

Terrell Independent School District

Executive Summary Report

Date	District Guiding Pillar	
February 16, 2026	Goal 3: Human Capital and Resources: Develop the capacity of every teacher and staff member to deliver rigorous, enriching learning experiences to every student and ensure the safety of all.	
Agenda Item: Consider Approval of the Plan to Delay DOI Certifications to 2030		
<p>Summary:</p> <p>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.</p> <p>Many districts, including Terrell ISD, have chosen to exempt themselves from this certification requirement and hire uncertified individuals through an approved DOI plan. 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.</p> <p>In December 2025, you approved our application to submit to TEA for consideration; now, we present to you our plan of action to assist uncertified teachers teaching in foundational courses to acquire certification by the beginning of the 2029-2030 school year. This proposed plan of action addresses how our district will support uncertified teachers in acquiring their certification during the extension with various strategies including, but not limited to, certification exam practice modules, quarterly check-ins on progress towards completion, and emphasis on our Grow Your Own Tiger Tracks to Teaching with partnerships with supporting Educator Preparation Programs (EPPs).</p>		
Attachments:		
Plan to Delay DOI Certifications by start of 2029-2030 School Year		
Administrative Recommendation:		
Administration recommends that the Board of Trustees approve the plan to assist uncertified teachers in meeting the teacher certification requirements by the beginning of the 2029-2030 school year.		
Budget/Funding		
N/A		