

Delay of Teacher Certification Requirements Hart ISD Plan:

Hart ISD Certification Compliance Plan

Hart ISD may employ a classroom teacher for a course in the foundation curriculum under Texas Education Code §28.002, subject to the following limits on the percentage of classroom teachers who do not hold an appropriate certificate or permit including probationary, intern, or emergency permits where applicable issued by the State Board for Educator Certification (SBEC) under Subchapter B:

1. **2026–2027 school year:** up to 50%
2. **2027–2028 school year:** up to 25%
3. **2028–2029 school year:** up to 10%
4. **2029–2030 school year:** 100% of teachers in the foundation curriculum must hold an appropriate SBEC certificate or permit.

For reference, during the 2025–2026 school year, approximately 71% of Hart ISD foundation curriculum teachers were not certified. Based on current progress and the certification pathways in which these teachers are engaged, the above targets are attainable.

Support for Uncertified Teachers

Hart ISD will provide comprehensive support to uncertified teachers to ensure timely certification, including the following requirements and supports:

- Mandatory enrollment in an approved Educator Preparation Program (EPP) within 60 days of employment
- Assignment of a certified mentor
- Additional release time exceeding state requirements, dedicated to coursework and certification preparation as appropriate
- Progress meetings no less than once every two months with campus or district administrators
- Ongoing collaboration with the district's EPP partner to provide coaching, advising, and targeted support

Each uncertified teacher, in coordination with administration, will develop an individualized certification plan outlining required milestones and deadlines to ensure certification is completed no later than the start of the 2029–2030 school year.

Hart ISD will partner with **West Texas A&M University PACE Educator Preparation Program** as its EPP provider.

Communication and Employment Implications

The district has met with uncertified teachers regarding this change in law and will continue ongoing communication to emphasize the urgency of meeting certification requirements. While Hart ISD does not intend to release teachers as a result of this law, continued employment may be impacted if the district's certification plan is not approved by the Hart ISD School Board and compliance with applicable Texas Education Agency (TEA) requirements.

To ensure transparency, teachers have been advised of the potential employment implications should the plan not be approved or certification timelines not be met.

Certification Urgency by Teaching Assignment

- **Group 1: Highest Priority**
 - K–5 Reading and Mathematics teachers
 - These teachers must be actively working toward certification.
 - If certification is not completed, teachers may apply for an available secondary position for which they are qualified.
 - If no such positions are available at the time of contract renewal, the district may be unable to offer a contract consistent with TEA guidance and staffing requirements.

- **Group 2: Secondary Priority**
 - K–5 Science and Social Studies teachers
 - All secondary teachers teaching Reading, Mathematics, Science, or Social Studies
 - This group of teachers must be actively working toward certification.
 - Teachers in this group may apply for available positions in CTE, Fine Arts, or Physical Education.
 - If no such positions are available at the time of contract renewal, the district may be unable to offer a contract consistent with TEA guidance and staffing requirements.

Board Approved February 9, 2026

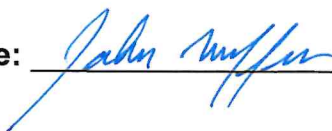
Board President Signature:



Date:

02/09/2026

Superintendent Signature:



Date:

2/9/2026