Allen Independent School District
Plan for Teacher Certification Requirements by 2029-2030

HB2 Delay of Teacher Certification Requirements

District Name: Allen ISD
County-District Number: 043-901
Superintendent: Dr. Robin Bullock, robin.bullock@allenisd.org
Point of Contact for Plan Implementation: Johnna Walker, Assistant Superintendent of Human Resources and Lauren Cypert, Director of Human Resources

House Bill (HB) 2 passed during the 89th Legislature, Regular Session, 2025, and was signed into law by Governor Abbott. This bill included new limitations that districts can no longer DOI uncertified teachers for Kindergarten-Fifth Grade for Reading and Math classrooms for the 2026-2027 school year. It also included that in the 2027–2028 school year districts can no longer include all foundational subject teachers (i.e., Reading/English Language Arts, Math, Science, and Social Studies) in any grade level in a DOI plan. Due to the current teacher shortage crisis in education that we see across Texas, the TEA has given us the option to apply for a waiver for these requirements.

Allen ISD wishes to request approval from the Commissioner of Education to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.

**Note, districts with the appropriate and allowable approved exemptions in their plans maintain certification flexibility for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.*

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Waiver Application Requirements

Total number of uncertified educators currently assigned to teach foundation curriculum courses in the 2025-2026 school year as of the date of submission	As of November 4, 2025, 32 uncertified educators
Educator Preparation Program Partnerships	Teachworthy and Teachers of Tomorrow
Board Approval Date	January 20, 2026
Web page link to the district Board of Trustees' meeting agenda when approved	Board of Trustees Meeting, January 20, 2026
Webpage link to the Board-approved plan	Allen ISD HR Website

Strategic Plan to Reduce the Number of Uncertified Teachers

In the 2024-2025 school year, Allen ISD had 64 uncertified teachers, which was 4.9% of all teaching staff. For the 2025-2026 school year, as of November 4, 2025, we have 32 uncertified teachers, which is a reduction from last school year.

Academic Levels	Number of Uncertified Teachers
Elementary Level	21
Secondary Level	11

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Allen ISD has decreased the number of uncertified teachers significantly, but the number of certified applicants is becoming significantly smaller every year. We see the most uncertified teachers being hired late in the summer or during the school year. Since this is something, we cannot predict, eliminating uncertified teachers completely will be a challenge.

- Allen ISD does not currently hire uncertified teachers in kindergarten, first or second grades.
- Allen ISD's Grow Your Own Program, Allen ACT, has produced 1 cohort of certified teachers, and Cohort 2 is working towards their degree and certification. We have partnered with Indiana Wesleyan University and Teachworthy for this program.
- Starting in January 2026, we are partnering with Teachers of Tomorrow to move students through alternative certification programs.
- Special Education Alternative Certified program will be paid for by Allen ISD starting with the 2026-2027 school year.
- Additionally, with our Teachers of Tomorrow partnership, we will use Mometrix Test Prep access for our teachers who will need support in preparation to take their certification exams.
- Additional support measures in Allen ISD:
    - Principals meet with the uncertified teachers monthly for a check in on how their certification program is progressing.
    - The Learner Services Department provides ongoing support to campus principals to provide training and specialized learning opportunities for all teachers, especially our uncertified educators.
    - HR Staffing Specialists contact these educators three times a year to monitor progress and provide support.

With these strategies, Allen ISD intends to reduce the number of uncertified teachers by at least 1% each school year through the 2028-2029 school year, with the ultimate goal is to have certified teachers in place for the 2029-2030 school year. We will measure this by the percentage of uncertified teachers we hire each school year through the 2028-2029 school year.