



Huntsville Independent School District  
441 FM 2821 East, Huntsville, TX 77320  
936.435.6300

**DATE:** February 19, 2026

**TO:** HISD Board of Trustee

**CC:** Dr. L. Scott Sheppard, *Superintendent of Schools HISD*

**FROM:** Dr. Nkrumah H. Dixon, *Assistant Superintendent of Human Resources*

**RE:** *District Plan to Delay Teacher Certification Requirements*

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House Bill (HB) 2 passed during the 89th Texas Legislature, Regular Session, 2025, and was signed into law by Governor Abbott. A letter published by TEA on August 21, 2025, called House Bill 2 (HB 2) Implementation: New Teacher Certification Requirements and Incentives for Uncertified Teachers, included information on new limitations to Texas school districts' ability to waive teacher certification requirements for foundational curriculum courses within their district of innovation (DOI) plan.

Another letter was published on October 16, 2025 providing additional information on the process that districts must use if they wish to request approval from the commissioner of education to delay implementation of certification requirements for foundation curriculum courses (Math, Science, ELAR, and Social Studies) until the beginning of the 2029-2030 school year. In order to do this, the District must submit an application to the TEA.

Prior to submitting the application, districts must create a plan for how they will meet the statutory guidelines for teacher certification requirements. Once the district has developed their plan to address uncertified teachers, the district board of trustees must approve the plan. The board must then also approve the District to submit the application for delaying teacher certification to the TEA.

**SUPPORTING DOCUMENTS:**

None \_\_\_\_\_ **Attached**  **Provided Later** \_\_\_\_\_

**FISCAL IMPLICATIONS:**

None.

**RECOMMENDATION:**

Administration recommends approval of the plan to delay teacher certification and approval of the submission of the application to delay teacher certification requirements to TEA.



## **District Plan for Meeting Teacher Certification Requirements by School Year 29-30**

*Pursuant to Tex. Educ. Code § 21.0032(a-1), Huntsville ISD has created a plan to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.*

**District Name:** Huntsville ISD

**County-District Number (CDN):** 019908

**Superintendent Name & Email:** Dr. L. Scott Sheppard, [ssheppard@huntsville-isd.org](mailto:ssheppard@huntsville-isd.org)

**Point of Contact for Plan Implementation:** Racheal Branch, Director of Human Resources, [rcbranch@huntsville-isd.org](mailto:rcbranch@huntsville-isd.org); 936-435-6300

**Board Approval Date:**

**Date Posted to District Website:**

**Link to Posted Plan:**



# Huntsville Independent School District

## Human Resources

441 FM 2821 East • Huntsville, Texas 77320-9298

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### **Current Status of uncertified teachers in Huntsville ISD:**

We currently have 88 uncertified teachers or 38% teaching in foundation curriculum courses across the district. Below is a breakdown of campus, grade level and subject area for each uncertified teacher:

Grade Level	Math/ Science	RLA/ S. Studies	Self Contained	Science/ S. Sudeis	Math	RLA	Social Studies	Science
KG			10					
1st			8					
2nd	1	1	9					
3rd	1	3		1	1	1		
4th	3	4						
5th	3	2		1				
6th					1	1		3
7th					1		2	2
8th					1		1	3
9th			1		1		3	2
10th					1			
11th					2			1
12th						2	1	2

HISD has recently experienced a decrease in the percentage of new hires for the 2025-2026 school year. However, we still hired 23 uncertified teachers in the foundation curriculum courses.

Average number of uncertified new hires in CORE areas			
	# of Teacher's Hired	# of Uncertified Teachers Hired	Percentage of uncertified teachers
2023-2024	47	28	60%
2024-2025	54	31	57%
2025-2026	55	23	42%

**EDUCATOR PREPARATION PROGRAM PARTNERSHIPS**

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
Sam Houston State University	SHSU will partner with HISD on the Grow Your Own program, Mentorship program and the teacher Residency program to build a pipeline of new teachers, as well as offer support for uncertified teachers through their rigorous EPP. HISD will also assist teachers who use other Alternative Education Programs

**Transition plan for certification:**

The goal of the district is for all uncertified teachers to obtain certification by the end of the 2026-2027 school year. This will give them a year to obtain their intern certificate and another year to obtain their standard certificate.

The district created a timeline with deadlines for all uncertified teachers. In September of 2025, the director of Human Resources met with each teacher and provided them with a plan for certification as well as resources to help them enter into a EPP by December 1, 2025. Another certification meeting will be scheduled in the spring of 2026 to ensure that they are making progress towards certification.

By May 15, 2026, all DOI teachers must have an SOE of file. As of January, 2026, we still have 22 of the 88 teachers that have not been accepted into a program. Several of them are in the process, however they must pass the PACT test to be accepted. Knowing that many of our teachers face this additional obstacle of passing the PACT test is why the delay of implementation is vital to ensuring that we have enough teachers to start the 2026-2027 school year. Principals will only be allowed to hire applicants who are certified or currently enrolled in a program.

**TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE**

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	Meet with all DOI teachers and explain the district's directive regarding certification. <i>By May 15, 2026, all DOI teachers will have obtained an SOE.</i>	Obtain status of all DOI teachers and their plans for certification. Provide a timeline when employees will need to be certified.	District HR	Documentation for all DOI teachers.



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2026-2027	Reduce uncertified teachers in 6-12 by 50%	Offer cohorts with study materials; assign mentor; track progress: GYO, Residency	District HR & EPP	% uncertified 6-12 teachers
2027-2028	Reduce uncertified teachers in K-12 core by 75%	Offer cohorts with study materials; assign mentor; track progress: GYO, Residency	District HR & EPP	% uncertified K-12 teachers
2028-2029	Achieve < 5% uncertified in foundation subjects	Offer cohorts with study materials; assign mentor; track progress: GYO, Residency	District HR & EPP	% uncertified K-12 teachers
2029-2030	Full compliance (0% uncertified)	Offer cohorts with study materials; assign mentor; track progress: GYO, Residency	District HR & EPP	% uncertified K-12 teachers

## STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	Apply for GYO and PREP Residency to build pipeline of certified teachers  Assign trained mentors to first and second year teachers  Create a certification plan for all uncertified teachers employed by the district	Assistant Supt of HR  HR Director  HR Director	# of paras enrolled in courses Fall 2026; Placement of two residents Fall 2026  List of new teachers and assigned mentor  100% of uncertified teachers have a written certification plan by 5/2026
2026-27	Create a cohort to support our uncertified teachers with free study materials	HR Team	50% of uncertified teachers pass content test by EOY



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### 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:** \_\_\_\_\_