

JUNE 1, 2026

House Committee on Public Education Interim Hearing Written Testimony

Dear Chairman Buckley, Vice-Chair Bernal, and Members of the House Public Education Committee:

Thank you for the opportunity to provide public comment on the Committee's interim charge on Teacher Recruitment and Retention. HB 2's historic investment in Texas' teacher workforce set the stage for a groundbreaking transformation in the way the state prepares, supports, and retains its teachers. We were proud to advocate for many of HB 2's policies related to the teacher workforce and have been dutifully monitoring its implementation. We respectfully submit the following comments:

EDUCATOR WORKFORCE

Prior to HB 2's passage, the state had seen an historic increase in the number of underprepared and uncertified teachers in classrooms, causing record levels of attrition, negative impacts on student achievement, and an overall unstable labor market.¹ Recognizing that teachers are the single most important resource in public schools, the Legislature enacted one of the nation's most comprehensive policy frameworks to recruit, retain, and prepare teachers. Through the PREP Program and Allotments, expansion of the TIA, and distribution of teacher pay raises, the state prioritized a holistic, long-term statewide talent strategy that is proven to improve teacher retention and quality.

Implementation from the field has been quick and responsive. The Texas Education Agency and State Board for Educator Certification [immediately worked to craft rules and guidance](#) for educator preparation providers (EPPs) and districts. After the first round of grantmaking:

- Nearly half of the state's school systems (577 districts/charters) plan to implement at least one component of the PREP Program (Residency, Grow-Your-Own, and Mentorship);
- Of the awardees, 70% of school systems plan to implement at least two components;
- 52% plan to implement all three components.

This is an incredible sign of the field's eagerness towards HB 2's reforms and desire to strengthen their local teacher workforce that integrates practice-based preparation, strategic compensation, and high-quality mentorship in a partnership setting.

Additionally, TEA has swiftly released guidance and/or rulemaking related to [HB 2's changes to the TIA](#), [teacher certification requirements](#), and [teacher certification exam fee waivers](#). Initial teacher workforce data for the 25-26 SY is an encouraging sign that HB 2's incentives are working. The percentage of newly hired uncertified teachers fell to 27%, the lowest since the 21-22 SY. Attrition also declined slightly, still higher than, but trending towards pre-pandemic levels.³

Overall, we are pleased with the progress of implementation for HB 2's reforms related to teacher preparation and compensation. As the first round of the PREP Program and Allotment are distributed in the next school year, district/EPP partnerships are formalized, and districts receive additional TIA funding, **we look forward to seeing HB 2's more concrete impact in the 27-28 SY and encourage the Committee to continue to support its smooth and swift implementation in the meantime.**

Thank you for the opportunity to provide public comment. We look forward to the Committee's thoughtful discussion on how to continue to uplift and strengthen the state's teacher workforce.

1 Kirksey, J. J. (2024, Updated April 2025). *Amid Rising Number of Uncertified Teachers, Previous Classroom Experience Proves Vital in Texas* [Brief no. 1]. Texas Tech University. Center for Innovative Research in Change, Leadership, and Education. <https://hdl.handle.net/2346/98166>
2 TEA. (2026, April). *Attrition and New Hires Dashboard*. Educator Reports and Data.

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