

# District of Innovation Plan Update HB 2 & Teacher Certification Requirements

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# Current District of Innovation Plan (2022-2027)

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Per TEC, §21.003, a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B, which includes any State Board for Educator Certification (SBEC) issued certificate (intern, probationary, standard, or enhanced standard) or emergency permit for the subject area and grade level.

Previously, the Natalia Independent School District chose to exempt itself from this certification requirement and has hired uncertified individuals through an approved District of Innovation (DOI) Plan.

Foundational (Math, Reading, SS, Science) Classes K-5: Five Teachers

Foundational (Math, Reading, SS, Science) Classes 6-12: Six Teachers



# House Bill 2

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As of September 2025, HB 2's new TEC, §21.0032, now limits districts' ability to include exemptions from some certification requirements under TEC, §21.003, in their DOI plan. These limitations, which will be phased in over the next three academic years, include the following:

<b>Academic Year</b>	<b>DOI Restriction</b>
2025-2026	District maintains the currently approved DOI plan, which may include exemptions from 21.003.
2026-2027	District can no longer include K-5 reading and mathematics teachers in the DOI plan exemptions from 21.003.
2027-2028	District can no longer include all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in the DOI plan exemptions from 21.003.



# Teacher Certifications- CTE

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These limitations will not impact our District's ability to continue seeking exemptions currently in our innovation plan for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.



# Request to Delay Implementation of Teacher Certification Requirements

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Districts can submit a plan to the Commissioner of Education requesting approval to delay the implementation of teacher certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year. TEC, §21.0032 (a-1), authorizes the Commissioner of Education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 year.



# Natalia ISD's Request & Plan

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A district's request to delay HB 2's implementation of teacher certification requirements must include the following:

- A plan on how the district will transition to certification during the delay of teacher certification requirements and by the start of the 2029-2030 school year
- Total Number of Foundation Course Teachers not Certified
- EPP Partner(s) Who will be used to support certification efforts
- Link to Web Page for Boarding Meeting Agenda
- Board Approval Date
- Link to Public Posting of Plan
- Confirmation of Board of Trustees Approval



# How the District will Transition to Certification During the Delay of Teacher Certification Requirements

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## Prior to 2026-2027

Foundation course teachers will continue to have three (3) school years to complete certification requirements as communicated at hiring. Teachers will be reminded at the end of the first semester each year he or she is employed in the district.

## Beginning with 2026-2027

Teachers hired to teach foundation curriculum courses who are not certified will have two years to meet certification requirements. This will be communicated to them upon hiring and again after the end of the first semester each year he or she is employed in the district.

## 2028-2029

Teachers hired to teach foundation curriculum courses who are not certified will have until April 1, 2029, to complete all certification requirements. This will be communicated to them upon hiring and again after the end of the first semester.

# How the District will Transition to Certification During the Delay of Teacher Certification Requirements (cont.)

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At the beginning of each school year, members of the Human Resources Department will meet individually with all non-certified foundation course teachers to clearly communicate state and district certification requirements, expected timelines, and benchmarks for demonstrating progress toward certification.

Teachers will also receive information on available resources, including testing preparation materials, mentoring supports, and district contacts who can provide ongoing assistance. Throughout the first semester, Human Resources will maintain regular communication with teachers and the educator preparation partners to monitor participation, address barriers, and ensure progress toward required certification.

After the conclusion of the first semester, Human Resources staff will conduct follow-up meetings with each non-certified foundation course teacher to formally evaluate progress toward certification. These meetings will include a review of enrollment status, completed coursework, assessment attempts or results, and adherence to the individualized certification plan.

# Next Steps & Questions

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## **Application Closes**

March 2, 2026

## **Notification of Approval**

No later than March 31, 2026

