



LubbockISD

Every Child Every Day

Certification Plan - HB2

Lubbock ISD Plan to Address Uncertified Teachers

Board Workshop - February 12th

Board Meeting - February 26th

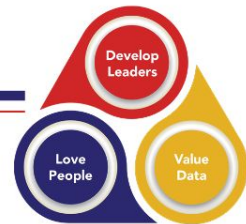
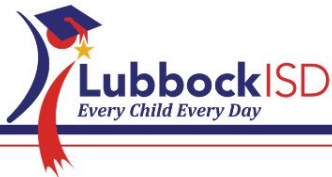
TEA Submission Window: October 16, 2025 – March 2, 2026

Overview & Purpose

Lubbock Independent School District is committed to ensuring that all teachers hold full state certification by the start of the 2029–2030 academic year in compliance with the certification-and-foundation-curriculum requirements under the House Bill 2 (HB 2) of the 89th Texas Legislature. The “foundation curriculum” is defined in TEC § 28.002(a)(1) to include English Language Arts, Mathematics, Science, and Social Studies.

This plan outlines how the district will systematically reduce the number of uncertified teachers, strengthen support for certification attainment, and develop long-term recruitment pipelines for fully certified educators. A detailed timeline, accountability steps, and supporting strategies are included for submission to the Texas Education Agency and for the District’s Board of Trustees review and approval.

This initiative aligns with Texas Education Agency statutory certification requirements and reinforces one of our district’s board goals and commitments: *We believe quality teachers are the most important contributors to student success. Lubbock ISD will attract, develop, retain and reward highly effective teachers.*



Campus Level Data
February 1, 2026

Campus Level	Number of Certified Teachers in Foundation Curriculum	Number of Adjuncts in Foundation Curriculum	Number of Teachers & Adjuncts in Foundation Curriculum	Percentage of Foundation Curriculum Certified Teachers
Elementary	607	103	710	85%
Middle School	166	59	225	74%
High School	276	41	317	87%
District	1049	203	1252	84%

The "foundation curriculum" is defined in TEC § 28.002(a)(1) to include English Language Arts, Mathematics, Science, and Social Studies.

EOY Goals Percentage of Certified Teachers in Foundation Curriculum					
Campus Level	Goal EOY 2025-2026	Goal EOY 2026-2027	Goal EOY 2027-2028	Goal EOY 2028-2029	Goal BOY 2029-2030
Elementary	87%	91%	95%	98%	100%
Middle School	76%	80%	88%	96%	100%
High School	89%	91%	94%	98%	100%
District	84%	87%	92%	97%	100%

Strategies to Support Certification

- Recruiting & Hiring

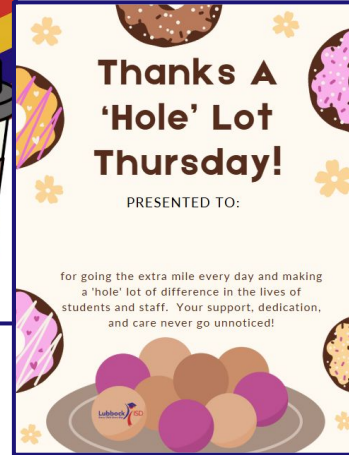
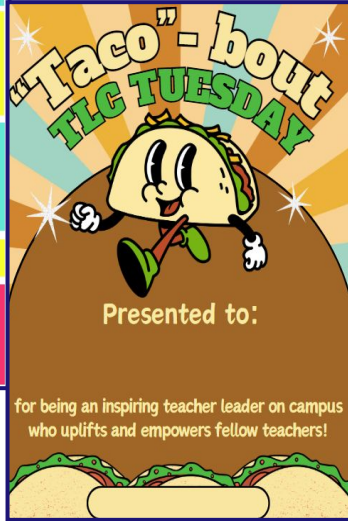
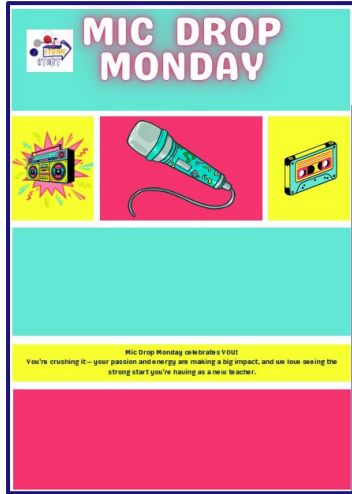
- Early Recruiting:
 - Increase the number of job fairs our district attends
 - Creative recruiting ideas planned annually
- Incentives:
 - Including TIA to support with sign on incentives
- Strategic Partnerships
 - Continue relationships with nearby universities to attract student teachers and recent graduates
- Residency Placements:
 - Collaborate with partner EPPs for paid teacher residency programs
- TIA Recruitment:
 - We have over 600 TIA-eligible teachers who are recognized for excellence and rewarded through performance-based compensation. In 2024-2025, Lubbock ISD paid out over \$6,300,000 to teachers who earned TIA allotments. Use this information in recruitment.

Strategies to Support Certification

- Retention

- Competitive Compensation & Benefits
- Professional Learning targeting Leadership Development and Professional Growth opportunities
- Transfer opportunities yearly
- Strong Start Symposium for New Teachers
- First Year Teacher Strong Start Perks
 - 1:1 Campus Mentorship with intentional monthly check-ins
 - Opportunity to observe master teachers
 - Professional Learning opportunities at the campus and district level
 - Monthly checklist of reminders
- Surveys to hear teacher voice
 - Stay Interviews
 - Exit Surveys
- Recognition
 - Daily Dose of Distinction through Leadership and Professional Development

Daily Dose of Distinction



Strategies to Support Certification

- Support for Uncertified Teachers
 - Individual Agreement: Each uncertified teacher will be required to sign an agreement acknowledging their understanding of the expectations related to obtaining full certification and the deadline for obtaining their SOE. By signing this agreement, the teacher commits to actively pursuing and completing the necessary requirements for standard certification within the established timelines.
 - Adjuncts have the school year they are hired and the following school year (in March) to complete certification and obtain their SOE.
 - Certification Check Ins: Each uncertified teacher will have monthly check-ins with campus administration regarding testing, coursework, and expected completion dates. These check-ins are logged on a spreadsheet for each campus.
 - September - Sign Adjunct Criteria Form, accepted into program, and completing course modules - Keep a copy on campus for your records.
 - October - Completing modules, completing observation hours, and signing up for the content area test
 - November - Completing modules, completing observation hours, and signing up for the content area test
 - December - Take Content Exam
 - January -Ensure content exam, modules, and observation log are complete
 - February -Review March deadline, SOE or intern certificate
 - March - SOE or intern certificate deadline

Strategies to Support Certification

- Grow Your Own Initiatives

- Multiple Grow Your Own Initiatives over the next 4 years.
 - LASO
 - Paraprofessional-to-Teacher Program
- Paraprofessional-to-Teacher Program:
 - Lubbock ISD will offer a \$1,000 stipend for paras who finish at least 1 year in the district and then become certified. Stipend will renew annually.
- Future Educators Program:
 - Ready, Set, Teach students will receive \$1,000 stipend for returning to Lubbock ISD to teach.

Strategies to Support Certification

- Support for Uncertified Teachers Continued

- Financial Assistance:
 - District reimbursement/payment of up to \$5,000 per teacher for certification-related costs (EPP tuition).
- Mentorship & Coaching:
 - Each uncertified teacher will be paired with a certified mentor in the same grade band or subject.
- Certification Preparation:
 - Professional Development will host prep sessions for certification testing.
- HR Certification:
 - Tracking certification, reimbursements, and monthly follow-up with uncertified teachers as needed regarding timelines.
- Monthly Office Hours:
 - PD providing Google Meets Office Hours

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Monitoring & Accountability

- Monthly Progress Monitoring:
 - HR personnel meet throughout the school year to review uncertified teachers campus progress monitoring and following up as needed with principals and Executive Principals.
- Quarterly Progress Monitoring:
 - HR will report certification progress to the Superintendent and Cabinet.
- Annual Board Report:
 - Each December, HR will present certification status updates to the Board of Trustees.
- Transparency:
 - The board-approved plan and annual progress reports will be posted publicly on the Lubbock ISD website.

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Responsibilities

Executive Director of HR - Implementation, data reporting, compliance, and EPP liaison

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Campus Principals - Ensure non certified staff adhere to certification plans

Executive Principals - Ensure compliance at the campus level

EPP Partner Representatives - Certification coursework, testing prep, and data sharing

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Finance Department - Manage tuition reimbursements and incentive funds

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Compliance & Board Approval

In accordance with TEC §21.0032(a-1), this plan will be submitted for approval by the Lubbock ISD Board of Trustees on February 26, 2026. Once approved it will be submitted to the Commissioner of Education for final authorization.

The district's submission will include:

- The total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of date of submission.
- Educator Preparation Programs (EPP) partners who will be used to support certification efforts.
- The link to a web page of posted Board of Trustee Meeting Agendas.
- Date of approval by the District Board of Trustees.
- Provide the web link to the public posting of the plan approved by the Board of Trustees.

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Conclusion

Lubbock ISD has demonstrated the ability to strategically leverage certification flexibility to maintain fully staffed classrooms while developing a certified teacher workforce.

Extending certification flexibility through the 2029-2030 school year ensures a smooth, accountable transition to full certification, and protects instructional continuity for students.

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Questions

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Final Links

Board Approval Date: February 26, 2026

Board Agenda Link:

<https://meetings.boardbook.org/Public/Agenda/869?meeting=732872>

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