Recruit, Support and Retain Teachers and Principals

A SYSTEMIC APPROACH TO SUPPORTING TEACHERS

Attracting talented and well-trained candidates to the teaching profession requires a comprehensive approach built on recruitment, preparation, and compensation. House Bill 2 (HB 2) brings major investments in these areas to strengthen the profession and support educators statewide.

▲ Thrall ISD

HB 2
TEXAS LEGISLATURE
89th Legislative Session

$400M
EDUCATOR PREPARATION ALLOTMENT
BY 2029-30[18]

Educator Preparation Pathways
HB 2 established the PREP Program Allotment to strengthen the quality of teacher recruitment, preparation, and mentorship across the state.

EDUCATOR PREPARATION PATHWAYS

RECRUITMENT → PREPARATION → EARLY CAREER TRAINING

Preparing and Retaining Educators through Partnership (PREP) Allotment includes five formula-funded programs to support teacher recruitment, preparation, and mentorship. Research shows that teachers who receive preservice practice prior to becoming a teacher and receive ongoing mentoring are more effective and more likely to stay in the profession.[17]

PREPARING AND RETAINING EDUCATORS THROUGH PARTNERSHIP (PREP) ALLOTMENT

RECRUITMENT

Grow Your Own

$8,000 up to $12,000
per teacher candidate in training

PRESERVICE PREPARATION

Residency Preservice

Traditional Preservice

Alternative Preservice

$10,000 up to $39,500
per teacher candidate in training

EARLY CAREER TRAINING

Mentorship Program

$3,000
per teacher in training

HB 2 TEXAS LEGISLATURE 89th Legislative Session

$1.5 Billion
TEACHER RETENTION ALLOTMENT
IN 2025-26[18]

HB 2 established the Teacher Retention Allotment to increase teacher pay, with compensation varying based on district size and years of experience.

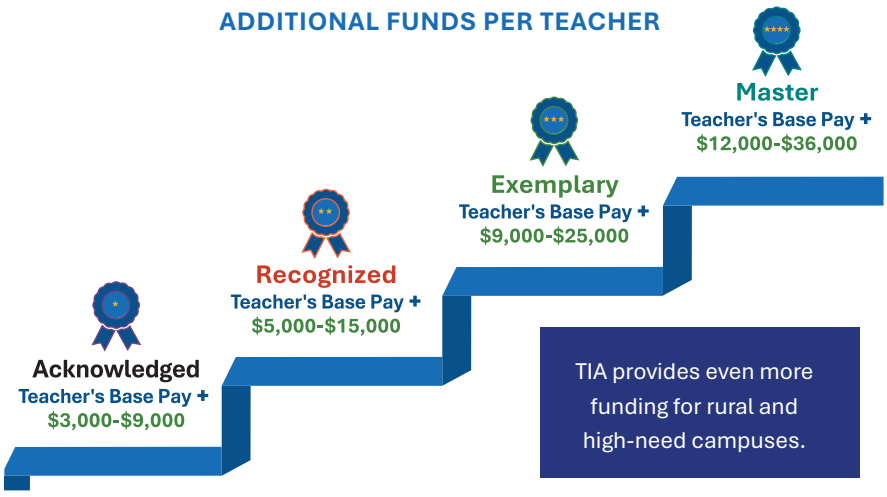
HB 2 TEXAS LEGISLATURE 89th Legislative Session

$2.2 Billion
TEACHER INCENTIVE ALLOTMENT
BY 2029-30[18]

ENHANCED COMPENSATION

Teaching is one of the toughest yet most important jobs. Through the Teacher Incentive Allotment (TIA) and new investments in the teaching profession, such as the Teacher Retention Allotment, skilled and effective Texas teachers have more opportunities to earn more, so they can stay in the classroom longer.

TEACHER INCENTIVE ALLOTMENT
ADDITIONAL FUNDS PER TEACHER



TIA provides even more funding for rural and high-need campuses.

▲ **Wanda Salgado,**
Harker Heights Elementary School, Killeen ISD

"Becoming a Master teacher through the Teacher Incentive Allotment program has allowed me to stay in the classroom doing the work I love while earning a salary of over $100,000. This financial stability has been life-changing, allowing me to better care for my daughter and plan for our future without leaving teaching. TIA supports not only teachers and their families, but also students, by helping ensure that highly qualified educators remain in the classroom, particularly in areas where they are needed most."