



Meeting Date: February 26, 2025

Submitted By: Cecilia Davis
Title: Deputy Superintendent

Agenda Item: Discussion and possible action regarding approval to delay teacher certification requirements until the beginning of the 2029-2030 school year

DISCUSSION/ACTION ITEM

RECOMMENDATION:

It is recommended that the Board of Trustees approve to delay teacher certification requirements until the beginning of the 2029-2030 school year by permitting district administration to submit to the Commissioner of Education an application to delay teacher certification requirements.

IMPACT/RATIONALE:

House Bill 2 passed during the 89th Legislature in 2025 requires school districts to have fully certified teachers in foundational curriculum courses - English Language Arts, Math, Science, and Social Studies. The 2025-2026 SY is the last year that school districts can waive this requirement in a District of Innovation Plan. However, districts can request approval from the Commissioner of Education to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year by applying to delay teacher certification requirements.

Under HB 2, all teachers must hold a valid Texas educator certificate to continue teaching in public schools: The law introduces a phased timeline for compliance:

By Fall 2026: All K-5 reading and math teachers must be fully certified.

By Fall 2027: All teachers in *core subjects* across all grade levels must be certified.

By Fall 2029: DOI exemptions for certification will no longer be recognized for any teaching assignments.

The application and plan (attached) must include an evaluation of how the district will transition to certification during the extension, and will require a district to:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level);
- Indicate the total number of new, uncertified teachers hired on average each of the last three years;
- Identify at least one Educator Preparation Program partner who will be used to support certification efforts during the extension;
- Obtain approval from the district board of trustees to delay teacher certification requirements until the beginning of the 2029-2030 school year; and

BOARD ACTION REQUESTED:

Approval/Disapproval



Pending Board Approval on February 26, 2026
Delay of Teacher Certification Requirements Proposed Plan

Per TEC, §21.003, a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B, which includes any State Board for Educator Certification (SBEC) issued certificate (intern, probationary, standard, or enhanced standard) or emergency permit for the subject area and grade level. Judson Independent School District, through an approved District of Innovation (DOI) Plan, chose to exempt itself from this certification requirement and has hired uncertified individuals.

House Bill (HB) 2 now limits a district’s ability to include exemptions from certain certification requirements in their DOI plan. These limitations phase in over the next three academic years and include the following:

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. Meaning, all K-5 reading and math teachers must be fully certified, unless the Board of Trustees approves a Delay for Certification Requirements Application and the Commissioner of Education approves the district application.
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. Meaning, all teachers in core subjects across all grade levels must be certified, unless the Board of Trustees approves a Delay for Certification Requirements Application and the Commissioner of Education approves the district application.

These limitations will not impact Judson ISD’s ability to continue seeking exemptions currently in our innovation plan for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.

Districts can submit a plan for Commissioner of Education approval to delay the implementation of teacher certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.



Delay of Teacher Certification Requirements Application

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.

Teachers in Foundational Curriculum Courses as of 2/12/2026		
Categories	# of Uncertified	# of 1 Year Intern Certification
Elementary	61	21
Middle	29	17
High School	33	5
Total Teachers in Foundational Curriculum	123	43

The total number of new, uncertified teachers hired on average each of the last three years:

- Average of 3 Years: 95
- 2023-2024: 142 Hired
- 2024-2025: 79 Hired
- 2025-2026: 65 Hired

Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers:

- Region 20 Education Service Center- 015950

Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval:

- February 19, 2026

Provide the web page link to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved:

- [Judson ISD Public View - BoardBook Premier](#)

Provide the webpage link to the board-approved plan:

- [District of Innovation Plan Webpage](#)



Judson ISD Plan of Action

Although Judson ISD is requesting a delay in the certification requirements, the District will make every effort to be staffed with Highly Qualified and Certified Teachers in the Foundational Curriculum Courses prior to the 2029-2030 School Year. Effective 2026-2027, teachers who are not certified will have two years to meet certification requirements. The Human Resources and Curriculum and Instruction Departments will collaborate to support and monitor non-certified teachers in their journey to certification. The HR Team will send periodic communication regarding timelines, and the C&I Team will provide strategic support and training for certification.

Judson ISD Strategic Scorecard:

- Priority 2 Faculty and Staff: Recruit and value all staff to ensure satisfaction and retention
- Strategic Objective 2.1 Recruit and retain high quality talent

Strategies to Support Uncertified Teachers:

The district has established a partnership with Education Service Center, Region 20 (Human Capital Services Department) to provide the following supports:

- Monthly test preparation sessions
- Testing resources, strategies for testing success, and targeted content support
- Monthly professional development for teachers
- Assessment breakdowns based on individual certification exam scores
- Ongoing virtual follow-up sessions

In addition, the district will provide the following supports to each non-certified teacher:

- Assignment of Campus Mentor Teachers
- Access to Teacher/Content Advisors
- Regular meetings with campus mentors to discuss areas of needs and topics of concern
- Semi-monthly follow-up with the Professional Learning Coordinator
- Development of individualized action plans outlining timelines for certification program completion and required testing
- Bi-monthly meetings focusing on program progress, status updates, and needed supports
- Monthly cluster campus meetings to assist on program completion assignments
- Access to resources for alternative certification programs
- Ongoing communication with the HR Department regarding certification requirements and program certification status

Judson ISD asserts this collaborative approach provides accountability and ensures that non-certified foundation course teachers receive the instructional supports needed to become certified while maintaining instructional rigor and compliance with state requirements. The District aims to decrease by 10 percent each year the number of non-certified foundational course teachers who are hired to teach, thus decreasing the non-certified foundation course teachers overall.

The Judson ISD Board of Trustees is expected to approve the district's request to delay teacher certification requirements until the beginning of the 2029-2030 school year on February 26, 2026.