

Reducing Uncertified Teachers In Texas

December 17, 2025

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

Questions & Comments	Responses
Will attendees have access to the presentation and recording?	We will make the PPT deck and recording available. TY!!! 😊
What vendor does TNTP partner with to provide test prep support?	TNTP is providing the test prep service. TNTP has internal experts that are facilitating this content for uncertified teachers. If you're interested in learning more details about this, feel free to email us at TXtalent@tntp.org
Will the deck be available after this meeting?	We will make the PPT deck and recording available.
Can Pasadena ISD speak more about their cohort model approach?	<p>Pasadena: Grouped based on certification area and where they were teaching. Grouped them based on how many times they have attempted the exam (not attempted the exam: cohort 1, etc.) Grouped together.</p> <p>Humble: Group together for test prep</p>
Shameless plug- TEACH.org is inviting partners in San Antonio, Houston, and Dallas to connect with us to support uncertified teachers through test preparation support, exam reimbursement, and other certification resources. Reach out to your Regional Program Manager for	TEACH.org offers support to school districts at NO COST including identifying uncertified teachers through survey, 1:1 coaching to staff, and test prep support. The resources TEACH offers are also free for anyone who signs up with TEACH.



<p>more information.</p> <ul style="list-style-type: none">• DFW - Rachael Villanueva rvillanueva@teach.org• Houston - Kamesha McNeil kmcneil@teach.org• San Antonio - Ana Laura Falcon - afalcon@teach.org	
<p>I love seeing that apprenticeship is part of FBISD's approach. Curious if this is a registered teacher apprenticeship program approved by the USDOL? And if HB2 funding might be able to support this work (residency or GYO PREP allotments?)</p>	<p>Instructional Apprentice is our DOI uncertified teachers</p> <p>Aspiring Teachers- not DOI</p> <p>Applying for the prep allotments for expanding GYO, Residency, and Mentor Allotments</p>
<p>Thank you for this webinar! If possible, I would love to share information with participants about reimbursable funding to support underprepared/uncertified teachers with virtual coaching from UT Austin.</p>	<p>Feel free to link any documents you have and we share via our follow-up email. (Thank you!)</p> <p>Here is a link to the webpage: https://uteachfortexas.utexas.edu/network We are currently partnered with Harlingen CISD to support their DOI teachers. Happy to connect with anyone else who is interested in learning more: culpepper@uteach.utexas.edu</p>
<p>How was the urgency to pursue certification messages to uncertified teachers and how were various messages received?</p>	<p>Humble: Separate orientation for uncertified-asked them to sign expectations related to getting certified and if they didn't sign, they knew their employment wouldn't be renewed. No contract for non certified teachers in Humble.</p> <p>Fort Bend: Instructional Apprentices and Aspiring teachers have to sign agreements related to meeting</p>



	<p>milestones. This allows them to understand what they should be doing as well as for the district to hold them accountable.</p>
<p>What EPPs and ACPs is Pasadena, Humble, and Fort Bend partnering with for their candidates?</p>	<p>Pasadena: Not required to join a specific program; we work with the EPP they come in with. We work with UH and San Jacinto College.</p> <p>Humble: Same as above - working with the programs they are coming in with. Examples include: ITeach, Texas Teacher, TeachWorthy, etc. For LASO, working with UH and SFA</p> <p>Fort Bend: Working with programs that candidates come in with. Official partnerships with 240, UH, and UHD.</p> <p>Working to collaborate with the EPPs that candidates are coming in working with to build relationships and understand where candidates are in the process while providing support.</p>
<p>Test Anxiety Support is often overlooked when preparing for certification or professional development, so I appreciate that it's part of Humble ISD's approach. Could you share what this looks like in practice? How have teachers responded to it?</p>	<p>FYI - We had a teacher who was able to get an accommodation through Pearson with Doctor's note, etc. for her extreme test anxiety.</p>
<p>Can TNTP share impact data on this regional test prep support effort? I.e. # of cohort size/participants, # of cohort participants completing certification, passing exams, etc.</p>	<p>Yes, we are running three cohorts this school year. The first cohort just wrapped up a couple weeks ago and included about 52 uncertified teachers. Based on the diagnostic &</p>



	<p>post-test data, teachers made significant gains in each subject areas (ELAR +16 points, Math +22 points, SS +23 points, Science +29 points, and Arts/Health/PE+22 points). 7 of these teachers have already passed the real exam.</p>
<p>What is the cost for districts or EPPs to partner with districts with TNTP test prep?</p>	<p>Feel free to email us at TXtalent@tntp.org and we can share more about pricing.</p>
<p>Is TNTP coordinating with the teachers' EPPs on test prep? Wondering about this since the EPP has to give the approval for taking the exam and document test readiness.</p>	<p>TNTP is providing both a testing voucher to cover the cost of the exam as well as a 'Recommendation' for teachers to attempt the real exam depending on the teacher's performance on the final practice exam. This Recommendation is provided both to the teacher as well as district leaders who then coordinate with the EPP.</p>
<p>I appreciate the focus on test prep and support. How are you all thinking about long-term sustainability of this level of comprehensive support?</p>	<p>FBISD: A lot of current supports are funded by grants and we're working with Teach.org. We utilize subs, funded through grants, to allow uncertified teachers to complete their required observations.</p> <p>Humble: Working in partnership with Teaching and Learning Department to work with them inside and outside of classroom to support their needs as novice teachers.</p> <p>Pasadena: Hoping not to have this problem in the future. We have strong resident partnership with UHCL and UH to hopefully sustain a</p>



	<p>pipeline of certified teachers.</p> <p>Districts are simultaneously working to grow their pipelines of traditionally certified teachers and apprenticeship pathways.</p>
<p>What are recommendations for the first next steps for a district wanting to move forward with providing further support such as Pasadena or Humble ISD is doing with uncertified teachers? Getting started ideas.</p>	<p>If helpful for planning purposes, check out this PREP Allotment Budget Workbook developed by EdTrust and US PREP.</p>
<p>For those who may be less familiar with the certification exams (content & PPR), how would you describe the gaps between uncertified teachers' practice / experience and ability to perform proficiently on the exam?</p>	
<p>What is 1 or 2 things that the district would change to help eliminate internal barriers to support more teachers in completing certification?</p>	<p>Policy decisions can be leveraged to ensure candidates and those who are being hired are supported in their path to be certified.</p> <p>Ensuring candidates are eligible to join an EPP before hiring (must have bachelors degree, at least 2.5 GPA OR must pass PACT exam).</p> <p>"Clear is kind" - hyper clarity around expectations</p>
<p>How are districts planning to utilize the \$1K incentive funding for each uncertified teacher who earns standard certification by the end of the 2026-27 school year?</p>	
<p>Just a general statement, but, our Teacher Exam Academy Series developed at ESC-20 (San Antonio) was designed with test anxiety</p>	



<p>components embedded. This is a need we really saw when we had conversations on the ground with testers, but especially teachers who still need to pass exams. This component has been a target area that we are striving to support within our test prep sessions. So, in addition to getting targeted support with passing exams, testers are also being given test anxiety strategies to utilize not only in the testing environment but also through their studying.</p>	
<p>I am wondering if there have been any initial conversations about how this test support will be adapted when T-TEP is in place?</p>	<p>T-TEP is still in early stages of development with plans to field test in 2027. TEA will deliver ongoing updates to SBEC.</p>
<p>What is the landing page for LEAs to access the TEA application for Delay of Teacher Certification Requirements?</p>	<p>https://tea.texas.gov/about-tea/news-and-multimedia/correspondence/taa-letters/hb-2-implementation-new-teacher-certification-requirements-update</p>
<p>Will the TEA have a landing page on their website that lists the districts who have been approved for the delay? This could be helpful for EPPs and future certified teachers.</p>	<p>“Up-voting” this comment!</p>
<p>Can an example of the plan be shared without naming the district?</p>	
<p>It seems like there would be a benefit to partner with a smaller pool of ACP programs. Is the issue of prioritizing a specific program come down to not wanting to ask candidates to transfer to new programs?</p>	