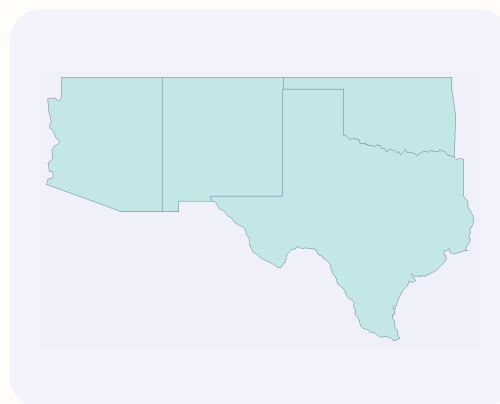


SOUTHWEST · 4 STATES

1 in 4 teaching positions across the Southwest

are unfilled or held by a teacher not fully certified for the job.



112,293

not fully certified

4,846

unfilled positions (2 states reporting)

500,834

teachers across the region

What makes the Southwest different

1. THE HIGHEST SHARE

1 in 4 Southwest teaching positions is unfilled or held by a teacher not fully certified, the highest of any region.

2. UNCERTIFIED HIRING

Texas hired 12,096 new teachers in 2025–26 with no certification or permit. Oklahoma has 9,254 teaching out of field.

3. BILINGUAL AND ESL

Bilingual/ESL is a shortage area in Texas and Arizona, alongside special education in all 4 states.

Hardest-to-fill courses across the region

Special education · 3 of 4

Bilingual / ESL · 2 of 4

Science · 1 of 4

Math · 1 of 4

English language arts · 1 of 4

Art and music · 1 of 4

Hardest-hit states

Oklahoma 1 in 4

Texas 1 in 4

Arizona 1 in 5

States in this kit: Arizona, New Mexico, Oklahoma, Texas.

Sources: Learning Policy Institute, State Teacher Shortages 2026 Update (most recent state data, 2023–24 to 2025–26); U.S. Department of Education teacher shortage areas, 2026–27. Figures are state-reported minimums.

FULLMIND IN THE SOUTHWEST

Support built for the Southwest's shortages

Live, certified teachers for the courses your region struggles to fill.



Special education services

Certified special educators for IEP-aligned instruction and services.



English learner instruction

Certified teachers deliver language support for English learners.



Certified science teachers

Live, certified science teachers, with a facilitator in the room.

Results from districts like yours

TEXAS

Lancaster ISD

86% of first-time Biology testers proficient

LIVE teaching in 6 of 9 Biology classes

2022–23 · 40 vacancies *

TEXAS

Cleveland ISD

Stronger growth across the groups studied

Fall 2022 to winter 2023

Grades 6–8 · 1,256 students

SOUTH CAROLINA

Colleton County

78% higher pass rate

44.7% earned a C or above vs. 25.1% of peers

LIVE Staffing

“The quality of instruction they received was never compromised.”

— Dr. Cassandra Barker, Lancaster ISD

3,000+

certified educators

15.5+ yrs

average classroom experience

1,000+

districts partnered

50 states

where our educators live

How it works

1

Share your priorities

Tell us your needs, goals and focus areas.

2

Build your support plan

We recommend support aligned with your students and district.

3

Launch and monitor progress

We coordinate delivery, review progress, and adjust together.



See all of our services

Let's build the right support across the Southwest.

* Elevate K–12, now part of Fullmind. Findings reflect specific district programs, measures and study periods.