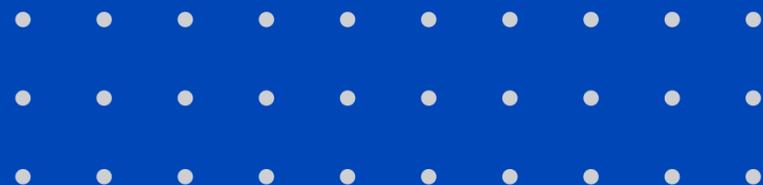


**SNOOK ISD PLAN FOR  
IMPLEMENTATION OF  
TEACHER CERTIFICATION  
REQUIREMENTS**

**SUPERINTENDENT**  
KIMBERLY GIESENSCHLAG

**BOARD OF TRUSTEES**

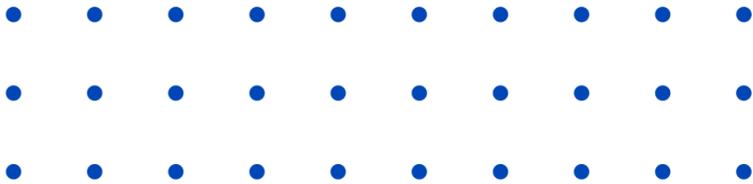
JUSTIN HRUSKA, PRESIDENT  
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# BACKGROUND INFORMATION

HOUSE BILL 2 (HB2) PASSED DURING THE 89<sup>TH</sup> TEXAS LEGISLATURE, REGULAR SESS, 2025 AND WAS SIGNED INTO LAW BY GOVERNOR GREG ABBOTT. PER TEC, §21.003, A PERSON MAY NOT BE EMPLOYED AS A TEACHER, TEACHER INTER OR TEACHER TRAINEE, LIBRARIAN, EDUCATIONAL DIAGNOSTICIAN, OR SCHOOL COUNSELOR BY A SCHOOL DISTRICT UNLESS THE PERSON HOLDS AN APPROPRIATE CERTIFICATE OR PERMIT ISSUED AS PROVIDED BY SUBCHAPTER B, WHICH INCLUDES ANY STATE BOARD FOR EDUCATOR CERTIFICATION ISSUED CERTIFICATE (INTERN, PROBATIONARY, STANDARD, OR ENHANCED STANDARD) OR EMERGENCY PERMIT FOR THE SUBJECT AREA AND GRADE LEVEL.

SNOOK ISD EMPLOYS 11 UNCERTIFIED TEACHERS, OF WHICH 6 ARE DESIGNATED AS CORE CONTENT TEACHERS, AND 5 OF THOSE TEACHERS ARE DESIGNATED AS CTE TEACHERS.



# HB2 IMPLEMENTATION



## 2025-2026

District maintains the current approved DOI plan, which includes exemptions from TEC, §21.003.

## 2026-2027

EC- 5 Reading and Mathematics teachers must be fully certified; DOI plan exemptions from TEC, §21.003 are still allowable for other grade levels and subjects.

## 2027-2028

All foundational teachers, (i.e., English language arts/reading, math, science, and social studies) in any grade level must be fully certified; DOI plan exemptions from TEC, §21.003 are still allowable for non-foundational subject teachers



The purpose of this plan is to describe Snook ISD's process for supporting teacher candidates who meet the district's instructional standards and professional expectations while allowing for a postponement of teacher certification requirements through the 2029–2030 academic school year. This plan ensures that all educators remain in compliance with state and district requirements while fostering continuous professional growth and effective classroom instruction.

Snook ISD has partnered with the Educator Preparation Program, Teachers of Tomorrow. This partnership provides the district with access to interactive dashboards that support the monitoring of candidate progress and ensure compliance with all state and district standards. In addition, Snook ISD supports teacher candidates who are pursuing certification through other approved Educator Preparation Programs.

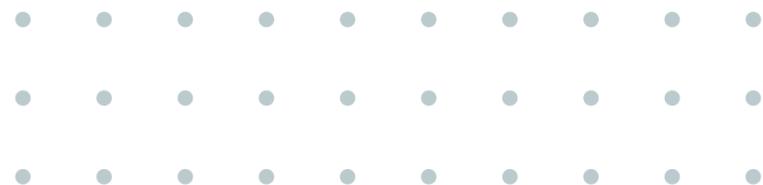
The district's Human Resources Dept along with the Director of Curriculum maintains continuous communication with these teachers, monitoring enrollment, exam completion, and certification status.



Current efforts include:

Approved for the TEA LASO Cycle IV

- Preparing and Retaining Educators through Partnership (PREP): Program Allotment
- Preparing and Retaining Educators Program (PREP) Allotment: Mentorship Program



# SNOOK ISD IMPLEMENTATION REQUIREMENTS

## 2025-2026

All currently employed, uncertified foundational core subject teachers, must enroll in an accredited Education Preparation Program before December 2025

## 2026-2027

Returning teachers must be on track to earn internship certification by March 31, 2027. New hire candidates may not be hired for a teaching assignment unless they are enrolled in an accredited Educator Preparation Program and are in a certification pathway.

## 2027-2028

All EC-6 foundational core subject teachers must achieve full state standard certification by March 31, 2028. All 7-12 foundational core subject teachers must earn internship certification by March 31, 2028.

## 2028-2029

All 7-12 foundational core-subject teachers must achieve full state standard certification by March 30, 2029

## 2029-2030

All foundational core content teachers must achieve full state certification by the beginning of the school year.

