



HB 2 Transition Plan and Application for Certification Delay

To: Commissioner of Education, Texas Education Agency

From: Corsicana Independent School District

Date: January 12, 2026

Subject: Transition Plan for Compliance with Tex. Educ. Code § 21.0032(a-1)

1. DISTRICT IDENTIFICATION

- **District Name:** Corsicana Independent School District
- **Superintendent:** Stephanie Howell (showell@cisd.org)
- **Board President:** Brad Farmer (bfarmer@cisd.org)
- **Primary Contact:** Scott Doring, Asst. Supt. of HR and Leadership (sdoring@cisd.org)
- **Application Window:** October 16, 2025 – March 2, 2026

2. STATEMENT OF INTENT

Pursuant to **HB 2 (89th Legislature)** and **Tex. Educ. Code § 21.0032(a-1)**, Corsicana ISD (CISD) formally requests approval to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses. This transition plan ensures that CISD remains in compliance with state law while aggressively moving toward a 100% certified instructional staff by the beginning of the 2029-2030 school year.

3. CURRENT STATUS OF UNCERTIFIED ASSIGNMENTS

The following table summarizes the number of uncertified individuals currently assigned to teach foundation curriculum courses (English Language Arts, Mathematics, Science, and Social Studies) as of the date of this submission.

Foundation Subject Area	Elementary (K-4)	Intermediate (5-6)	Secondary (7-12)	
Elementary Grade Levels (K-4) All Subjects	41			



Foundation Subject Area	Elementary (K-4)	Intermediate (5-6)	Secondary (7-12)	
Reading / Language Arts	Reference Above	3	5	
Mathematics	Reference Above	1	8	
Science	Reference Above	4	9	
Social Studies	Reference Above	0	5	
District Totals	41	8	27	Total: 76

4. EDUCATOR PREPARATION PROGRAM (EPP) PARTNERSHIPS

CISD will let the candidate choose the EPP for certification. We believe that allowing teachers to select a program that fits their learning style and schedule increases the likelihood of program completion.

- **Partnership:** CISD supports any TEA-approved EPP (including but not limited to Teachworthy, iteach, Texas Teachers, University, etc.).
- **Verification Process:** Before a candidate is approved for the transition pathway, the HR department verifies that the chosen EPP offers the specific certification required for the candidates teaching assignment.
- **District Support:** CISD provides candidates with mentorship and progress monitoring, ensuring they meet the requirements set by their respective EPP.

5. STRATEGIC PLAN: THE TIGER TEACHER PIPELINE: The transition to full compliance is by the Tiger Teacher Pipeline (Grow Your Own), launched in the 2025-2026 school year.



Key Components:

- **Paraprofessional Pathway:** We identify high-performing paraprofessionals and provide a structured pathway to earn their degrees and certifications.
- **University Partnerships:** Our pilot cohort is already underway, working with Teachworthy and Indiana Wesleyan University to complete degrees and routes to certification.
- **Special Education (SPED):** CISD recognizes the critical shortage of certified Special Education teachers. The district will utilize the Tiger Teacher Pipeline to fast-track SPED certification for candidates who commit to serving in these high-need roles.
- **Strategic Staffing:** We prioritize the placement of fully certified teachers in high-need foundation and SPED areas first, utilizing uncertified staff only as a last resort during this transition period.
- **Individualized Implementation:** HR maintains a master spreadsheet for every candidate, monitoring transcripts, credit hours (specifically for IWU and Teachworthy modules), and exam dates. All uncertified staff assigned to foundation curriculum courses are required to sign a Certification Commitment Agreement as a condition of their assignment, acknowledging the district's milestones and the 2029-2030 compliance deadline.

6. TRANSITION TIMELINE (2025-2030)

CISD will adhere to the following phased-in compliance schedule:

School Year	Phase / Milestone	Target: Max Uncertified %	Key Activities
2025-2026	Plan Initiation	20% (Current)	Launch GYO program; Audit all uncertified staff; Identify staff for \$1,000 state incentives; Submit HB 2 Delay Application to TEA.
2026-2027	Phase 1 Restriction	15%	• Hiring Priority: Certified applicants are prioritized. Uncertified hires are permitted only if no certified candidate is available after a 10-day posting. • Pre-Employment Verification: No uncertified applicant will be processed for hire in a foundation



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School Year	Phase / Milestone	Target: Max Uncertified %	Key Activities
			subject without verified proof of active enrollment in a TEA-approved EPP. • Content Exam Deadline: All uncertified hires must attempt their first content exam by the end of their first semester (December 2026).
2027-2028	Phase 2 Restriction	10%	• Flexible Hiring: Maintain the 2026 standard of requiring EPP enrollment at hire, with no new pre-hire exam barriers. • Priority Assignment: Whenever possible, fully certified teachers are placed in tested grade levels, while uncertified hires are supported in non-tested foundation roles. • District-Led Test Prep: Instead of a deadline, the district provides quarterly "Saturday Prep Clinics" or paid release time for uncertified staff to work on EPP modules/exam prep.
2028-2029	Phase 3 Transition	5%	• Certification Audit & Contract Review: HR conducts a final audit. Teachers lacking standard certification are provided a Notice of Potential Non-Renewal for the 2029-2030 school year. • Legal Notification: Inform staff that per TEC § 21.0031, a contract is void if the employee fails to obtain certification. This ensures no uncertified staff remain in foundation roles past the deadline. • Alternative Placement: Eligible uncertified staff may be moved to non-foundation roles (CTE, Electives) if vacancies exist, but employment in core subjects will cease without a certificate.
2029-2030	Full Compliance	0%	100% of teachers in foundation courses are standard-certified.



7. FINANCIAL INCENTIVES & MANAGEMENT

- **Phase-out Incentive:** CISD will facilitate the \$1,000 per uncertified teacher incentive provided by the state for those who reach certification milestones by the statutory deadlines.
- **Oversight:** Scott Doring, Assistant Superintendent of HR and Leadership, is responsible for overseeing the implementation of this plan and reporting annual progress to the Board of Trustees.

8. BOARD APPROVAL & PUBLIC ACCESS

- **Date of Board Approval:** January 12, 2026
- **Evidence of Approval:**
<https://meetings.boardbook.org/Public/Agenda/642?meeting=725325>
- **Public Posting:** This plan is available to the public via the Corsicana ISD homepage: www.cisd.org under "About CISD."

Certification of Accuracy:

I hereby certify that the information contained in this application is true and correct to the best of my knowledge.

Superintendent Signature: _____

Stephanie Howell

Date: 01.12.2026

Board President Signature: _____

[Signature]

Date: 01.12.2026