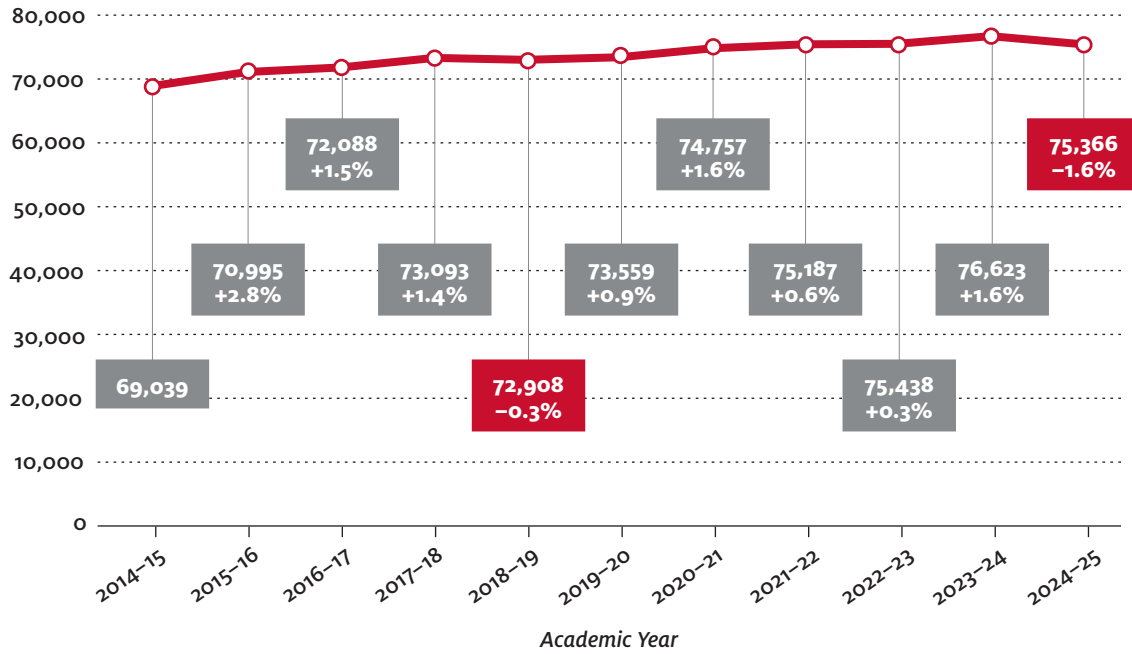


# Appendix: The Region 4 Teacher Workforce

**FIGURE A.1**

**Traditional Public School Classroom Teachers in Region 4, 2014–15 through 2024–25**

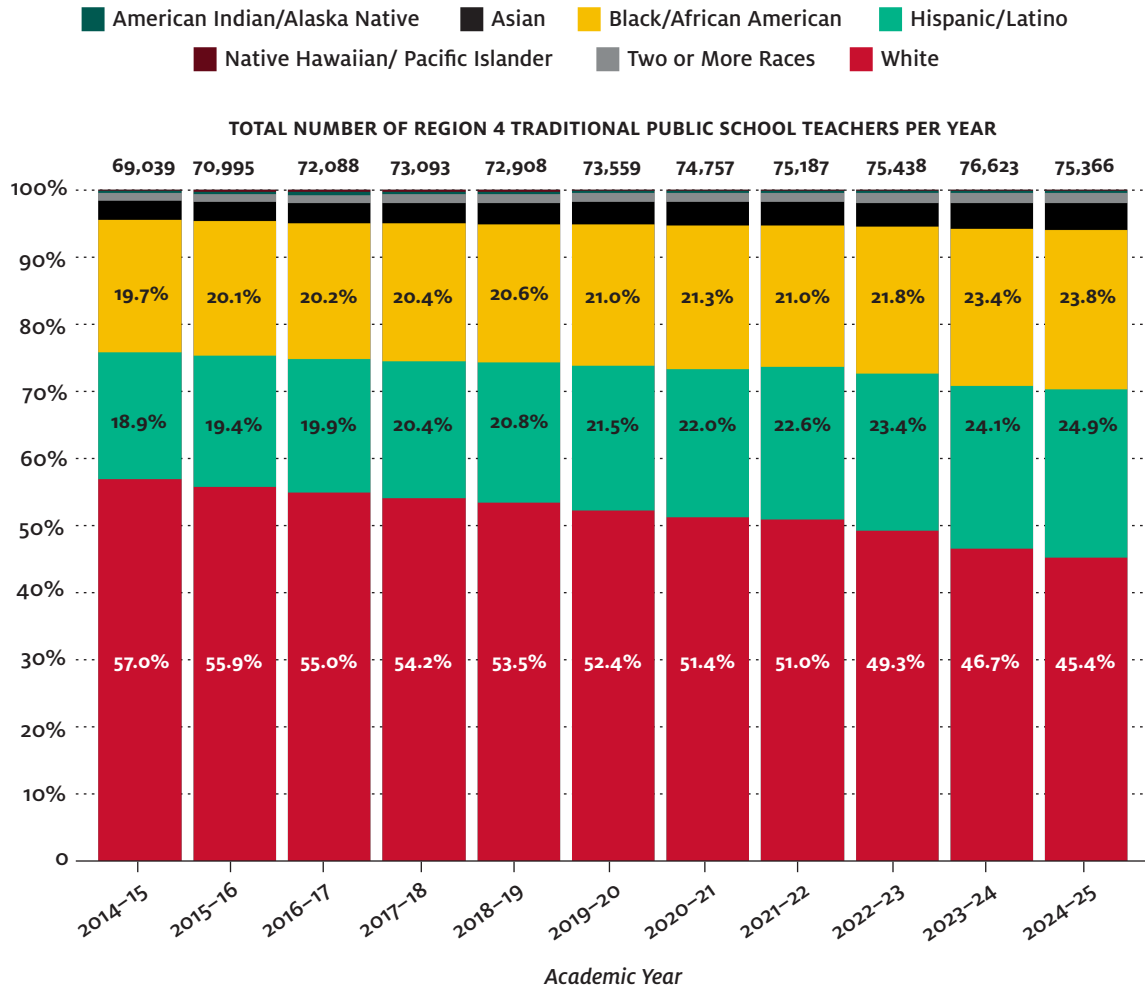


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percent growth from the previous year is calculated as a proportion of total teachers each year.

**FIGURE A.2**

### Region 4 Traditional Public School Classroom Teachers by Race/Ethnicity, 2014–15 through 2024–25

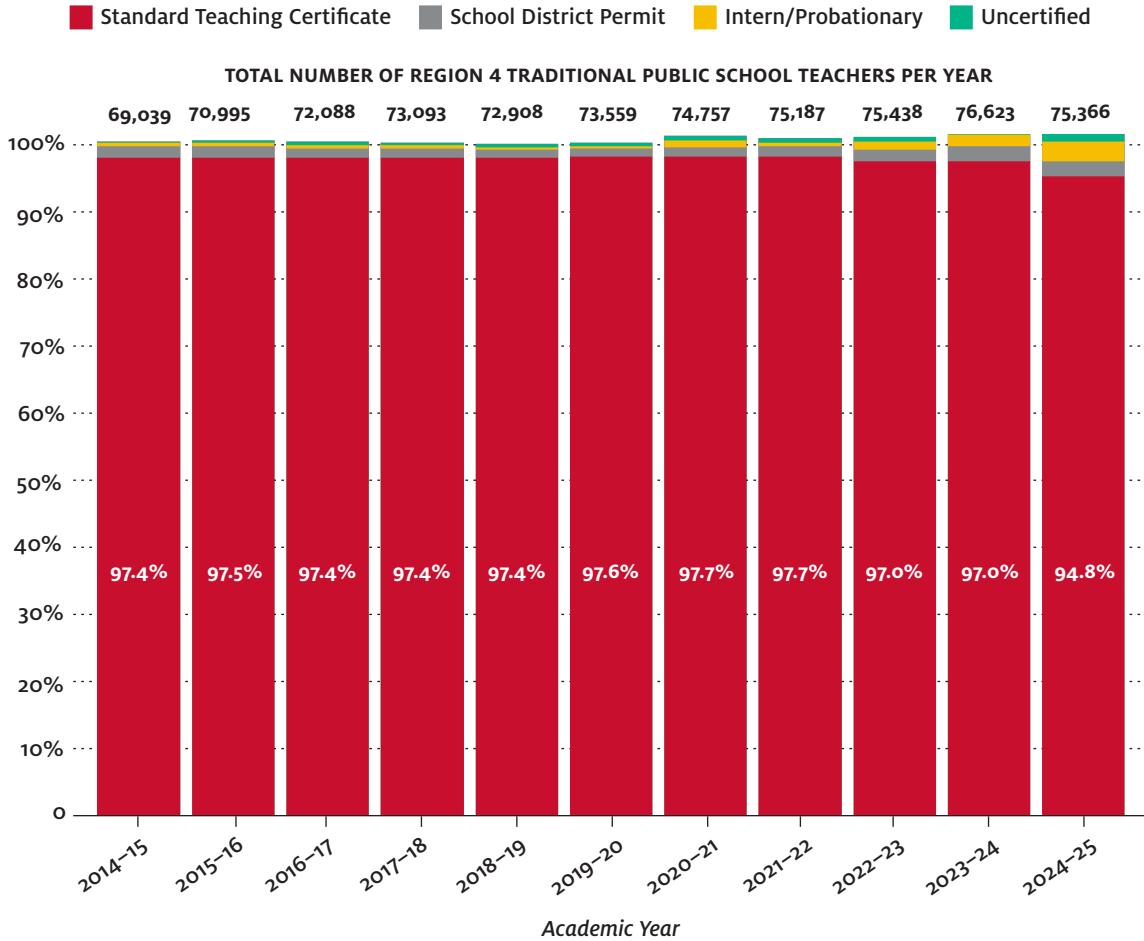


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System (PEIMS). Percentages are calculated as the proportion of total teachers each year. Race and ethnicity groups reported are as defined by PEIMS.

**FIGURE A.3**

## Region 4 Traditional Public School Classroom Teachers by Certification Status, 2014–15 through 2024–25

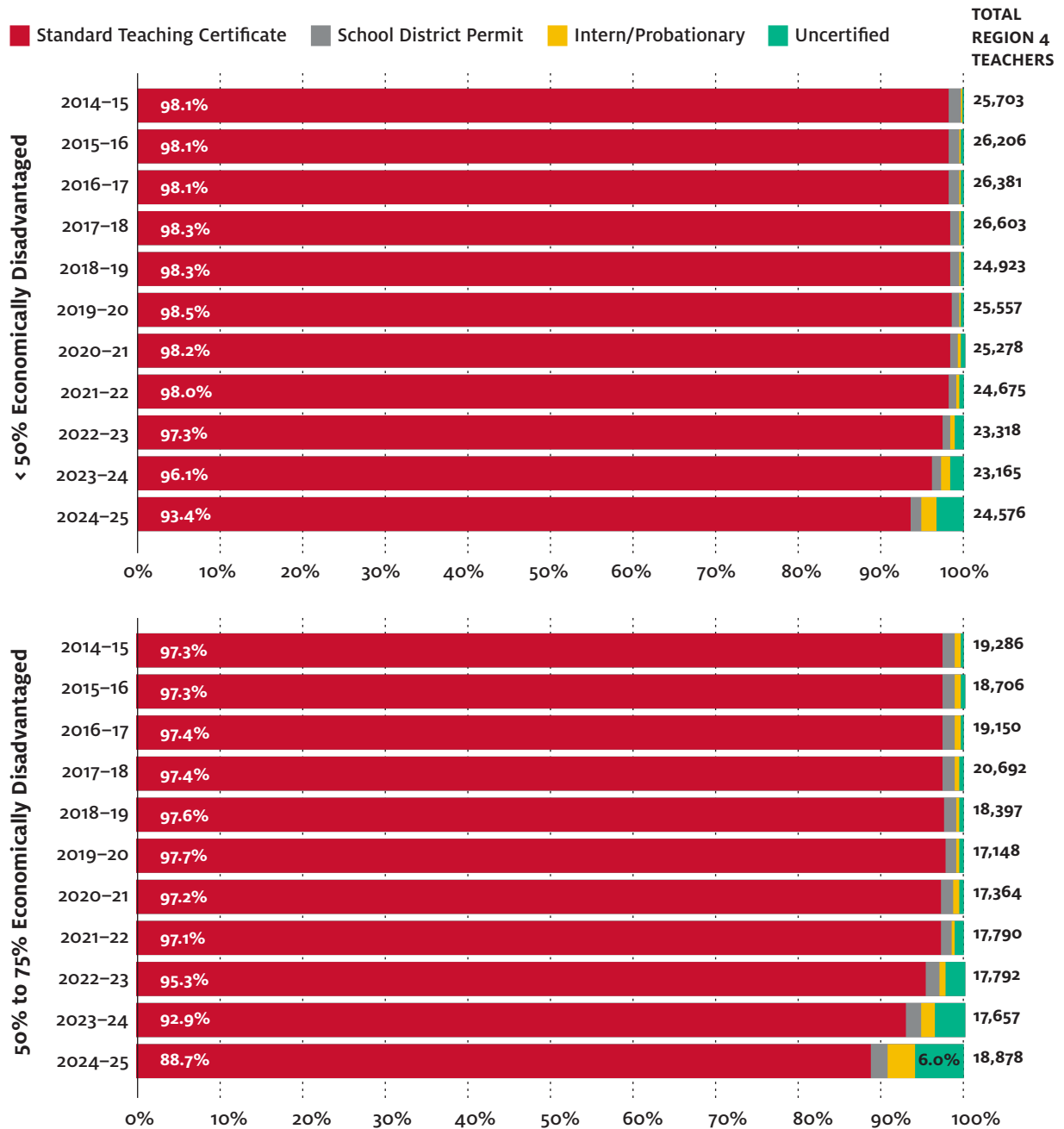


Source. University of Houston Education Research Center.

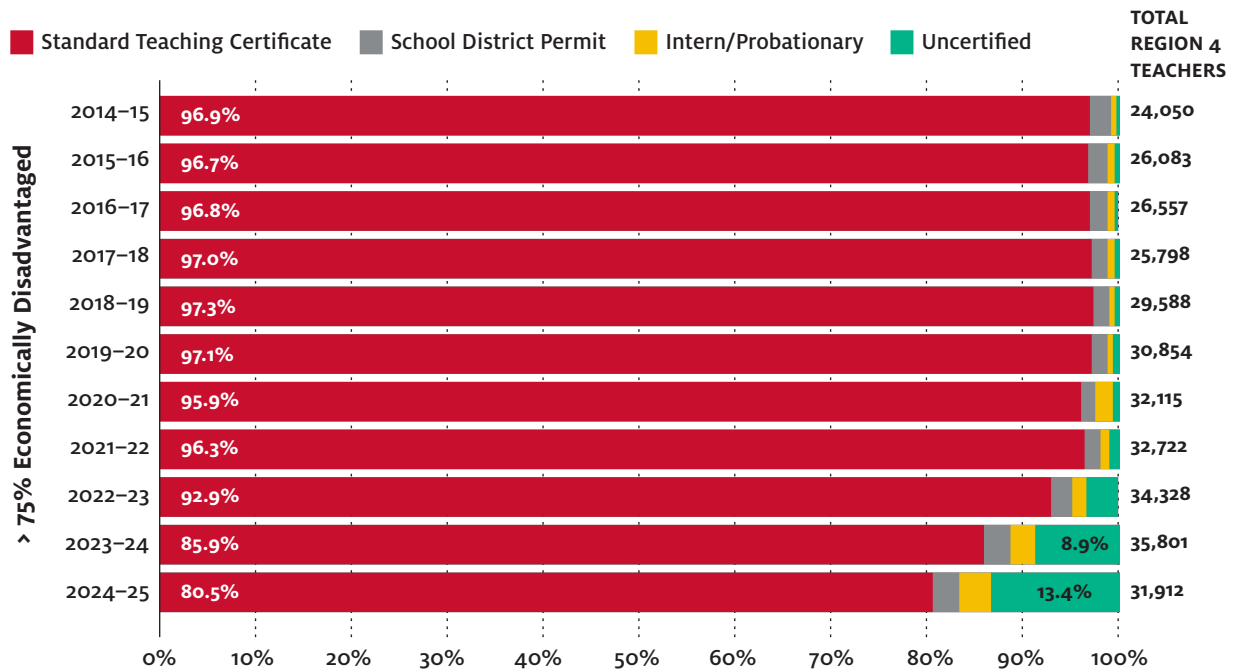
Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. Teacher certification data was available through February 2025 at the time of this report. An intern or probationary certificate is a one-year teaching permit awarded to individuals enrolled in an educator preparation program (EPP); school district permits are one-year teaching permits awarded by the school district and are not transferable outside of the school district in which they were awarded; standard teaching certificates are typically five-year teaching permits awarded after the successful completion of an EPP or for approved, valid out-of-state teaching certificates; and un-certified teachers are defined as teachers with no teaching certificate or permit issued by the State Board for Educator Certification.

**FIGURE A.4**

**Region 4 Traditional Public School Classroom Teachers by Certification Status and the Percentage of Economically Disadvantaged Students Served, 2014–15 through 2024–25**



Appendix: The Region 4 Teacher Workforce

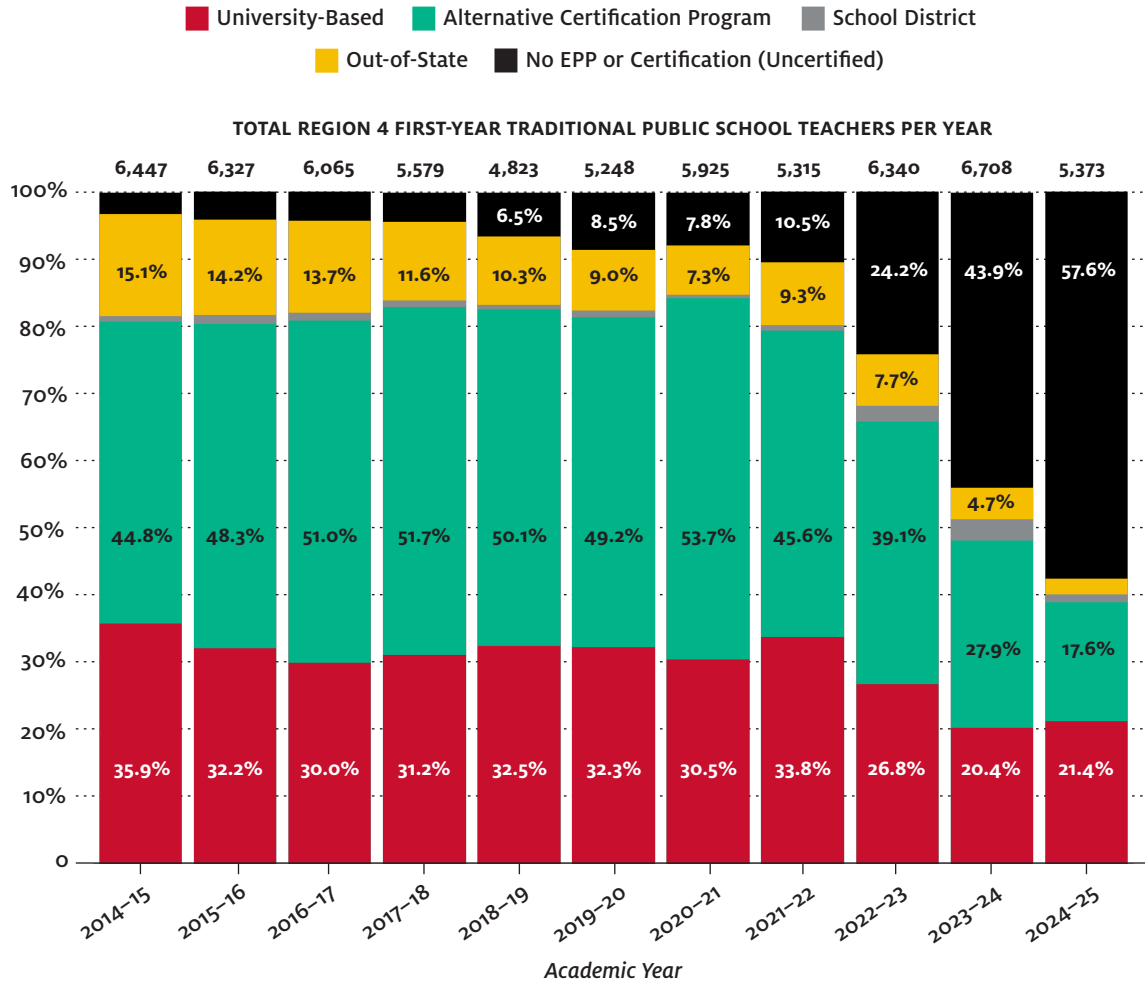


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Teachers assigned to campuses serving students are included. On average, approximately 320 teachers statewide each year are assigned to campuses with no students enrolled. Percentages are calculated as the proportion of total teachers each year. Teacher certification data was available through February 2025 at the time of this report. An intern or probationary certificate is a one-year teaching permit awarded to individuals enrolled in an educator preparation program (EPP); school district permits are one-year teaching permits awarded by the school district and are not transferable outside of the school district in which they were awarded; standard teaching certificates are typically five-year teaching permits awarded after the successful completion of an EPP or for approved, valid out-of-state teaching certificates; and uncertified teachers are defined as teachers with no teaching certificate or permit issued by the State Board for Educator Certification.

**FIGURE A.5**

### Region 4 First-Year Traditional Public School Classroom Teachers by Educator Preparation Program Type, 2014–15 through 2024–25 Cohorts

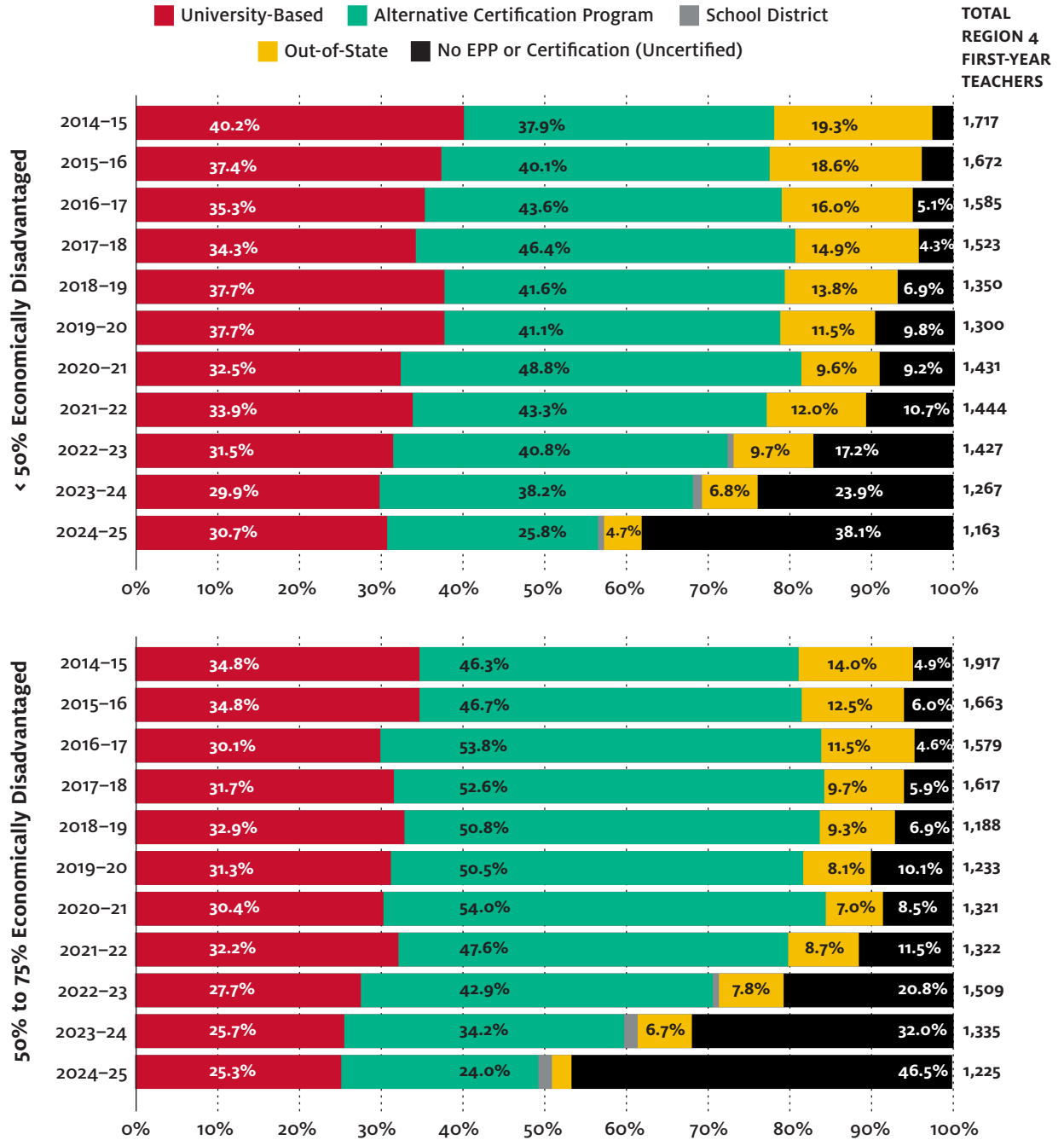


Source. University of Houston Education Research Center.

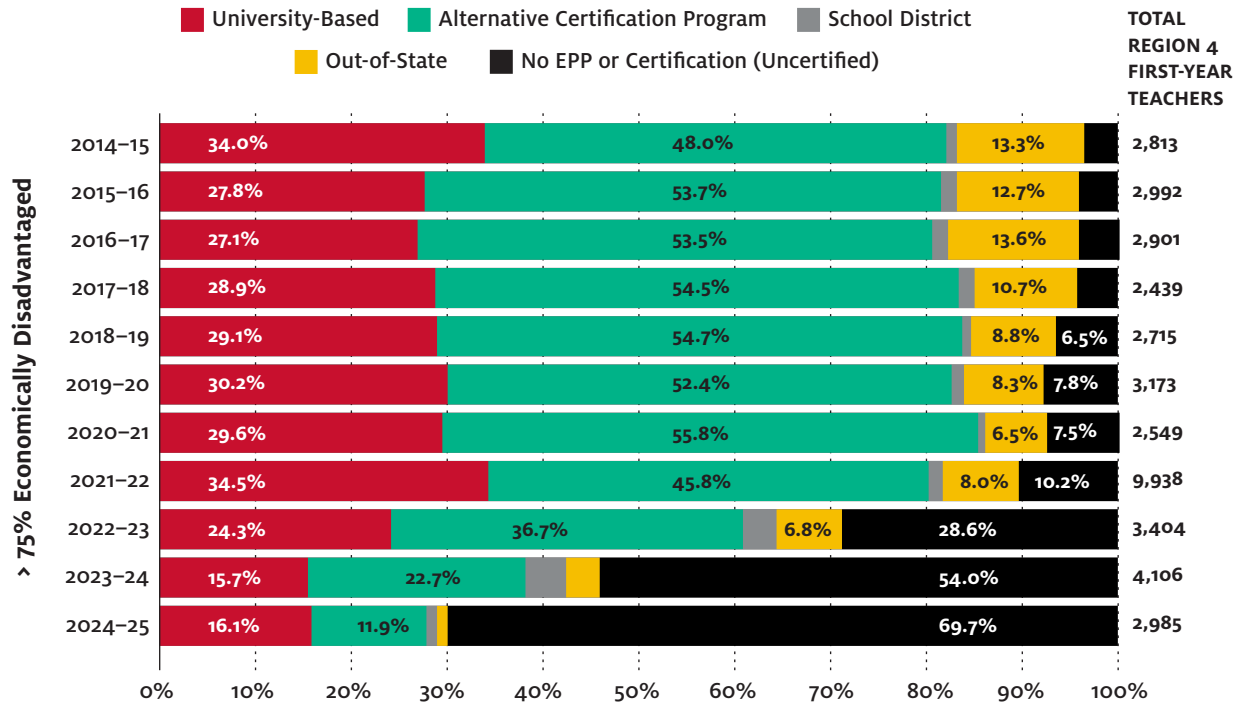
Note. First-year teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System and with no prior teaching experience. Percentages are calculated as the proportion of total first-year teachers each year. Teacher certification data was available through February 2025 at the time of this report. University-based refers to educator preparation programs (EPPs) based in a four-year university; alternative certification programs are those approved by the State Board for Educator Certification for individuals already holding at least a bachelor’s degree; school district programs are teacher certification programs provided by specific school districts, which then award school district teacher permits; out-of-state are programs from outside Texas in which the pathway of certification is unknown; other refers to teachers who were awarded teaching certificates based upon vocational experience (no EPP) and certified teachers with no EPP listed; uncertified refers to teachers with no EPP or teacher certification.

**FIGURE A.6**

**Region 4 First-Year Traditional Public School Classroom Teachers by Educator Preparation Program Type and the Percentage of Economically Disadvantaged Students Served, 2014–15 through 2024–25 Cohorts**



Appendix: The Region 4 Teacher Workforce

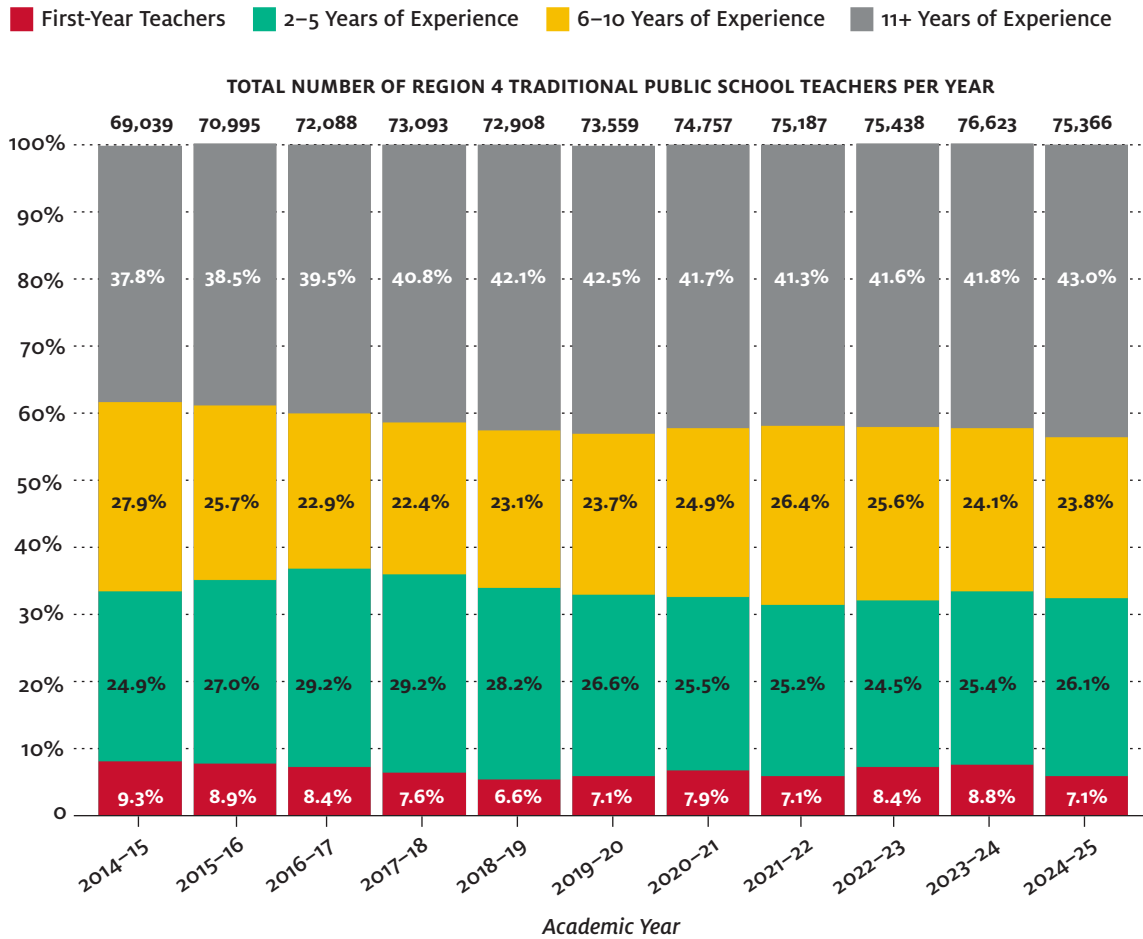


Source. University of Houston Education Research Center.

Note. First-year teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System and with no prior teaching experience. Percentages are calculated as the proportion of total first-year teachers each year. Teacher certification data was available through February 2025 at the time of this report. University-based refers to educator preparation programs (EPPs) based in a four-year university; alternative certification programs are those approved by the State Board for Educator Certification for individuals already holding at least a bachelor's degree; school district programs are teacher certification programs provided by specific school districts, which then award school district teacher permits; out-of-state are programs from outside Texas in which the pathway of certification is unknown; other refers to teachers who were awarded teaching certificates based upon vocational experience (no EPP) and certified teachers with no EPP listed; uncertified refers to teachers with no EPP or teacher certification.

**FIGURE A.7**

### Region 4 Traditional Public School Classroom Teachers by Years of Teaching Experience and School Year, 2014–15 through 2024–25

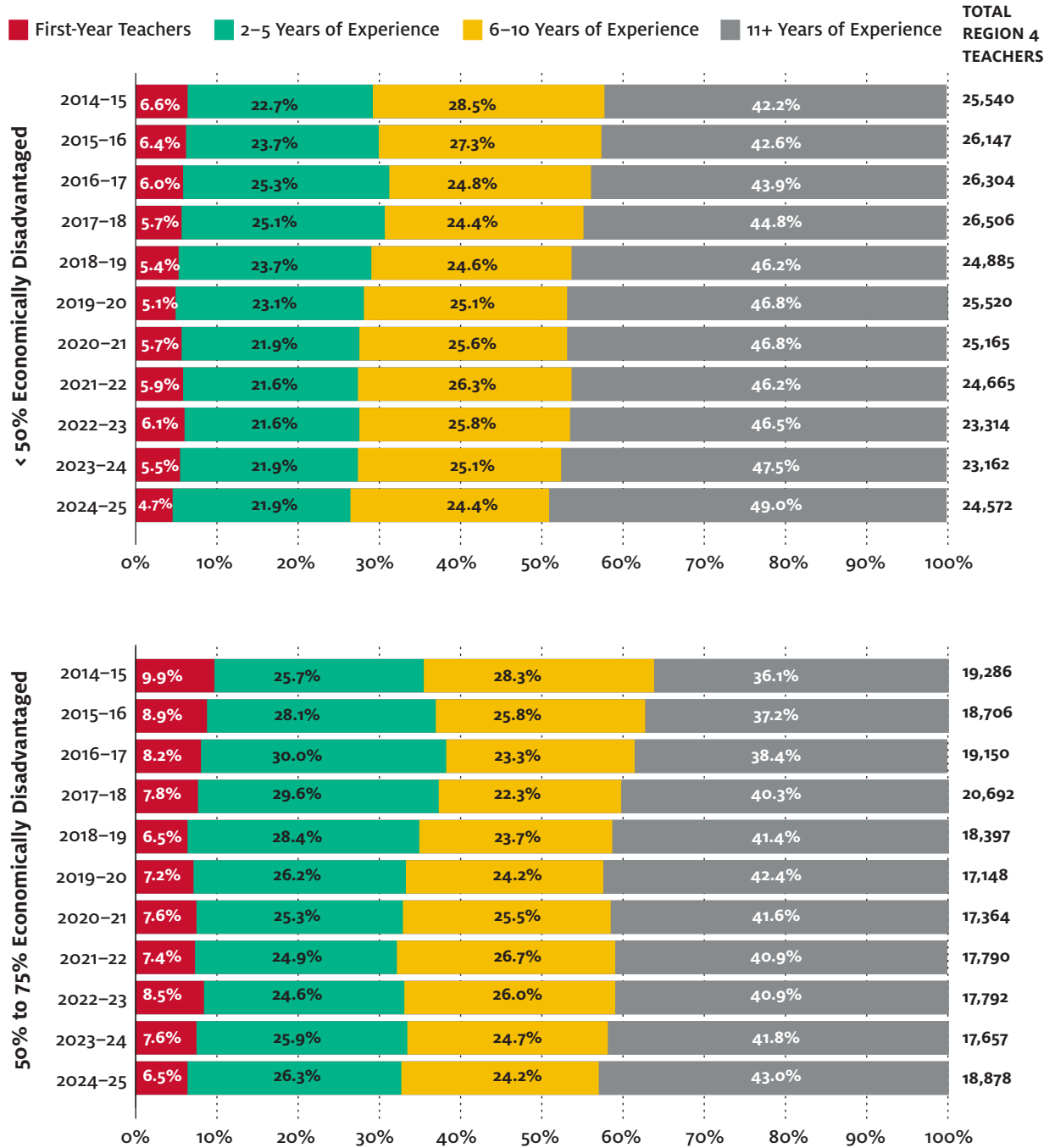


Source: University of Houston Education Research Center.

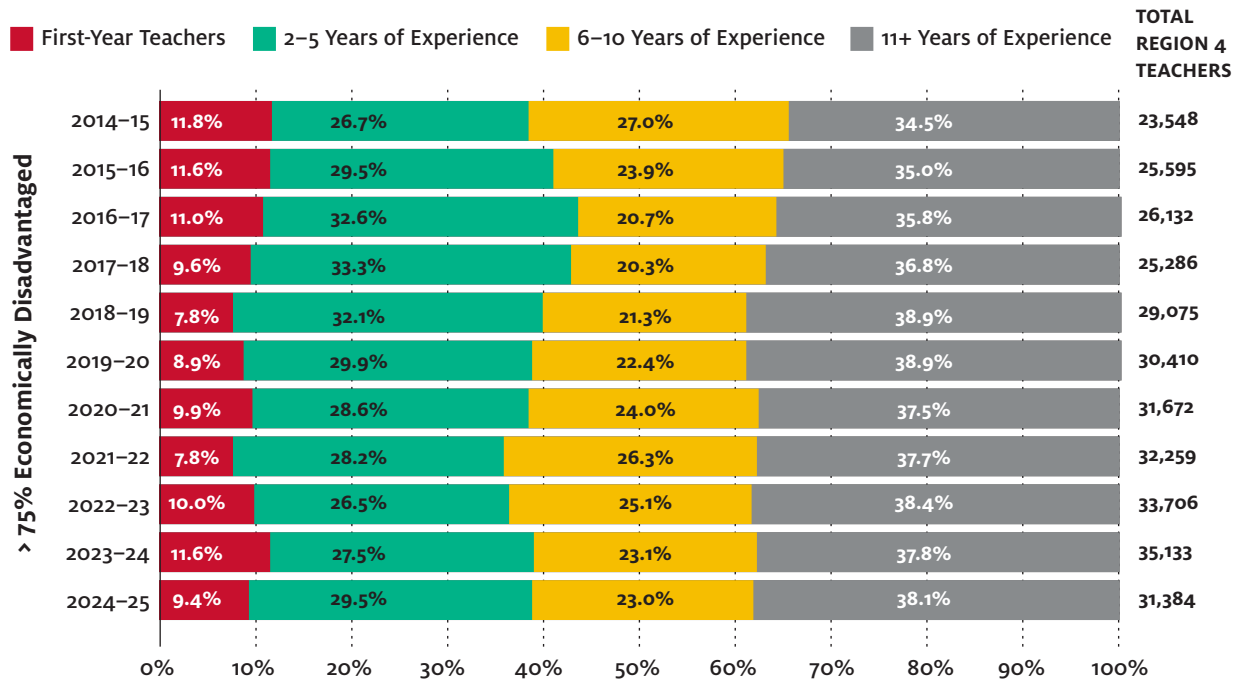
Note: Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. First-year teachers have no prior teaching experience. Percentages are calculated as the proportion of total teachers each year.

**FIGURE A.8**

**Region 4 Traditional Public School Teacher Experience by Percentage of Economically Disadvantaged Students Served, 2014–15 through 2024–25**



Appendix: The Region 4 Teacher Workforce

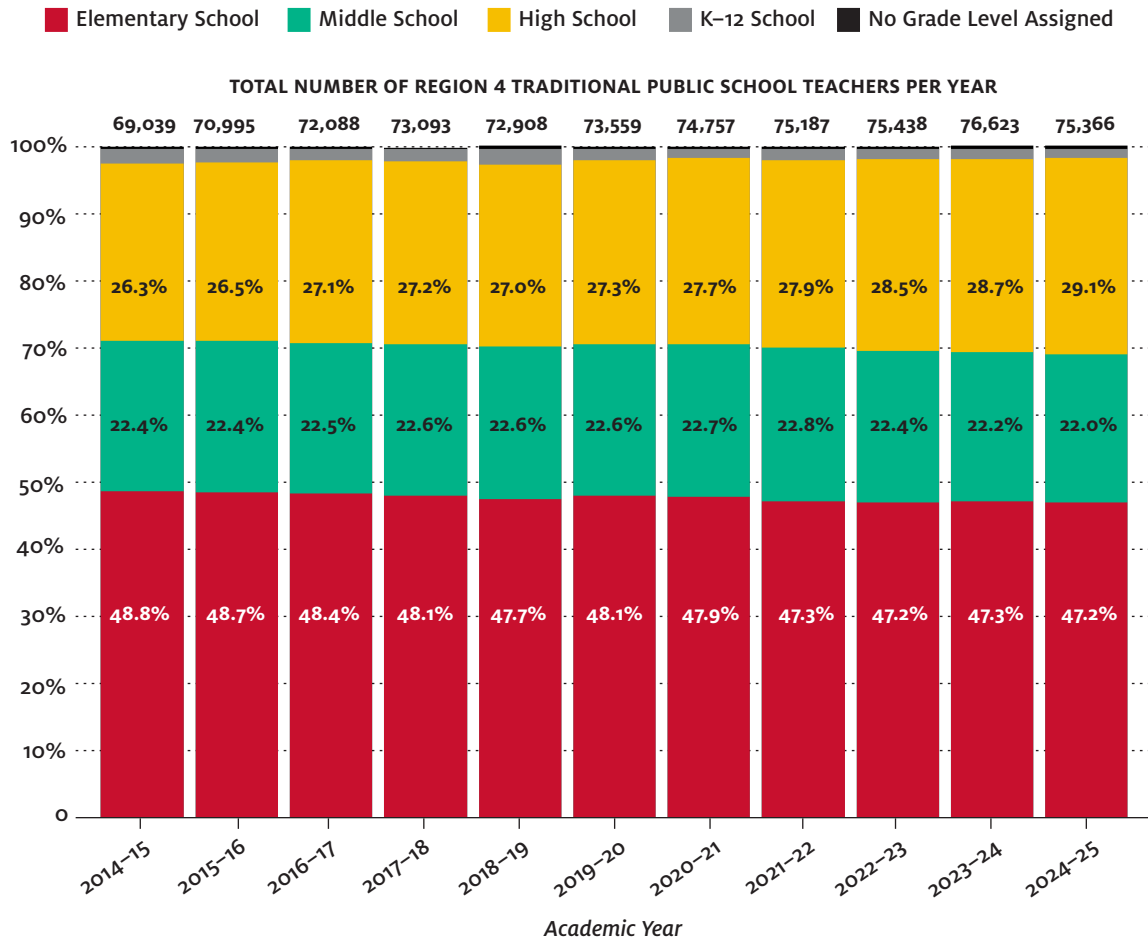


Source: University of Houston Education Research Center.

Note: Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. First-year teachers have no prior teaching experience. Teachers assigned to campuses serving students are included. On average, approximately 320 teachers statewide each year are assigned to campuses with no students enrolled. Percentages are calculated as proportion of total first-year teachers each year.

**FIGURE A.9**

## Region 4 Traditional Public School Classroom Teachers per Grade Level, 2014–15 through 2024–25

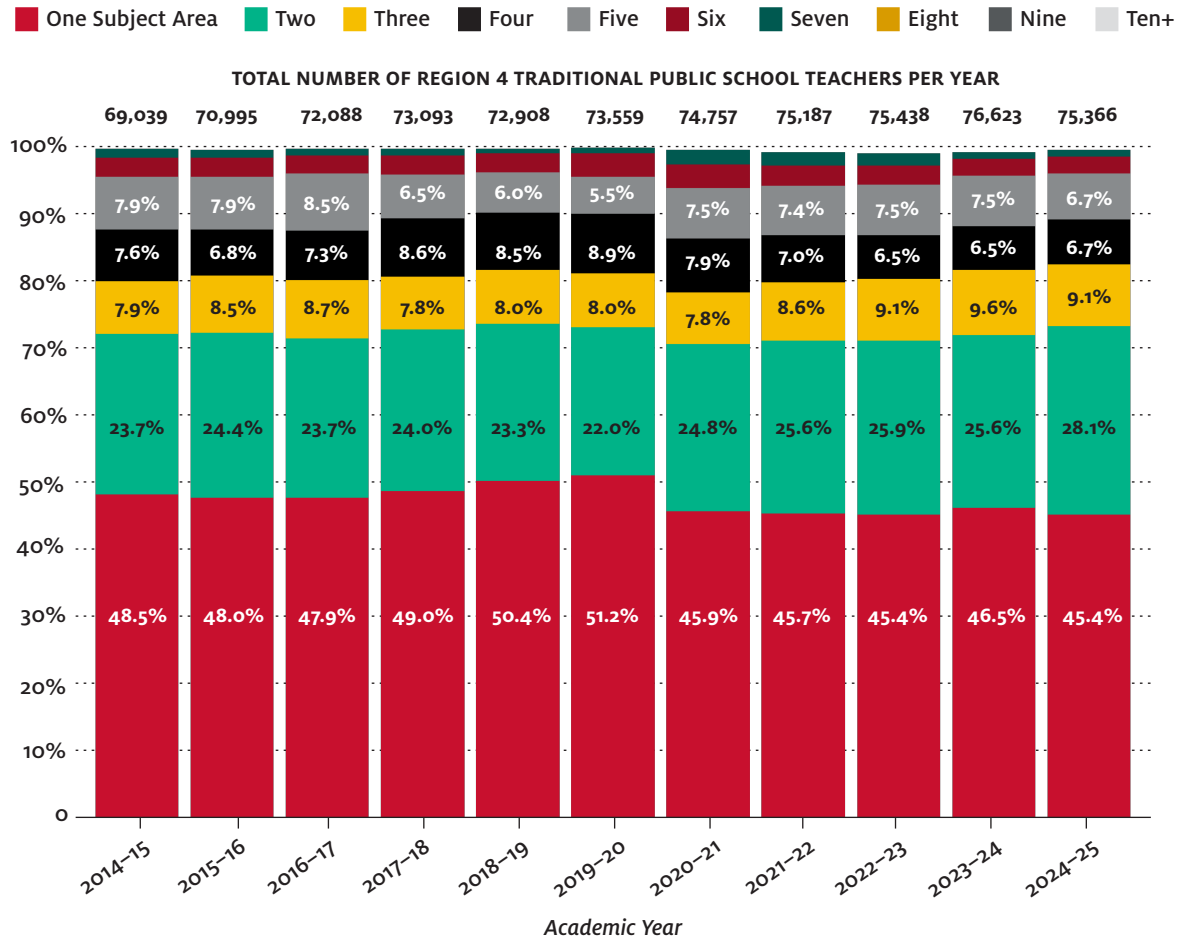


Source: University of Houston Education Research Center.

Note: Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. Teachers assigned to more than one school are reported for the school with the highest full-time equivalent. K-12 represents mixed grade-level schools.

**FIGURE A.10**

## Region 4 Traditional Public School Classroom Teachers by the Number of Subject Areas Assigned, 2014–15 through 2024–25



Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. Classes assigned to teachers are categorized into subject areas using the Texas Education Agency class Service ID and Subject Area.

**TABLE A.1****Region 4 Traditional Public School Full-Time Equivalent Classroom Teachers by Subject Area Assigned, 2014–15 through 2024–25**

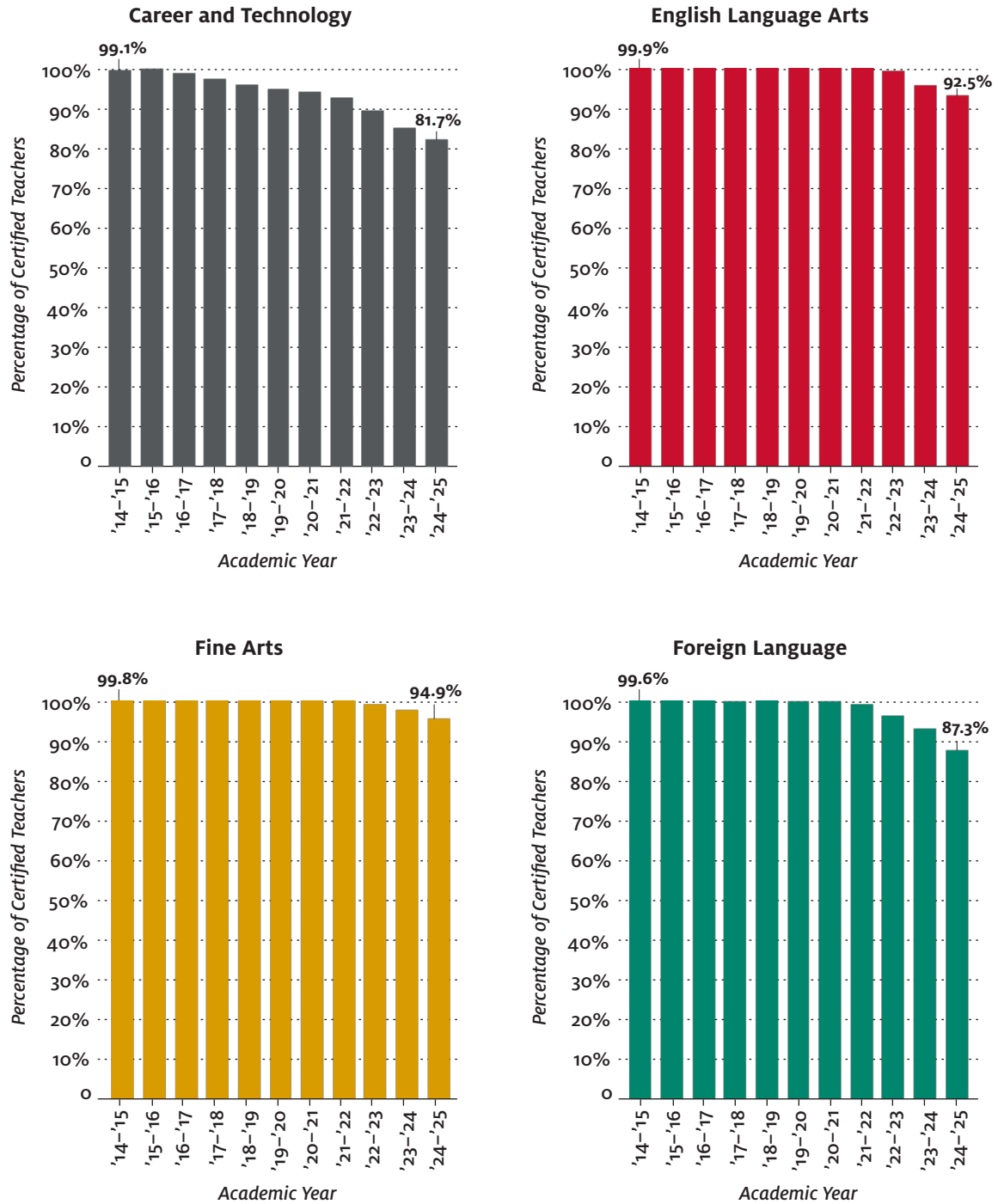
Subject Area	2014–15	2015–16	2016–17	2017–18	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24	2024–25
Career and Technology	4.0%	4.2%	4.5%	4.6%	4.8%	4.9%	5.1%	5.1%	5.3%	5.3%	5.3%
English Language Arts	22.8%	23.1%	23.6%	23.6%	24.1%	24.0%	22.5%	20.9%	19.8%	20.0%	19.9%
Fine Arts	5.9%	6.0%	6.1%	6.2%	6.3%	6.3%	6.3%	6.5%	6.5%	6.6%	6.7%
Foreign Language	2.6%	2.6%	2.5%	2.6%	2.6%	2.6%	2.6%	2.9%	2.7%	2.8%	2.7%
Mathematics	15.6%	15.8%	16.4%	16.2%	16.8%	16.5%	16.3%	16.5%	16.3%	16.2%	16.2%
Other	7.3%	7.2%	6.5%	6.2%	6.0%	6.3%	8.3%	8.7%	9.3%	8.5%	9.0%
Physical Education/Health	6.2%	6.1%	6.2%	6.2%	6.1%	6.1%	6.2%	6.5%	6.6%	6.5%	6.4%
Science	11.2%	11.1%	11.2%	11.3%	11.1%	10.9%	11.1%	10.9%	10.9%	10.9%	11.2%
Social Studies	9.9%	9.9%	10.2%	10.4%	10.2%	10.1%	10.3%	10.6%	10.7%	10.5%	11.0%
Special Education	13.9%	13.5%	12.3%	12.0%	11.3%	11.8%	11.1%	11.1%	11.6%	12.3%	11.4%
<b>Total FTEs</b>	<b>67,965</b>	<b>69,853</b>	<b>70,971</b>	<b>72,114</b>	<b>71,962</b>	<b>72,593</b>	<b>73,772</b>	<b>73,857</b>	<b>73,853</b>	<b>75,187</b>	<b>74,001</b>

Source. University of Houston Education Research Center.

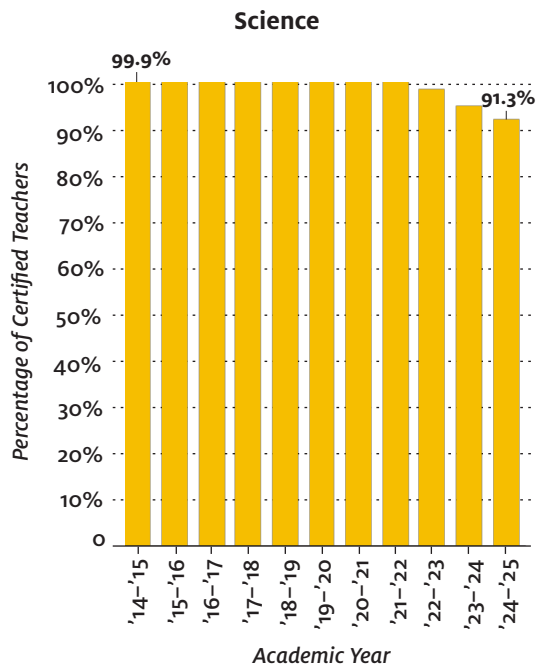
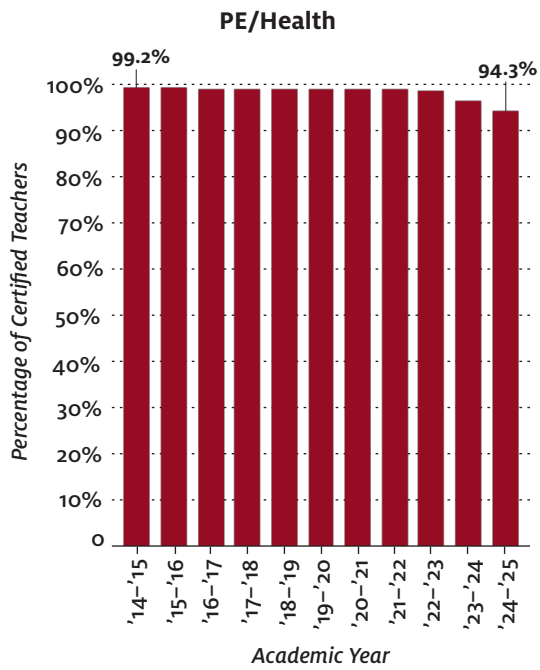
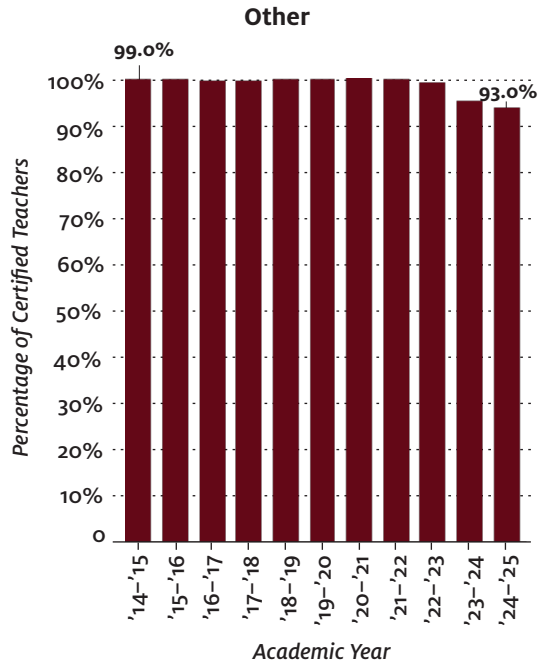
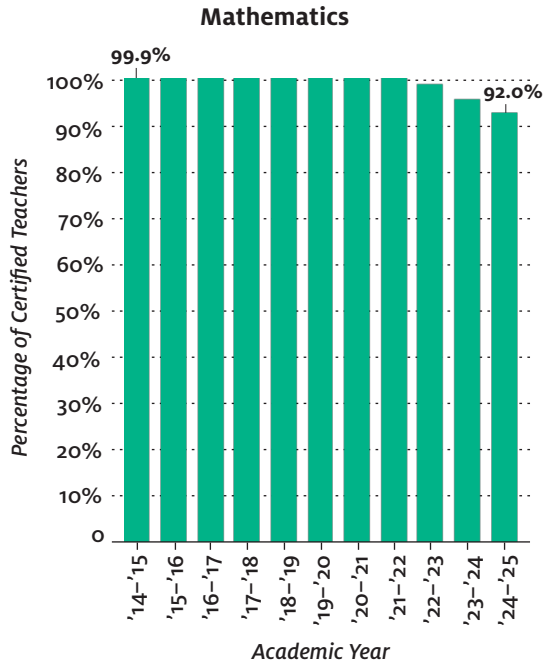
Note. Full-time equivalent (FTE) is defined as a measurement that represents the sum of proportional full-time workloads attributed to the position. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total traditional public school FTE classroom teachers each year. Classes assigned to FTEs are categorized into subject areas using the Texas Education Agency class Service ID and Subject Area.

**FIGURE A.11**

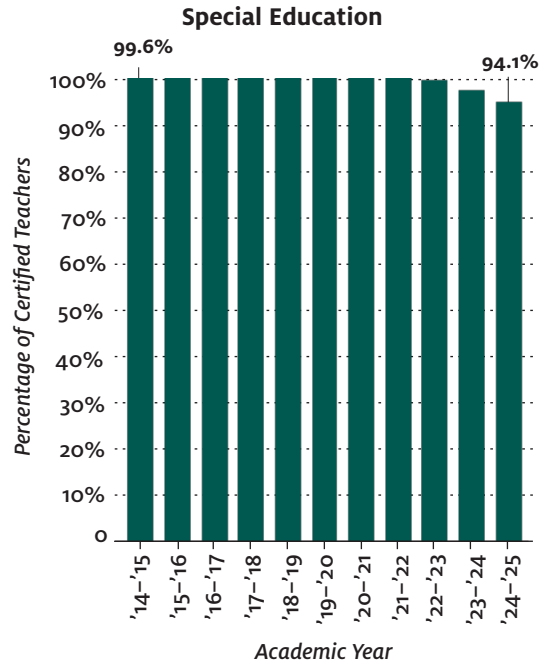
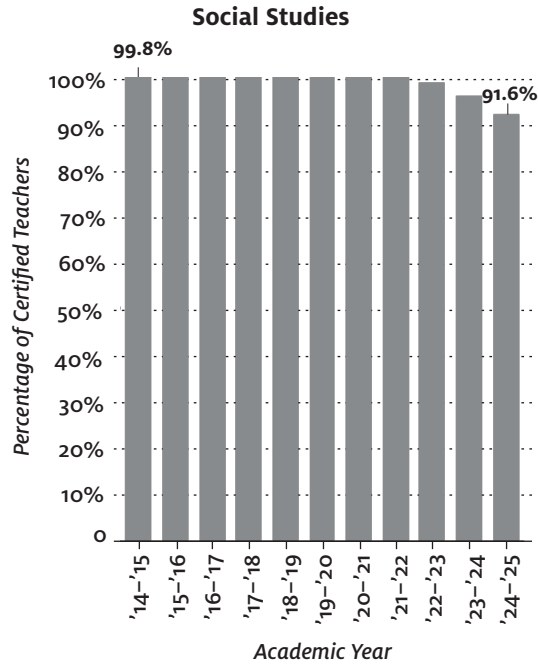
### Courses Taught by Region 4 Certified Traditional Public School Classroom Teachers by Subject Area, 2014–15 through 2024–25



Appendix: The Region 4 Teacher Workforce



Appendix: The Region 4 Teacher Workforce

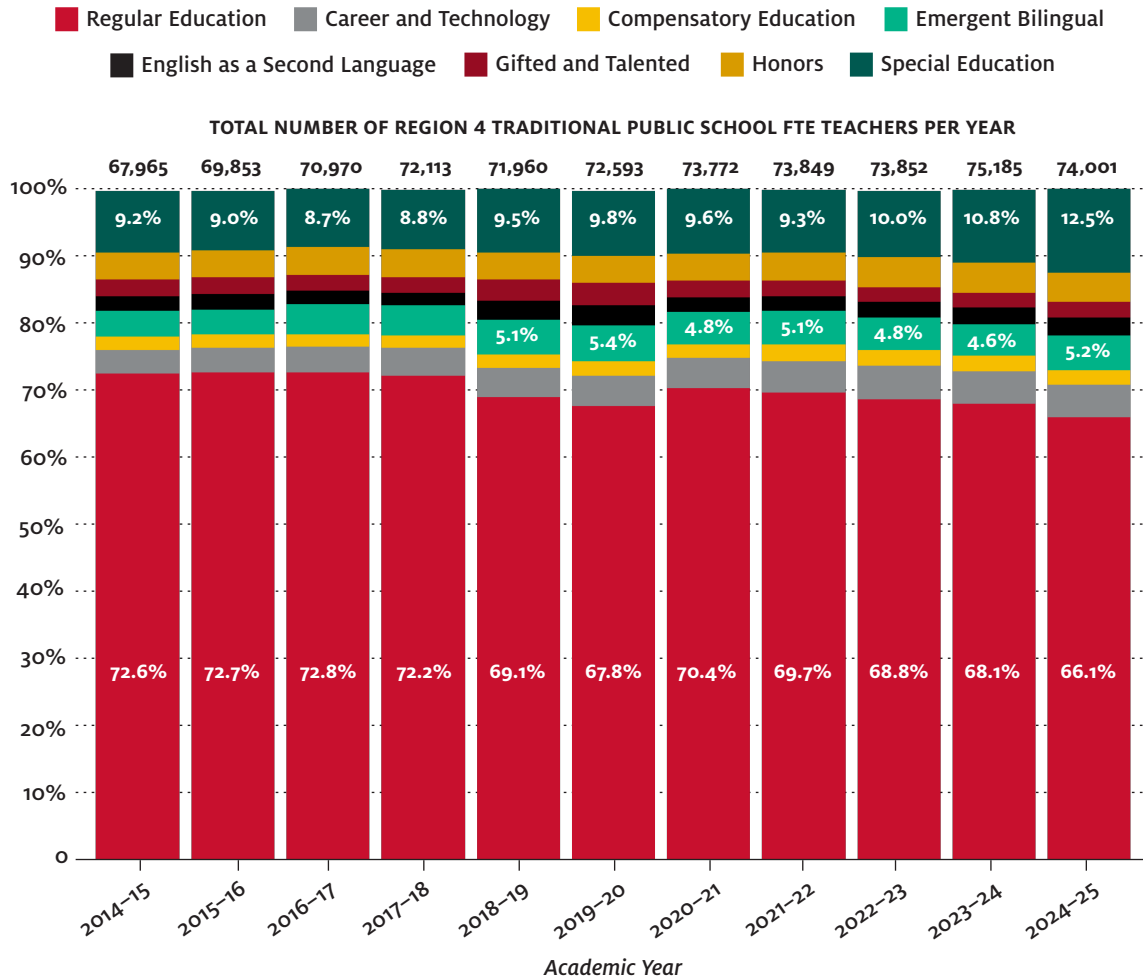


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total classes per subject area. Certified teachers refer to teachers with intern, probationary, or standard teacher certifications valid throughout the school year.

**FIGURE A.12**

### Region 4 Traditional Public School Full-Time Equivalent Classroom Teacher Assignments by Student Population Served, 2014–15 through 2024–25

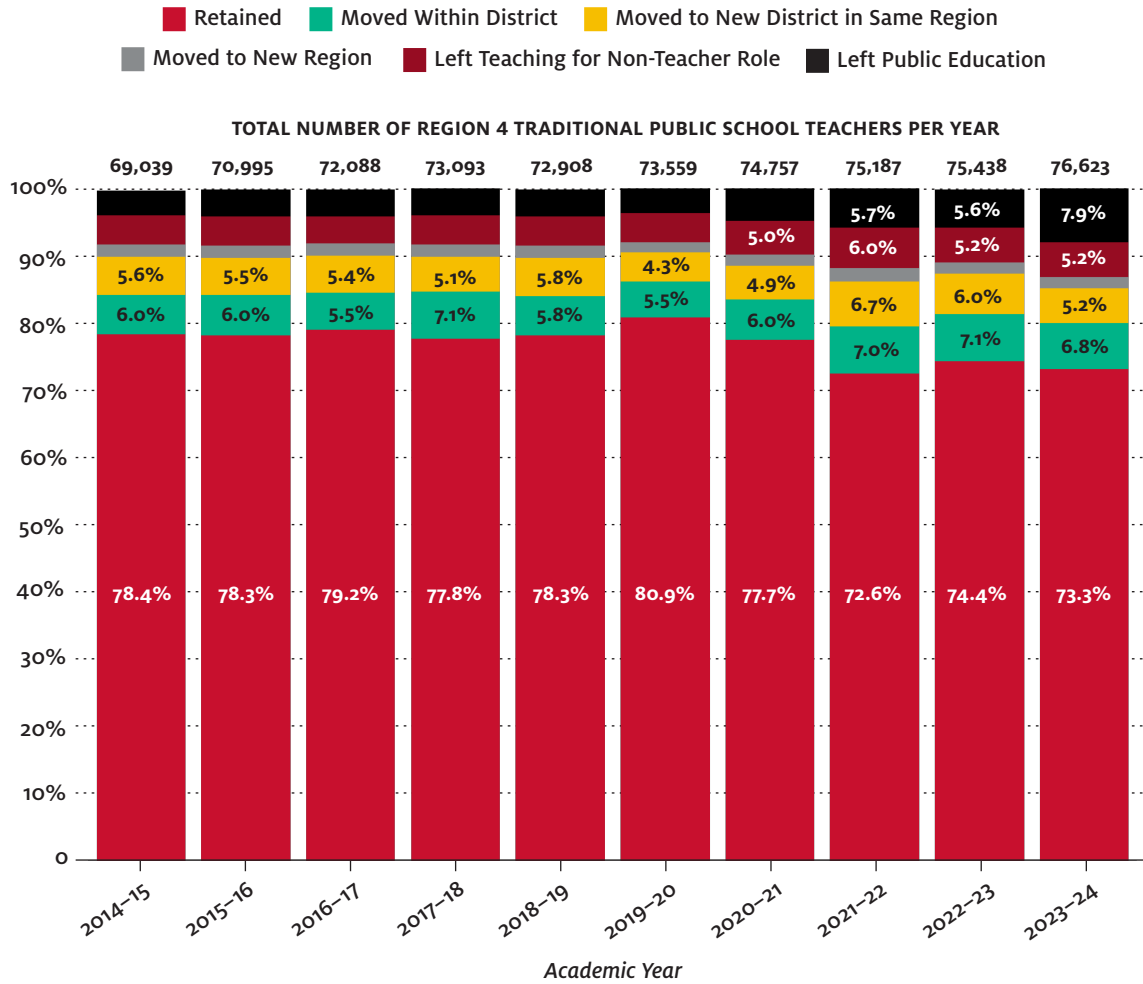


Source. University of Houston Education Research Center.

Note. Full-time equivalent (FTE) is defined as a measurement that represents the sum of proportional full-time workloads attributed to the position. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total classes per subject area. Population served are assigned to teachers using the Texas Education Agency class Service ID and Population Served variables.

**FIGURE A.13**

## Region 4 Traditional Public School Classroom Teacher Retention, Mobility, and Attrition, 2014–15 through 2023–24

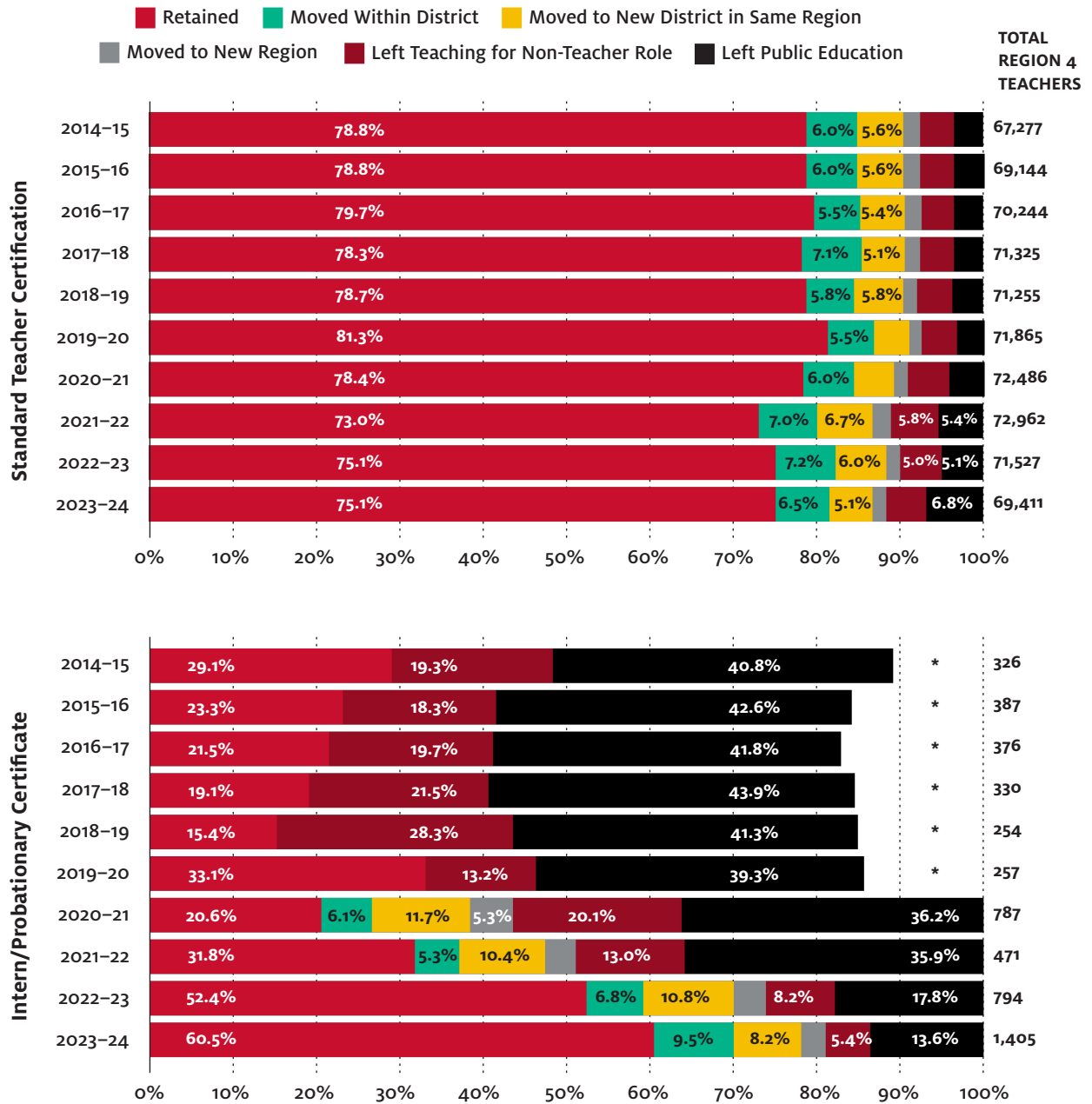


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. To determine teacher mobility, attrition, and retention, teachers in one school year were compared with teachers in the following year. Teachers who remained in a teaching role at the same campus in the following school year were considered retained. Teachers were considered to be mobile if they remained in a teaching role but moved to a different campus. Non-teacher role refers to a role within the public education system other than teacher. Teacher attrition is defined as leaving the field of teaching.

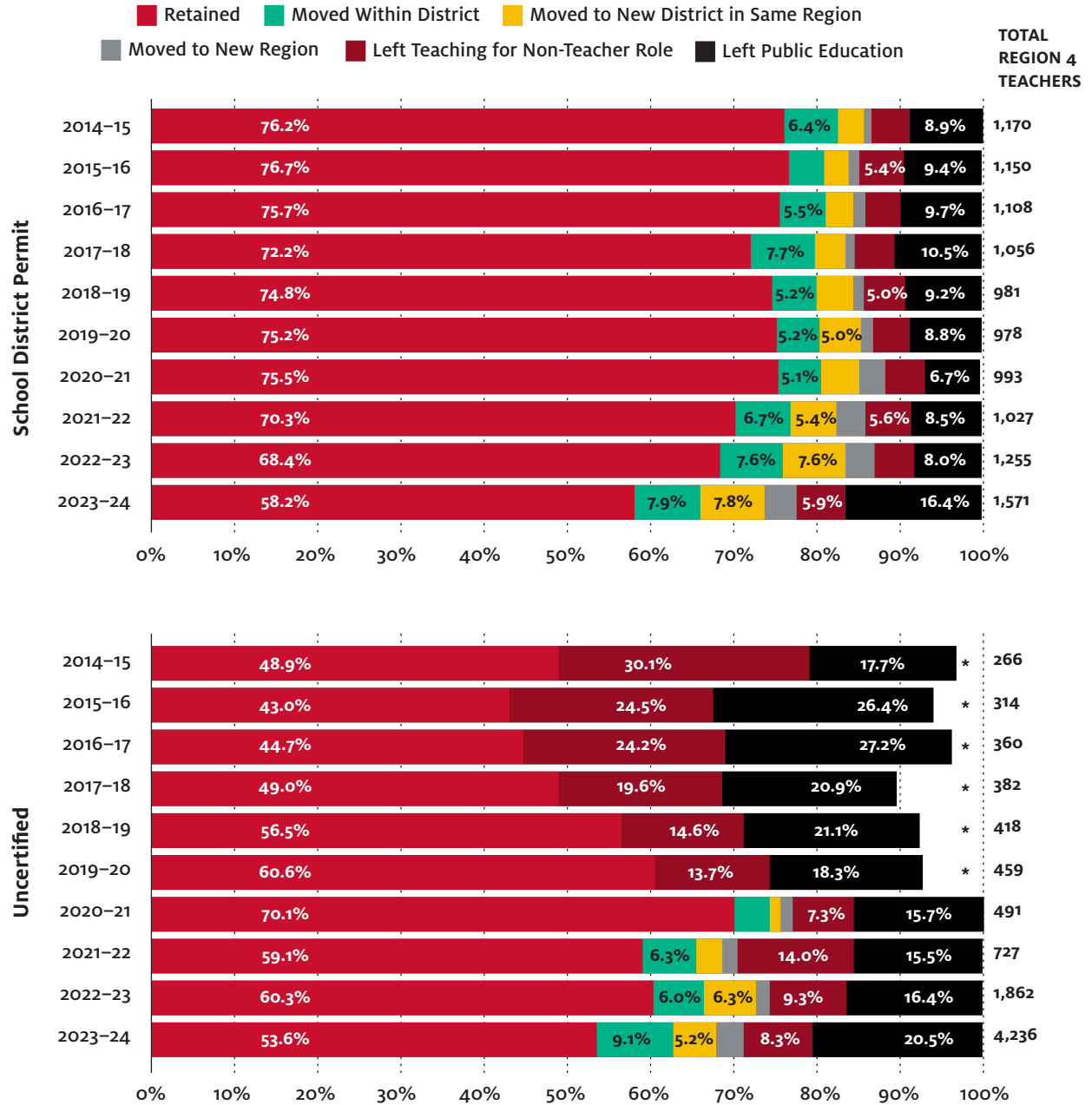
FIGURE A.14

### Region 4 Traditional Public School Teacher Retention, Mobility, and Attrition by Teacher Certification Status, 2014–15 through 2023–24



Key. \* = The numbers of teachers in three categories (Moved Within District; Moved to New District in Same Region; and Moved to New Region) were too small to report, and the values are masked.

Appendix: The Region 4 Teacher Workforce



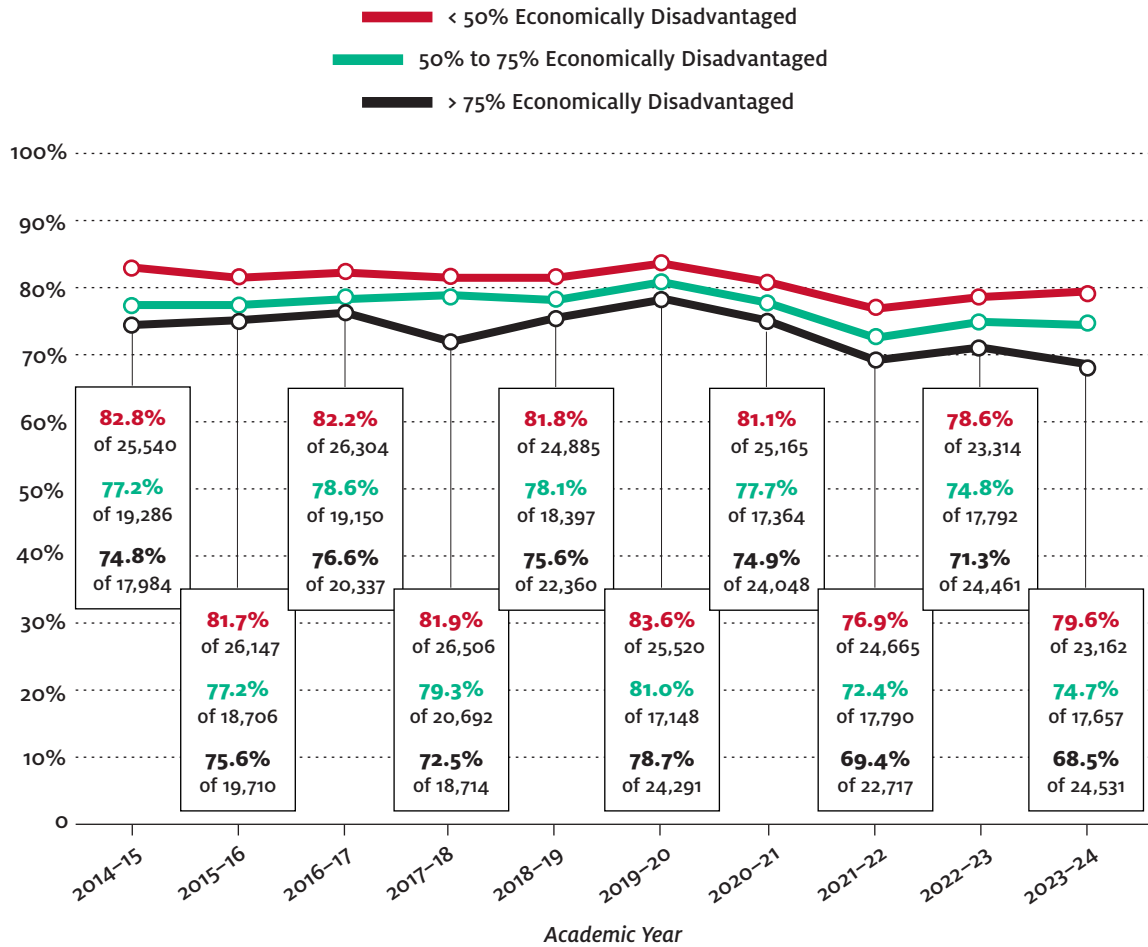
Source. University of Houston Education Research Center.

Key. \* = The numbers of teachers in three categories (Moved Within District; Moved to New District in Same Region; and Moved to New Region) were too small to report, and the values are masked.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. To determine teacher mobility, attrition, and retention, teachers in one school year were compared with teachers in the following year. Teachers who remained in a teaching role at the same campus were considered retained. Teachers were considered to be mobile if they remained in a teaching role but moved to a different campus. Teacher attrition is defined as leaving the field of teaching. Non-teacher role refers to a role within the public education system other than teacher. Teacher certification data was available through February 2025 at the time of this report. An intern or probationary certificate is a one-year teaching permit awarded to individuals enrolled in an educator preparation program (EPP); school district permits are one-year teaching permits awarded by the school district and are not transferable outside of the school district in which they were awarded; standard teaching certificates are typically five-year teaching permits awarded after the successful completion of an EPP or for approved, valid out-of-state teaching certificates; and uncertified teachers are defined as teachers with no teaching certificate or permit issued by the State Board for Educator Certification.

**FIGURE A.15**

**Region 4 Traditional Public School Teacher Retention at the Same Campus by Percentage of Economically Disadvantaged Students Served, 2014–15 through 2023–24**

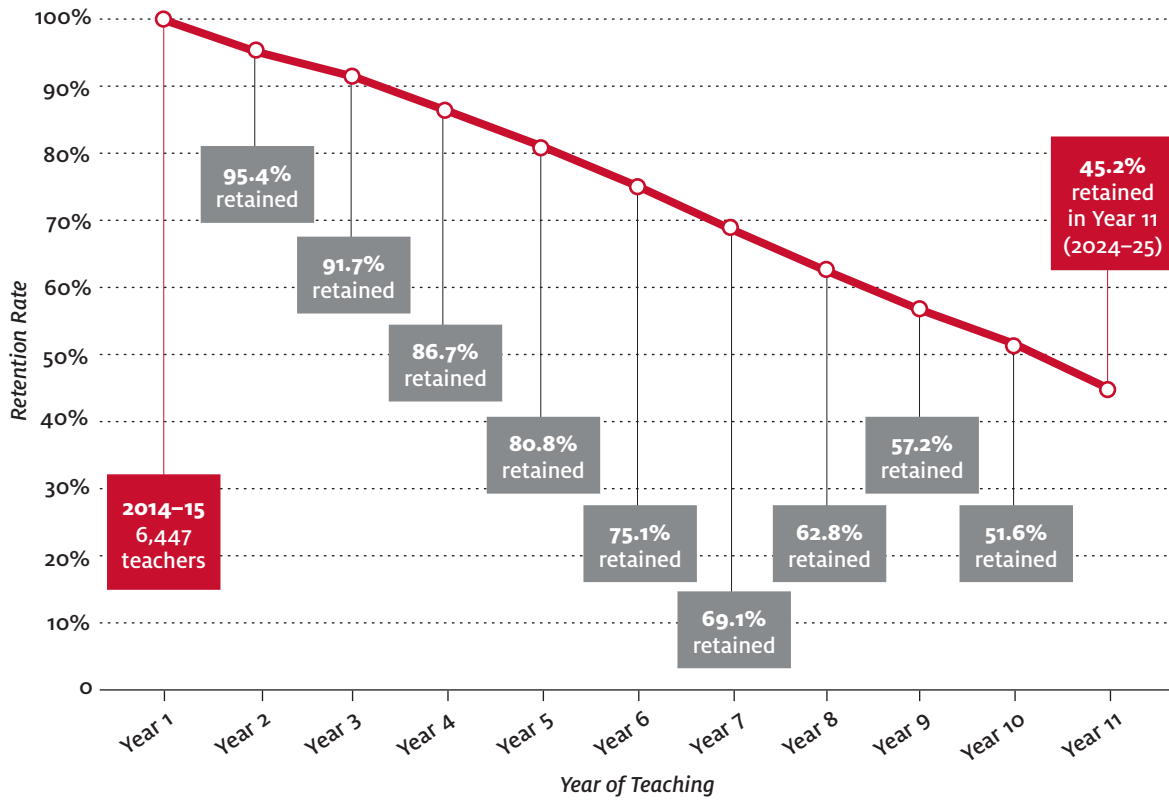


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. To determine teacher retention, teachers in one school year were compared with teachers in the following year. Teachers who remained in a teaching role at the same campus in the following school year were considered retained.

**FIGURE A.16**

### Teacher Retention Patterns of Region 4 First-Year Teaching Cohorts by Years of Experience, 2014–15 Cohort



Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. To determine teacher retention, teachers in one school year were compared with teachers in the following year. Teachers who remained in a teaching role at the same campus in the following school year were considered retained.

**TABLE A.2**

### Teacher Retention Patterns of Region 4 First-Year Teaching Cohorts by Years of Experience, 2014–15 through 2023–24 Cohorts

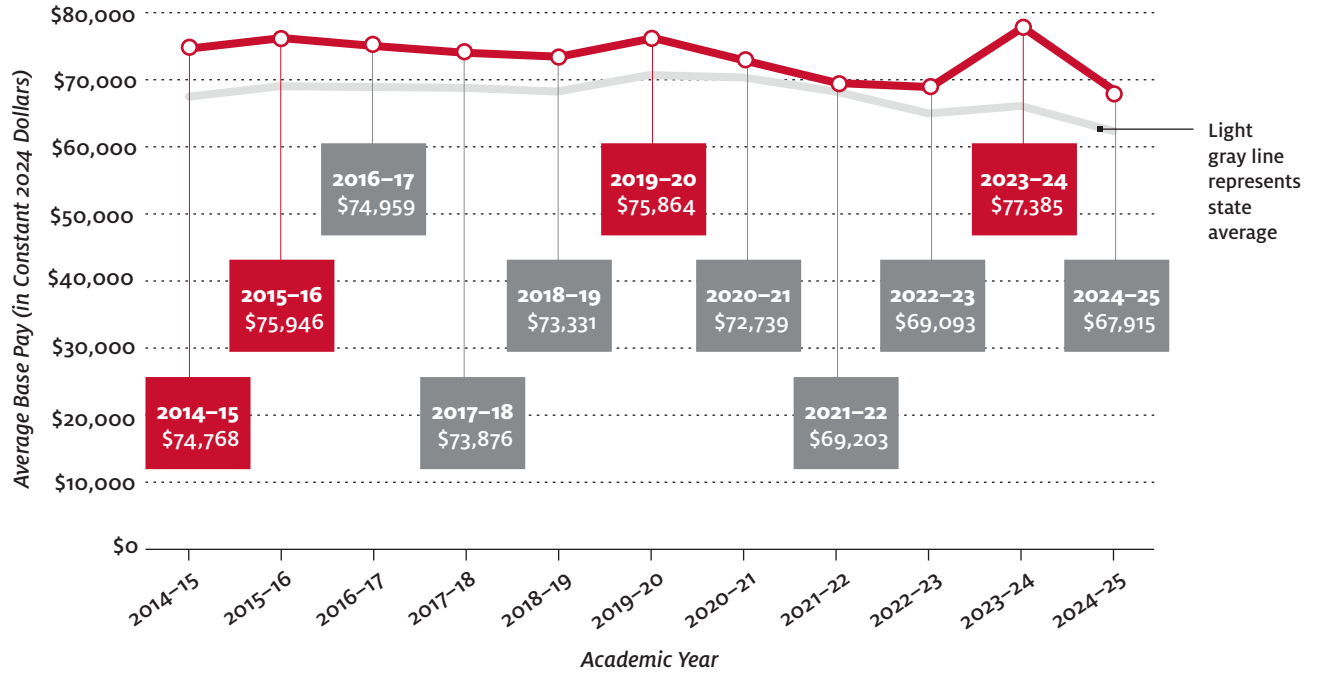
Cohort	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
2014–15	95.4%	91.7%	86.7%	80.8%	75.1%	69.1%	62.8%	57.2%	51.6%	45.2%
2015–16	94.6%	89.8%	83.6%	78.0%	72.2%	65.9%	60.4%	55.5%	48.9%	–
2016–17	91.7%	85.7%	80.2%	74.3%	69.0%	63.2%	56.7%	49.3%	–	–
2017–18	90.9%	85.9%	79.6%	74.1%	68.4%	62.1%	54.0%	–	–	–
2018–19	92.3%	86.2%	80.2%	74.1%	67.0%	58.3%	–	–	–	–
2019–20	92.6%	86.9%	81.5%	76.3%	67.3%	–	–	–	–	–
2020–21	93.6%	87.7%	83.5%	75.0%	–	–	–	–	–	–
2021–22	93.4%	87.5%	80.3%	–	–	–	–	–	–	–
2022–23	89.7%	81.4%	–	–	–	–	–	–	–	–
2023–24	90.8%	–	–	–	–	–	–	–	–	–

Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Percentages are calculated as the proportion of total teachers each year. To determine teacher retention, teachers in one school year were compared with teachers in the following year. Teachers who remained in a teaching role at the same campus in the following school year were considered retained.

**FIGURE A.17**

**Average Base Pay of Region 4 Traditional Public School Classroom Teachers (in Constant 2024 Dollars), 2014–15 through 2024–25**

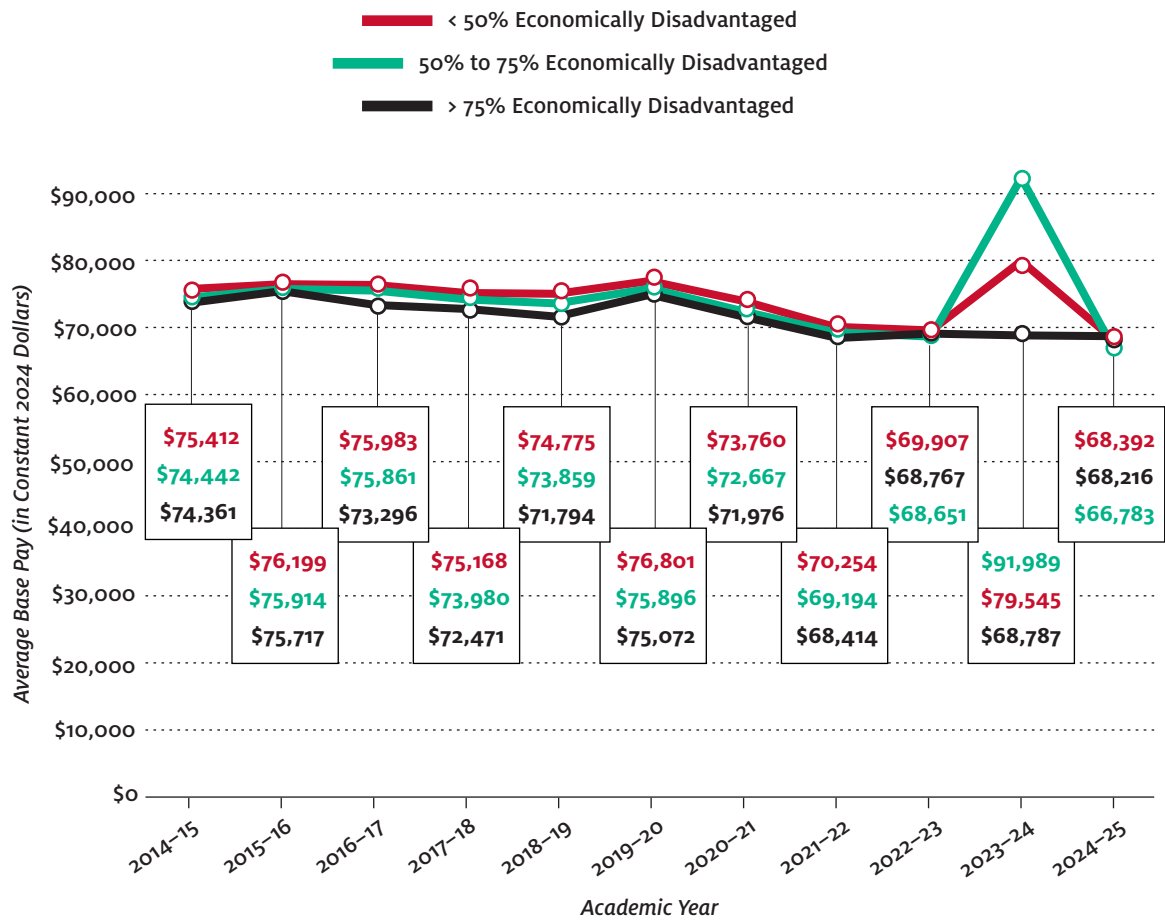


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Average base pay was adjusted for inflation using the Consumer Price Index and is displayed in constant 2024 dollars.

**FIGURE A.19**

**Average Base Pay of Region 4 Traditional Public School Classroom Teachers (in Constant 2024 Dollars) by Campus Percentage of Economically Disadvantaged Students Served, 2014–15 through 2024–25**

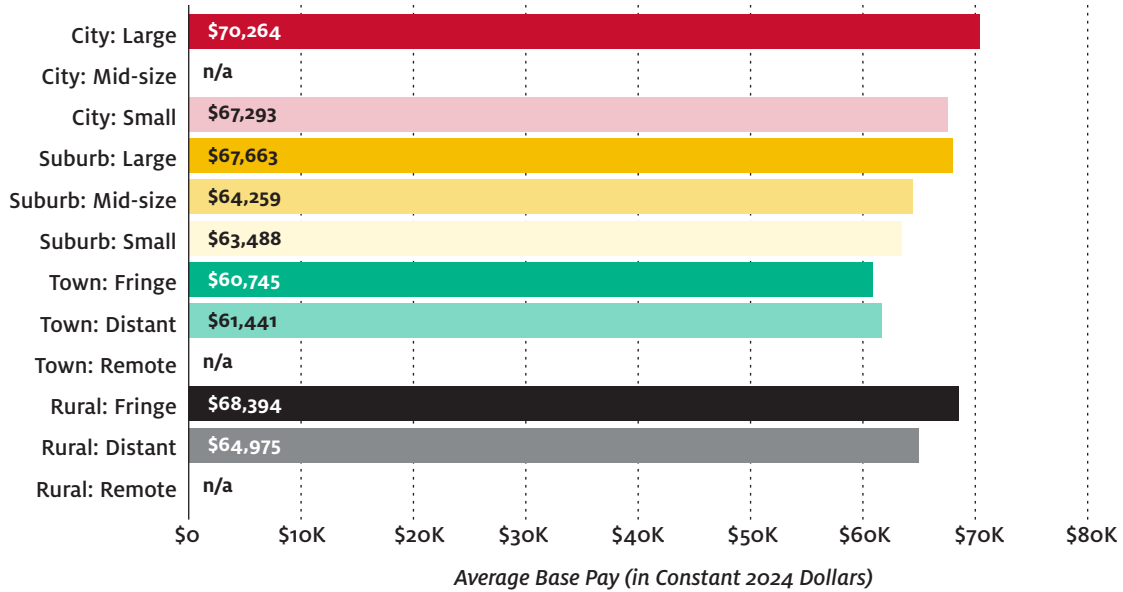


Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Average base pay was adjusted for inflation using the Consumer Price Index and is displayed in constant 2024 dollars.

**FIGURE A.20**

**Average Base Pay of Region 4 Traditional Public School Classroom Teachers (in Constant 2024 Dollars) by Community Type, 2024–25**



Source. University of Houston Education Research Center.

Key. n/a signifies that Region 4 doesn't have that type of district.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Average base pay was adjusted for inflation using the Consumer Price Index and is displayed in constant 2024 dollars. Community type refers to the National Center for Education Statistics school district locale categorization based on factors such as location, enrollment, and proximity to urban areas.

**TABLE A.4**

### Average Base Pay of Region 4 Traditional Public School Classroom Teachers (in Constant 2024 Dollars) by Community Type, 2014–15 through 2024–25

Type	2014–15	2015–16	2016–17	2017–18	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24	2024–25
<b>City: Large</b>	\$75,044	\$77,122	\$72,379	\$72,145	\$70,713	\$73,632	\$70,530	\$67,270	\$69,154	\$69,121	\$70,264
<b>City: Mid-size</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>City: Small</b>	\$78,239	\$79,100	\$76,090	\$75,265	\$75,550	\$79,592	\$74,796	\$69,558	\$68,350	\$66,776	\$67,293
<b>Suburb: Large</b>	\$75,137	\$76,014	\$76,388	\$74,811	\$74,404	\$76,660	\$73,514	\$69,863	\$69,304	\$82,365	\$67,663
<b>Suburb: Mid-size</b>	\$68,906	\$69,902	\$70,900	\$69,822	\$70,687	\$73,553	\$71,386	\$67,187	\$67,145	\$66,233	\$64,259
<b>Suburb: Small</b>	\$70,608	\$72,331	\$73,431	\$73,322	\$73,702	\$75,250	\$70,721	\$66,582	\$65,851	\$65,991	\$63,488
<b>Town: Fringe</b>	\$68,223	\$69,505	\$67,754	\$68,099	\$68,636	\$71,870	\$68,975	\$68,726	\$65,426	\$66,825	\$60,745
<b>Town: Distant</b>	\$67,598	\$68,207	\$68,368	\$67,161	\$67,538	\$69,881	\$65,946	\$64,652	\$63,181	\$62,579	\$61,441
<b>Town: Remote</b>	n/a	n/a	n/a	\$60,667	\$56,718	\$58,732	n/a	n/a	n/a	n/a	n/a
<b>Rural: Fringe</b>	\$74,917	\$75,793	\$75,691	\$75,661	\$75,533	\$78,274	\$75,440	\$71,674	\$70,987	\$72,576	\$68,394
<b>Rural: Distant</b>	\$71,088	\$71,480	\$70,791	\$70,521	\$70,587	\$74,197	\$71,015	\$67,070	\$66,265	\$67,893	\$64,975
<b>Rural: Remote</b>	\$56,617	\$57,898	\$56,881	\$61,312	\$59,180	n/a	\$53,389	n/a	\$57,276	n/a	n/a

Source. University of Houston Education Research Center.

Key. n/a signifies that Region 4 doesn't have that type of district.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Average base pay was adjusted for inflation using the Consumer Price Index and is displayed in constant 2024 dollars. Community type refers to the National Center for Education Statistics school district locale categorization based on factors such as location, enrollment, and proximity to urban areas.

**TABLE A.5****Average Base Pay of Region 4 Traditional Public School Classroom Teachers (in Constant 2024 Dollars) by Years of Teaching Experience, 2014–15 through 2024–25**

Years of Experience	2014–15	2015–16	2016–17	2017–18	2018–19	2019–20	2020–21	2021–22	2022–23	2023–24	2024–25
1	\$69,989	\$72,664	\$68,496	\$67,369	\$66,563	\$69,171	\$65,993	\$62,529	\$61,022	\$63,592	\$59,986
2	\$69,230	\$70,674	\$69,412	\$68,334	\$67,562	\$70,058	\$69,688	\$63,233	\$63,841	\$66,222	\$63,597
3	\$69,718	\$71,160	\$69,970	\$69,235	\$68,422	\$70,568	\$67,676	\$64,914	\$64,981	\$79,451	\$64,588
4	\$70,227	\$71,321	\$71,917	\$69,816	\$69,276	\$71,291	\$68,341	\$65,299	\$66,036	\$71,461	\$65,334
5	\$70,635	\$72,242	\$73,022	\$70,676	\$70,113	\$72,316	\$68,959	\$66,231	\$66,171	\$78,387	\$65,854
6	\$71,772	\$72,932	\$72,454	\$71,297	\$70,862	\$73,215	\$69,945	\$66,786	\$66,846	\$76,987	\$66,584
7	\$72,053	\$73,348	\$72,754	\$72,272	\$71,509	\$74,161	\$70,719	\$67,627	\$67,387	\$70,972	\$66,598
8	\$73,161	\$73,994	\$73,316	\$72,806	\$72,397	\$74,753	\$71,722	\$68,225	\$68,159	\$78,366	\$67,050
9	\$74,041	\$74,830	\$73,868	\$73,830	\$73,083	\$75,468	\$72,223	\$68,979	\$68,685	\$79,514	\$67,089
10	\$74,345	\$75,778	\$74,249	\$73,822	\$73,245	\$76,132	\$72,702	\$69,471	\$69,450	\$87,938	\$67,756
11+	\$80,487	\$81,192	\$80,211	\$78,865	\$78,119	\$80,746	\$77,389	\$73,689	\$73,674	\$82,054	\$71,664

Source. University of Houston Education Research Center.

Note. Teachers are defined as individuals assigned the role code of teacher in the Public Education Information Management System. Average base pay was adjusted for inflation using the Consumer Price Index and is displayed in constant 2024 dollars.