

### Employment of Initially Certified Teachers 2020-21 through 2024-25

This report shows the number of candidates who obtained initial standard teaching certificates through each preparation route. This report also displays the number and percentage of candidates who were employed as teachers in Texas public schools for the following academic year by preparation route. The results for all routes are combined.

**Definitions:** An initial teaching certificate is a standard teaching certificate issued to a teacher who was not previously issued a standard or lifetime teaching certificate. Standard certificates, as defined in [19 TAC Chapter 230](#), are certificates offered since September 1, 1999 that are renewed every five years. The academic year is determined by the date the certification was issued. An academic year is defined as September 1 through August 31 of the following calendar year. We excluded teachers permanently employed as a substitute teacher from the calculations.

Preparation Route	Certified 2019-20	Teach 2020-21	Pct. Teach 2020-21	Certified 2020-21	Teach 2021-22	Pct. Teach 2021-22	Certified 2021-22	Teach 2022-23	Pct. Teach 2022-23	Certified 2022-23	Teach 2023-24	Pct. Teach 2023-24	Certified 2023-24	Teach 2024-25	Pct. Teach 2024-25
Alternative	9,582	8,377	87.42%	12,980	11,284	86.93%	10,228	8,768	85.73%	9,177	8,034	87.54%	7,845	6,807	86.77%
Undergraduate	6,546	5,044	77.05%	8,344	6,695	80.24%	6,794	5,590	82.28%	6,123	4,997	81.61%	6,002	4,816	80.24%
Post- baccalaureate	681	568	83.41%	699	567	81.12%	585	504	86.15%	481	407	84.62%	343	282	82.22%
Out of state	3,466	2,284	65.90%	4,062	2,952	72.67%	4,489	3,103	69.12%	4,392	2,985	67.96%	3,610	2,338	64.76%
All routes	20,275	16,273	80.26%	26,085	21,498	82.42%	22,096	17,965	81.30%	20,173	16,423	81.41%	17,800	14,243	80.02%

**Methodology:** We identified all standard teaching certifications issued since September 1, 2019, to educators who did not previously hold a standard or lifetime teaching certification from the administrative data in the Educator Certification Online System (ECOS). We used the initial certification to determine the academic year in which the certification was issued. All teachers were categorized into one of the four mutually exclusive routes through which they obtained their initial certification. This was based on several pieces of information including the educator preparation program of record, the certification program code, and certification type. In the year following certification, we also extracted employment records from the Public Education Information Management System (PEIMS) database for all classroom teachers ([PEIMS role code](#) '087') regardless of their full-time equivalencies for the academic year after the certification year. We assign the academic year for the certification based on the PEIMS Fall Collection.

**Notes:** The counts may differ from those reported in previous years. This is due to ongoing efforts to validate the data for accuracy.

The PEIMS Fall Collection leveraged updated technology as part of the TSDS upgrade for school system data reporting. Due to this, reporting abnormalities in the staff data may be slightly higher in 2024-2025 than in recent years.