

Hallsville Independent School District

For the Consideration of the Board of Trustees

Date of Board Meeting: January 20, 2026

Topic: Certification Waiver

Background and Rationale:

The attached plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, Hallsville is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

Additional background information:

Previously we've used our local District of Innovation waiver to certify teachers who didn't hold a Texas Educator Certification. They were given two years to complete their certification.

Applications for the waiver close on March 2, 2026.

Relationship to Strategic Plan:

Personnel Affected: Uncertified Teachers

Budget Implications:

- ☐ Include in this year's budget
- ☐ Amendment of this year's budget required
- ☐ Increase in this year's budget required
- ☐ Expenditures required for next year's budget
- ☐ N/A

Recommendation:

Signature

(Person Bringing Information to the Board)

Superintendent's Signature

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HISD Plan for Meeting Teacher Certification Requirements by 2029-2030 December 11, 2025

Pursuant to Tex. Educ. Code § 21.0032(a-1), Hallsville ISD has created a plan to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

District Name: Hallsville ISD

County-District Number (CDN): 102-904

Superintendent Name & Email: John Martin (jmartin@hisd.com)

Point of Contact for Plan Implementation: Lindsay Slaten, Director of Human Resources

Board Approval Date: January 2026

Date Posted to District Website: January 2026

I. LEGAL FRAMEWORK

This plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, **Hallsville** is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

II. District Commitment

Hallsville ISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029–2030 school year.

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III. Uncertified Teacher Data (2025-2026 Academic School Year)

*Snap Shot Date

* No interventionist or SPED

Grade Level / Subject Area	Total Core FTE	Number of Uncertified Teachers	Percentage Uncertified	EPP Partner(s) Supporting This Group
Elementary (K-5)	114	18	20.52	
Secondary Math (6-12)	27	3	11.1	
Secondary Science (6-12)	23	2	8.6	
Secondary ELA (6-12)	25	4	16	
Secondary SS (6-12)	25	4	16	
<i>TOTAL CORE CURRICULUM</i>	214	31	9.79	

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IV. Hiring Trends (New Uncertified Hires)

(Average number of new uncertified teachers hired in each of the last three years.)

*Current Numbers

School Year New	Foundation Hires New	Non-Foundation Hires Total	New Uncertified Hires
2023-2024	13	8	21
2024-2025	17	4	21
2025-2026	15	3	18
3 Year Average	15	5	20

V. Educator Preparation Program Partnerships

(The district must identify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.)

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
Impact ETX- Region 7	Mentor Quarterly review with HR

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VI. Strategic Action Plan

School Year	Timeframe	% of Uncertified Teachers Goal: Decrease by 10 % yearly	Strategies	Person(s) Responsible
25-26	Fall '25-Summer '26		<input type="checkbox"/> Review and develop individual certification plans with timelines. <input type="checkbox"/> Partner with ESC 7 for EPP partnership. <input type="checkbox"/> Create a tracking document to monitor teacher certification progress. <input type="checkbox"/> Recruit certified teachers at local college fairs. <input type="checkbox"/> Provide TExES exam prep courses through ESC 7.	HR Dept Campus Principals ESC 7 EPP Coordinator
26-27	Fall '26-Summer '27		<input type="checkbox"/> Encourage uncertified teachers who are not enrolled in an alternative certification program to join a certification program. <input type="checkbox"/> Provide TExES exam prep courses through ESC 7 in	HR Dept Campus Principals ESC 7 EPP Coordinator

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			<p>district.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Continue 1st- and 2nd-year teacher mentor programs. <input type="checkbox"/> Continue providing scholarships for our Grow-Your-Own uncertified paraprofessionals. <input type="checkbox"/> Launch a teacher residency program. <input type="checkbox"/> Recruit certified teachers at local college fairs. 	
27-28	Fall '27-Summer '28		<ul style="list-style-type: none"> <input type="checkbox"/> Continue the first- and second-year teacher mentor program. <input type="checkbox"/> Offer TExES exam preparation courses through ESC 7. <input type="checkbox"/> Maintain the Grow-Your-Own cohort and scholarship for uncertified paraprofessionals. <input type="checkbox"/> Sustain the teacher residency program. <input type="checkbox"/> Recruit certified teachers at local college fairs. 	<p>HR Dept</p> <p>Campus Principals</p> <p>ESC 7 EPP Coordinator</p>
28-29	Fall '28-		<ul style="list-style-type: none"> <input type="checkbox"/> Continue the first- 	HR Dept

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	Summer '29		<p>and second-year teacher mentor program.</p> <ul style="list-style-type: none"><input type="checkbox"/> Offer TExES exam preparation courses through ESC 7.<input type="checkbox"/> Maintain the Grow-Your-Own cohort and scholarship for uncertified paraprofessionals.<input type="checkbox"/> Sustain the teacher residency program.<input type="checkbox"/> Recruit certified teachers at local college fairs.	<p>Campus Principals</p> <p>ESC 7 EPP Coordinator</p>
29-30	Fall '29-Summer '30	0%	<ul style="list-style-type: none"><input type="checkbox"/> Ensure full compliance for all foundational courses.<input type="checkbox"/> Continue collaborating with EPP partners to sustain program quality.<input type="checkbox"/> Continue to recruit certified teachers at local college fairs.	<p>HR Dept</p> <p>Campus Principals</p> <p>ESC 7 EPP Coordinator</p>

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VII. Board Approval and Attestation

This plan has been reviewed and approved by the Board of Trustees of Hallsville ISD in an open meeting on **January 20, 2026**. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature: _____ Date: _____

Superintendent Signature: _____ Date: _____

Resources and Next Steps

Where Can I Find My Data?

When developing the plan, districts are encouraged to review the [Newly Certified and New Teacher Hires dashboard](#) and the [Uncertified Teachers by District/School System Report](#). Both resources should provide districts with useful data to inform the development of their plan.

Next steps once the plan is completed:

1. The District School Board must approve the plan.
2. The plan must be posted on the district's website with the date of board approval.
3. Complete the application using this [link](#).

Sample Strategic Plan

Click [here](#) to access a sample Strategic Plan.