

# **Recruit, Support and Retain Teachers** and Principals

### **Preparing Teachers**

Teaching is one of the most rewarding professions, but it is also highly demanding. A teacher must develop skills specific to teaching, such as classroom management, that require intensive study, training, and practice. Furthermore, a skilled teacher must excel in their subject matter. Texas allows many different pathways for those interested in becoming a teacher, but not all pathways provide the same level of preparation.



▲ Italy ISD

## Pathways and Costs to Become a Teacher in Texas

#### Residency

Coursework + early field-based classroom experiences + yearlong teacher residency

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### **Traditional Undergraduate**

Coursework + early field-based classroom experiences + semester-long student teaching

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#### Alternative Certification

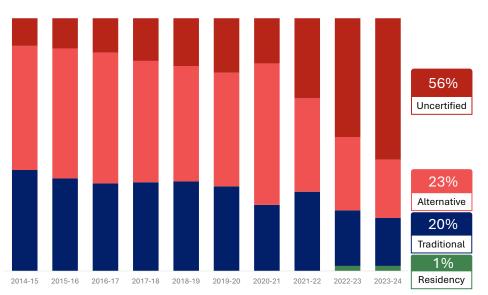
Coursework + early field-based classroom experiences

#### Uncertified

No classroom experiences

## **First-Time Teacher Hiring**

Texas public schools hire approximately 50,000 teachers annually, with about one-third being rehires of experienced teachers. Among the estimated 30,000 hires that are new to the profession each year, an increasing number are uncertified.15



# **Retention Varies** with Preparation



