


# HEB ISD HUMAN RESOURCES ANNOUNCEMENT:



## TEACHER ASSISTANT TO TEACHER PROGRAM (TAT)

The HEB ISD is dedicated to growing our own teachers from our current, high-performing teacher assistants. This partnership highlights our commitment to professional development and educational excellence within the HEB ISD community.

## OVERVIEW

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The HEB ISD Teacher Assistant to Teacher Program (TAT) is an innovative way to transform teacher assistants into fully credentialed teachers through a partnership with an Alternative Certification Program (ACP). TAT is specifically for current teacher assistants within the HEB ISD who want to become teachers.

## ELIGIBILITY

To be eligible for this program, teacher assistants must have completed one year of employment within the District, receive a positive recommendation from their current principal, have a Bachelor's degree, or graduating with a Bachelor's degree this Spring (2.5 minimum GPA required), and have not yet enrolled in an Alternative Certification Program, or earned a Texas Teaching Certificate.



## DETAILS

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All ACP fees of selected applicants will be paid by HEB ISD, including ACP fees related to application and program. Additionally, candidates who meet the accelerated timeline requirements may be eligible for reimbursement for a passing score on teacher certification tests. After completion of the program, TAT participants are guaranteed an interview for a one-year teaching position within the district.

## CALL TO ACTION

The program is available for a very limited number of applicants for this unique opportunity. Additionally, it requires a commitment to remain employed within HEB ISD for at least one school year, post-completion to ensure a return on investment.

[APPLY HERE!](#)



**- APPLICATION PROCESS -**  
**TEACHER ASSISTANT TO TEACHER PROGRAM (TAT)**  
**APPLICATION WINDOW: APRIL 29, 2024 - MAY 10, 2024**

**PROGRAM BENEFIT:**

After the candidate is selected into the TA to Teacher Program, enrolled in the ACP, and signs the letter of agreement in HEB ISD's TalentEd Records, HEB ISD will make the initial payment of \$2000 directly to the Alternative Certification Program. The District will pay the remaining balance of the ACP Program only when the candidate has completed his/her certification in its entirety and is eligible for hire as a teacher in HEB ISD. Failure to successfully complete the program will result in the TA to Teacher participant reimbursing the District for the ACP fees encumbered by the District. Additional Fees NOT covered by ACP/HEB ISD: Intern & Standard Certificates (approximately \$78 per certification), Content test(s) and PPR Exam (approximately \$118 per test), and other TEA fees to be added to candidate's certificate. \*\*If candidates meet the accelerated timeline requirements, they may be eligible to submit reimbursement request(s) for fees associated with the successful completion of certification test(s).

**STEP 1:**

Complete the TAT Application to be considered for the Teacher Assistant to Teacher Program and submit your official university transcripts, ensuring the degree conferred and GPA are included, by emailing [Jaclynhemmila@hebisd.edu](mailto:Jaclynhemmila@hebisd.edu). If you are graduating this Spring, please send transcripts and a letter from a university advisor outlining graduation timeline. (Transcripts will be reviewed by HEB ISD, and provided to the Alternative Certification Program for those applicants accepted into HEB ISD's program.) Do NOT enroll in the Alternative Certification Program at this step. (Accepted applicants will complete ACP enrollment later in the process.) DEADLINE: May 10, 2024.

**STEP 2:**

Following the application window closing, HR administrators will select candidates to be scheduled to interview with the Human Resources Department. Interview in May 2024 for consideration into the program.

**STEP 3:**

Accepted participants must make themselves available in May 2024 to meet with the Alternative Certification Program and/or the HEB ISD Human Resources Department administrators for assistance with Step 4 below.

**STEP 4:**

Fully Apply and Enroll into the Alternative Certification Program. (The \$99 enrollment fee is paid for by HEB ISD). A member of the ACP team will contact you regarding the next steps and program information. DEADLINE: May 24, 2024

**STEP 5:**

Sign the TA to Teacher Program Agreement. Upon entry into the program, the paraprofessional will sign a contract agreeing to work for the District for a period of one year after completion of the Alternative Certification Program. If the paraprofessional is offered a teaching position in HEB ISD, and fails to complete the year-long teaching commitment, the District will require reimbursement from the paraprofessional for all payments issued during the Alternative Certification Program. DEADLINE: May 24, 2024

**STEP 6:**

Complete the Alternative Certification Program (ACP) and obtain a Statement of Eligibility (SOE) to be hireable, within one calendar year of acceptance into the ACP. DEADLINE: June 30, 2025

**STEP 7:**

Apply for teaching jobs within HEB ISD. If recommended by a campus principal for a teaching job, work as a teacher in HEB ISD for one full school year after certification. If not recommended into a teaching job in HEB ISD, continue to work as a paraprofessional in HEB ISD for one full school year after ACP is completed. Failure to do either will result in the candidate reimbursing the District for all costs and fees accrued.