



Delay of Teacher Certification Requirements District of Innovation

By

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2025-2026



District of Innovation Background

Historically, District of Innovation (DOI) plans allowed public-school districts to employ uncertified teachers, with the exception of bilingual education, English as a Second Language (ESL), prekindergarten, and special education.



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

House Bill 2 (89th Legislature) amended Texas Education Code (TEC) §21.003 by establishing §21.0032, which authorizes the commissioner of education to approve district requests to delay the implementation of certification requirements for existing uncertified teachers of record in foundation curriculum courses until the 2029–2030 school year. **Compliance with this statute substantially restricts the use of DOI exemptions for foundational subject areas and initiates a statewide transition toward full certification alignment.**



2025-2026



PURPOSE OF THE TRANSITION CERTIFICATION PLAN

For the past six academic years, United ISD has earned an **“A” rating** from the Texas Education Agency (TEA), reflecting high performance in Student Achievement, School Progress, and Closing the Gaps. Sustaining instructional continuity is essential to maintaining this level of excellence.

United ISD seeks approval from Texas Education Commissioner Mike Morath for a **delay of certification requirements** for existing uncertified foundational subject teachers through the **2029–2030 school year**.

Commissioner Morath’s approval provides **critical staffing stability**, allowing eligible teachers to remain in their assignments throughout the transition period while completing certification requirements. This stability is especially important given the district’s geographic and workforce challenges.



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



United ISD Goals for 2029-2030 Timeline

GOALS

- Achieve full statewide compliance with TEC §21.0032 by ensuring all foundational subject teachers hold valid Texas certification for those teachers on a **DOI**.
- Provide comprehensive support for all UISD foundational subject teachers on a **DOI** to earn and maintain a valid Texas teaching certificate (standard, intern, probationary, or enhanced).



2025-2026



House Bill 2 Requirements

Delay of Teacher Certification Requirements Application and Process

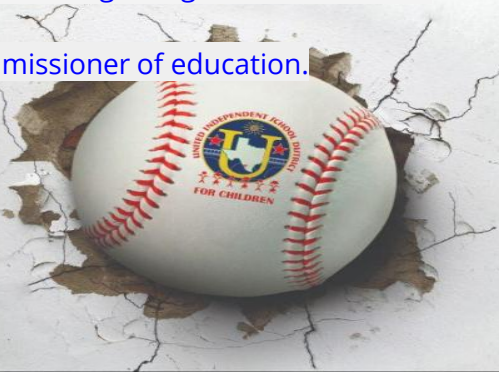
- *TEC, §21.0032 (a-1), authorizes the commissioner of education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.*

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)
- 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).

| | <u>23-24</u> | <u>24-25</u> | <u>25-26</u> |
|---------------------|--------------|--------------|--------------|
| <u>ELEM.</u> | | | |
| PK | 6 | 5 | 7 |
| KINDER | 4 | 6 | 1 |
| 1ST | 11 | 5 | 7 |
| 2ND | 6 | 7 | 1 |
| 3RD | 5 | 4 | 1 |
| 4TH | 10 | 5 | 2 |
| 5TH | 6 | 6 | 4 |



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>6TH-8TH</u> | | | |
| SCIENCE | 2 | 4 | 5 |
| MATH | 3 | 1 | 3 |
| ELAR | 2 | 8 | 5 |
| SOC.ST. | 4 | 5 | 3 |



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> | | | |
| SCIENCE | 8 | 12 | 10 |
| MATH | 2 | 1 | 1 |
| ELAR | 5 | 4 | 9 |
| SOC.ST. | 2 | 8 | 5 |
| TOTAL | 76 | 81 | 64 |



House Bill 2 Requirements

Support structures to help uncertified teachers earn certification

- All day in-person test preparation sessions were scheduled and conducted during the school week. Administrators collaborated to schedule the all day in-person sessions during dates that aligned to the UISD academic calendar. With the support from United ISD campus administrators, the teachers were provided release time to attend all day in-person test preparation sessions.
- RFP with third-party Party Contractor - **Teach Us Texas (TUTX)** 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.
- UISD candidates preparing for certification have participated in a hybrid model of test-preparation sessions led by **Dr. Verónica Galván** (Teach Us Vice President, Academic Relations) and **Mr. Luis Eduardo González** (Teach Us Senior Director).



2025-2026



House Bill 2 Requirements

Support structures to help uncertified teachers earn certification

- USD administrators and Human Resources staff attended virtual and in-person sessions to reinforce certification deadlines and expectations.
- Participants received printed schedules for all in-person and virtual sessions and signed attendance sheets (upon arrival and after lunch) verified by USD staff.
- Virtual sessions were held from 5:30–7:30 p.m. and attendance was monitored by Mr. Luis Eduardo González (Teach Us) throughout the session. Ms. Carlota Rivera attended the virtual sessions. Rules for participation were provided to the participants prior to attending virtual sessions.
- Additional study resources were provided by Teach Us and by the district through Google Classroom.



2025-2026



House Bill 2 Requirements

Support structures to help uncertified teachers earn certification

- Teach Us scheduled and conducted virtual office hours each semester to meet with participants, offer individualized study-planning support, and provide guidance on applying current neuroscientific research related to reducing test anxiety.
- 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.
- Teachers consistently reported that the test-taking strategies and content of the sessions conducted by Teach Us and District initiatives improved both their instructional practice and their performance on TExES examinations. Due to this success, UISD proposes continuing this model throughout the Transition to Certification Plan, with adjustments made as needed.



2025-2026



House Bill 2 Requirements

Support structures to help uncertified teachers earn certification

EVALUATION OF TEACHER PROGRESS

Progress toward certification will be evaluated based on:

- Individual progress reviews for each teacher seeking certification will be conducted by Human Resources to ensure that they are demonstrating the capacity to meet all state and program requirements for internship eligibility on or before the established deadlines.
- Successful completion of all state and program requirements for earning a Standard teaching certificate on or before the due date.
- Participation in required meetings with UISD Human Resource Department.
- Responding to ongoing communication via district email.
- Meetings with Teach Us to discuss attendance and progress.



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 Dean of the College 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 PK-5th | DOI 1,2,3 | No DOI for Elementary *DOI with Conditions/Intern or Standard | *DOI with Conditions/Intern Or Standard | *DOI with Conditions/Intern Or Standard | Intern/Standard Certificate | |
| Secondary 6 th & 12 th | DOI 1,2,3 | *DOI 1 or 2 /Intern or Standard | No DOI for Secondary *DOI with Conditions/Intern Or Standard | *DOI with Conditions/Intern Or Standard | Intern/Standard Certificate | |

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.

*Non-Certified Teachers must make yearly progress to meet the approved plan by the Commissioner of Education.



2025–2026 Academic Year (Current Teachers hired on a DOI)

Teachers on a **first year DOI** based on the approved plan must complete and provide evidence of the following:

- Complete **150 hours** *out of the State required 300 hours* of EPP (alternative certification program) coursework no later than 30 days after the last day of school; and
- Complete **50 hours** of state-required Field-Based Observations within the same timeline; and
- Complete EPP requirements for recommendation to register for appropriate TExES content exam(s); and
- *Attempt the content test(s) or have a passing score(s) on required TExES content exams no later than June 30th*



2025-2026



2026–2027 Academic Year

Teachers on a **second year DOI** based on the approved plan must complete and provide evidence of the following:

- Complete **300 hours** of EPP (alternative certification program) coursework no later than 30 days after the last day of school; and
- Passing score(s) on required TExES content exam no later than June 30th; and
- Eligible for an intern certificate for **2027-2028**; and
- **Must complete one year internship and earn a Standard certificate by the end of the internship year**



2025-2026



2026–2027 Academic Year -New teacher hire on DOI

Teachers hired on a **first year DOI** based on the approved plan must complete and provide evidence of the following:

- Complete **150 hours** *out of the State required 300 hours* of EPP (alternative certification program) coursework no later than 30 days after the last day of school; and
- Complete **50 hours** of state-required Field-Based Observations within the same timeline; and
- Complete EPP requirements for recommendation to register for appropriate TExES content exam(s); and
- *Attempt the content test(s) or have a* passing score(s) on required TExES content exams no later than June 30th



2025-2026



2027–2028 Academic Year

Teachers on a **second year DOI** based on the approved plan must complete and provide evidence of the following:

- Complete **300 hours** of EPP (alternative certification program) coursework no later than 30 days after the last day of school; and
- Passing score(s) on required TExES content exam no later than June 30th; and
- Eligible for an intern certificate for **2028-2029**; and
- **Must complete one year internship and earn a Standard certificate by the end of the internship year**



2025-2026



2018 2019 2022 2023 2024 2025



2027–2028 Academic Year - new teacher hire on DOI

Teachers hired on a **first year DOI** based on the approved plan must complete and provide evidence of the following:

- Complete **150 hours** *out of the State required 300 hours* of EPP (alternative certification program) coursework no later than 30 days after the last day of school; and
- Complete **50 hours** of state-required Field-Based Observations within the same timeline; and
- Complete EPP requirements for recommendation to register for appropriate TExES content exam(s); and
- *Attempt the content test(s) or have a passing score(s) on required TExES content exams no later than June 30th*



2025-2026



2028–2029 Academic Year

Teachers on a **second year DOI** based on the approved plan must complete and provide evidence of the following:

- Complete **300 hours** *out of the State required 300 hours* of EPP (alternative certification program) coursework no later than 30 days after the last day of school; and
- Passing score(s) on required TExES content exam no later than June 30th; and
- Eligible for an intern certificate for **2029-2030**; and
- **Must complete one year internship and earn a Standard certificate by the end of the internship year**



2025-2026



FAILURE TO MEET REQUIREMENTS

Failure to meet annual progress expectations may result in:

- Ineligibility to continue teaching foundational subjects under the delayed plan,
- Removal from the teaching assignment,
- Possible reassignment if available, or
- Released due to contract requirements.



2025-2026



Finalization of District of Innovation Plan Aligned to 2029–2030 Goals

2029–2030 Academic Year (Before the start)

Meet all state and program requirements to teach on an intern certificate; OR

Complete all state and Educator Preparation Program (EPP) requirements, earn passing scores on the appropriate TExES content and pedagogy examinations, and meet all criteria necessary to obtain a standard Texas teaching certificate.



2025-2026





2025-2026

