



Frequently Asked Questions

This document will provide frequently asked questions to guide our partners in their decision-making process to determine which grants are the best fit, aligned to district goals and needs.

LASO Cycle 4 Frequently Asked Questions (FAQ)- PREP Mentorship Program 1

 Frequently Asked Questions 1

 General Questions and Resources 2

 Section A: Program Overview 3

 Section B: Application and Submission 3

 Section C: Funding and Compliance 4

 Section D: Implementation and Monitoring 7

 Section E: Support and Resources 20

 Section F: Contact Information 20

General Questions and Resources

Refer to the General Webinar FAQ deck [here](#), for information on Program Guidelines, Webinar Decks, Guidance Docs, and more.

Below are the FAQs related to the PREP Mentorship Program.

Section A: Program Overview

Is the PREP Mentorship Program only for host teachers assigned to a resident teacher, or is it for mentors assigned to 1st and 2nd year teachers who are not in residency?

- The PREP Mentorship Program is for mentoring of first- and second-year teachers, not preservice candidates. The PREP Mentorship Program allotment funding is generated by the number of beginning teachers (first- and second-year teachers in the classroom) and is intended for mentor teachers and any appropriate district and campus leaders of beginning teachers to participate in the requirements.

Can we be recipients of the Mentor Program Allotment and also apply for the LASO Cycle 4 Mentorship program? Are they different?

- The Mentor Program Allotment has been repealed by the 89th Texas Legislature, effective September 1, 2026. Therefore, School Year 2025-26 is the final year of Mentor Program Allotment implementation. School systems interested in allotment funding for mentorship will need to apply for the PREP Mentorship Program through LASO 4 for School Year 2026-27 and subsequent LASO cycles beyond.

Are adult charters eligible to participate in PREP Programs? (updated 12/1/25)

- Adult charter schools that have a charter granted under TEC, §12.256 and Human Resources Code, §221.002 may participate in the PREP Mentorship Program only. There was an error in the statutory reference for adult charters in the PREP webinars but the PREP Program Guidelines have the correct reference to TEC, §12.256. Adult charter schools that have a charter granted under TEC, §12.256 and Human Resources Code, §221.002 are ineligible to participate in the PREP Preservice Residency and PREP Grow Your Own Programs.

As an approved SB 1882 operating partner, are we eligible to apply directly for the PREP Mentorship Program allotment on behalf of our partner campuses, or should applications be submitted by the partnering districts? (updated 12/1/25)

- Yes, SB 1882 operating partners are eligible to apply directly for the PREP Mentorship Program. The form to submit to request an SB 1882 LASO application can be found on the LASO 4 webpage.

Section B: Application and Submission

Will school systems need to re-apply annually for the PREP Mentorship Program?

- School systems will not need to re-apply yearly, though they will need to submit certain data. As specified in TEC, §21.909, the commissioner will periodically review partnership programs against the performance standards and goals. Continuation of funding is based on the outcomes of the program submissions and periodic reviews.

Why are districts being asked to report numbers of beginning teachers and residents?

- School systems are asked to submit estimates of the numbers of beginning teachers in residents in their LASO application for a few planning purposes. For instance, TEA will use the information to gather an estimate of Texas Mentorship Training attendees. During the Verification of Participation step in the April to May timeframe, school systems will be asked to submit updated estimates.

Is there any guidance from TEA on written agreements for the PREP Mentorship Program?

- Please follow the process set by your Texas Mentorship Training (TMT) Approved Provider. TEA will not collect written agreements for the PREP Mentorship Program.

The guidelines mention “mentoring educators” and “mentoring training for those districts and campus leaders who will be providing direct mentoring to beginning teachers,” but do not specifically mention preservice residents.

- The PREP Mentorship Program is intended to support beginning teachers in their first- or second-year teaching. For more information on preservice resident teachers, please refer to the PREP Residency Preservice Program.

Section C: Funding and Compliance**Will funding be available for the additional years of mentor training?**

- PREP Mentorship Program funds are generated annually by the number of beginning teachers in their first- or second-year in the classroom, with a cap of up to 40 beginning teachers. A permissible use of funds is to pay for mentor training.

Is the funding from the PREP Mentorship Program based on the number of mentors or the number of new teachers?

- Funding for the PREP Mentorship Program is based on the number of beginning teachers in their first- or second-year teaching. TEC, §48.157(b)(5) states that the PREP Mentorship Program allotment is generated by number of classroom teachers being mentored (i.e., the beginning teachers in their first- or second-year teaching). There is a funding cap of no more than 40 beginning teachers.

Do we get the funding for each year of PREP Mentorship, or only one-time funding that will be spread out over the three years?

- The PREP Mentorship Program is based on the number of beginning teachers per year, meaning school systems will receive funding for beginning teachers each year as long as the school system remains in the program.

Is the required minimum \$1,000 mentor stipend a total for the two years or per year?

- The PREP Mentorship Program requires a minimum of \$1,000 per beginning teacher assigned to be paid to the mentor teacher annually.

If a teacher starts in September, would the district still be required to pay them the full \$1,000, or could they prorate the payment?

- Yes, the mentor teacher should still receive the \$1,000 stipend.

So, for this year, the school district does not have any first-year teachers. If they apply for the mentorship allotment and begin the process, and find themselves in the same situation for the 26-27 school year (no beginning teachers), would they still receive funding...and could they still give the 1000 stipend to mentors who completed training?

- PREP Mentorship Program allotment funds are generated by the number of qualifying beginning teachers each school year. TEA anticipates providing Foundation Schools Program (FSP) funding timelines in Spring 2026.

What if a mentor is changed mid-year due to extenuating circumstances? Does the mentor's pay get prorated? Does the mentor attend TMT?

- TEA is developing guidance regarding mentorship changes mid-year and anticipates providing examples around this in spring 2026.

Let's say we have a large district considering TMT. Let's say they usually hire 80 new teachers each year. If they apply for the allotment, they would receive funding for 40 of those teachers. But they want to make sure that all 80 have a mentor. Could they use the extra funds to send additional mentors through TMT? Or could they use the extra funds to pay additional mentors' stipends?

- Yes, both the cited uses of funds are permissible. TEC, §21.907, states that If any money remains after providing a stipend to mentor teachers in accordance with Subsection (c), the district may use that money to provide: (1) scheduled release time for mentor teachers and classroom teachers being mentored to meet and engage in mentoring activities; and (2) support for mentor teachers through mentor training and strategic staffing training.

If there are funds left over after stipends and training costs are covered, can the remaining funds generated through the PREP Mentorship Program be applied to mentors already receiving a stipend? Example: Instead of the required \$1000, we give them an additional \$500 for a total of \$1500.

- Yes, this is a permissible use of PREP Mentorship Program funds. Statute requires that mentor teachers under the PREP Mentorship Program receive at least \$1,000 stipends, but school systems may decide on a greater value and may use remaining funds for this purpose.

Can any funds generated through the PREP Mentorship Program be used to pay for a substitute to cover a mentor's class so they can meet with their assigned beginning teacher?

- Yes, after covering the required mentor teacher stipends and Texas Mentorship Training costs, any remaining PREP Mentorship funding may be used on release time, additional mentor teacher stipends, and/or strategic staffing or additional mentor training, per TEC, §21.907.

What if a school system hires more than 40 beginning teachers and participates in the PREP Mentorship Program?

- Per TEC, §48.157, the PREP Mentorship Program allotment is generated by the number of beginning teachers (teachers in their first- or second-year teaching) with a cap of 40 beginning teachers. Schools systems with more than 40 beginning teachers in their first- or second-years teaching will not generate funding for additional beginning teachers beyond the cap of 40.

My understanding was that the PREP Mentorship Program was capped at 40 beginning teachers, but there were some example Funding and Spending slides (specially Example B) that showed that 40 mentor teachers, 12 ICs, 12 APs, and 12 Principals could attend Pathway 1 training. So is Pathway 1 capped at 40 or is it open to as many as a District is willing to pay for?

- TEC, §48.157(f) for the PREP Program Allotment outlines the funding caps for the various PREP Programs. For PREP Mentorship Program specifically, the funding cap is no more than 40 beginning teachers (teachers in their first or second year in the classroom). Given districts must provide mentorship training to any appropriate district and campus employees who work with or supervise beginning teachers, principals, assistant principals, and instructional coaches were included in the modeling. The number of participants in the Texas Mentorship Training (TMT) is not capped.

Can all the funding generated for the PREP Mentorship Program be used to train host teachers for the PREP Preservice Residency Program?

- No. The PREP Mentorship Program funding is generated by the number of qualifying beginning teachers in their first- and second-year teaching. Please see the program guidelines for more information on requirements for this program.

Can all the funding generated for the PREP Mentorship Program be used to train host teachers for the PREP Preservice Residency Program?

- No. The PREP Mentorship Program funding is generated by the number of qualifying beginning teachers in their first- and second-year teaching. Please see the program guidelines for more information on requirements for this program.

Can PREP Mentorship Program funds be used for travel and lodging for participants to attend TMT trainings? (updated 11/10/25)

- Yes, travel and lodging to get the required Texas Mentorship Training (TMT) participants to and from TMT training sessions is an allowable use of funding as it falls under the "mentor training" provision in TEC, §21.907.

Can the PREP Mentorship Program be used to pay for training for host teachers for residents? (updated 11/10/25)

- If the host teacher is also serving as a mentor teacher under TEC, §21.907, PREP Mentorship funds can be used to pay for the training for host teachers. However, if the host teacher is not

also serving as a mentor teacher, PREP Mentorship funds cannot be used to pay for the training for the host teacher.

Can PREP Mentorship Program allotment funds pay for a school system's mentorship program manager? (updated 12/1/25)

- TEA is in the process of developing amendments to the Texas Administrative Code (TAC). Those proposed amendments would include provisions that, in certain circumstances, districts could use PREP Mentorship Program funds for a school system's program manager compensation if they provide mentorship training. TEC, §21.907(d) states that if any money remains after providing a stipend to mentor teachers, the school system may use that money to provide scheduled release time for mentors and beginning teachers and support for mentor teachers through mentor training and strategic staffing training. Given these are the only permissible uses of funds, any compensation used for non-mentor teacher roles must meet these requirements. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

Could a full-time mentor's salary be paid directly to the full-time mentor teacher with PREP Mentorship funds? (updated 12/2/25)

- Yes, a full-time mentor's salary is an allowable use of PREP Mentorship Program funds. However, the district must first ensure that PREP Mentorship Program funds are used to pay the minimum mentor teacher stipends and Texas Mentorship Training (TMT) costs. TEA is in the process of developing amendments to the Texas Administrative Code (TAC) which includes provisions around the stipends for mentor teachers and full-time mentors. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

Section D: Implementation and Monitoring

To qualify for the PREP Mentorship Program, does the district need to use Bluebonnet?

- No, school systems are not required to use the Bluebonnet product in order to participate in PREP Mentorship Program.

Who provides the Texas Mentorship Training and do you have a list of organizations that are approved to provide the Texas Mentorship Training?

- The Texas Mentorship Training (TMT) is delivered by TMT Approved Providers who are certified to re-deliver the TMT. You can find a list of all Texas Mentorship Training Approved Providers on the TMT website (<https://tmt.tea.texas.gov>).

Is the Texas Mentorship Training mandated if we do not apply for LASO 4?

- The Texas Mentorship Training is only required for school systems participating in the PREP Mentorship Program.

What does the Texas Mentorship Training look like? What will mentors be expected to do?

- For more information on the Texas Mentorship Training (TMT), please review the TMT website and contact a TMT Approved Provider: <https://tmt.texas.gov/contacts>

Does the Texas Mentorship Training have to occur during the school day, or can it occur outside of the school day?

- The Texas Mentorship Training (TMT) may occur within or outside the school day. However, the 12 hours of mentoring per semester requirement for mentor and beginning teachers must occur during the school day as per TEC, §21.458.

Is a school system required to participate in the Texas Mentorship Training in order to participate the PREP Mentorship Program?

- The Texas Mentorship Training (TMT) is the required training for the PREP Mentorship Program and fulfills policy requirements for training. Please contact a TMT Approved Provider for more information on required participants: <https://tmt.tea.texas.gov/contacts>

Is the Texas Mentor Training already created and available to view?

- Yes, the Texas Mentorship Training (TMT) is currently being piloted with a few Texas school systems. You can learn more about the program via the TMT website: <https://tmt.tea.texas.gov>

Is the Texas Mentorship Training virtual? In person? Synchronous or asynchronous?

- The Texas Mentorship Training (TMT) is offered in-person through our TMT Approved Providers. For more information on the training, please contact an Approved Provider via the TMT website: <https://tmt.tea.texas.gov/contacts>

Is the Texas Mentor Training for districts who do not already have a mentoring program in place?

- Participation in the Texas Mentorship Training (TMT) is a requirement for all school systems participating in the PREP Mentorship. Participation in TMT in School Year 2026-27 is strongly encouraged for PREP Preservice Residency Program school systems; however, it is not required in School Year 2026-27. For more information on who is required to attend which pathways of the TMT, please contact a TMT Approved Provider (<https://tmt.tea.texas.gov/contacts>).

Can an LEA still receive PREP Mentorship Program funds if they are electing to use another Texas Mentorship Training approved provider that is NOT the ESC?

- The Texas Mentorship Training (TMT) Approved Providers, including non-ESC providers, can be located on the Training Providers page of the TMT website: <https://tmt.tea.texas.gov/contacts>. To participate in the PREP Mentorship Program, school systems must partner with TMT Approved Providers.

Is a mentor required to attend Texas Mentorship Training annually or are they mentor-ready once they attend and receive their certification?

- In Year 1 of participation in the PREP Mentorship Program, the mentor teacher must participate in the Texas Mentorship Training and receive a certificate of completion. That certificate is valid for 3 years. However, per TEC, §21.907, a mentor teacher must receive mentor training annually. Therefore, in Years 2 and 3 of PREP Mentorship Program implementation, the mentor teacher may receive mentor training through the school system or a Texas Mentorship Training Approved Provider. All mentoring educators must re-certify through Texas Mentorship Training every 3 years, so the mentor teacher would participate again in Year 4 of PREP Mentorship Program participation.

Will TEA be publishing a free training resource for year 2 and 3 mentor teachers (for the required yearly training)? Or will this need to be developed by the district?

- This will be developed during the District & Campus Leader design session pathway by the district & campus design team in conjunction with the Texas Mentorship Training (TMT) Approved Provider.

Mentor teachers have to attend the mentorship training which is approximately 24 hours. Is the stipend meant to compensate them for 24 hours of time plus serving as a mentor throughout the school year?

- This is a school system decision, and we encouraged school systems to gather stakeholder input on this topic. However, per TEC, §21.907, mentor teachers will receive at least a \$1,000 stipend, with the potential to receive additional stipends based on remaining PREP Mentorship Program funding (i.e., after the initial mentor teacher stipends and Texas Mentorship Training costs are paid). In their first year of mentoring, mentor teachers are required to complete the Texas Mentorship Training (TMT). The TMT certificate is valid for three years.

Will there be make up sessions for the Texas Mentorship Training? We often don't have everyone hired to know who would need a mentor until late summer.

- There will be make up trainings for mentoring educators who are assigned mentees after the initial training dates.

Do both mentor teachers and their beginning teachers attend the Texas Mentorship Training?

- As a part of the PREP Mentorship Program, mentor teachers of beginning teachers in their first- or second-year teaching are required to participate the Texas Mentorship Training (TMT). Beginning teachers are not required to participate in the TMT as a requirement of the PREP Mentorship Program.

How can larger districts who exceed the 40 beginning teacher cap for PREP Mentorship Program train all mentors and campus supervisors when the allotment does not cover this expense?

- TEA encourages school systems to engage stakeholders in making PREP Mentorship Program implementation decisions. One recommendation for how a larger PREP Mentorship Program school system could utilize funding would be to prioritize the campuses within the school system that historically have a high teacher turnover rates or beginning teacher placement.

Can the district and campus leaders who are required to attend Texas Mentorship Training also receive stipends for attending the training?

- Per TEC, §21.907, a school district or open-enrollment charter school shall use money received under the PREP Program Allotment (TEC, §48.157 (b)(5)) to provide stipends for mentor teachers in an amount of at least \$1,000. Therefore, if a district or campus leader serves as a mentor teacher, they would be eligible for a mentor teacher stipend.

Is the Texas Mentorship Training (TMT) a one-time training series for a mentor teacher? Once a mentoring educator completes the TMT series, are they considered “qualified” mentor/host with no need for annual TMT training (beyond what the district or EPP plans for ongoing support for continuous growth of mentors)?

- The Texas Mentorship Training (TMT) certificate is valid for three years. For example, a mentoring educator who earned a TMT certificate in School Year 2026-27 will need to renew their certificate in School Year 2029-30. Per TEC, §21.907, mentor teachers must be trained annually, so the school system is responsible for providing that ongoing mentor training in the years between TMT training. TEA anticipates sharing guidance around this ongoing training in the future.

Can you provide clarity on the District & Campus Leader Design Sessions pathway for the Texas Mentorship Training?

- Per TEC, §21.458, in addition to mentor teachers, any appropriate district and campus staff who work with or supervise beginning teachers must complete mentorship training. The Texas Mentorship Training (TMT) District & Campus Leader Design Sessions pathway is a series of design sessions that support school system leaders in planning for and implementing strong mentorship programs and meets the statutory requirements for district & campus staff. For more information on this pathway, please visit the TMT website: <https://tmt.texas.gov>

Is there a minimum requirement for how many participants are sent to the District & Campus Leader design sessions in Texas Mentorship Training? Must campus principals and assistant principals be part of the training?

- The minimum requirements for how many participants engage in the District & Campus Leader training depends on the number of individuals that meet the statutory requirement. TEC, §21.458, states that a school system must train any appropriate district and campus staff who work with or support beginning teachers. This requirement can be fulfilled by having those individuals participate in either of the Texas Mentorship Training (TMT) pathways,

including the District & Campus Leader design sessions. The school system will work with their TMT Approved Provider to determine the appropriate participants for the pathways. Please contact a TMT Approved Provider for more information: <https://tmt.tea.texas.gov/contacts>

Do the specific principals and APs trained on Pathway 2 have to align with the campuses that have a mentor teacher undergoing the mentorship training program?

- TEC, §21.458 states that "a school district must provide training to mentor teachers and any appropriate district and campus employees who work with the beginning classroom teacher or supervise the beginning classroom teacher". For more information on which staff would be best suited for these design sessions, please contact a TMT Approved Provider: <https://tmt.texas.gov/contacts>

Is Pathway 2 Mentorship training for Principals, APs, and the mentor program manager a required activity in year 1? Does the residency program manager also have to attend the Pathway 2 training?

- The Texas Mentorship Training (TMT) District & Campus Leader Design Session pathway is required for PREP Mentorship Program. It is not a requirement for the PREP Residency Preservice Program. For more information on these design sessions, please contact a TMT Approved Provider: <https://tmt.texas.gov/contacts>

Does the PREP Mentorship Program Manager attend both pathways of the Texas Mentorship Training?

- As the Program Manager assigned to manage the PREP Mentorship Program by the school system, this individual will need to engage in all Texas Mentorship Training activities, including trainings, design sessions, check-ins, attendance tracking and communications.

Do district leaders need to attend both Pathway 1 and Pathway 2 to be trained in what mentors are learning? If so, are they financially responsible to pay for both pathways?

- District and Campus Leaders (DCLs) may participate in either training pathway or both if they choose and are not required to attend both. The cost of the Texas Mentorship Training is per pathway, per participant. Therefore, a DCL who participates in both pathways would be required to pay the fee for each pathway. Please note that this cost model is based on ESC costs and costs of other Approved Providers may vary.

Can ESC providers for Texas Mentorship Training serve LEAs outside of their region?

- Yes, but that is at the discretion of the ESC. For more information on specific Approved Provider service areas, please reach out to the Approved Training Providers via the Texas Mentorship Training (TMT) website (<https://tmt.tea.texas.gov/contacts>)

We have campuses in multiple regions. Will we be able to select more than one Texas Mentorship Training provider?

- Yes, a school system with campuses in multiple regions may partner with more than one Texas Mentorship Training (TMT) Approved Provider.

May a school system select a Texas Mentorship Training provider that is not their ESC?

- The Texas Mentorship Training (TMT) Approved Providers include all 20 Educational Service Centers (ESCs) as well as 5 other Approved Providers. School systems may select any of these TMT Approved Providers. For more information, please contact the TMT Approved Providers via the TMT website: <https://tmt.texas.gov/contacts>

What do you consider "strategic staffing training"?

- TEA is in the process of developing proposed amendments to the Texas Administrative Code (TAC) to define strategic staffing. TEA anticipates defining strategic staffing as the process by which a school system and Education Preparation Program (EPP) design and implement a paid clinical teacher experience that is sustainably funded by reallocating district resources to compensate teacher candidates who take on additional instructional responsibilities (tutoring, substitute teaching, providing release time for lead teachers) on the campus while completing their clinical teaching requirements. In certain strategic staffing models, host teachers may benefit from release time to engage in mentoring or other teacher leader activities. In the context of PREP Mentorship, strategic staffing technical assistance services could support school systems to redesign schedules to allow for sustainable and predictable time in a mentor teacher's schedule to mentor beginning teachers. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

How will mentor teacher training be communicated to EPPs?

- EPPs with school system partnerships can connect with their school system partners and the Texas Mentorship Training (TMT) Provider for more information and attendance.

What is the role of EPPs in the Texas Mentorship Training?

- EPPs with school system partners can connect with their Texas Mentorship Training Provider for more information on how to be involved with the Pathway 1 and Pathway 2 training. Additionally, apart from the PREP Program Allotment, the Texas Mentorship Training is developing a third pathway that is focused on EPPs and field supervisors. TEA anticipates that this pathway will be available in the 2027-2028 school year.

We are concerned that the length of TMT may make it difficult to recruit cooperating/host teachers for residents (and eventually traditional preservice teachers) particularly in high need areas like bilingual and SPED.

- The Texas Mentorship Training was established based on the recommendations of the Teacher Vacancy Task Force. One goal of the TMT is to streamline training requirements found

in TEC and TAC to ultimately reduce the amount of training teacher leaders in various mentorship roles need to attend. TAC currently includes an annual training requirement for host and cooperating teachers. The Texas Mentorship Training is not an annual training requirement. Rather, it is required every three years, with EPP and school system partnerships determining which entity is providing training in the years between the Texas Mentoring Training.

Is the Texas Mentorship Training differentiated based on the different types of mentoring roles (e.g., mentor teacher vs host teacher)?

- The Texas Mentorship Training Mentoring Educator training pathway is intended for any educator who serves in a mentorship capacity (e.g., mentor teachers of beginning teachers or host teachers of residents). However, there are differentiation considerations embedded within the Texas Mentorship Training content that includes differentiation for varying mentorship roles.

How can an organization become an approved Texas Mentorship Training provider?

- At this time, the list of approved providers for the Texas Mentorship Training (TMT) is set and we do not anticipate posting an application in School Year 26-27.

Are there opportunities for trainer of trainer models?

- There are currently no trainer or trainer models of the Texas Mentorship Training for school systems.

Is Lead4ward approved as a mentor program?

- Lead4ward is not an approved provider of the Texas Mentorship Training, which is the required training for the PREP Mentorship Program. The Texas Mentorship Training (TMT) approved providers can be located on the Training Providers page of the TMT website: <https://tmt.tea.texas.gov/contacts>

What if we have a new hire after the Texas Mentorship Training starts, and they need a new mentor who did not participate in the initial training? What do we do?

- TEA anticipates communicating more on this at a later date.

My district already has a robust beginning teacher induction program. How can I schedule time with someone at TEA to determine how the TMT would disrupt or integrate into our existing program? We have data that shows our existing in-house program is resulting in teacher retention

- The Texas Mentorship Training (TMT) Providers are ready to answer all TMT-related questions. For more information on TMT, please contact a TMT Approved Provider: <https://tmt.tea.texas.gov/contacts>

What are the requirements for school systems to be an approved Texas Mentorship Training provider?

- Only training providers who complete the Texas Mentorship Training (TMT) trainer of trainers certification may serve as Approved Providers. These include all 20 Educational Service Centers (ESCs) and a handful of other Approved Providers. At this time, there is no pathway for districts to become certified TMT Providers. You may learn more about our TMT Approved Providers at the TMT website: <https://tmt.texas.gov/contacts>

We have campuses in multiple regions. Will we be able to select more than one Texas Mentorship Training provider?

- Yes, a school system with campuses in multiple regions may partner with more than one Texas Mentorship Training (TMT) Approved Provider.

How much does the required Texas Mentorship Training cost for mentors to attend?

- Mentor teachers are required to attend the Mentoring Educator pathway of the Texas Mentorship Training (TMT). If the school system is partnering with an ESC TMT Provider, the cost of training would be \$500 per participant. Please note that if the school system wishes to partner with a non-ESC Approved Provider, TMT cost will vary. To learn more about TMT costs, please reach out to your TMT Provider at <https://tmt.tea.texas.gov/contacts>

Do the first year teachers need to be certified to be assigned a mentor in the PREP Mentorship Program?

- No, TEA is in the process of developing amendments to the Texas Administrative Code (TAC). TEA anticipates proposing PREP Mentorship Program parameters that do not require a beginning teacher to hold a certificate yet in order to participate. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

What if a new teacher leaves in Year 2? What happens to the allotment and mentor teacher?

- TEA anticipates sharing more guidance in the coming months related to this question.

Is there any type of beginner teacher development with PREP Mentorship Program?

- The PREP Mentorship Program is designed to support beginning teachers through 1) providing the beginning teacher with a trained mentor teacher, 2) providing high-quality, research-based mentorship training to the mentor teacher, and 3) funding to make the mentorship program sustainable.
- Are there requirements that the mentors must meet to be qualified as a mentor in the PREP Mentorship Program?
- TEC, §21.458 outlines the requirements for mentors in the state of Texas. Mentor Teacher qualifications will be further outlined in PREP Mentorship Program rule, which will be published for public comment in December 2025.

How many mentees is a mentor allowed to have?

- TEA is in the process of developing proposed amendments to the Texas Administrative Code (TAC). TEA anticipates defining parameters for the number of beginning teacher assigned to a mentor teacher based on their other assignments, specifically that a school system may assign no more than... (A) two beginning teachers to a mentor teacher who serves as a teacher of record for, on average, four or more hours per instructional day; (B) four beginning teachers to a mentor teacher who serves as a teacher of record for, on average, less than four hours per instructional day; (C) fifteen beginning teachers to an individual who serves as a full-time mentor teacher; or (D) four beginning teachers to an individual who serves as neither a teacher of record nor a full-time mentor teacher. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

For PREP Mentorship Program, are the 12 hours that mentors meet in addition to the Texas Mentorship Training?

- Yes, per TEC, §21.458, in addition to annual mentorship training, mentor teachers are required to engage in at least 12 hours of mentoring activities with each beginning teacher assigned per semester.

TEC §21.458 notes, "Except as provided by Subsection (a-2), each school district may assign a mentor teacher to each classroom teacher who has less than two years of teaching experience in the subject or grade level to which the teacher is assigned." Is it a statutory requirement that all teachers in their first or second years of service have a mentor teacher?

- This is the school system's discretion since TEC, §21.458 states that a school system may assign mentors to first- and second-year teachers in Texas. However, if a school system chooses to assign mentors, they are required to meet the requirements of TEC, §21.458.

For PREP Mentorship Program, could "to the extent practicable" be defined or exceptions clarified?

- TEC, §21.458, states that a school system must assign a beginning teacher to a mentor teacher who, to the extent practicable, teaches in the same school, subject, or grade level. This is not always possible, and therefore it is the school system's responsibility to determine the best mentorship pairing for a beginning teacher. The District and Campus Leader pathway of the Texas Mentorship Training (TMT) includes competencies to support school systems in the recruitment, selection, and assignment of mentor teachers. Please visit the TMT website (<https://tmt.tea.texas.gov>) or contact an Approved TMT Provider (<https://tmt.tea.texas.gov/contacts>) for more information.

For the PREP Mentorship Program, does the mentor teacher need to be state certified in the grade level and/or subject matter?

- No, a PREP Mentorship Program mentor teacher does not have to be certified to mentor a beginning teacher. However, TEC, §21.458 states that, to the extent practicable, the mentor should teach in the same school, subject area, or grade level as the beginning teacher. This is

not always possible. The District & Campus Leader Design Session pathway of the Texas Mentorship Training (TMT) will support district & campus leaders in recruiting, selecting, and assigning best-fit mentoring partnerships.

Do mentors have to be classroom teachers?

- TEA is in the process of developing proposed amendments to the Texas Administrative Code (TAC). TEA anticipates defining parameters for mentor teacher qualifications, one of which stating that a school system should prioritize the selection of current classroom teachers to be mentor teachers. If additional mentor teachers are needed after that, the school system may select non-classroom teachers, with certain parameters outlined in PREP Program Allotment rule. Proposed Texas Administrative Code (TAC) rules will be posted in the Texas Register in December 2025. These rules will become effective April 2026.

How do you see a mentor different from an instructional coach?

- An instructional coach may serve as a mentor teacher. TEA is in the process of developing proposed amendments to the Texas Administrative Code (TAC) that will define parameters for qualified mentor teachers, specifically stating that mentor teachers include school system employees who provide direct instructional support to other teachers. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

Can a teacher serve as both a mentor teacher under the PREP Mentorship Program and a host teacher under the PREP Preservice Residency Program? Would they earn a stipend for each?

- Yes, a teacher can serve as both a host and mentor teacher. For example, if a teacher is assigned a resident teacher via the PREP Preservice Residency Program as well as a beginning teacher via the PREP Mentorship Program and completes the Texas Mentorship Training, that teacher qualifies for the host teacher stipend through PREP Residency Preservice and the mentor teacher stipend through PREP Mentorship.

What are the criteria for "instructional effectiveness" for a mentor teacher?

- TEA is in the process of developing proposed amendments to the Texas Administrative Code (TAC) that will state that a mentor teacher must demonstrate instructional effectiveness and expertise, to the extent practicable, in research-based instructional practices specifically for the grade levels and subjects to which the beginning teacher is assigned. Proposed Texas Administrative Code (TAC) rules will be posted in the Texas Register in December 2025. These rules will become effective April 2026.

Who is overseeing the quality of the Pathway 2 program design to ensure that it not only meets requirements, but surpasses them for quality mentoring? How will the pathway quality be monitored across the state? (updated 11/10/25)

- The District & Campus Leader design session pathway of the Texas Mentorship Training (TMT) has undergone several rounds of stakeholder feedback to ensure quality for the field. These

stakeholders have included teacher leaders, district and campus leaders, Educational Service Center representatives, Mentor Program Allotment approved training providers, and Educator Preparation Program (EPP) staff. The TMT is currently in pilot with four Texas school systems.

Are uncertified teachers considered first year teachers once they become certified, or from the day they are hired in a teaching position? (updated 11/10/25)

- For the purposes of the PREP Mentorship Program, a beginning teacher's years of experience are referred to as their first- and second-year teaching. First-year refers to their first full year as a teacher of record in their own classroom. Second-year teachers have taught for one full-year previously.

How will mentor teacher training be communicated to EPPs? (updated 11/10/25)

- EPPs with school system partnerships can connect with their school system partners and the Texas Mentorship Training (TMT) Provider for more information and attendance. Additionally, TEA is planning an EPP specific convening for more information on the Texas Mentorship Training. The specific date and time for the convening will be communicated via the TEA EPP newsletter.

Will TMT Approved Providers have the capacity to train all school system mentor teachers, even if it is above the 40 cap eligible for PREP Mentorship Program? That way they are all receiving the same training, even if not all are drawing down funds. (updated 11/10/25)

- While there is a PREP Mentorship Program funding cap of no more than 40 beginning teachers per school system, there is no cap on the number of participants a school system may send to either pathway of the Texas Mentorship Training (TMT). For more information on how to sign up for the TMT, please contact a TMT Approved Provider: <https://tmt.tea.texas.gov/contacts>.

In accepting this allotment, what obligations do we have to mentors and mentees who are beyond the 40 cap? (updated 11/24/2025)

- For beginning teachers who are not being served through the PREP Mentorship Program allotment (school systems who exceed the 40 beginning teacher cap), school system obligations are outlined in TEC, §21.458 (MENTORS).

Could we focus the 40 on second year teachers? Or Are identified (among the 40) mentees required to have a mentor for both years? (updated 11/24/2025)

- School systems with more than 40 beginning teachers in their first- or second-year teaching can determine which teachers to prioritize for PREP Mentorship implementation.

Can a district use a full-time mentor? Which districts are using full-time mentors as a strategy? (updated 11/24/2025)

- TEA is in the process of developing proposed amendments to the Texas Administrative Code (TAC). TEA anticipates defining parameters for the number of beginning teacher assigned to a mentor teacher based on their other assignments, specifically that a school system may assign no more than... (A) two beginning teachers to a mentor teacher who serves as a teacher of

record for, on average, four or more hours per instructional day; (B) four beginning teachers to a mentor teacher who serves as a teacher of record for, on average, less than four hours per instructional day; (C) fifteen beginning teachers to an individual who serves as a full-time mentor teacher; or (D) four beginning teachers to an individual who serves as neither a teacher of record nor a full-time mentor teacher. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026. TEA does not currently collect data on the use of full-time mentors. Additionally, the LASO application does not require a submission from districts on the intent to use full-time mentors.

In accepting this allotment, what obligations do we have to mentors and mentees who are beyond the 40 cap? (updated 12/1/2025)

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For a large school system that exceeds the max of 40 beginning teachers, the allotment would only address a subset of teachers at a small number of campuses. We have a locally funded program that we currently use for mentors. Is it possible to have the two programs running parallel, the PREP Mentorship Program for the subset of teachers and our local initiative for the remaining beginning teachers not served by PREP Mentorship? (updated 12/1/25)

- Since the school system would exceed the 40-beginning teacher cap, it is permissible to prioritize allotment funding for a subset of beginning teachers and/or campuses. It is important to note that any mentors and district and/or campus leaders who are supporting beginning teachers served by the allotment would be required to fulfill PREP Mentorship Program requirements. However, the remaining mentors/mentees within your district who are not supporting PREP Mentorship Program beginning teachers could continue to participate in your local initiative.

How will PREP Mentorship Program districts be notified if they hire a new teacher from another district? (updated 12/1/25)

- This information should be provided to the hiring school system through the service records they receive when hiring a new teacher.

Why are universities not considered Texas Mentorship Training "providers" and only ESCs are considered "providers"? (updated 12/1/25)

- The Texas Mentorship Training (TMT) Approved Provider process is closed for School Year 2026-27. TEA may open a window for TMT Approved Provider applications in Summer 2026. TEA will be gathering stakeholder input on TMT Approved Provider list processes over next year, including input on ensuring quality of training delivery, coaching of providers, etc. TEA encourages school systems to invite their EPP partners to TMT Mentoring Educator training and District & Campus Leader design sessions in School Year 2026-27.

We are an SB 1882 operating partner. For the non-1882 districts we serve, can our organization be listed as an implementation partner within their district-led PREP Mentorship applications? (updated 12/1/25)

- No, SB 1882 operating partners cannot be listed as implementation partners for the PREP Mentorship Program. The Texas Mentorship Training Approved Provider process is closed for School Year 2026-27 and a list of Approved Providers can be found at <https://tmt.tea.texas.gov/contacts>.

Does the 15 beginning teachers (BTs) per full-time mentor apply only to BTs we claim for the PREP Mentorship allotment, or to the mentor's total mentee count (including second-year teachers we support locally and do not claim)? (updated 12/2/25)

- This drafted rule applies to mentors under PREP Mentorship Program; however, TEA strongly encourages school systems to assign no more than 15 mentees to any full-time mentor. This number was based on research from the field and stakeholder feedback. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

Does a "full-time" time mentor mean a position with no teaching load (i.e., 100% mentoring responsibilities)? (updated 12/2/25)

- Yes, this is correct.

Our organization currently manages an AmeriCorps grant that places members in schools to support mentoring, coaching, and instructional support. Are there any allowable models for integrating AmeriCorps members into PREP-funded mentorship activities, while maintaining compliance with state and federal funding guidelines? (updated 12/2/25)

- If a school system chooses a mentor teacher from outside the school system, that mentor teacher must meet mentor teacher qualifications required in policy. Texas Education Code (TEC) §21.458 requires school systems to select mentor teachers who have at least three complete years of teaching experience with a superior record of assisting students, as a whole, in achieving improvement in student performance; and demonstrate interpersonal skills, instructional effectiveness, and leadership skills. TEC §21.907 also requires mentor teachers to complete the Texas Mentorship Training in their first year of mentoring. Drafted rule also requires school system must also prioritize the assignment of qualified mentor teachers who are currently classroom teachers, so the school system would need to retain local documentation of that effort. Proposed TAC rules will be posted in the Texas Register in December 2025. TEA anticipates these rules will become effective April 2026.

Could an EPP send its faculty through the Mentoring Educator pathway of the Texas Mentorship Training? (updated 12/2/25)

- Yes, EPP faculty may participate in the Mentoring Educator pathway of the Texas Mentorship Training (TMT). For more information on attending the TMT, please contact an Approved TMT Provider: <https://tea.texas.gov/contacts>

Section E: Support and Resources

No additional resources available at this time.

Section F: Contact Information

Who should I contact for questions?

- For more information, please email mentorship@tea.texas.gov.