

Gatesville ISD Plan to Delay Implementation of HB 2 Teacher Certification Requirements

I. Statutory Authority

Gatesville ISD seeks approval from the Commissioner of Education to delay implementation of teacher certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029 - 2030 school year.

This plan outlines the district's strategy for transitioning to full compliance with statutory certification requirements prior to the 2029 - 2030 school year, as required by House Bill 2 (89th Texas Legislature, Regular Session, 2025).

This plan is separate from, and independent of, the GISD's District of Innovation plan.

II. Current Staffing Overview (2025 - 2026)

As of the date of application submission, the district has the following foundation curriculum teachers:

- **Total foundation curriculum teachers: 117**
 - Grades K - 5 = 59
 - Grades 6 - 12 = 58
- **Uncertified foundation curriculum teachers: 9**
 - Grades K - 5 = 7
 - Grades 6 - 12 = 2

III. Purpose of Delay Request

GISD is requesting a delay in implementation of certification requirements in order to:

- Maintain continuity of instruction while transitioning current staff to full certification;
- Support currently employed uncertified teachers in completing certification requirements;
- Reduce the district's reliance on uncertified teachers in foundation curriculum assignments over time; and
- Ensure full compliance with HB 2 requirements prior to the 2029 - 2030 school year.

IV. Transition Strategy to Full Certification Compliance

GISD will implement a structured, multi-year transition strategy focused on reducing the number of uncertified teachers assigned to foundation curriculum courses.

A. Reduction of Uncertified Teachers

The district will work toward a continuous reduction in the number of uncertified teachers in foundation curriculum assignments through:

- Supporting currently employed uncertified teachers in achieving certification;
- Prioritizing certified applicants for all foundation curriculum vacancies; and
- Limiting the hiring of uncertified teachers in foundation curriculum courses to circumstances in which certified applicants are not available and staffing needs must be met.

While the district's intent is to minimize the hiring of uncertified teachers, the district acknowledges the need to staff classrooms and may employ uncertified teachers during the delay period when it is necessary to ensure continuity of instruction.

B. Support for Certification Completion

The district will provide support to uncertified teachers pursuing certification, which may include:

- Coordination with educator preparation programs to provide individual guidance on certification requirements and timelines;
- Monitoring progress toward certification milestones; and
- Participation in state-authorized incentives for certification, when applicable.

All certification support will be provided within available district resources and in accordance with applicable law.

C. Educator Preparation Program (EPP) Partnership

The district will partner approved Educator Preparation Program (EPP) Teachworthy to support certification efforts during the delay period.

Teachworthy will provide support to uncertified teachers pursuing certification, which may include:

- Prepare a Certification plan for each candidate with the assigned personal program advisor who will be their advisor until they receive their standard certification.
- Confirm transcripts and payment options are in place for each candidate to clearly understand and agree to program expectations.
- Complete nine courses in the curriculum that are evaluated by former Texas teachers to assure mastery of content.
- Participate in seminars and collaboration meetings with district partners.
- Support the goals of program completion for each candidate and district in a timely manner to be job ready and issue a Statement of Eligibility.
- Provide dashboard data to show academic status and performance of progress in the curriculum and observation hours to district partners.
- Support each candidate with content, STR, and PPR testing prep and remediation plans if failure occurs in any exam.

The district will implement these strategies on an ongoing basis throughout the delay period to ensure full compliance prior to the beginning of the 2029 - 2030 school year.

V. Monitoring and Review

The district will monitor progress toward certification compliance by:

- Reviewing the number of uncertified foundation curriculum teachers annually;
- Tracking certification progress of currently employed uncertified teachers; and
- Adjusting recruitment and support strategies as necessary to ensure full compliance by the beginning of the 2029 - 2030 school year.

VI. Assurance of Compliance

The district affirms its commitment to full compliance with Texas Education Code §§21.003 and 21.0032 and will meet all certification requirements for foundation curriculum teachers by the start of the 2029 - 2030 school year.

VII. Board Approval and Public Posting

This plan was approved by the district's Board of Trustees on **[date]**.

In accordance with TEA requirements:

- The board-approved plan is posted on the district's website at **_____**
- The board meeting agenda reflecting approval is publicly accessible at **_____**