



Wheeler Independent School District  
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## Wheeler ISD Plan for the Delay of HB 2 Teacher Certification Requirements

Beginning in the 2026 – 2027 school year, Wheeler ISD may employ a classroom teacher for a course in the foundation curriculum under Section 28.002, not to exceed the following applicable percentage of classroom teachers who do not hold an appropriate certificate or permit issued by the State Board for Educator Certification under Subchapter B:

1. For the 2026-2027 school year – 15%
2. For the 2027-2028 school year – 7%
3. For the 2028-2029 school year – 4%; and
4. For the 2029-2030 school year, all teachers employed in the foundation curriculum must hold an appropriate certificate or permit issued by the State Board for Educator Certification under Subchapter B.

\*For reference, in 2025-26, 22% of our teachers in the foundation curriculum were not certified. Knowing where our uncertified teachers are in the certification process, these percentages are attainable.

Wheeler does not have a great deal of turnover. The biggest challenge will be getting our already employed teachers certified. Many of our teachers are currently certified teachers, but because of the lack of certified applicants, they have been required to teach outside of their certified fields. These teachers will receive individualized certification plans with clear milestones and required deadlines to ensure all uncertified teachers meet certification requirements prior to the 2029–2030 school year.

For teachers that are new to the district and not certified, Wheeler ISD will provide comprehensive support by requiring EPP enrollment within 60 days of employment. WISD will also provide district-funded certification exam preparation, we will assign certified mentors, and the district will provide release time for coursework and testing.

The district will monitor progress through a certification dashboard updated quarterly and will collaborate closely with the district's EPP partner to provide coaching, advising, and targeted support.

Our goal will be to focus on training, nurturing and hiring candidates that are highly motivated to be Wheeler Mustangs and then we will assist them to get certified before teaching jobs become open.

Wheeler ISD will partner with iTeach Texas and Teachers of Tomorrow as EPP partners.

**The following assumes our plan is not approved by TEA:**

We do not want to have to let any teachers go as a result of this law, but it is a possibility pending approval of the plan mentioned above. It is only fair that teachers are aware of this and work urgently toward completing their certification requirements this school year.

1. For the 2025 - 2026 school year, all Wheeler ISD Kinder – 5<sup>th</sup> grade reading and math teachers were certified. WISD is already in compliance and does not anticipate any issues with being in compliance at the beginning of the 2026 – 2027 school year.
2. The second group of teachers is a bit more of a challenge. This group includes Kindergarten – 5<sup>th</sup> grade science and social studies teachers as well as all 6<sup>th</sup> - 12 grade foundation subject teachers.

This group will have until the end of the 2026 – 2027 school year to complete certification. If they are unable to complete certification, any teacher in this group would be eligible to apply for any open position in CTE, Fine Arts, or PE. If there are no open positions posted at the time of teacher contract renewal, any teacher in this group would not be receiving a contract.

**Board Approved Jan 21, 2026**

Board President Signature:  Date: 1-21-26

Superintendent Signature:  Date: 1-21-26