

Learning and Teaching

HB 3 Reading Academies

April 14, 2025

Cohort Leader
Myrna Ficarra

Specialized Support Administrator
Amy Teddy



LISD Fulfillment: Where are we now?

Reading Academies were established by HB 3 in the 86th legislature session requiring all K-3 teachers, including special education teachers, and principals to attend.

Reading Academies content includes using data to inform instruction, oral language and vocabulary, phonological awareness, pre-reading skills, decoding and encoding, reading fluency, reading comprehension and writing.

By summer of 2025, almost 1300 LISD teachers have completed Texas Reading Academies.

New cohorts will begin in June 2025 with 73 new hires/new to required position from this year. This allows our new hires to teach a full year before beginning the course.

This year, all teachers were enrolled in the Comprehensive Model that was delivered in person with coaching.

Reading Academies Financial Challenges

Financial challenges regarding implementation:

- Continues to be an unfunded mandate
 - Total spent over 5 years: almost \$3.5 million
 - Cost now includes 1.5 Cohort Leaders
 - Regional Service Center fees
 - Subs to cover professional learning days
 - 9 days
 - 6 days (if passed the Science of Teaching Reading exam)
 - Campus Administrator participation cost is additional \$400
-

6 Year Cost ≈ \$3.6 Million Unfunded Mandate

Timeframe	LISD Estimated	LISD Total	ESC Option Estimated
Phase 1 - Phase 4 (1250 participants)	\$3,500,000	\$3,310,700	
RA Cohorts - 2024-2025 (49 participants)	Estimated \$165,000	Actual to date ≈ \$115,600 \$76,200 Cohort Leader \$12,400 ESC \$26,400 subs \$600 gen supplies	Estimated > \$210,000 \$3,000 per participant \$27,000 subs + travel
RA Cohorts - 2025-2026 (current: 73 participants)	Estimated \$175,000		Estimated > \$305,000

Early Ed Allotment Funds

Early Ed Allotment	\$5,284,313
Expenses	
Lillie J Jackson	\$2,410,939
Non LJJ PreK Campuses	\$4,694,830
District Staff	\$1,174,760
Total Expenses	\$8,280,528
Net Profit/Loss	(\$2,996,215)

Continued Implementation Challenges

- Impact on Teachers' time and energy
 - While the learning is valued, the time commitment continues by removing teachers from classrooms
 - Science of Teaching Reading Certification only reduces requirement by 3 days
 - Additional preparation is required for sub plans
 - Additional coaching sessions required 4 times a year during planning period
- Impact on Principal's time and energy
 - Required to use the TEA blended course, which requires more time on questions
 - Must use assigned Regional Service Center (Amarillo)
 - Time needed as a self-paced course (60 -120 hrs) or in person monthly meeting with Cohort Leader*
(*Provided support by LISD Cohort Leaders)
- This learning should be part of pre-service training at the university level.

Future Considerations with HB 123

Additional Teacher Training Requirements:

New **Reading Intervention** Academies

- Requires K-5 teachers who provide reading intervention to students to attend (includes K-3 teachers who have already completed Reading Academies)
- Requires 6-8 grade teachers that teach reading, math, social studies, or science to attend

New **Math Academies** and **Math Intervention** Academies

- Requires K-8 teachers who provide math instruction, principals, assistant principals, math coach or interventionists to attend Math Academies by 2030-2031
- Requires K-8 teachers who provide math intervention to attend Math Intervention Academies
- Early Ed teachers who attend Math Academies also eligible for stipend if attended outside work hours

Assessments/Intervention/Tutorial Services:

- Requires new foundational literacy, math numeracy and adaptive vocabulary assessments
- Requires reading and/or math interventions for students at risk in grades K-8
- Provides parents w/ grant for tutorial services in 3rd grade for required accelerated instruction

Celebrations and Thanks

Year 5: Participant Feedback

- 98% agree that Cohort Leader provides feedback and support to help understand content and facilitates effective coaching sessions.
- 100% agree Cohort Leader has in-depth knowledge of SOR.
- 100% agree Cohort Leader is timely and responsive.
- 96% are satisfied with their experience with Reading Academies.
- 100% enrolled will complete the RA
- The burden of extra course work has been removed and teachers really appreciate the in person sessions and coaching feedback.

*Teachers have expressed thanks for the alignment of our curriculum to the science of reading and overall alignment of phonics and spelling to reading instruction!

Thank you, LISD School Board:

- For supporting local implementation which personalizes learning for our teachers
- For providing substitutes during PL for this additional learning

Thank you!

