are Closing Certification Gaps



Intentional Test Preparation

- Equip teachers with **TeXes specific test-taking tips and tricks** (i.e. how long to spend on each question, prioritizing certain concepts)
- Address **both content knowledge building and application** of concepts
- Provide access to a **test preparation platform** AND teach them how to effectively leverage it
- Develop **individualized study plans** based on diagnostic assessments
- Consider **structured release time** to study in groups and/or individually
- Any **facilitators should have extensive knowledge** of the specific TeXes exam.

How Houston-Area Districts Are Closing Certification Gaps



TNTP's Virtual Test Prep

Structure

- 2 full days of synchronous instruction, led by expert facilitators.
- Districts provide sub coverage for teachers to attend.

Content

- Ample time in small groups to build content knowledge; we do not rely on lecture.
- Teachers develop study materials on prioritized concepts that they can continue to use after session.
- Teachers practice and discuss practice test questions.

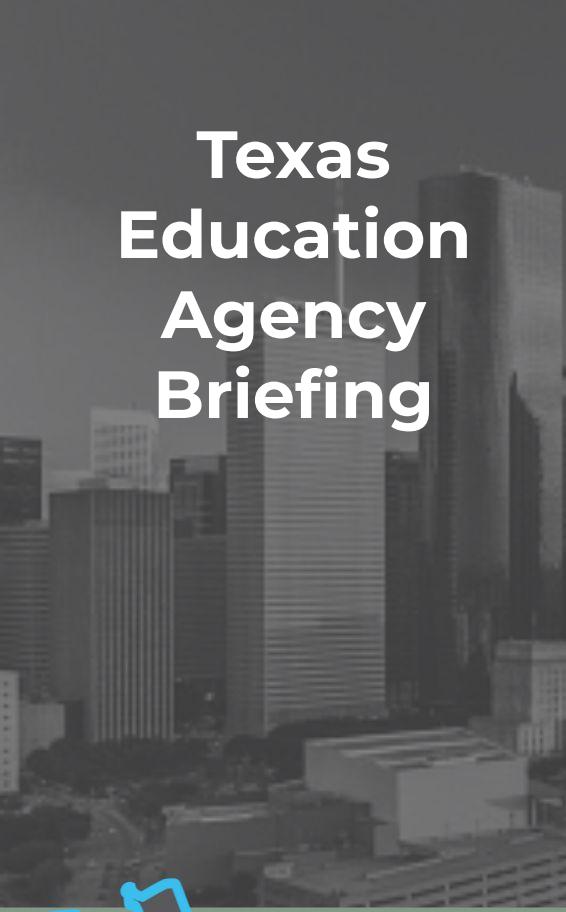
Data

- Diagnostic test to inform individualized study plans.
- Post-test to determine growth and readiness to attempt the real exam.

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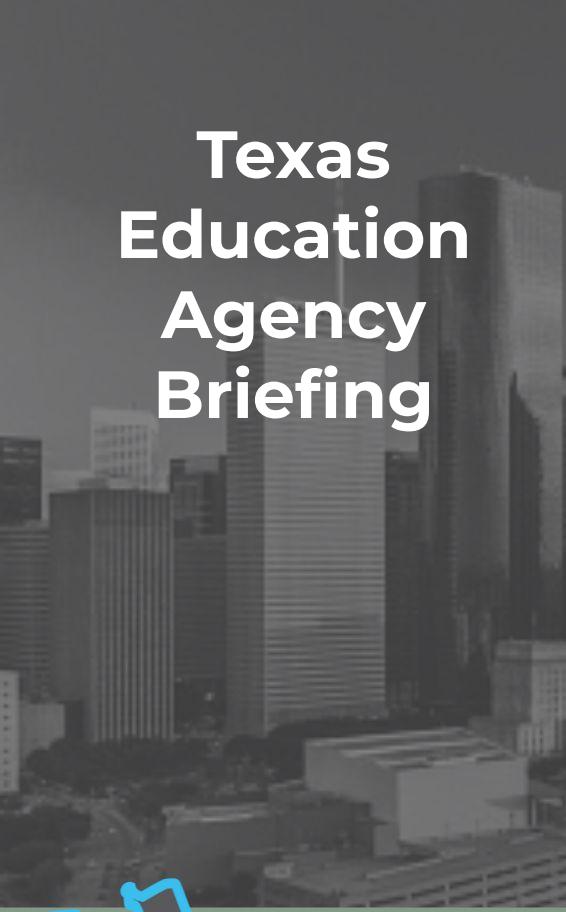


Texas Education Agency Briefing

Delay of Teacher Certification Requirements Application Overview

The application submitted to the Texas Education Agency (TEA) must include an evaluation of how the district will transition to certification during the delay of teacher certification requirements. As part of this application process, districts are required to do the following:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.
- Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.
- Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.
- Provide the web page link to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved.
- Provide the webpage link to the board-approved plan.



Texas Education Agency Briefing

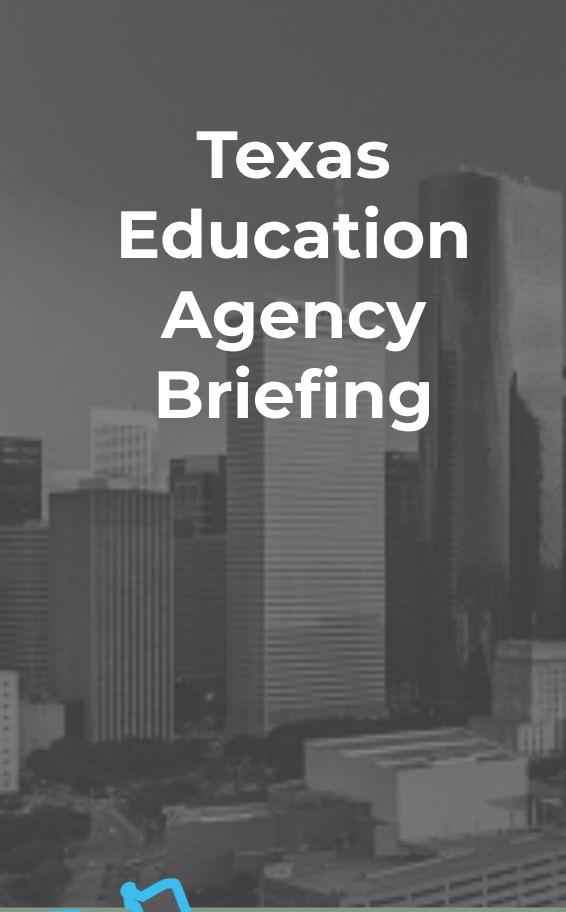
Required District Actions Prior to Submitting the Application

Districts must create a plan for how they will meet the statutory guidelines for teacher certification requirements. The plan must include a reasonable timeline and strategy for how the district plans to come into compliance with the requirements before the start of the 2029-2030 academic year.

Proposed strategies may include:

- targeted goals to decrease the percentage of uncertified teachers annually, including by grade level/subject,
- strategies to support uncertified teachers in completing certification, and
- plans for recruiting future pipelines of certified teachers.

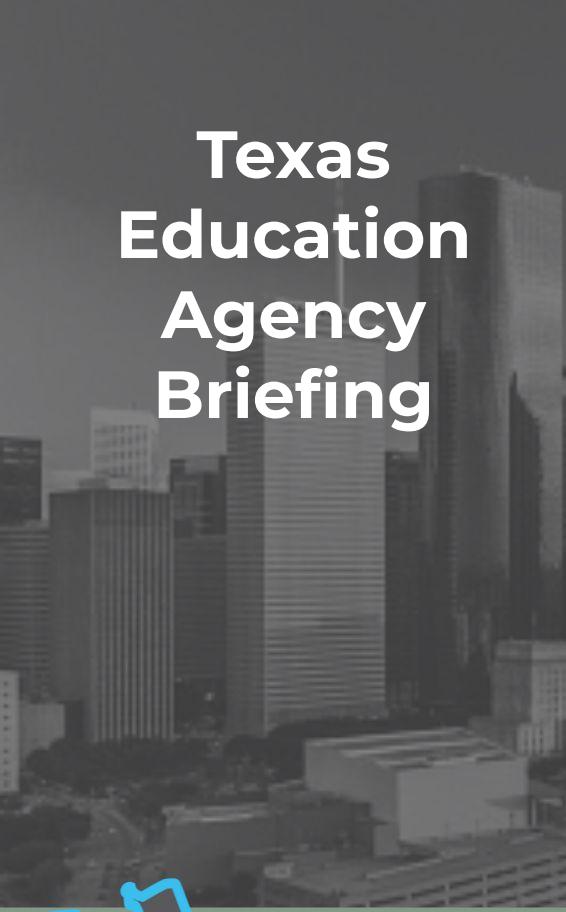
As a part of this plan, districts should identify at least one educator preparation program (EPP) partner to support the effort. When developing the plan, districts are encouraged to review the [Newly Certified and New Teacher Hires dashboard](#) and the [Uncertified Teachers by District/School System Report](#).



Texas Education Agency Briefing

Required District Actions Prior to Submitting the Application

Once the district has developed their plan to address uncertified teachers, **the district board of trustees must approve the plan**. The board-approved plan should be posted in an easily accessible location on the district website. TEA will then issue final approval through the application process.



Texas Education Agency Briefing

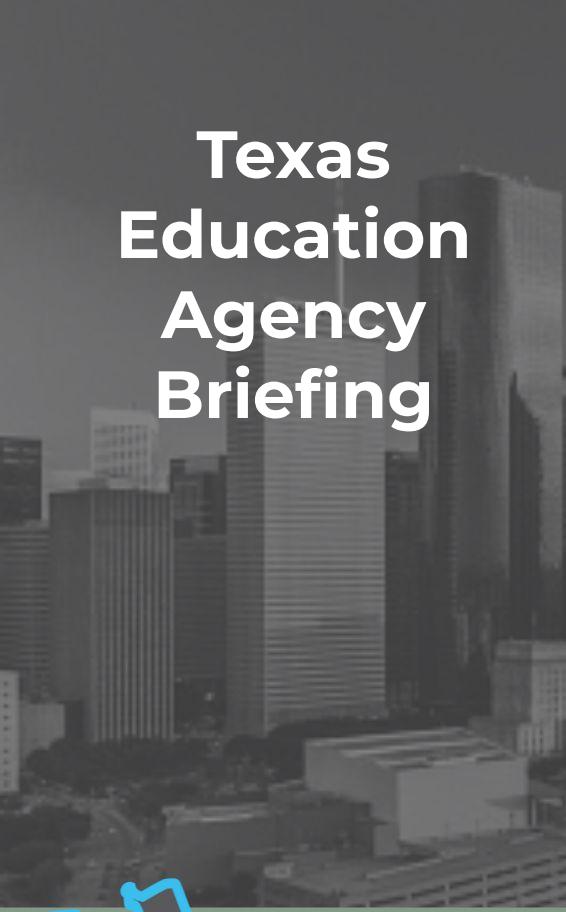
Application Submission and Approval Processes

Districts interested in submitting a request for approval to delay implementation of teacher certification requirements can access the application here: [Application Submission for Delay of Teacher Certification Requirements](#). The application opens on October 16, 2025, and will close on March 2, 2026.

Additional submission reminders:

- Only one application should be filed per district; and
- The application cannot be filed until after the district board of trustees approves it.

All district applications will be subject to review and approval by the commissioner of education. Once submitted, applications will be reviewed and approved on a rolling schedule, with all notifications of approval shared no later than March 31, 2026.



Texas Education Agency Briefing

Key Dates and Resources

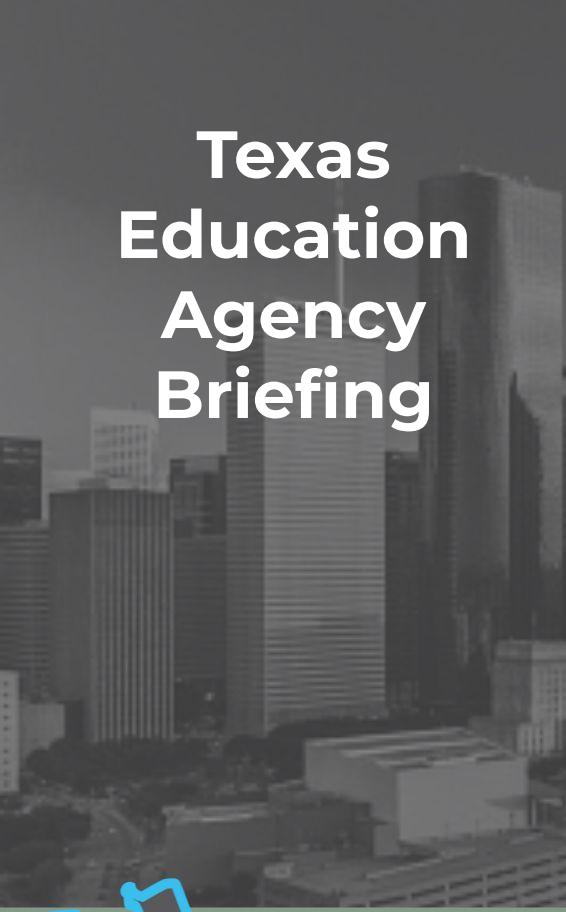
6/20/25 – Effective date of TEC 21.0032. Employment of Uncertified Teachers

8/21/25 – [TAA: House Bill 2 \(HB2\) Implementation: New Teacher Certification Requirements for Foundation Curriculum; Incentive for Uncertified Teachers](#)

10/16/25 – [TAA: HB 2 Implementation: New Teacher Certification Requirements Update](#)

10/16/25 – 3/2/26 – District Submission Window for Application to Delay Teacher Certification Requirements

3/31/26 – Final date for TEA to provide districts with notification of application approvals



Texas Education Agency Briefing

Contact Information

- For immediate questions about the contents of the TAAs referenced in today's presentation or HB2 inquiries in general, please email HB2@tea.texas.gov.
- For questions about the application submission, review and approval processes, please submit a Help Desk Ticket with the Subject Line: HB 2 Delay of Teacher Certification Requirements Application via Help Desk Ticket to [Educator Certification](#).
- Marilyn Cook, Senior Division Director, Educator Certification
marilyn.cook@tea.texas.gov; 512-936-8274 (direct number)

Texas
Education
Agency
Briefing

Dr. Mistie Dakroub, Superintendent



CAMERON
INDEPENDENT SCHOOL DISTRICT



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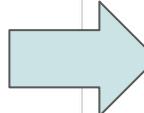
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Reducing Uncertified Teachers In Texas

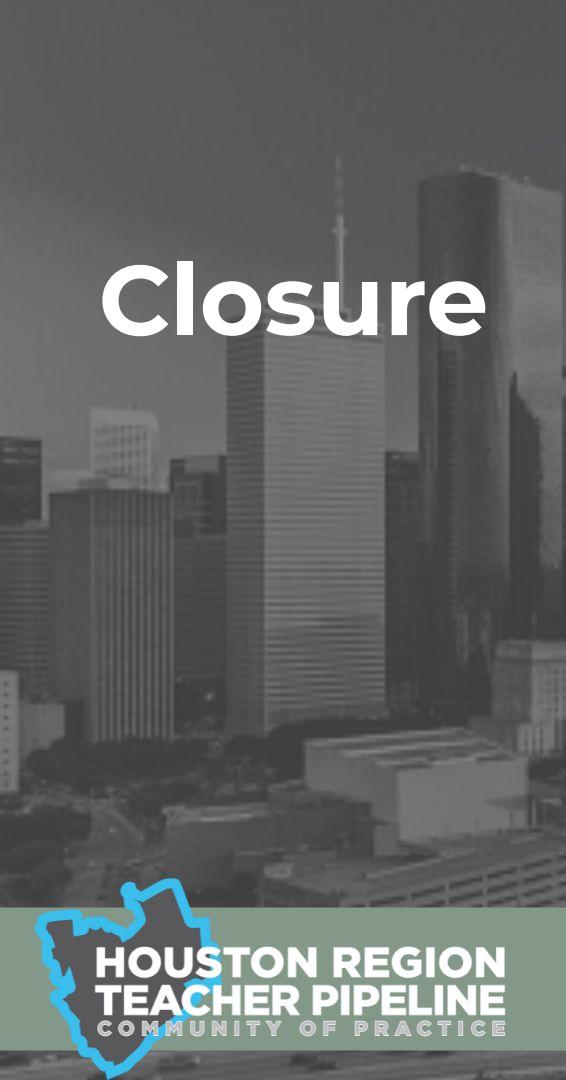
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Closure

Reflections & Takeaways

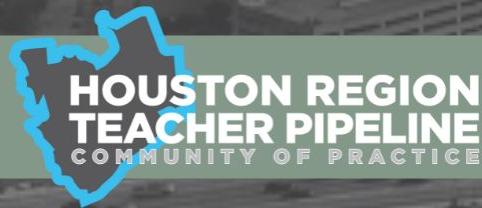
Next Steps

Survey Feedback



**HOUSTON REGION
TEACHER PIPELINE**
COMMUNITY OF PRACTICE

Feedback Survey



Survey link:
<https://tinyurl.com/wvxwvpdz>