



July 14, 2026

Paraprofessional School District Teaching Permit

**William Baker,
Assistant
Superintendent HR**

District Goal # 2.3



Killeen ISD Educator Pipelines

Building Pathways and Developing Educators

Connected to HB2 Regulations and Preparing and Retaining Educators through Partnerships Program (PREP) Allotment

PREP PRESERVICE RESIDENCY

Teacher Resident

University Partnership Model

- Partners with universities to recruit and prepare high-quality teacher candidates
- Clinical residency in KISD schools
- Leads to teacher certification and full-time employment

PREP GROW YOUR OWN

Killeen Teacher Apprenticeship Program

Paraprofessional to Teacher Pathway

- Employs and supports paraprofessionals while they earn their degree and certification
- Requires commitment to complete degree and certification
- Creates a pipeline of dedicated KISD educators

PREP MENTORSHIP

Developing Effective Mentors

Region 12 Partnership

- Trains, prepares and supports high quality mentors
- Strengthens induction and retention of new teachers
- Aligns with TEA mentor requirements and best practices

Killeen ISD Teach

Associate Program

Academic Advancement Initiative

Teachworthy Partnership

- KISD Teach is a budget neutral Grow Your Own initiative
- Serves in teacher role while pursuing their bachelor's degree and teacher certification
- Flexible, affordable and accessible pathway

House Bill 2, passed by the 89th Texas Legislature and signed into law in June 2025, established the PREP Program Allotment to strengthen the quality of teacher recruitment, preparation, and mentorship across the state.

Paraprofessional School District Teaching Permit

Purpose

Allows eligible district employees (current KISD Teach participants) to serve in teaching roles while completing program requirement.

Requirements

Participants must be enrolled in an approved educator preparation program, enrolled in a postsecondary program that leads to a bachelor's degree, and meet established program requirements.

Duration

Paraprofessional School District Teaching Permits (SDTP) are valid for three years, providing time to complete degree and program requirements and will expire at the end of the 2028-2029 school year.

Authority

Following the passage of HB2 by the 89th Texas Legislature, school districts may now issue SDTPs to eligible paraprofessionals.

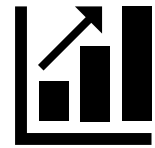




Paraprofessional School District Teaching Permit

KISD Teach Program Impact

Strengthens Our Educator Pipelines



Develops teachers from within KISD

Supports Workforce Stability



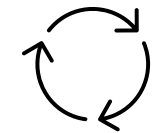
Increases retention of aspiring educators

Addresses Staffing Challenges



Supports campus staffing needs by allowing participants to serve in teaching assignments while completing degree and certification requirements.

Supports District Continuity



Promotes retention and reduces turnover by growing our own talent



Questions?