



San Vicente Independent School District

P. O. Box 195 / 195 Escuela Vista Dr, Big Bend National Park, Texas 79834

Phone: (432) 244-3131 Fax: (432) 477-2221

Plan to Address Teacher Certification (HB-2)

Purpose:

San Vicente ISD is applying to delay implementation of full teacher certification until the 2029–2030 academic year as permitted by House Bill 2 (HB 2, 2025). This plan outlines San Vicente ISD’s strategy to reduce and ultimately eliminate the assignment of uncertified teachers in foundation curriculum courses and to bring all instructional assignments into compliance with Texas teacher certification requirements in HB-2 (2025) by the start of the 2029–2030 school year.

District Overview:

District Name: San Vicente Independent School District

Date of Board Approval: April 1, 2026

Board Meeting Agenda Link

https://files-backend.assets.thrillshare.com/documents/asset/uploaded_file/2913/Svisd/357dfd5e-fe2d-4f8a-a5b1-acec2aaaf65c/April-1-2026-Notice-and-Agenda--.pdf?disposition=inline

Published Plan Link

Current Status (2025–2026):

Total number of uncertified individuals assigned to teach foundation curriculum courses: 3

Grade levels and subjects (foundation curriculum) with uncertified assignments:

- Prekindergarten – 2nd Grade (1)
- 6th Grade – All subjects (1)
- 9-12 Science & English (1)

Goals:

1. All classroom teachers teaching core curriculum will hold an appropriate certificate or permit at the time of assignment or will be on a certified path with defined milestones.
2. Existing uncertified teachers in core subject assignments will have a plan and timeline to become fully certified with target deadlines consistent with HB2.
3. They will either hold certification or be in an approved alternative certification program and must begin work immediately toward certification.
4. District staffing, budgeting, and monitoring systems will align with HB2 requirements.
5. Communications and transparency - parents must be notified if an uncertified teacher is assigned to a course subject.

Strategies to Support Certification:

Educator Preparation & Supports

The little school in the heart of Big Bend National Park



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- Partner with at least one Educator Preparation Program (EPP) to support uncertified teachers through mentoring, coursework, and exam readiness.
- Schedule regular professional development and certification exam prep sessions.

Incentives and Supports

- Provide financial assistance or reimbursement for certification exam fees.
- Provide financial assistance or reimbursement for university coursework and certification programs.
- Provide instructional coaching programs with experienced certified teachers.
- Review local hiring incentives to attract certified educators.
- Continue to provide stipends for hard-to-staff teaching assignments.

Recruitment & Pipeline Initiatives

- Grow-Your-Own Programs: Continue to implement local opportunities for paraprofessionals and substitutes to enter teaching pathways to complete their bachelor’s degree and teacher certification.
- University & EPP Collaboration: Establish ongoing recruitment pipelines with local universities and EPPs for teacher candidates.
- Host targeted recruitment efforts for hard-to-staff certification areas.

Data Review and Continuous Improvement

San Vicente ISD will monitor progress annually, adjusting strategies based on data (e.g., reductions in uncertified assignments and success rates on certification exams). Data sources will include TEA reporting dashboards and internal certification tracking.

Timeframe	Key Activities	Responsible Party
2025-2026 School Year	Audit current teacher certification; Identify which teachers are certified for their assignment which are uncertified and or hold temporary permit status. Identify core subject assignments reading math science social studies and cross checks certification status. Established list of uncertified hires and new hires requiring planned for certification. Communicate to staff the new house bill to requirements and district expectations. Established	Superintendent, Principal Admin Staff



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	<p>policy that new hires and core subjects must hold certification or be in an alternative certification program. For each teacher without a full certification: Create an individual certification plan. For each newly hired teacher under permit. Ensure enrollment in approved alternative certification program. Budget for certification fee waivers or reimbursements in eligible areas per HB2. Set up tracking system for teacher certification progress.</p>	
2026-2027	<p>Assign only teachers who are certified or actively enrolled in valid certification pathways to core subject assignments. Provide mentoring or induction to support newly certified or alternative certification teachers. Notify parents when an uncertified teacher is assigned to a core subject. Review progress: percentage of teachers in core subjects uncertified, those still under certification plan, evaluate intervention.</p>	Superintendent, Principal Admin Staff
2027-2028	<p>Target all K12 core subject teachers to be certified. For any remaining uncertified teachers, ensure either they are in a certification program or reassigned out of a core subject teaching.</p>	Superintendent, Principal Admin Staff
2028-2029 & 2029-2030	<p>Full compliance with HB2. All teachers of record in core subjects Have full certification. District fully</p>	Superintendent, Principal Admin Staff



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	transitioned off reliance on long term uncertified teachers in core teaching assignments. Maintain tracking of certification renewals, new certifications, alternative certification enrollment period monitor teacher retention, support systems for newly certified teachers. Budget 4 certification support (exam fees, mentorship, residency programs) as incentives. Review and refine district policy to align with any TEA updates.	

Board Approval & Public Posting

This plan was reviewed and approved by the San Vicente ISD Board of Trustees on April 1, 2026. A copy of the board-approved plan is publicly posted at:

District Website Plan Location:

Board Agenda & Minutes: