

SLIDELL INDEPENDENT SCHOOL DISTRICT

"On track and leading the pack"



Slidell ISD

HB 2 Teacher Certification Waiver Plan

Purpose and Compliance

Slidell ISD submits this plan to implement the House Bill 2 (HB 2) teacher certification waiver in compliance with Texas Education Agency (TEA) requirements. The district affirms that this waiver will be used only when a fully certified teacher is not available and that instructional quality and student safety will remain a priority.

Rationale for Waiver Use

Slidell ISD experiences difficulty recruiting fully certified teachers in certain content areas due to:

- Its rural location and proximity to larger surrounding districts
- Competition with neighboring districts operating on a four-day instructional week
- A limited pool of certified applicants
- Increased teacher attrition statewide
- Decreased enrollment in Texas Educator Preparation Programs (EPPs)

The HB 2 waiver allows the district to maintain instructional continuity while supporting non-certified teachers through structured preparation and supervision.

Educator Preparation Program (EPP) Partnership

Slidell ISD will partner with an approved Texas Educator Preparation Program.

Partner EPP:

- iTeach
- Teachworthy
- ESC Region 11

Potential additional EPP:

- Texas Teachers of Tomorrow

The district assures that:

- Each waiver teacher will be enrolled in the EPP within required timelines
- Coursework will align with TEKS and state certification standards
- Clinical supervision and mentoring will be provided

- Support for certification exam preparation and completion will occur

A Memorandum of Understanding (MOU) will be maintained between Slidell ISD and the partnered EPP.

Eligibility and Hiring Standards

Slidell ISD assures that all teachers employed under the HB 2 waiver will:

- Hold a bachelor's degree from an accredited institution
- Meet all district hiring, background check, and suitability requirements
- Demonstrate content knowledge and instructional potential
- Commit to full participation and progress in the partnered EPP

Preference may be given to candidates with prior instructional experience or degrees aligned to the assigned subject area.

Support, Mentoring, and Supervision

Slidell ISD assures that each HB 2 waiver teacher will receive structured support, including:

- Assignment of a certified mentor teacher
- Regular administrative check-ins and classroom observations
- Instructional coaching focused on lesson planning, classroom management, and student engagement
- Required participation in district professional development

Monitoring and Accountability

The district assures ongoing monitoring of HB 2 waiver teachers through:

- Verification of EPP enrollment and certification progress
- Ongoing performance evaluations
- Review of student academic data
- Administrative walkthroughs and formal observations

Teachers who do not demonstrate satisfactory instructional performance or progress toward certification may receive additional support or be subject to reassignment.

Certification Timeline

Slidell ISD assures that:

- **2025-2026:** Identify any uncertified teachers; assign mentors, formalize EPP partnerships with ESC Region 11, iTeach Texas, Texas Teachers of Tomorrow, and/or Teachworthy, and begin certification support.
- **2026-2027:** Monitor progress toward certification, reduce reliance of hiring unfinished alternative certified teachers already in an alternative certification program when a fully certified teacher is available, and continue EPP cohort participation and targeted recruitment.
- **2027-2028:** Maintain active progress tracking, focus on completion for remaining alternative certified teachers, and continue to reduce hiring of teachers in an unfinished alternative certification program.
- **2028-2029:** Finalize certification for remaining teachers, ensure high-need areas are fully staffed with certified personnel.

- **2029-2030:** Achieve full compliance, 100% of teachers are certified and meet statutory requirements.

All waiver teachers are expected to achieve full certification within TEA-established timelines.

Board Approval and Oversight

This plan will be presented to the Slidell ISD Board of Trustees for approval.

The Board will:

- Approve the use of the HB 2 certification waiver
- Receive periodic updates regarding waiver usage and teacher progress

Instructional Quality

Slidell ISD affirms that the use of the HB 2 waiver will not lower instructional standards. The district remains committed to student success, teacher development, transparency, and compliance with all TEA requirements.

Board Action Requested: Approval of the HB 2 Teacher Certification Waiver Plan and authorization to partner with approved Texas Educator Preparation Programs.