

Fort Davis Independent School District



Plan for Delay of Teacher Certification Requirements

(House Bill 2 – 89th Texas Legislature)

Purpose

Fort Davis Independent School District (FDISD) is applying for approval from the Texas Education Agency (TEA) to delay full implementation of teacher certification requirements for foundation curriculum courses as authorized under **House Bill 2 (HB 2)**. This plan outlines the district's strategy to systematically reduce and eliminate uncertified and out-of-field teaching assignments and achieve **full compliance by the beginning of the 2029–2030 school year**.

District Context

Fort Davis ISD is a small, rural district that faces challenges in recruiting and retaining certified teachers due to geographic isolation, housing limitations, and competition from larger school systems. Like other rural districts, FDISD relies on alternative certification pathways, local talent pipelines, and targeted support to staff classrooms with effective educators while certification is completed.

Date of Board Approval: April 13, 2026

[Board Meeting Agenda Link](#)

Published Plan Link

Current Status of Uncertified Assignments (2025–2026 Baseline)

Total Foundation Curriculum Teachers Pk-12: 15

Total Uncertified or Out-of-Field Assignments in Foundation Curriculum Areas: 7

Percentage of Uncertified Assignments: 47%

Types of Assignments Impacted

- Certified teachers working outside their certification field
- Degreed individuals enrolled in an approved Educator Preparation Program (EPP)
- Long-term substitutes or paraprofessionals enrolled in certification pathways

This baseline data will be used to monitor annual progress and establish reduction targets.

Educator Preparation Program (EPP) Partnerships

Fort Davis ISD will partner with **SBEC-approved Educator Preparation Programs** to provide multiple certification pathways aligned to staff needs, including:

- Regional Education Service Center EPPs
- Texas-approved alternative certification providers such as 240 Certification
- University-based programs (face-to-face and online) with Sul Ross University and University Texas El Paso

Expectations for Uncertified Teachers:

- Enrollment in an approved EPP within **30 days of assignment**
 - Demonstrated progress each semester toward certification
 - Completion of required exams by district-identified deadlines
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Transition Plan & Annual Reduction Targets

FDISD will adopt a clear, gradual reduction model aligned with HB 2 expectations and successful rural district practices.

School Year	Target Uncertified Assignments	Key Actions
2025–2026	Baseline	<ul style="list-style-type: none">• Identify and document all uncertified assignments• Require EPP enrollment for all uncertified teachers• Provide mentoring and certification tracking
2026–2027	Reduced by ~25%	<ul style="list-style-type: none">• Limit new uncertified hires where possible• Provide exam preparation and testing support• Schedule certification support workdays
2027–2028	Reduced by ~50%	<ul style="list-style-type: none">• Target remaining high-need areas• Strategic hiring of certified teachers• Intensified coaching and monitoring
2028–2029	Reduced to minimal	<ul style="list-style-type: none">• Finalize certification for remaining teachers• Use certified hires to replace attrition
2029–2030	0%	<ul style="list-style-type: none">• Full compliance with HB 2 certification requirements

Recruitment, Retention & Pipeline Strategies

Grants Awarded to Support Teacher Pipeline

- PREP Residency Preservice Program
- PREP Grow Your Own
- PREP Mentorship Program

Grow-Your-Own & Local Pipelines

- Support paraprofessionals and substitutes pursuing certification
- Partner with nearby districts, ESCs, and universities to share pipeline opportunities
- Encourage local graduates to enter education through alternative certification

Recruitment

- Participate in regional job fairs
- Prioritize certified teachers for hard-to-staff assignments
- Maintain flexibility in assignments while certification is completed

Retention Supports

- New-teacher mentoring and instructional coaching
 - Stipends for hard-to-staff or dual-credit content areas (as funding allows)
 - Supportive scheduling to allow testing and coursework completion
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Incentives & Certification Supports

Subject to funding availability, FDISD will:

- Reimburse or assist with certification exam fees
 - Support limited costs for EPP coursework
 - Provide release time or workdays for testing
 - Offer instructional coaching from certified teachers
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Monitoring & Accountability

- Certification status will be reviewed **each semester**
 - Progress reports shared with the Superintendent and Board of Trustees
 - Adjustments made annually based on staffing needs and certification progress
 - Documentation maintained for TEA compliance and audit purposes
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Board Approval & Public Posting

This plan will be:

- Presented to the Fort Davis ISD Board of Trustees for approval
- Posted on the district website in accordance with TEA transparency requirements
- Updated annually as part of district compliance monitoring