



**Plan for Meeting Teacher Certification Requirements by 2029-2030
January 13, 2026**

Pursuant to Tex. Educ. Code § 21.0032(a-1), Henderson Independent School District 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: Henderson ISD

County-District Number (CDN): 201902

Superintendent Name & Email: Brian Bowman, bbowman@hendersonisd.org

Point of Contact for Plan Implementation: Stacey Johnson

Board Approval Date: January 13, 2026

Date Posted to District Website: January 15, 2026

I. LEGAL FRAMEWORK

This plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, **Henderson ISD** is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

II. District Commitment

Henderson ISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029–2030 school year. This goal is supported by the following strategies, which are outlined in the strategic action plan beginning on Page 5:

- Develop and monitor individual certification plans for each noncertified staff teaching a foundational curriculum course.
- Partner with Education Service Center 7 to provide an Educator Preparation Program (EPP) through the Impact Program that includes a certification pathway and testing preparation.
- Attend area job fairs to recruit fully certified staff.
- Work with ESC 7 to implement a 1st/2nd year mentoring program.
- Establish a Grow-Your-Own program to target paraprofessionals and high school students.

III. Uncertified Teacher Data (2025-2026 Academic School Year)

Grade Level / Subject Area	Total Core FTE	Number of Uncertified Teachers	Percentage Uncertified	EPP Partner(s) Supporting This Group
Elementary Self-Contained (K-5)	34	2	5.8%	ESC 7 Impact
Elementary RLA (K-5)	12	1	8.3%	ESC 7 Impact
Elementary Math (K-5)	12	4	33.3%	ESC 7 Impact
Elementary Science (K-5)	3	0	0%	ESC 7 Impact
Elementary SS (K-5)	3	0	0%	ESC 7 Impact
Secondary Math (6-12)	17	2	11.7%	ESC 7 Impact
Secondary Science (6-12)	14	1	7.1%	ESC 7 Impact

Secondary ELA (6-12)	19	4	21%	ESC 7 Impact
Secondary SS (6-12)	14	4	28.5%	ESC 7 Impact
TOTAL CORE CURRICULUM	125	16	12.8%	

IV. Hiring Trends (New Uncertified Hires)

(Average number of new uncertified teachers hired in each of the last three years.)

School Year New	Foundation Hires New	Non-Foundation Hires Total	New Uncertified Hires
2023-2024	39	22	25
2024-2025	25	18	15
2025-2026	22	15	6
3 Year Average	28.6	18.3	15.3

V. Educator Preparation Program Partnerships

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
Region 7 Impact	The EPP will assist Henderson ISD with staff who are currently in the certification program and will provide opportunities for test prep as needed. In addition, HISD will work collaboratively with the EPP to establish a mentoring program for 1 st and 2 nd year teachers to ensure growth. Finally, the EPP will serve as a resource as HISD's begins a "Grow-Your-Own" program to strengthen the teaching staff in the future.

VI. Strategic Action Plan

School Year	Timeframe	% of Uncertified Teachers Goal: Decrease by 3.2% yearly	Strategies	Person(s) Responsible
25-26	Spring 2026	12.8%	• Review and develop individual certification plans with timelines. • Conference individually with uncertified staff and campus administrators. • Partner with ESC 7 for EPP partnership.	• HR director and staff • Campus principals • ESC 7 EPP coordinator

			• Create a tracking document to monitor teacher certification progress. • Recruit certified teachers at local job fairs.	
26-27	Summer 2026 through spring 2027	9.6%	• Provide TExES exam prep courses through ESC 7. • Launch the 1st/2nd year teacher mentor program with ESC 7. • Identify paraprofessionals with college hours. • Host a Grow-Your-Own kickoff event to support paraprofessionals wishing to complete a pathway toward certification. • Explore funding sources to support the Grow-Your-Own certification program. • Work with the Henderson High School CTE education pathway to support training opportunities and mentoring for future educators. • Recruit certified teachers at local job fairs.	• HR Director and staff • Asst. Supt. Curriculum • ESC 7 EPP coordinator • Campus principals • Chief financial officer • CTE coordinator

27-28	Summer 2027 through spring 2028	6.4%	• Offer TExES exam prep courses through ESC 7. • Continue the 1st/2nd year mentor program with ESC 7. • Continue the Grow-Your-Own certification program. • Continue to work with the Henderson High School CTE education pathway to support training opportunities and mentoring for future educators. • Recruit certified teachers at local job fairs.	• HR Director and staff • Asst. Supt. Curriculum • ESC 7 EPP coordinator • Campus principals • Chief financial officer • CTE coordinator
28-29	Summer 2028 through spring 2029	3.2%	• Offer TExES exam prep courses through ESC 7. • Continue the 1st/2nd year mentor program with ESC 7. • Continue the Grow-Your-Own certification program. • Continue to work with the Henderson High School CTE education pathway to support training opportunities and mentoring for future educators. Recruit certified teachers at local job fairs.	• HR Director and staff • Asst. Supt. Curriculum • ESC 7 EPP coordinator • Campus principals • Chief financial officer • CTE coordinator

29-30	Summer 2029 through summer 2030	0%	• Ensure full compliance for all foundational courses. • Continue collaborating with EPP to sustain program quality. • Continue to recruit certified teachers at local job fairs.	• HR Director • Campus principals
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VII. Board Approval and Attestation

This plan has been reviewed and approved by the Board of Trustees of **Henderson ISD** in an open meeting on **January 13, 2026**. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature: _____

Date: 1/13/2025

Superintendent Signature: Brian Ba

Date: 1/13/2026