



Application to Delay Teacher Certification Requirements
Houston ISD’s District Plan to Address Uncertified Teachers

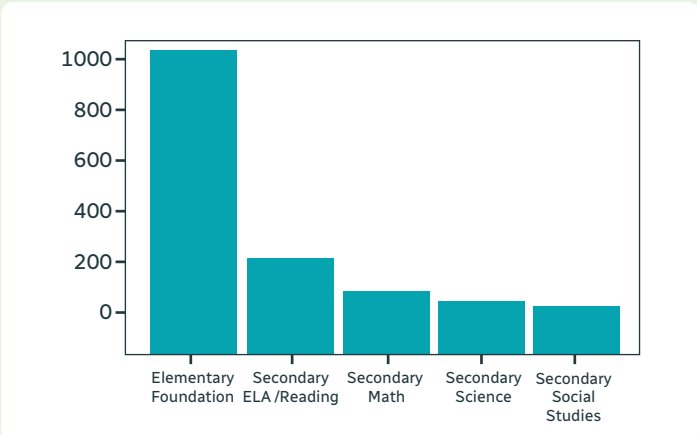
Summary

In alignment with HB2, the District has identified a plan to reduce the number of uncertified teachers in foundation courses to zero and will begin the 2029–2030 school year fully compliant.

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission. As of December 5th, there are 1,603 teachers teaching foundation courses.

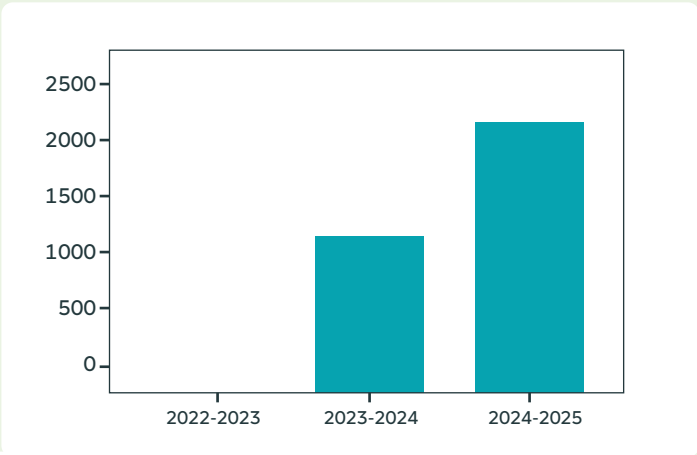
Uncertified by Subject Area
(2025–2026)

Elementary Foundation Courses: **1021**
Secondary English Language Arts/
Reading: **204**
Secondary Math: **142**
Secondary Science: **135**
Secondary Social Studies: **101**
Total **1,603** Teachers



Average Number of New Uncertified Teachers Hired by last three years:

2022–2023: **0**
2023–2024: **1110**
2024–2025: **2227**
Average: **1670** Teachers



Specify at least one EPP partner who will support certification efforts and reduce the district’s percentage of uncertified teachers.

Houston ISD will leverage the district’s internal Houston ISD Alternative Certification Program (ACP), to support full implementation of HB 2 and progress toward compliance with the new teacher certification requirements. Through this collaboration, the district will expand access to certification pathways and reduce the overall percentage of uncertified teachers across foundation courses.

Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.

September 11, 2025

HISD Transition Plan to Delay Certification Requirement

2025-2026

Currently the district is at 15.8% of uncertified foundation teachers hired under waivers.

- The Talent Acquisition Team has developed a robust, strategic recruitment plan to increase the number of certified teachers. The plan includes Paraprofessional-to-Teacher programs, a Return-to-Teaching Initiative, and the integration of career pathways into HISD programs to create a sustainable teacher pipeline.
- The Human Resource Information System (HRIS) Team will conduct quarterly certification audits and submit districtwide compliance reports to executive leadership.
- The District has established partnerships with Teachers of Tomorrow and iTeach.
- The District collaborates with all state-approved state educator preparation programs.
- The District leverages the internal Houston ISD Alternative Certification Program (ACP) and the Teacher Certification Department to create a support plan for current uncertified teachers.
- The District will leverage existing high school Career Technical Education (CTE) Teacher Pathways as a potential pool of future teachers who will then join the Houston ISD Teacher ACP Program.
- The District strategically communicates with teachers assigned to waivers foundation courses, in October, December, March, and May to support completion of certification requirements.
- Uncertified teachers receive continued support through Talent Coordinator and Principal touchpoints.

2026-2027

The percentage of teachers in the District who are uncertified teachers in foundation courses hired under waivers will not exceed 12.8%. The District will build on the established framework by continuing efforts from the previous year and implementing additional strategies outlined below.

- HISD Teacher Certification department will continue to work closely with external EPP programs to align on certification targeted completion dates
- The District will pre-screen new hires to ensure they are eligible for, or already enrolled in, a state-approved ACP program.
- The District will continue developing systems and supports that accelerate uncertified teachers' progress toward key certification milestones.
- The district will create and implement new teacher support cohorts.
- Teachers who are not fully certified will not be eligible for pay-for-performance.

2027-2028

The percentage of uncertified teachers in foundation courses hired under waivers will not exceed 8%. The District will build on the established framework by continuing efforts from the previous year and implementing additional strategies outlined below.

- The district will expand opportunities for teachers to participate in certification focused support sessions directly aligned with certification attainment.
- The District has established partnerships with Teachers of Tomorrow and iTeach and collaborate with all state-approved educator preparation programs.
- The District leverages internal Houston ISD ACP and the Teacher Certification department to support uncertified teachers.

HISD Transition Plan to Delay Certification Requirement

2028-2029

The District will build on the established framework by continuing efforts from the previous year and implementing additional strategies outlined below.

- The District will cap teachers hired in waivers foundation courses at no more than 3%
- HR will identify teachers who are no longer eligible to remain in foundational course roles and provide opportunities to transition into non-waivers roles.

2029-2030

- HISD will begin the school year with zero uncertified waivers teachers assigned to foundation courses.