

Learning and Teaching

HB 3 Reading Academies

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LISD Fulfillment: Where are we now?

Reading Academies were established by HB 3 in the 86th legislature session requiring all K-3 teachers, including special education teachers, and principals to attend.

Reading Academies content includes using data to inform instruction, oral language and vocabulary, phonological awareness, pre-reading skills, decoding and encoding, reading fluency, reading comprehension and writing.

By summer of 2026, almost 1400 LISD teachers have completed Texas Reading Academies.

New cohorts will begin in May 2026 with 60-70 new hires/new to required position from this year. This allows our new hires to teach a full year before beginning the course.

This year, all teachers were enrolled in the Comprehensive Model that was delivered in person with coaching.

Reading Academies Financial Challenges

Financial challenges regarding implementation:

- Continues to be an under-funded mandate
 - Total spent over 7 years: almost \$3.8 million
 - Cost now includes 1.5 Cohort Leaders
 - Regional Service Center fees
 - Subs to cover professional learning days
 - 9 days
 - 6 days (if passed the Science of Teaching Reading exam)
 - Campus Administrators have all completed Reading Academies.
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Early Ed Allotment Funds

Early Ed Allotment	\$5,182,143
Expenses FY25	
Lillie J Jackson	\$2,614,770
Non LJJ PreK Campuses	\$4,772,890
District Staff	\$893,187
Total Expenses	\$8,280,847
Net Profit/Loss	(\$3,098,704)

7 Year Cost ≈ \$3.8 Million Unfunded Mandate

Timeframe	LISD Estimated	LISD Total	ESC Option Estimated
Phase 1 - Phase 4 (1250 participants)	\$3,500,000	\$3,310,700	
RA Cohorts 2024-2026 (118 participants)	Estimated \$340,000	Actual to date ≈\$263,400	Estimated > \$470,000 \$3,000 per participant \$100,000 subs+ travel
RA Cohorts 2026-2027 (current: 60 participants)	Estimated \$162,000 \$78,000 CL \$12,000 ESC \$70,000 Subs \$2,000 Sup + Travel		Estimated > \$250,000

Continued Implementation Challenges

- Impact on Teachers' time and energy
 - While the learning is valued, the time commitment continues by removing teachers from classrooms
 - Science of Teaching Reading Certification only reduces requirement by 3 days
 - Additional preparation is required for sub plans
 - Additional coaching sessions required 4 times a year during planning period
- Impact on Principal's time and energy (All current Principals are trained)
 - Required to use the TEA blended course, which requires more time on questions
 - Must use assigned Regional Service Center (Amarillo)
 - Time needed as a self-paced course (60 -120 hrs) or in person monthly meeting with Cohort Leader*
(*Provided support by LISD Cohort Leaders)
- This learning should be part of pre-service training at the university level.

Takeaways from Reading Academies

- Transition to in-person, collaborative training has boosted educator engagement and teacher morale.
- Educators are demonstrating a deeper, more sophisticated command of foundational skills instruction.
- K-2 small group instruction includes a focus on decoding skills through the systematic use of decodable texts.
- Achieved high visibility and alignment with the district scope and sequence across campuses.
- Embedded coaching provides immediate feedback ensuring professional development translates directly into classroom practice.

Future Considerations with HB 2 from the 89th Legislative Session: Texas Math Academies



Texas Mathematics Academies build both administrator and teacher expertise in delivering effective, systematic mathematics instruction for grades K–3. Participants engage in research-based instructional strategies that strengthen foundational skills in fluency, problem solving, place value, whole number operations, and fractions.

Classroom teachers who provide instruction in mathematics to students in grades K–3, along with principals, assistant principals, mathematics instructional coaches, and mathematics interventionists at campuses serving these grades, are required to attend the Texas Mathematics Academies by school year 2030–31.

Additional Teacher Training Requirements:

Approximately 30 total hours, including:

- Two in-person learning days (12 hours)
- Three asynchronous learning modules (Recommend 3 additional work days to reduce cost to district)
- Virtual touchpoints for office hours and coaching sessions with cohort leaders throughout the year
- \$50 an hour for work outside of contracted hours/district responsible for cost
- \$1,200 to attend through ESC (\$900 for district admin in pilot)

Continued Implementation Challenges

Between 2027-2028 and 2030-2031, LISD will need to train about 700 participants for Math Academies and 240 participants for Reading Academies:

- Substitutes will be needed for both Reading and Math Academies
- 60 Reading participants + 150 Math participants \cong 1,200 subs yearly
- Beyond 2031, TEA will require teachers to complete both the Math and Reading Academies within their first year of teaching.
- Advocacy Opportunity: TEA needs to allow 2 years to complete both academies for first year teachers.

Future Cost Considerations with HB 2 Math Academies

Beginning in the 2027–28 school year, districts of any size will be eligible to apply for Authorized Provider status.

Authorized Providers (APs) play a critical role in the successful implementation of the Texas Mathematics Academies by registering eligible cohort leaders for training, ensuring fidelity of content delivery, providing ongoing support to cohort leaders, and monitoring participant progress and completion throughout the programs.

To qualify, entities must:

- Designate a Point of Contact (POC).
- Agree to meet all TEA-established assurances, including:
 - Program fidelity
 - Data reporting
 - Cohort leader support
 - Learner completion monitoring

Authorized providers serve as both operational and instructional leaders, ensuring high-quality implementation of the Texas Mathematics Academies within their service area.

*This could potentially reduce the cost from \$1200 a participant to \$0 for enrollment.

Math Academy 5 Year Cost ≈ 1,078,800 vs. \$1,174,800 Unfunded Mandate

Timeframe - 4 years and beyond	LISD Estimate as Authorized Provider	ESC Option Estimate
<p>Phase 1 (1 year) Pilot Year - Region 11 2026-2027 4 participant</p>	<p>NA (\$4,800 to ESC)</p>	<p>\$4,800</p>
<p>Phase 2 (4 years) LISD Math Academies Cohorts 2027-2031 (150) participants per year) Can we get this many subs?</p>	<p>Estimated \$1,074,000 (\$268,500 per yr) \$156,000 - Cohort Leader (2) \$112,500 - Subs (5 days)</p>	<p>Estimated > \$1,170,000 (\$292,500 per yr) \$180,000 \$1,200 per participant \$112,500 Subs (5 days) \$? Travel (2 days)</p>
<p>Phase 3 (year 6 and beyond) LISD Math Academies Cohorts 2031-2032 and beyond (New teachers/admin)</p>	<p>Estimated \$123,000 \$78,000 Cohort Leader (1) \$45,000 5 days of subs</p>	<p>Estimated > \$117,000 per year \$72,000 1,200 per participant per year (60) \$45,000 Subs (5 days) \$? Travel (2 days)</p>

Compensation History and New Required Stipends

LISD Compensation for Reading Academies

Phase 1-4 Blended Pathway (On-line)

- \$33 per Professional Learning Hour for off-contract hours
- $\$33 \times 60 = \2000 per participant

Phase 4 Blended Pathway (Optional In Person)

- 2 Trade Days
- \$25 per hour for In Person attendance in summer or weekend days (\$150 per day)

Phase 4/5 Comprehensive Pathway

- 1 or 2 Trade Days
- Substitutes provided for attendance during work days (5-9 days per participant)

House Bill 2 Requirements of Stipends for Reading and Math Academies

August 7, 2025

- The Commissioner of Education has set the stipend rate at a minimum of \$50 per hour for any work completed during off-contract hours
- Cohorts starting September 2025 and beyond

Unknowns for Math Academies

- Will we be approved as an Authorized Provider?
- How many participants can be in a cohort per Cohort Leader?
(60 max for Reading Academies)
- What type of work will be required?
- What starting dates will be available?
- What time frame will be required?

Thank you!

