



Natalia Independent School District

P.O. Box 548, 805 Pearson St.

www.nataliaisd.net

Phone: 830 663-4416 Fax: 830 663-4186



Public Notice Delay of Teacher Certification Requirements

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. 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:

Academic Year	DOI Restriction
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.

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.

However, 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 school year.

Currently, the district has 11 uncertified individuals assigned to teach foundation curriculum courses in 2025-2026. As part of its plan to transition to full certification during the approved extension, Natalia ISD will partner with approved educator preparation providers to ensure non-



Natalia Independent School District

P.O. Box 548, 805 Pearson St.

www.nataliaisd.net

Phone: 830 663-4416 Fax: 830 663-4186



certified foundation course teachers receive clear guidance, resources, and ongoing monitoring throughout the process. These providers include, but are not be limited to the following:

- Region 20 Education Service Center - 015950
- 240 Certification - 227703

Beginning with the 2026-2027 school year, teachers hired to teach foundation curriculum courses who are not certified will have two years to meet certification requirements. As part of progress monitoring, the District will utilize a checklist to monitor progress and facilitate support. Teachers will be required to enroll in an educator preparation program by April 1 of the first year. By April 1 of their second year, they will be required to meet all certification requirements. Teachers hired at the beginning of the 2028-2029 school year and who have not met certification requirements for their foundation course assignment 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. Teachers hired prior to the beginning of the 2026-2027 school year to teach foundation courses will continue to have three (3) school years to complete certification requirements; this was communicated to them upon hiring.

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. During these meetings, Human Resources staff will outline the partnerships with the educator preparation programs, explain program enrollment procedures, program expectations, testing requirements, and other relevant components, and provide teachers with a written plan that aligns district expectations with program milestones.

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. Based on this evaluation, Human Resources will provide targeted feedback, adjust timelines if appropriate, and identify additional supports needed to keep teachers on track.



Natalia Independent School District

P.O. Box 548, 805 Pearson St.

www.nataliaisd.net

Phone: 830 663-4416 Fax: 830 663-4186



This collaborative, transparent, and accountability-driven approach will ensure that non-certified foundation course teachers are supported in achieving certification while maintaining instructional quality and compliance with district and state requirements. It will also help ensure a 10 percent decrease yearly in the number of non-certified foundation course teachers hired and overall non-certified foundation course teachers in the district.

The Natalia ISD board of trustees approved the District's request to delay teacher certification requirements until the beginning of the 2029-2030 school year on February 24, 2026.