

Kaufman Independent School District

District Plan for Delay of Teacher Certification Requirements

TEC § 21.0032 – House Bill 2

Purpose and Authority

Pursuant to **Texas Education Code § 21.0032**, the district seeks approval from the Commissioner of Education to delay implementation of certification requirements for existing uncertified teachers of record assigned to **foundation curriculum courses** until the beginning of the **2029–2030 school year**. This request is submitted pursuant to House Bill 2 and reflects the district's understanding that statutory certification requirements for foundation curriculum instruction will ultimately supersede prior District of Innovation flexibility.

Current Status (2025–2026 School Year)

- Following the enactment of House Bill 2, which modified the use of District of Innovation flexibility for foundation curriculum assignments, the district currently employs a total of 41 teachers who are not yet fully certified and are serving as teachers of record pursuant to the transition provisions of Texas Education Code § 21.0032, with many already enrolled in or progressing toward completion of a TEA-approved Educator Preparation Program.
- Of those, the district currently employs 12 intern teachers, individuals who hold a one-year temporary certification.
- The district also employs 1 additional teacher whom is awaiting action from the Texas Education Agency on their out-of-state certification.
- The district currently employs 29 teachers that are not fully certified and 22 of those **uncertified teachers of record were previously assigned** to foundation curriculum areas under the District of Innovation (DOI) exemption.
 - 10 teachers are in Pre-K through 5th grade.
 - 12 teachers are in 6-12 grades.

- These assignments were made in response to statewide teacher shortages and local hiring challenges, particularly in high-need grade levels and subjects.
- The district affirms that **no uncertified teachers are assigned to non-foundation subjects under this waiver**, and that exemptions for **CTE and enrichment courses** (fine arts, health, LOTE, PE, technology applications) remain unaffected through the District of Innovation plan.
- 7 teachers are certified in CTE or other enrichment courses through the current board-approved, Kaufman ISD District of Innovation Plan.

The district will identify and report the exact number of uncertified foundation subject teachers by grade level and subject area in the TEA application.

Kaufman ISD – District of Innovation – Uncertified Teachers

<u>Elementary</u>		<u>Secondary</u>		<u>Totals</u>	
Pre-K	1	DAEP	1	Elementary	10
K	1	KHS ELAR	1	Secondary	12
1st	2	KHS MATH	1	Total	22
2nd	2	KHS SCI	1		
3rd	1	KHS SS	2		
4th	1	6th ELAR	2		
5th	2	7th ELAR	1		
		6th SCI	2		
		7th SCI	1		

District of Innovation – Foundation-Curriculum Course Hires by School Year

Kaufman ISD	Elementary	Middle School	High School
2023-2024	1	1	1
2024-2025	6	2	2
2025-2026	1	2	1

Compliance Timeline and Targeted Goals

The district commits to full compliance with certification requirements by the 2029–2030 school year and establishes the following year-by-year targets as planning benchmarks to guide implementation.

Year-by-Year Certification Targets

2025–2026 (Baseline Year)

- Establish individualized certification plans for all uncertified foundation-subject teachers.
 - Teachers are working within the following EPP programs:
 - A+ Texas Teachers
 - East Texas A&M University
 - ECAP
 - ITeach
 - Teachworthy
 - Teachers of Tomorrow
 - Texas Teachers
- Formalize partnerships with approved **Educator Preparation Programs (EPPs)**.
 - District Partnerships in Existence:
 - ITeach
 - Teachers of Tomorrow
 - Texas A&M University
- No new uncertified hires in foundation curriculum areas except as expressly permitted during the statutory transition period, with priority given to fully certified candidates.

2026–2027

- **100% compliance** with HB 2 requirement:
 - No uncertified hires for **K–5 Reading and Mathematics**.
- Reduce the overall percentage of uncertified foundation-subject teachers through certification completion and attrition-based replacement.

2027–2028

- Discontinue DOI exemptions for **all remaining foundation subject areas**.
- Require all uncertified teachers to be actively enrolled in an EPP and demonstrate documented progress toward certification.

2028–2029

- Final year of transition.
- All remaining uncertified foundation subject teachers complete certification requirements.

2029–2030

- **Full compliance achieved:**
 - All teachers of record in foundation subjects are certified.

Strategies to Decrease Uncertified Teachers

1. Targeted Certification Support

- Individualized certification timelines for each uncertified teacher.
- District monitoring of:
 - EPP enrollment
 - Content exam attempts and passage
 - Pedagogy and classroom performance
- Priority support for high-need areas (early literacy, mathematics, secondary core subjects).

2. Educator Preparation Program (EPP) Partnerships

- The district will partner with at least one **TEA-approved EPP** to:
 - Provide alternative certification pathways
 - Offer test preparation and coaching
 - Support intern and probationary certification routes
- Memoranda of Understanding (MOUs) will outline expectations, progress monitoring, and reporting.

3. Financial and Structural Supports

- Examination fee reimbursement or stipends (as funding allows).
- Release time or flexible scheduling for required coursework and testing.
- Campus-based mentoring and instructional coaching aligned to certification standards.

4. Recruitment and Staffing Plan

- Prioritize recruitment of **already-certified teachers** for all foundation subject vacancies.
- Strengthen partnerships with:
 - University-based preparation programs

- Alternative certification providers
- Use attrition strategically to replace uncertified positions with certified hires when feasible.

Monitoring and Accountability

- Annual review of certification progress conducted by Human Resources and Curriculum & Instruction.
- Campus principals held accountable for:
 - Ensuring uncertified teachers remain on an approved certification pathway
 - Avoiding noncompliant assignments
- Data reported annually to district leadership and the Board of Trustees.

Board Approval and Public Transparency

In compliance with TEC § 21.0032, the district will:

1. **Seek Board of Trustees approval** of this plan at a posted public meeting: **February 9, 2026**
2. **Post a webpage link** to the board meeting agenda where the plan is approved.
3. **Post a webpage link** to the board-approved plan.
4. **Submit the Application for Delay of Teacher Certification Requirements** to the Commissioner of Education between **October 16, 2025, and March 2, 2026**.

Assurance Statement

The district affirms that this plan:

- Supports student learning and instructional continuity.
- Complies with all statutory deadlines under HB 2 and TEC § 21.0032.
- Results in full certification of all foundation subject teachers by the **2029–2030 school year**.