

Tab 1: Newly Certified & New Teacher Hires: Newly Certified Teachers

Attribute	Definition of Attribute
Description	The count of newly certified teachers each year by certification pathway
Calculation	For each region, the count of newly certified teachers includes new teachers according to certification route
Population	All teachers listed as newly certified in the years spanning from 2009-2010 until 2024-2025
Exclusion rules	New teachers without a certification issued by the SBEC, teachers that received an emergency teaching permit.
Acceptable values	Positive whole numbers
Methodological considerations	Results are disaggregated by certification route. Can be filtered by Region and Year. Intern and out of state certified teachers are identified based on the region in which they work
Data Source	Educator Certification Online System (ECOS), PEIMS
Example calculation	In 2022, region 4 had a new teacher supply of 4093, which included 797 standard certified-undergraduate teachers, 162 standard certified-out of state teachers and 2444 intern certified teachers
Document History	Updated on 04/01/2025

Tab 1: Newly Certified & New Teacher Hires: New Teacher Hires Breakdown

Attribute	Definition of Attribute
Description	The count of newly hired teachers in Texas Public Schools each year, who were not working as a teacher of record in a Texas Public School in the previous year, by new hire source
Calculation	For each region, the count of newly hired teachers (that were not hired in the previous reporting year) includes new teacher hires according to their source into the field
Population	All teachers listed as newly employed teachers of record in Texas Public Schools in the years spanning from 2009-2010 until 2024-2025
Exclusion rules	Any role that is not a teacher in Texas Public Schools (Role code other than 087 in PEIMS). Any teacher that was employed at less than 0.5 FTE (Full-time teaching equivalent)
Acceptable values	Positive whole numbers
Methodological considerations	Results are disaggregated by new hire sources. Can be filtered by Region and Year.
Data Source	PEIMS employment data, Educator Certification Online System (ECOS)
Example calculation	In 2016, region 3 had a total of 509 new teacher hires. These hires included 147 intern certified teachers, 161 re-entering teachers, 85 standard certified-direct entry teachers, 19 standard-certified, lagged entry teachers, 51 uncertified teachers, 3 emergency certified teachers, 24 previously part-time teachers and 19 one year, out of state certified teachers
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Tab 2: Newly Certified Teachers by EPP Within Region

Attribute	Definition of Attribute
Description	The count of newly certified teachers by EPP
Calculation	Includes all EPPs that certified teachers each year, disaggregated by Region and Year.
Population	EPPs that certified teachers in a select year spanning from 2009-2010 until 2024-2025
Exclusion rules	EPPs that did not certify any new teachers in a select year
Acceptable values	Positive whole numbers
Methodological considerations	Results are disaggregated by individual EPP, Region, Year, and Certification Route Intern and out of state certified teachers are identified based on the region in which they work
Data Source	Educator Certification Online System (ECOS)
Example calculation	In 2022, Region 13 had a total of 2,458 Newly Certified Teachers. 955 of these teachers were out of state certified, 527 received their certification from Texas State University, and 334 received their certification from A+ Texas Teachers
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Tab 3: New Hires by School System

Attribute	Definition of Attribute
Description	The count of newly hired teachers in Texas Public Schools each year, who were not working as a teacher of record in a Texas Public School in the previous year, by their source
Calculation	For each School System, the count of newly hired teachers in Texas Public Schools (that were not a teacher of record in the previous year) by new hire source
Population	Newly employed teacher hires in Texas Public Schools in each year from 2009-2010 until 2021-2022
Exclusion rules	Any role that is not a teacher in Texas Public Schools (Role code other than 087 in PEIMS). Any teacher employed at less than 0.5 FTE (Full-time teaching equivalent)
Acceptable values	Positive whole numbers
Methodological considerations	Results are disaggregated by new hire sources, Region, Year, School System, and School System Geographic Setting
Data Source	PEIMS employment data, Educator Certification Online System (ECOS)
Example calculation	In 2022, Socorro ISD in region 19 had a total of 187 new teacher hires. 31% (or 58 teachers) of these new teacher hires were Standard Certified, 20% (38) were re-entering teachers, and 28.2% (53) were Intern Certified teachers
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Tab 4: New Hires by School System and EPP

Attribute	Definition of Attribute
Description	Percentage of newly hired teachers in Texas Public Schools (that were not hired in the previous school year) according to the EPP where they prepared
Calculation	The percentage of newly hired teachers in Texas Public Schools from the EPPs in which they prepared
Population	Newly employed teacher hires in Texas Public Schools in each year from 2009-2010 until 2024-2025
Exclusion rules	Any role that is not a teacher in Texas Public Schools (Role code other than 087 in PEIMS). Any teacher that is employed at less than 0.5 FTE (Full-time teaching equivalent)
Acceptable values	Positive whole numbers
Methodological considerations	Results are disaggregated by Region, EPP Region, Year, Certification Pathway, School System, and School System Geographic Setting
Data Source	PEIMS employment data, Educator Certification Online System (ECOS)
Example calculation	In 2022, 42% of new hires in Houston ISD (region 4) were re-entering teachers, 16% were prepared at A+ Texas teachers, and 7% were prepared at Houston ISD
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