

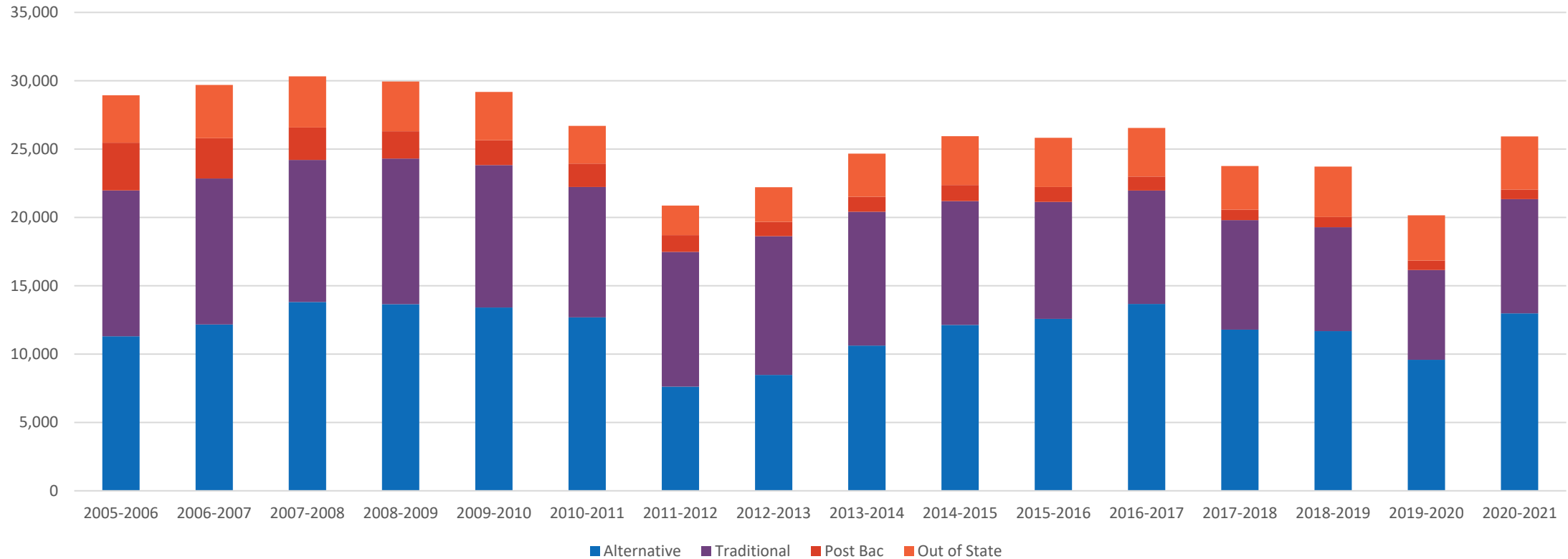
A photograph of a female teacher with short dark hair and glasses, wearing a white t-shirt, sitting on the floor and reading a book to two young boys. The boys are also sitting on the floor, looking at the book. They are in a classroom with bookshelves in the background. The image is semi-transparent, allowing the text to be overlaid.

Certification Assignment Flexibilities and Hiring Processes

Session Agenda

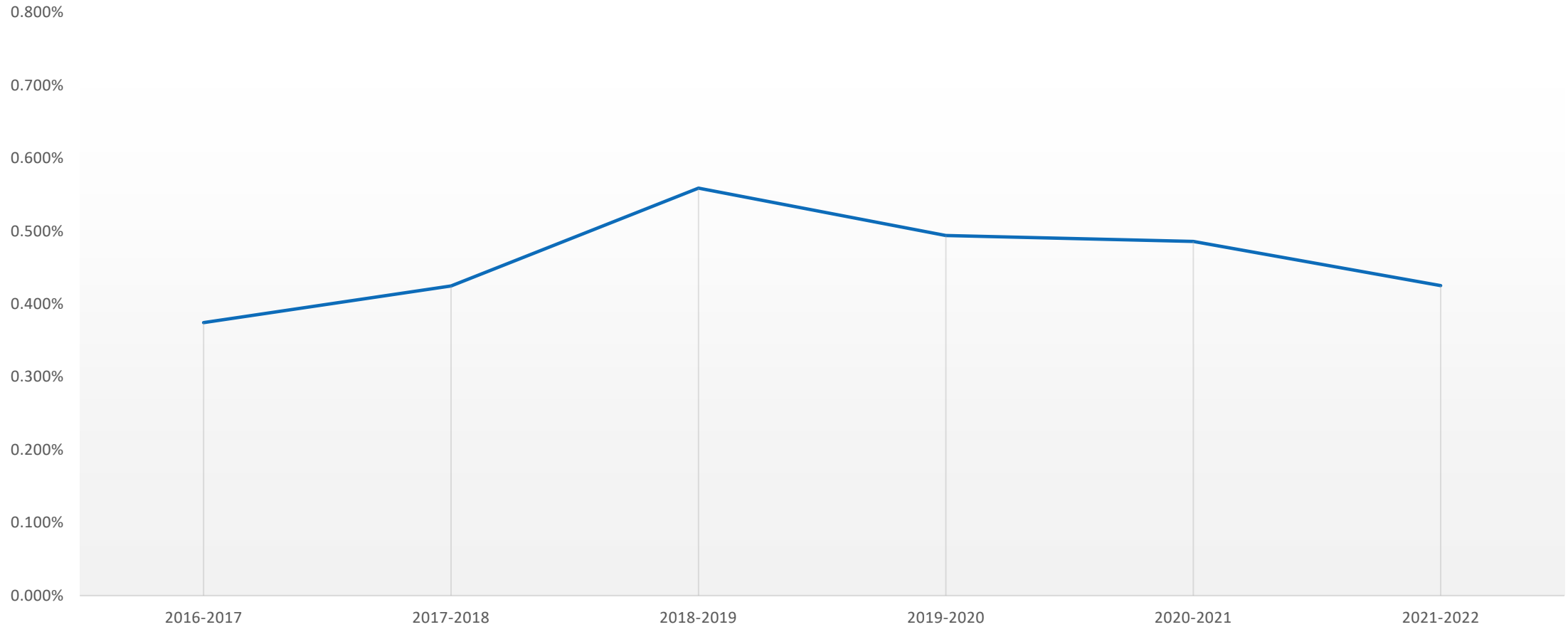
- Welcome and Overview – *10 minutes*
- Presentation and Whole Group Discussion – *50 minutes*
- Final Questions/Reflections – *10 minutes*
- Closing Comments/Thanks – *10 minutes*

Fewer new teachers were certified in 2019-2020, but this number rebounded somewhat in 2020-2021



The rate of Emergency Credentials has not greatly fluxed

Percent of Teacher FTE as Emergency Credentials



District of Innovation Impact?

- A majority – over 900 – of Texas LEAs have an approved District of Innovation plan
- 87% of Texas LEAs with a DoI plan waive some or all requirements for teacher certification
- However, the impact of this status on hiring uncertified or out of field teachers is basically null

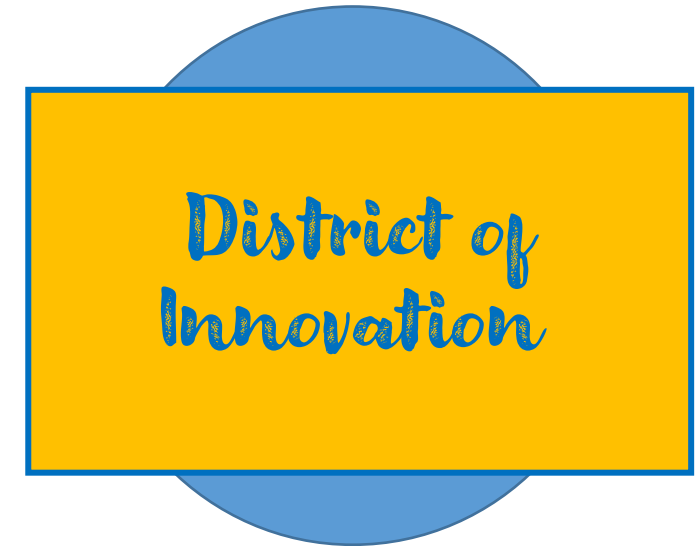
Anglin, Kylie L. . (2021). The Role of State Education Regulation: Evidence from the Texas Districts of Innovation Statute. (EdWorkingPaper: 21-479). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/pt72-sk75>

Districts have access to a range of hiring and placement flexibility to meet immediate needs

7 Ways to Qualify an Uncertified Teacher

- Alternative certification program (ACP)
- School district permit
- Emergency certification
- Temporary Classroom Assignment Permit (TCAP)
- Nonrenewable permit
- Texas Education Agency (TEA) waiver

<https://www.tasb.org/services/hr-services/hrx/recruiting-and-hiring/7-ways-to-qualify-an-uncertified-teacher.aspx>



Panel Discussion Goals

- Sharing best practices, guidance, and resources for filling current teacher vacancies
- Supporting retention of current teachers
- Planning and hiring for the 2022-2023 school year

Discussion Prompt #1 – Staffing Changes

What are some best practices around staffing changes?

What strategies will you utilize for successful staffing in the 2022-2023 school year?

Discussion Prompt #2 – Hiring Process Changes

What hiring processes have proven successful over time?

What has been your experience?

What changes are you considering for the 2022-2023 school year?

Discussion Prompt #3 – Recruitment Strategies

What are some key recruitment strategies?

What has worked well in your districts? What has been challenging?

Discussion Prompt #4 – Retention Strategies

What are some key retention strategies?

What has worked well in your districts? What has been challenging?