



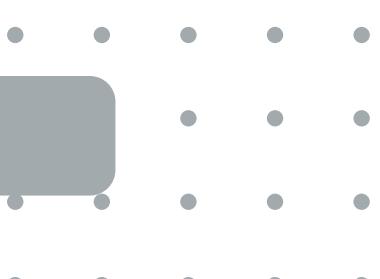
February 10, 2026

HB2 Teacher Certification Transition Plan

Delay of Teacher Certification

William Baker,
Assistant
Superintendent HR

District Goal # 2.3





TEACHER CERTIFICATION TRANSITION PLAN

Ensuring Full Certification Compliance
by 2029 –2030

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

Why Is a Teacher Certification Transition Plan Needed?

01

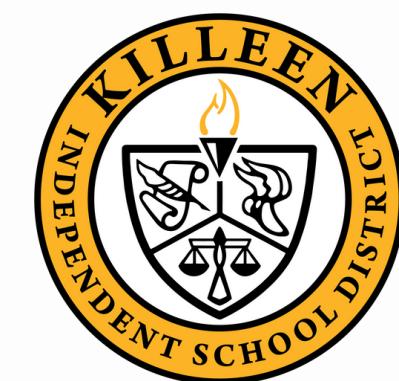
House Bill 2 updates teacher certification requirements

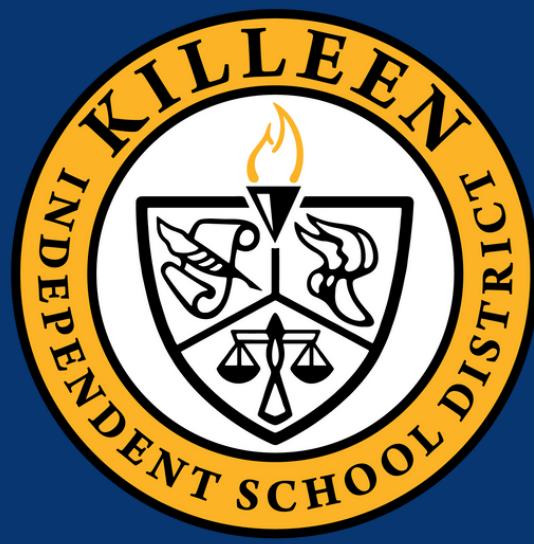
02

New limits on certification exemptions are phasing in

03

Districts may request a state-approved transition period





Plan Requirements

Develop, implement, and monitor educator and staff talent pipelines (teacher residency, paraprofessional-to-teacher, and grow-your-own pathways) aligned to district staffing needs and certification requirements.

Provide ongoing training, communication, and coaching to participants, mentors, and campus leaders. Monitor certification progress and program outcomes to ensure educators remain on track.

Maintain collaborative partnerships with universities, Educator Preparation Programs (EPP), and community organizations to support recruitment, placement, and certification completion.

Transition Timeline

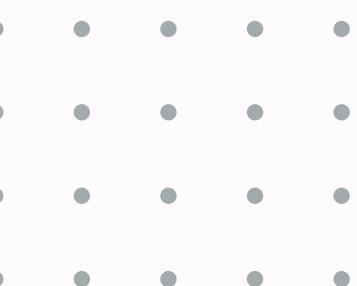
Progress Monitor

2026-27: Planning, approvals, individualized certification plans, exams, coursework, and clinical completion

2027-28: Continued exams, coursework, and clinical completion

2028-29: Final certifications completed

2029-30: All teachers of record fully certified





Questions?