



## Brackett ISD District Plan to Delay Implementation of Teacher Certification Requirements

The purpose of this plan is to formally document Brackett ISD's intentions to comply with the Commissioner of Education's authorization to delay implementation of teacher certification requirements established under HB 2 and TEC 21.0032. This is a request to delay the implementation timeline as set forth by HB2. This plan will include how the district will transition during the extension to include explanations, pathways, supports and timelines for the proposed delay to ensure full compliance by the beginning of the 2029-2030 school year.

### District information:

- District Code: 136901
- Superintendent Name/Email: Eliza Diaz; [eliza.diaz@brackettisd.net](mailto:eliza.diaz@brackettisd.net)
- Brackett ISD is a small 2A rural district between three larger districts, which creates struggles with hiring certified teachers.
- The total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level):
  - \*Pre Kinder RLA and Math - 2 teachers
  - \*1st grade RLA and Math - 1 teacher
  - \*3rd grade RLA and Math - 1 teacher
  - \*7th grade Math & ALg 1 - 1teacher
  - \*7th/8th grade RLA - 1 teacher
  - \*6th/7th/HS Science - 1 teacher with Intern Certification
- The total number of new, uncertified teachers hired on average each of the last three years:
  - \*2025-2026 -7 uncertified teachers district wide 15%
  - \*2024-2025-10 uncertified teachers district wide 20%
  - \*2023-2024- 14 uncertified teachers district wide 27%
  - \*2022 - 2023 - 7 uncertified teachers district wide 17%
- The Educator Preparation Program that Brackett ISD has partnered with is **240 Certification**. The 240 Certification program allows for real time tracking by providing an "admin portal" for BISD district level admin to track candidate progress. 240 representatives provide direct support for candidates and district staff with proactive checkins for accountability and available as needed . The partnership is based around the district's needs. 240 also provides services for the district through a tutoring portal for those candidates that just need to complete an exam for certification and through a hiring job board for district admin to review and search for possible future hires.

## HB 2 requirements are:

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

## District Certification Strategy

Brackett ISD has implemented purposeful staffing pathways and certification supports to help employees fulfill their teaching certification requirements. Brackett ISD has worked hard to maintain instructional integrity during a statewide teacher shortage. Brackett ISD has assigned the Director of Instruction and Accountability the responsibility to work with our current uncertified teachers to ensure compliance with their program, provide support and guidance, as well as ensure compliance with district teacher contract requirements. Brackett ISD uses an addendum to the uncertified teacher contract to include completion of program requirements based on year of enrollment and increasing compensation levels based on those completions creating an incentive for employee advancement through their certification process. The delayed compliance will give Brackett ISD an opportunity to fulfill the commitment we have with our current uncertified teachers to complete their certification. The delay will allow for accountability, a gradual transition and structured support rather than immediate disruption to classroom staffing.

## Timeline during the extension, Brackett ISD will transition by:

### **2025 - 2026**

Brackett ISD will create a plan for delay of implementation, request approval of the plan by the district's Board of Trustees and submit the approved plan to the Commissioner of Education for approval to move forward with the delay. The district will: 1) continue supporting uncertified staff 2) review the current District of Innovation Plan which will expire in 2027 3) educate district staff of upcoming changes and request for delay.

### **2026 - 2027**

Out of the current 7 teachers working towards completing their certification **3** of those are expected certification before the 26/27 school year begins; **4** will be in their second year of the Educator Preparation Program beginning 26/27 with full certification expected for the 27/28 school year..

For the 2026 - 2027 school year Brackett ISD:

- 1) will **not** hire any new teacher candidates for a **foundational K-5 position** unless they are in their **second** year of an Educator Preparation Program and already have their SOE with an intern certificate.
- 2) **may** hire, for grades **6-12** candidates in their first year of an Educator Preparation Program no matter what subject or course they will be assigned to teach.
- 3) **PreK -12th grade** teaching candidates that teach courses other than foundational (electives, CTE, PE) consideration will be taken for hire as long as they are enrolled in an Educator Preparation Program.

## **2027 - 2028**

Brackett ISD:

- 1) will **not** hire any teacher (grades PK-12) that is in their first year of an Educator Preparation Program teaching a **foundational** subject.
- 2) **may** hire any second year candidates in an Educator Preparation Program with an SOE and intern certificate
- 3) **PreK -12th grade** teaching candidates that teach courses other than foundational (electives, CTE, PE) consideration will be taken for hire as long as they are enrolled in an Educator Preparation Program.

## **2028 - 2029 and following**

Brackett ISD:

- 1) will not hire any “uncertified” teaching candidates for **foundational subjects as teacher of record**. Teaching candidates must have a completed certification, intern/probationary certification, or the district/candidate may apply for a permit or waiver following the TEC 21.055 or 7.056 process.

Attestation:

The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Superintendent Signature: \_\_\_\_\_ Date: \_\_\_\_\_