

Robert Lee ISD

Texas HB 2 Delay of Teacher Certification Plan

District Name: Robert Lee ISD

TEA District ID: 041902

Contact Person: Aaron Hood

Title/Role: Superintendent

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1. Purpose of the Delay Request

Robert Lee ISD is requesting a delay of teacher certification requirements under HB 2 due to unique staffing challenges associated with its rural, remote location and small campus size. The limited local labor pool makes it difficult to recruit and retain certified teachers, particularly in high-need or specialized subject areas.

Additionally, the small-campus setting requires teachers to assume increased workloads, often covering multiple grade levels or content areas, which further complicates staffing. A temporary delay will allow the district to maintain instructional continuity while continuing to support and develop staff toward full certification.

Robert Lee ISD prioritizes its current staff, investing in their growth and success. Teachers actively working toward certification will not be non-renewed or removed solely for their certification status. All certification pathways are fully supported financially, logistically, and emotionally to ensure teachers have the resources they need. Progress is regularly recognized and celebrated to encourage and motivate staff.

2. Current Status of Teacher Certification

Total teachers in foundational subjects: 15

Total uncertified teachers teaching foundational subjects: 0

Percentage uncertified teachers in foundational subjects: 0%

Total sections of foundational subjects: 55

Total sections of foundational subjects taught out of field: 10

Percentage of foundational subjects outside of field: 18%

Total RLISD teachers in all subjects: 24

Total RLISD uncertified teachers in all subjects: 1

Percentage RLISD uncertified teachers in all subjects: 4%

3. Historical Staffing Trends

In recent years, Robert Lee ISD has experienced ongoing challenges in recruiting and retaining fully certified teachers, consistent with trends in small, rural, and remote school districts. Limited funding, a small applicant pool, geographic isolation, and noncompetitive salaries have made it difficult to attract certified educators to the district. As a result, Robert Lee ISD has at times relied on certified teachers to teach foundational subjects outside of their certification to ensure classrooms remain staffed and instructional continuity is maintained for students. These hiring decisions have been driven by necessity rather than preference, with the district prioritizing stable instruction while supporting uncertified placement.

4. Plan for Transition to Full Certification

Timeline

2025-2026 School Year

- Maintain accurate certification and permit tracking for all instructional staff.
- Ensure all uncertified teachers are enrolled in a TEA-approved certification pathway.
- Provide assigned mentors and documented instructional support.
- Monitor certification progress each semester.
- Limit the use of emergency permits and waivers to only allowable circumstances.

2026-2027 School Year

- Reduce reliance on emergency permits and uncertified placements.

- Increase the percentage of fully certified instructional staff.
- Document progress monitoring in teacher certification programs.
- Maintain fully documented certification records for all instructional staff.
- Continue targeted professional development and certification exam support

2027-2028 School Year

- Ensure full compliance with HB 2 expectations for certified teacher placement
- Minimize or eliminate the use of emergency permits, except as permitted by TEA
- Maintain fully documented certification records for all instructional staff.
- Conduct annual internal audits to ensure sustained compliance.

2028-2029 - School Year

- Ensure full compliance with HB 2 expectations for certified teacher placement
- Continue to audit certifications
- Identify and register teachers for additional certifications
- Conduct annual internal audits to ensure sustained compliance.

2029-2030 - Full Compliance

Full Four-Year Timeline (2025-2029) Projected Compliance Trajectory

- 2025-26 EOY-- 70%
- 2026-27 EOY – 80%
- 2027-28 EOY-- 90%
- 2028-29 EOY-- 100%
- 2029-30 BOY onward -- 100% sustained

Strategies

- Robert Lee ISD has established formal partnerships with two approved Educator Preparation Program (EPP) providers to support uncertified teachers in earning standard certification. Through executed Memoranda of Understanding (MOUs), the district collaborates with I-Teach and ESC 15 to offer accessible, high-quality certification pathways, including coursework, exam preparation, clinical teaching support, and financial assistance.
 - Partner with Angelo State University for the PREP program initiated through the TEA LASO grant.
 - Support employees who hold a bachelor's degree but no teaching certification through I-Teach or equivalent programs.
 - Support currently certified teachers who are teaching one out-of-field core area to add the new certification by exam.
- Robert Lee ISD supports teacher certification by providing structured exam

preparation opportunities, including study cohorts, access to online test-prep resources, and mentoring from experienced certified teachers. The district reduces financial barriers by reimbursing certification exam fees and covering required testing and registration costs, particularly in high-need subject areas.

- Robert Lee ISD is committed to attracting and retaining high-quality certified educators by offering a competitive salary and comprehensive benefits package within the constraints of a small, rural district. Teachers receive strong instructional coaching and access to professional resources that support effective classroom practice and continuous growth. The district-wide schedule includes a conference period and PLC period daily, allowing dedicated time for planning, collaboration, and instructional improvement. In addition, Robert Lee ISD actively pursues Teacher Incentive Allotment (TIA) designations, providing eligible teachers with opportunities for significant performance-based compensation and long-term financial incentives.
- Robert Lee ISD will establish a teacher mentor program, supported through LASO, that pairs new or less-experienced teachers with veteran educators who provide personalized guidance, instructional support, and ongoing encouragement. Mentors assist with lesson planning, classroom management, and navigating the unique demands of a rural campus, helping teachers feel supported and connected. This approach strengthens instructional quality, builds professional confidence, and improves teacher retention by fostering strong relationships and collaboration.

5. Support for Uncertified Teachers

During the delay period, the district will provide targeted support to current uncertified teachers to ensure continued instructional quality while they work toward certification. This support is designed to promote professional growth, accountability, and successful completion of certification requirements through structured guidance and ongoing assistance.

- **Professional Development Plans:** Individualized professional development plans will outline required coursework, testing timelines, and instructional goals aligned to certification requirements.
- **Mentorship Programs:** Uncertified teachers will be paired with experienced, certified mentors who provide coaching, classroom support, and regular check-ins.
- **Access to Exam Preparation Resources:** Teachers will receive access to approved certification exam preparation materials, study cohorts, and online resources to support test readiness.
- **Monitoring and Evaluation of Progress:** District leadership will regularly monitor progress toward certification, review timelines, and evaluate instructional effectiveness to ensure compliance and student success.

6. Board Approval

Board Meeting Date: February 19, 2026

Authorized Signature:  _____

Name: Linda Burns

Title: Board President

Date: February 19, 2026

Authorized Signature:  _____

Name: Jeffie Roberts

Title: Board Secretary

Date: February 19, 2026

7. Assurance Statement

The district certifies that this plan is designed to ensure that all teachers in foundational subjects will achieve full certification by the 2029-2030 school year, in compliance with HB2.

Authorized Signature:  _____

Name: Aaron Hood

Title: Robert Lee ISD Superintendent

Date: February 19, 2026