

Crawford Independent School District



HB 2 Plan for the Delay of Teacher Certification Requirements Crawford ISD 2/18/26

Crawford Independent School District



District Requirements

- The Board of Education must approve the plan before application can be submitted to TEA.
- The board-approved plan will be posted on the district website.
- Districts will be notified of TEA approval no later than March 31, 2026.

Delay of Teacher Certification Requirements Application and Process:

TEC, 21.0032 (a-1), authorizes the Commissioner of Education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.

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Targeted Goals

Goals to decrease the number of uncertified teachers assigned to foundation courses in grades K-12.

1. All teachers in foundation curriculum courses will be certified in their assigned foundation area by the start of the 2029-2030 school year.
2. Of the current staff not certified in their foundation area, two will become certified by the end of the 2026-2027 school year, and the remaining number will become certified by the end of the 2027-2028 school year.
3. New hires, without any certification, working under our District of Innovation plan will enter an alternative certification plan by September of 2026, and will work toward certification by August 1, 2029.
4. Crawford ISD will recruit and hire only certified teachers in foundation courses by 2028-2029.

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Support

Strategies to support uncertified teachers in completing certification.

- District Teacher Incentive Allotment (TIA) plan requirement that teachers must be certified for TIA eligibility to help incentivize certification completion.
- Mentors will be assigned to support new teachers in alternative certification programs.

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Recruitment

Plans for recruiting future pipelines of certified teachers.

1. Create competitive salaries for certified teachers
2. Post job vacancies early
3. Attend job fairs
4. Create recruiting posts celebrating district successes and highlighting district strengths
5. Contact surrounding colleges and teacher certification programs for recent graduates.