

# TEACHER PREPARATION IN THE 89TH SESSION

## Senate Bill 2253



EDUCATE TEXAS  
at COMMUNITIES FOUNDATION of TEXAS

*Teacher Preparation Matters*

Texas must make bold, immediate investments in high-quality teacher preparation pathways. Senate Bill 2253 is a crucial step toward building a strong, skilled educator workforce — the foundation for long-term student success and teacher retention.

Last year, 56% of newly hired, first-time teachers in Texas entered the classroom uncertified — many without prior classroom experience. This reliance on underprepared educators leads to student learning loss and high teacher turnover. To address this, Senate Bill 2253 creates the **Preparing and Retaining Educators through Partnership Programs (PREP) Allotment**, providing targeted support for school districts, teacher candidates, and educator preparation programs to strengthen the teacher pipeline. The PREP Allotment provides funding per teacher candidate, including:

**\$10k-\$21.5k**

payment for traditional and  
preservice alternative certification  
attainment

**\$24k-\$39.5k**

payment for residency program  
completion

**\$1,000**

per uncertified teacher who  
successfully earns certification by  
the 2025-2026 school year

**Additionally, the proposed legislation requires higher compensation for certified new teachers compared to uncertified hires, promoting quality and retention:**

**+\$3,000**

Suggested salary increase for  
Standard Certificate teachers

**+\$6,000**

Suggested salary increase for  
Residency Standard Certificate

### SB 2253 Key Components:

1

Building a Stronger, High-Quality Teacher Pipeline: The new PREP Allotment funds hands-on teacher preparation through residencies, traditional programs, alternative certification, and grow-your-own pathways — ensuring more educators enter classrooms ready to support student success.

2

Rewarding and Expanding Rigorous Teacher Pathways: To attract and retain top candidates, the bills requires higher pay for certified new teachers over uncertified hires.

3

Empowering Districts and Educator Prep Programs for Success: The bill boosts funding for teacher mentorship by combining the Mentor Program Allotment into the new PREP Allotment. It also provides districts with technical assistance on staffing, compensation, and workforce planning to build a stronger teacher pipeline.

4

Streamlines Essential Literacy and Math Training: The bill incorporates reading and math academies into educator preparation programs, making this vital training in literacy and math instruction more efficient and less time-intensive than the previous standalone academy models.

# A LOOK INTO THE DATA: TEACHER PREPARATION

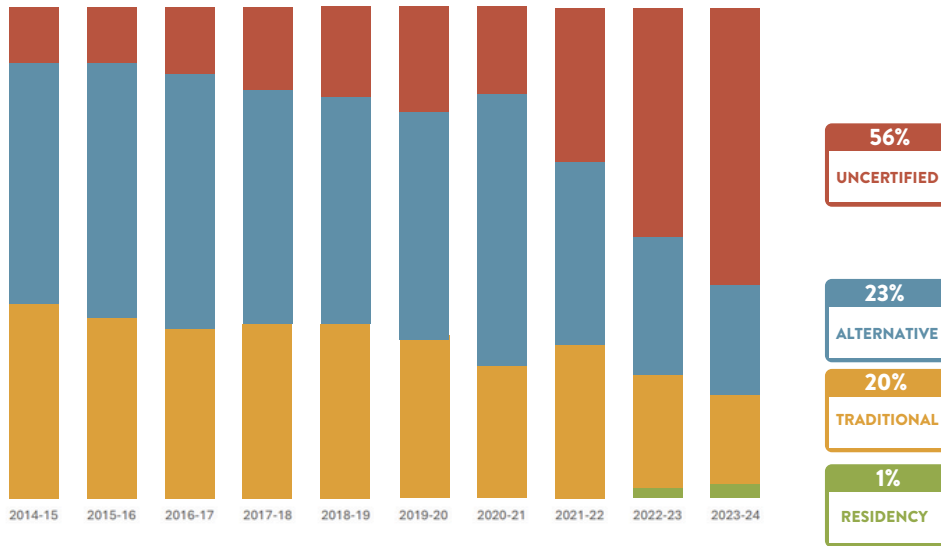
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Percent of New Teachers Hired who are New to Teaching



**The Greatest  
Number of  
Uncertified  
Teachers in  
Texas History**

were hired as  
first-time  
teachers last  
school year

students taught by new,  
**UNCERTIFIED TEACHERS**

face an average of:

**3 MONTHS OF  
LEARNING LOSS**  
in math.

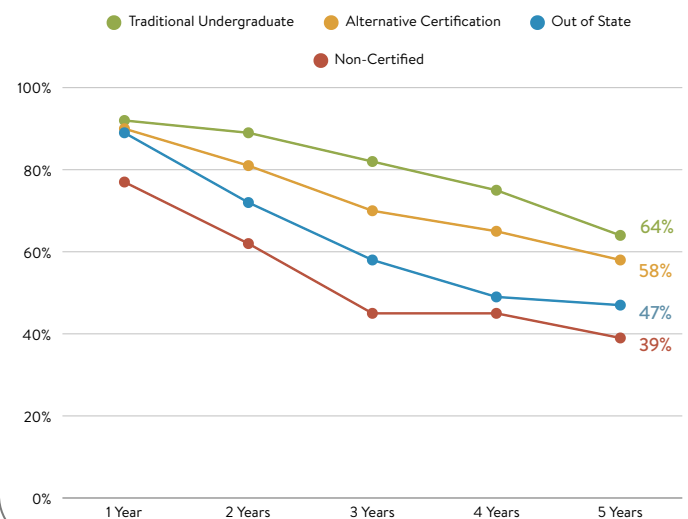
There are over 5,000 full-time, uncertified  
math teachers in Texas schools.

**4 MONTHS OF  
LEARNING LOSS**  
in reading.

There are over 6,000 full-time, uncertified  
language arts teachers in Texas schools.

Statewide data show teachers prepared via traditional  
and residency route had strong retention rates

Percent of Teachers Retained in the Public Education  
Workforce (in percentages)



Sources: Texas Education Agency, The Certification Pathway of an Employed New Hire, 2011-12 through 2022-23

Texas Education Agency, Uncertified Teachers for SY 2023-24 by Grade Level and Subject Area

Kirksey, Ph.D., Texas Tech University, Policy Brief, 2024; Amid Rising Number of Uncertified Teachers, Previous Classroom Experience Proves Vital in Texas

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