



District Plan to Address Uncertified Teachers

I. Position Statement

The goal of Nacogdoches Independent School District (NISD) is to maintain a high-quality, stable, and effective educator workforce that positively impacts student outcomes while ensuring compliance with evolving state certification requirements.

NISD currently employs 82 uncertified teachers assigned to foundation curriculum courses across multiple campuses who will be impacted by House Bill 2 (HB 2) certification restrictions. The purpose of this plan is to request approval from the Commissioner of Education to delay implementation of HB 2 certification requirements for foundation curriculum courses until the 2029–2030 school year, as authorized under Texas Education Code §21.0032(a-1), while implementing a structured, data-driven transition plan to ensure all affected teachers obtain standard certification by the statutory deadline.

This plan is modeled after an approved district framework and satisfies all TEA requirements, including timelines, support systems, recruitment pipelines, and formal partnerships with Educator Preparation Programs (EPPs).

II. Background: Changes in Texas Law

HB 2 narrows District of Innovation exemptions by prohibiting the use of uncertified teachers in foundation curriculum courses, with implementation phased as follows:

- 2026–2027: K–5 Reading and Mathematics
- 2027–2028: All foundation curriculum subjects and grade levels

TEC §21.0032(a-1) authorizes districts to apply for a temporary delay until the 2029–2030 school year, contingent upon submission of a comprehensive plan demonstrating intentional progress toward full certification compliance

III. Current Impact on Nacogdoches ISD

- 82 uncertified teachers currently assigned to foundation curriculum courses
- Teachers span elementary and secondary campuses
- Concentration in:
 - Core academic content areas

- Hard-to-staff assignments
- Campuses with ongoing recruitment challenges

IV. Timeline and Strategies to Reduce Uncertified Teachers

2025–2026 School Year

- Verify certification status and EPP enrollment of all 82 teachers
- Formalize EPP partnerships with:
 - Stephen F. Austin State University
 - Region VII Education Service Center
- Establish individualized certification plans with benchmarks

2026–2027 School Year

- Reduce reliance on uncertified teachers in foundation courses to no more than 25%
- Require documented progress toward:
 - Content exams
 - Pedagogy exams
 - EPP field requirements

2027–2029 School Years

- Further reduce uncertified teachers to no more than 15%
- Limit new uncertified hires to:
 - Intern or probationary certificate holders
 - Emergency permit or waiver-approved placements only when certified candidates are unavailable

2029–2030 School Year

- 100% of foundation curriculum teachers will be certified through:
 - Standard, intern, probationary, or enhanced standard certificates
 - Commissioner-approved exceptions only as permitted by law

V. Support Structures for Certification Success

1. Formal EPP Partnerships

NISD will partner with:

- Stephen F. Austin State University (University-Based EPP)
- Region VII Education Service Center (Alternative Certification & Support)

These partners will provide:

- Coursework and field supervision
- Certification exam preparation
- Observation feedback aligned with SBEC requirements

2. Mentorship and Instructional Support

- Each uncertified teacher assigned a certified mentor
- Ongoing coaching aligned to T-TESS domains
- Support focused on:
 - Instructional delivery
 - Classroom management
 - Content mastery

3. Professional Learning

Targeted professional development in:

- Curriculum alignment
- Classroom management
- Assessment and instructional design

Delivered through:

- Region VII ESC

- District instructional staff
- EPP-embedded training

4. Progress Tracking

- Monthly certification progress reviews
- Central HR tracking of:
 - Exam attempts
 - EPP milestones
 - Certification issuance timelines

VI. Recruitment and Certified Teacher Pipeline

To reduce future reliance on uncertified hires, NISD will:

- Expand student teaching placements with SFA
- Prioritize hiring:
 - Intern certificate holders
 - Residency-based EPP candidates
- Participate in:
 - Regional and university career fairs
 - ESC recruitment initiatives
- Promote certification completion incentives where available through TEA

VII. Board Approval and Transparency

Prior to submission to TEA:

- This plan will be approved by the NISD Board of Trustees
- Posted publicly on the NISD website

- Board agenda and approval date will be linked in the TEA application, consistent with statutory requirements

VIII. Conclusion

This plan demonstrates Nacogdoches ISD's commitment to:

- Legal compliance with HB 2
- Teacher workforce stability
- Responsible certification transition
- Strategic partnerships with higher education and regional service centers

Approval of this request will allow NISD to responsibly transition 82 currently impacted teachers to full certification without destabilizing instruction for students or campuses.