



SB 2253 Builds the Supply of Well-Trained Teachers

Teachers are the most significant in-school factor impacting students' academic achievement. But Texas doesn't have enough well-prepared teachers, leading to a steep increase in the number of uncertified teachers responsible for student learning.

In 2023-24, 56% of first-time teachers were uncertified (75% in rural schools), and these teachers left the classroom more often than qualified teachers.^{1,2} With uncertified teachers, students lose four months of learning in reading and three months of learning in math.³

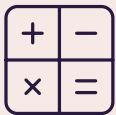
Today:

59% of students are below grade level in Math, and

47% are below grade level in English Language Arts.⁴

Texas students are falling behind their peers.

With residency-prepared teachers, students gain:



2.5 Months of Learning
in Math



3 Months of Learning
in Reading⁵

Skills in math and reading are predictive of lifetime earnings.⁶

Students with underprepared teachers earn less over time.

Estimates suggest that replacing 10% of unprepared teachers with well-prepared educators would increase annual earnings by up to \$2,800 per student. The impact is even greater in rural areas.⁷

Teachers with practice-based preparation stay longer.

Teachers prepared through hands-on preparation routes have higher retention rates than those that don't require practice before entering the classroom.⁸

¹Marder, M., Torres, L.G., Martinez, C., (2024). Beyond the Tipping Point: The Rise of the Uncertified Teachers in Texas. Report and recommendations from the University of Texas at Austin.

²Van Overschelde, J.P., and Lopez, M. (2024). Unlicensed teachers now dominate new teacher hires in rural Texas schools.

³Kirksey, J. (2024). Amid Rising Number of Uncertified Teachers, Previous Classroom Experience Proves Vital in Texas.

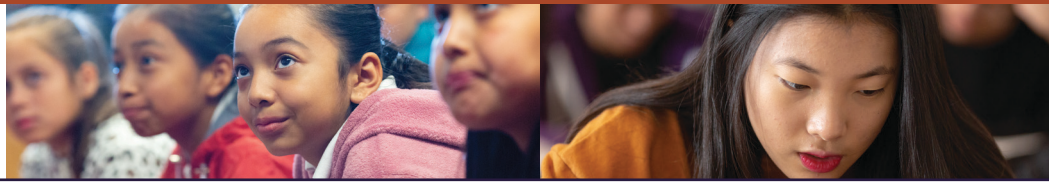
⁴Texas Education Agency. (2024). 2024 STAAR Results.

⁵Bastian, K.C., Fuller, S.C., & Otte, A. (2024). Paid Residency Programs in Texas: Initial Impacts on Student Achievement and Teacher Retention.

⁶Werner, Acs, & Blagg, (2024), Urban Institute, Comparing the Long-Term Impacts of Different Child Well-Being Improvements.

⁷Kirksey, J. (2025). The Economic Benefits of High-Quality Teacher Preparation in Texas.

⁸Texas Education Agency. Teacher Retention by Preparation Route 2013-2014 through 2022-2023. (2024).



We must build the supply of well-trained teachers to reduce the reliance on uncertified educators. Changing the trajectory will improve the ability of Texas students to compete in the workforce and make the teacher profession more attractive.

SB 2253 Invests in What Works

RESULTS-DRIVEN MODELS

Targets funding in proven, practice-based models.

- **Teacher residencies** with paid stipends for year-long practice-based training
- **Traditional university student teaching** and
- **Grow-Your-Own** for current uncertified school district employees (bus drivers, aides, etc.)

REWARDS CANDIDATES

Creates economic incentives for future teachers to pursue high-quality preparation.

- **Pay Differentiation** for certified and uncertified beginning teachers, ensuring compensation aligns with training
- **Mentorship** funding increases for mentor teachers

BUILDS WORKFORCE

Ensures school districts will have a talent pool of well-trained teachers.

- **Reduces turnover** that is costly to school-districts and prevalent among uncertified teachers
- **Rural and high-poverty schools receive weighted funding** for partnering with a high-quality teacher preparation program
- **Improves student outcomes** and school district success

