



# Delay of Teacher Certification Requirements District of Innovation

By

David R. Canales

Associate Superintendent of Human Resources

December 10, 2025



2025-2026





# House Bill 2 Requirements

House Bill (HB) 2 passed during the 89th Texas Legislature, Regular Session, 2025, and was signed into law by Governor Abbott. The new law prevents Districts who utilize the District of Innovation (DOI) as a means to to waive teacher certification requirements for foundational curriculum courses within their district of innovation (DOI) plan.

**Statutory authority:** HB 2 (89th Legislature, 2025) is codified across Education Code provisions including TEC §21.003 & new TEC §21.0032



2025-2026



# House Bill 2 Requirements

Per **TEC, §21.003**, a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B, which includes any State Board for Educator Certification (SBEC)-issued certificate (intern, probationary, standard, or enhanced standard) or emergency permit for the subject area and grade level.

HB 2's new TEC, §21.0032, now limits districts' ability to include exemptions from some certification requirements under TEC, §21.003, in their DOI plan. These limitations phase in over the next three academic years.

Districts seeking approval to delay implementation of teacher certification requirements, as specified in TEC §21.003 and new §21.0032, must complete the **Delay of Teacher Certification Application**.



2025-2026



# House Bill 2 Requirements

**New Restrictions on DOI Plans Regarding Certification:**

Academic Year	DOI Restrictions
2025-2026	District maintains currently approved DOI plan which may include exemptions from 21.003
2026-2027	District can no longer include K-5 reading and mathematics teachers in DOI plan exemptions from 21.003
2027-2028	District can no longer include all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in DOI plan exemptions from 21.003

Note, districts with the appropriate and allowable approved exemptions in their plans maintain certification flexibility for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.

Districts can submit a plan for commissioner of education approval to delay the implementation of teacher certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.



2025-2026





# House Bill 2 Requirements

## Delay of Teacher Certification Requirements Application and Process

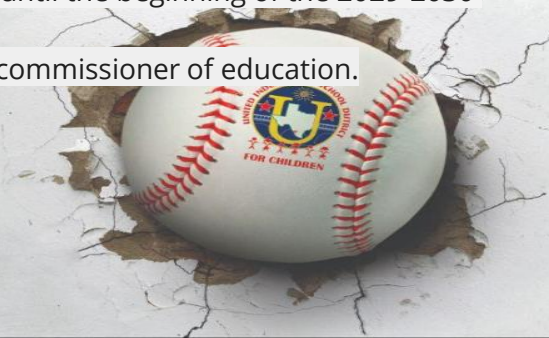
- ***TEC, §21.0032 (a-1), authorizes the commissioner of education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.***

The **application must include** an evaluation of how the district will transition to certification during the extension, and will require a district to:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level);
- Indicate the total number of new, uncertified teachers hired on average each of the last three years;
- Support structures to help uncertified teachers earn certification
- Recruitment and teacher pipeline initiatives to increase the number of certified teachers
- Identify at least one Educator Preparation Program partner who will be used to support certification efforts during the extension;
- Obtain approval from the district board of trustees to delay teacher certification requirements until the beginning of the 2029-2030 school year; and
- Include confirmation of the board of trustees' approval with the application submission to the commissioner of education.



2025-2026



# House Bill 2 Requirements

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.

64



2025-2026



# House Bill 2 Requirements

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level).

	23-24	24-25	25-26	
ELEM.				PERCENTAGE
PK	6	5	7	6
KINDER	4	6	1	4
1ST	11	5	7	8
2ND	6	7	1	5
3RD	5	4	1	3
4TH	10	5	2	6
5TH	6	6	4	5
TOTAL	76	81	64	74

	23-24	24-25	25-26	
ELEM.				PERCENTAGE
SPECIAL ED. UNIT	4	11	5	7
SPED RESOURCE	13	13	2	9



2025-2026





# House Bill 2 Requirements

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level).

	23-24	24-25	25-26	
6TH-8TH				PERCENTAGE
SCIENCE	2	4	5	4
MATH	3	1	3	2
ELAR	2	8	5	5
SOC.ST.	4	5	3	4

	23-24	24-25	25-26	
6TH-8TH				PERCENTAGE
SPECIAL ED. UNIT	0	1	2	1
SPED RESOURCE	4	8	3	5



2025-2026



# House Bill 2 Requirements

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level).

	<u>23-24</u>	<u>24-25</u>	<u>25-26</u>		
<u>9TH-12TH</u>				PERCENTAGE	
SCIENCE	8	12	10	10	
MATH	2	1	1	1	
ELAR	5	4	9	6	
SOC.ST.	2	8	5	5	

	<u>23-24</u>	<u>24-25</u>	<u>25-26</u>		
<u>9TH-12TH</u>				PERCENTAGE	
SPECIAL ED. UNIT	0	0	0	0	
SPED RESOURCE	4	3	2	3	



2025-2026





# House Bill 2 Requirements

Indicate the total number of new, uncertified teachers hired on average each of the last three years.

2023-2024 = 101

2024-2025 = 117

2025-2026 = 78



2025-2026



# House Bill 2 Requirements

Support structures to help uncertified teachers earn certification

- RFP with third-party Party Contractor (**Teach Us Texas**) provides test preparation synchronous (in person sessions, Google Meet Sessions, Office Hours) and asynchronous (Google Classroom study resources) and support for new teachers to pass certification tests.
- The Bilingual and Special Education Department provides certification content sessions to help our new teachers pass the certification tests.
- The District provided paid day for our DOI year 1 & 2 teachers to complete EPP modules



2025-2026





# House Bill 2 Requirements

Recruitment and teacher pipeline initiatives to increase the number of certified teachers

- Partnership with Texas A&M International University, specifically collaborating with the College Dean of Education
- District of Innovation (DOI) has been our savior in finding applicants with a bachelor's degree to become teachers. We immediately couple them with Teach Us Texas to help them pass their state required teacher certification exams.
- Partnership with Grand Canyon University to support auxiliary and paraprofessional staff with an online platform



2025-2026



# House Bill 2 Requirements

Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers



2025-2026





# House Bill 2 Requirements

Upon Board Approval, Human Resources will complete the following steps:

- Enter the date of approval by the district board of trustees to submit the application for Commissioner of Education approval.
- Provide (Post) the web page links to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved.
- Provide (Post) the webpage link on the UISD website to the board-approved plan.



2025-2026



# House Bill 2: DOI Delayed Plan

United ISD -DOI Delay Plan						
	25-26	26-27	27-28	28-29	29-30	30-31
Elementary	DOI 1,2,3	No DOI for Elementary Permit/Intern or Standard	Permit/Intern Or Standard	Standard		
Secondary	DOI 1,2,3	DOI 1 or 2 Permit/Intern or Standard	No DOI for Secondary Permit/Intern or Standard	Permit/Intern or Standard		

Note, districts with the appropriate and allowable approved exemptions in their plans maintain certification flexibility for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.



# Teach Us | Texas



2025-2026

