

3300 L Certification Assignment Flexibilities and Hiring Processes

Session Agenda

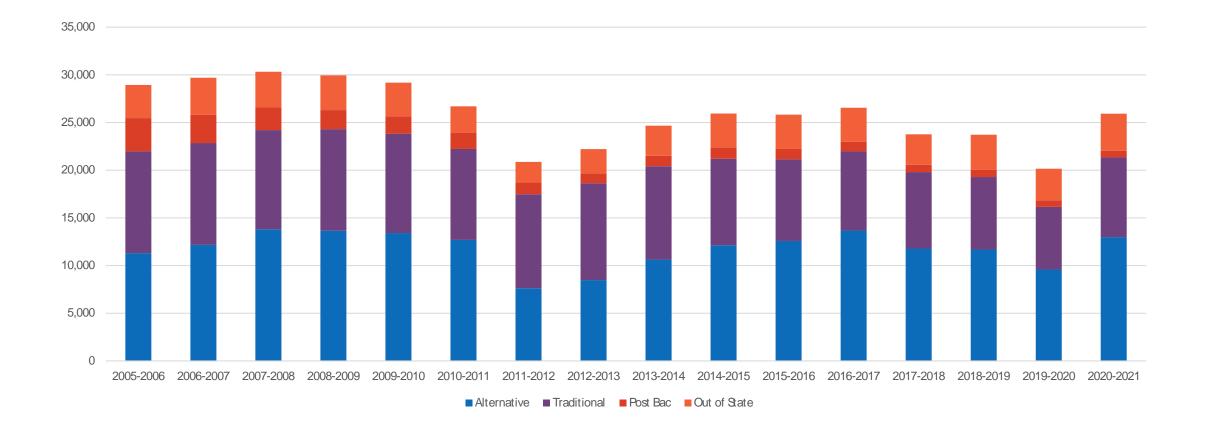
Welcome and Overview

Presentation and Whole Group Discussion

Final Questions/Reflections

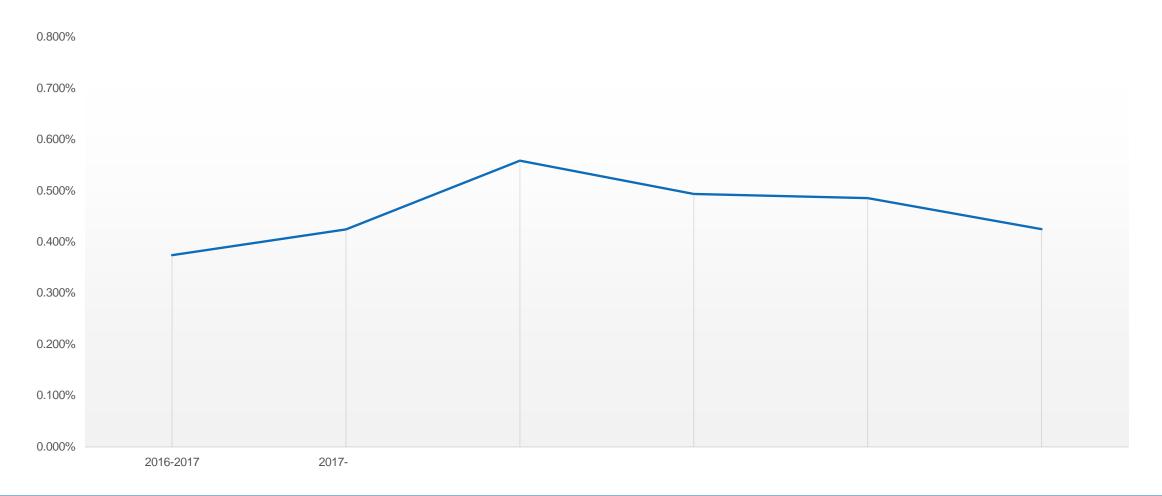


Fewer new teachers were certified in 2019-2020, but this number rebounded somewhat in 2020-2021





The rate of Emergency Credentials has not greatly fluxed





A majority over 900 of Texas LEAs have an approved District of Innovation plan

87% of Texas LEAs with a Dol 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: <u>https://doi.org/10.26300/pt72-sk75</u>



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7 Ways to Qualify an Uncertified Teacher

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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-totqualify-an

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Panel Discussion Goals



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?

