



MARBLE FALLS

Independent School District

Meeting Date:

Meeting Type:

LOVE & INSPIRE

Marble Falls ISD has an unyielding commitment to love every child and inspire them to achieve their fullest potential.



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Marble Falls ISD Plan for Implementation of Teacher Certification Requirements

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Marble Falls Independent School District does not discriminate on the basis of race, age, religion, color, gender, national origin, or disability in providing education or providing access to benefits of educational services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended and Title II of the Americans with Disabilities Act.

Marble Falls ISD Vision, Mission, and Board Goals

Vision

Marble Falls ISD has an unyielding commitment to LOVE every child and INSPIRE them to achieve their fullest potential.

Mission

The mission of Marble Falls ISD is to inspire and empower all students to lead extraordinary lives and embrace the possibilities of the 21st century through relevant, engaging learning experiences led by inspirational and nurturing educators.

Board Goals

1. Academic Achievement: The District will ensure academic performance and achievement levels reflect excellence in learning and attainment of both high expectations and high standards.
2. Leadership Development: The District will identify and invest in the continuous development of leaders who will inspire and support others to improve student achievement.
3. Communications and Community Relations: The District will foster a culture of trust by providing accurate, timely, and interactive communication to all stakeholders and by encouraging parents, students and the community at-large to be involved in our schools.
4. Safe and Healthy Environment: The District will provide a safe and healthy environment conducive to student learning.
5. Human Capital: The District will recruit, develop, and retain highly qualified and effective personnel.
6. Financial and Operations Management: The District will exercise fiscal responsibility to maintain financial strength and provide the financial resources for educational programs.

Background Information

House Bill 2 (HB 2) passed during the 89th Texas Legislature, Regular Session, 2025, and was signed into law by Governor Greg Abbott. 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 issued certificate (intern, probationary, standard, or enhanced standard) or emergency permit for the subject area and grade level. Information regarding the appropriate certificate for a given personnel assignment can be found in 19 Texas Administrative Code (TAC) Chapter 231, Requirements for Public School Personnel Assignments.

Many districts, including Marble Falls ISD, have chosen to exempt themselves from this certification requirement and hire uncertified individuals through an approved DOI plan. According to the *Uncertified Teachers by District/School System Report* published by the TEA, Marble Falls ISD employed **32** uncertified teachers for the 2024-2025 school year. To date, for the 2025-2026 school year, Marble Falls ISD currently employs **27** uncertified teachers.

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, as referenced in the table below. Non-foundation subjects, such as Career and Technical Education, Fine Arts, and Languages Other Than English, are not affected by the new legislation and can continue to be addressed through the district's District of Innovation Plan.

Academic Year	Educator Certification Restrictions - HB 2 Implementation
2025-2026	District maintains the currently approved DOI plan, which may include exemptions from TEC, §21.003
2026-2027	EC-5 reading and mathematics teachers must be fully certified; DOI plan exemptions from TEC §21.003 are still allowable for other grade levels and subjects
2027-2028	All foundational subject teachers (i.e., English language arts/reading, math, science, and social studies) in any grade level must be fully certified; DOI plan exemptions from TEC §21.003 are still allowable for non-foundational subject teachers

Additionally, under HB2, the TEC § 21.0032 authorizes the TEA Commissioner of Education to approve district requests to delay implementation of certification requirements of existing uncertified teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

Marble Falls ISD Plan for Implementation of Teacher Certification Requirements

The purpose of this plan is to outline Marble Falls ISD's process for supporting teacher candidates who meet the district's instructional standards and professional expectations, which would delay teacher certification requirements until the 2029-2030 academic school year. This plan ensures that all teachers maintain compliance with state and district requirements while promoting continuous professional growth and effective classroom instruction.

Marble Falls ISD has partnered with the Educator Preparation Program (EPP) *Teachers of Tomorrow*. This EPP partnership allows Marble Falls ISD access to an interactive dashboard to assist in tracking certification candidates' progress to ensure all state and district compliance standards are being met. Additionally, Marble Falls ISD has teachers working to gain certification through other EPP's such as iTeach, Region 13 Educator Service Center programs, and also through traditional university programs (i.e. Texas Tech University, Texas State University, Lamar University, etc).

Marble Falls ISD will ensure year-to-year reductions in uncertified teachers assigned to foundation curriculum courses until full compliance is achieved by the 2029–2030 school year. The district's Human Resources Department maintains continuous communication with these teachers, monitoring enrollment, exam completion, and certification status.

To ensure every student is educated by a highly qualified educator, Marble Falls ISD is committed to innovative staffing initiatives that prioritize the recruitment and retention of fully certified teaching professionals. Current strategic staffing efforts include:

- Partnering with Texas Tech University's teacher certification program
- Love and Inspire Program
- Partnering with ACP Programs

The following implementation timeline details the strategic plan for Marble Falls ISD to ensure all core subject teachers achieve full certification by the 2029-2030 academic year. This implementation timeline includes key actions that revolve various departments in Marble Falls ISD, including Administration, Human Resources, and Curriculum & Instruction.

Timeline for the Delay of Implementation of Teacher Certification Requirements

Timeframe	Key Actions
2025-2026	<p>Enrollment & Assessment Phase: All currently employed, uncertified foundational core subject teachers must be enrolled in an accredited Educator Preparation Program (EPP).</p> <p>Foundational subjects include ELAR, Mathematics, Science, and Social Studies.</p>
2026-2027	<p>Internship Certification: Teachers employed in 2025-2026 and returning for the 2026-2027 school year must be on track to earn internship certification by March 31, 2027.</p> <p>All EC-6 core subject teachers must earn internship certification by March 31, 2027.</p>
2027-2028	<p>EC-6 Full Certification: All EC-6 foundational core subject teachers must achieve full state standard certification by March 31, 2028.</p> <p>All 7-12 foundational core subject teachers must earn internship certification by March 31, 2028.</p>
2028-2029	<p>7-12 Full Certification: All 7-12 foundational core subject teachers must achieve full state standard certification by March 31, 2028.</p>
2029-2030	<p>Full Certification: All foundational core content teachers must achieve full state certification by the beginning of the school year.</p>

Additional Information

08.21.25 TEA TAA Correspondence - [HB 2 Implementation: New Certification Requirements and Incentives for Uncertified Teachers](#)

10.16.25 TEA TAA Correspondence - [HB 2 Implementation: New Teacher Certification Requirements Update](#)

February 23, 2026 - Date of approval by the Marble Falls ISD Board of Trustees



Strategic Certification Planning for Marble Falls ISD

Navigating HB 2 requirements to retain and attract exceptional educators across all certification phases

Why Certification Planning Matters Now



The teacher certification landscape in Texas is undergoing significant transformation under House Bill 2. As these requirements evolve through 2029, Marble Falls ISD faces a critical opportunity to position itself strategically.

Our district must proactively plan to retain current talent while remaining competitive in attracting new educators—especially as neighboring districts navigate the same challenges.

Understanding the HB 2 Certification Timeline



2025–2026

K–5 exemptions available through our DOI plan



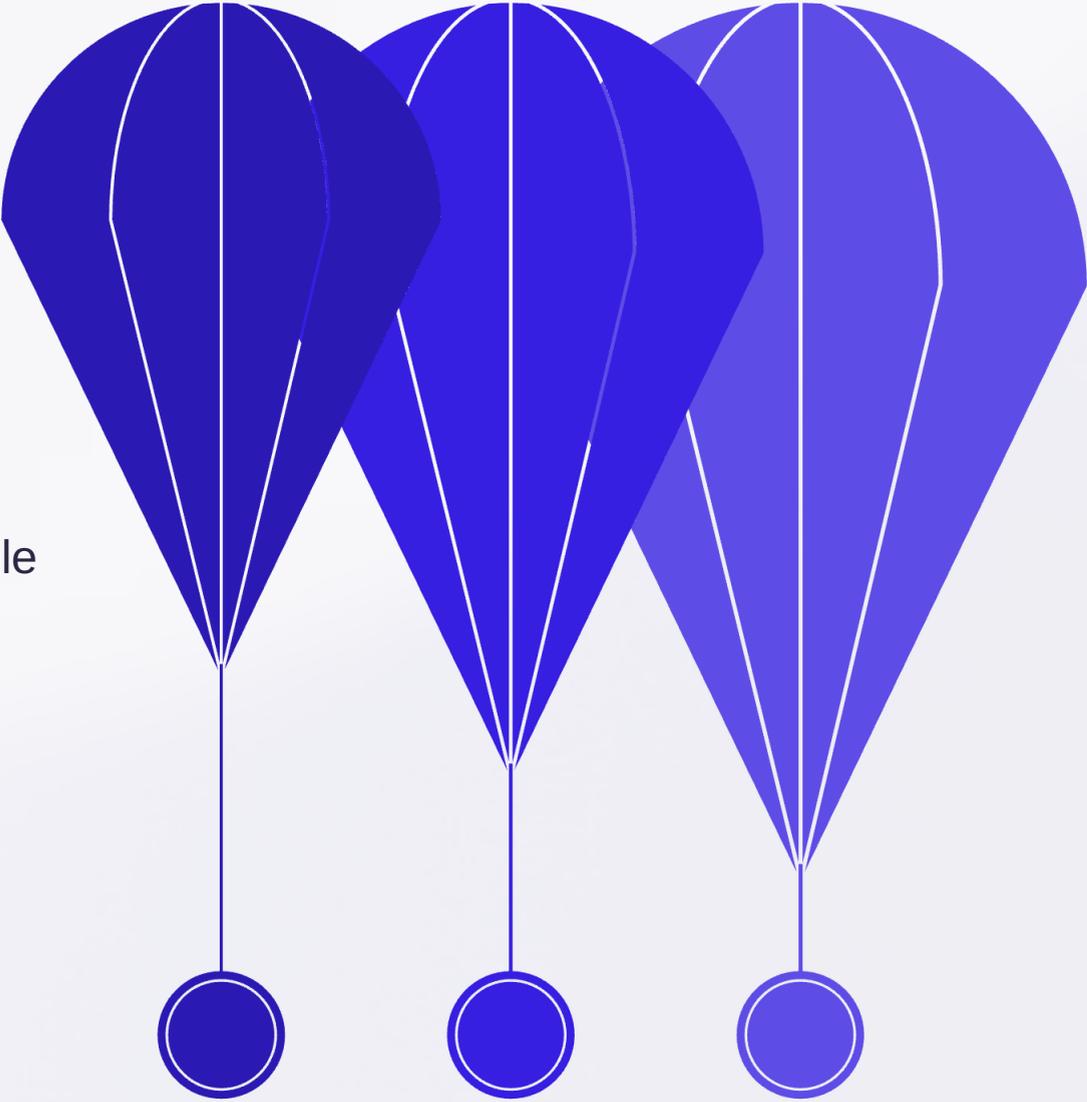
2026–2027

K–5 reading & math exemptions end, but still allowable
For other grade levels and subjects.



2027–2028

All foundational exemptions end, but DOI plan
exemptions are still allowable for non-foundational
subject teachers.



The certification requirements tighten progressively, creating pressure points where districts risk losing mid-certification teachers if not strategically prepared.

Key Certification Phase Requirements

2025–2026 School Year

Current Declaration of Intent (DOI) plans may include exemptions for K–5 teachers, providing initial flexibility for foundational subjects

2027–2028 School Year

All foundational subject exemptions end across all grade levels—reading, mathematics, science, and social studies certification becomes mandatory

1

2

3

2026–2027 School Year

K–5 reading and mathematics exemptions expire, requiring certification completion or alternative pathways for affected teachers

HB2 Waiver: Extending Our Strategic Window

Extended Timeline

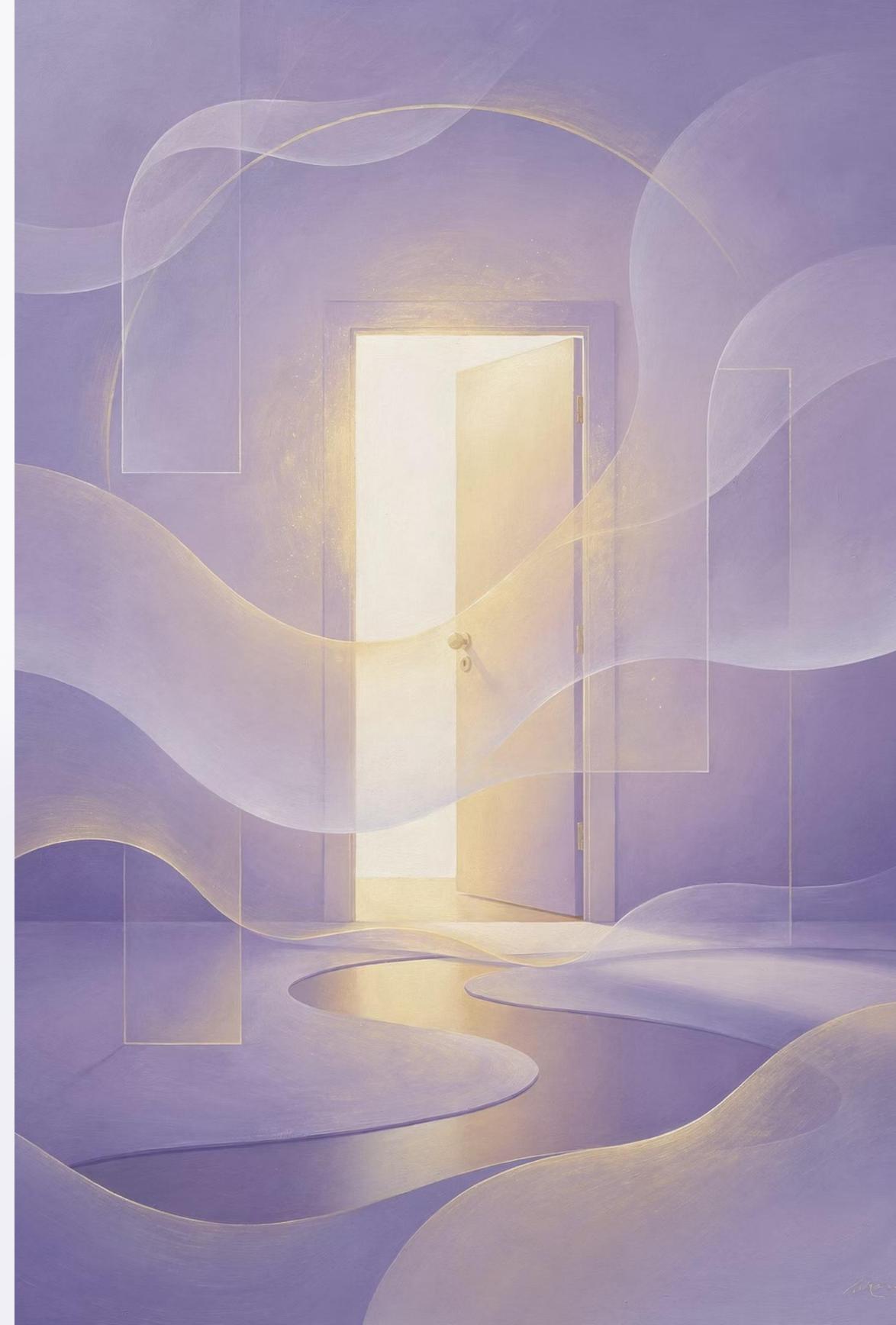
Delays foundational course certification requirements until 2029–2030, providing critical breathing room

Maintained Flexibility

Preserves options for non-foundational subjects including CTE and enrichment programs

Strategic Advantage

Creates time to support teachers through certification while maintaining instructional quality



Why This Waiver Matters for Marble Falls ISD

Three Critical Benefits

The waiver provides strategic advantages that directly impact our ability to maintain educational excellence and competitive positioning in the region.

Without this extension, we risk significant disruption during the 2027–2028 transition period when all exemptions expire simultaneously.

1

Protect Our Talent Pipeline

Avoid losing dedicated teachers who are mid-certification in 2027–2028

2

Strengthen Competitive Position

Compete effectively with Burnet, Llano, and other Hill Country districts for quality educators

3

Ensure Program Continuity

Maintain stability in foundational subjects critical to student success

Action Plan for Waiver Implementation

1

Board Approval & Submission

Secure board authorization and submit waiver application to the Texas Education Commissioner within required timelines

2

Teacher Communication Strategy

Develop clear, supportive messaging for foundational subject teachers explaining requirements, timelines, and district support resources

3

Progress Tracking System

Implement comprehensive monitoring of certification progress through 2029, with quarterly check-ins and individualized support plans

Regional Competitive Landscape

Strategic Positioning

By securing the waiver, Marble Falls ISD demonstrates commitment to teacher support and creates a compelling advantage in recruitment.

Our proactive approach signals to current and prospective educators that we invest in their professional growth while maintaining flexibility during transition periods.

Building Long-Term Staffing Stability

This waiver represents more than deadline management—it's a strategic investment in our district's future. By extending certification timelines, we create space to support teachers comprehensively while maintaining the instructional excellence Marble Falls ISD families expect.



Retention Protection

Safeguard investments in current staff



Recruitment Edge

Attract top talent with supportive policies



Quality Assurance

Ensure continuity in foundational programs



Recommended Action

Board Decision Required

Administration recommends board approval of the MFISD Plan for Implementation of Teacher Certification Requirements as presented.

This strategic decision protects our teachers, strengthens our competitive position, and ensures program stability during the certification transition period.

 **Timeline:** Board action needed to meet commissioner submission deadline and maximize planning window for affected teachers.

Next Steps

1. Board vote on waiver approval
2. Submit application to TEA Commissioner
3. Launch teacher communication plan
4. Implement tracking system
5. Monitor progress through 2029