



South San Antonio ISD HB 2 Implementation: New Teacher Certification Requirements Delay

House Bill (HB) 2 passed during the 89th Texas Legislature, Regular Session, 2025, and was signed into law by Governor Abbott. This new law requires school districts to have fully certified teachers in foundational curriculum courses (Math, ELAR, Science, Social St.).

Texas school districts have the ability to request from the Commissioner of Education to delay the implementation of teacher certification requirements for foundational curriculum courses until the beginning of the 2029-2030 school year.

Application Process for Access to a Delay of Teacher Certification Requirements:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.

Campus	# of Uncertified Teachers in Foundational Curriculum Courses as of 1/7/2026
Armstrong ES	0
Benavidez ES	1
Carrillo ES	1
Five Palms ES	1
Hutchins ES	0
Madla ES	0
Palo Alto ES	1
Price ES	0
Dwight MS	0
Shepard MS	1
Zamora MS	0



South San HS	7
DAEP	1

- Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers. **Teach for America - San Antonio**
- Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval. **January 26, 2026**
- Provide the web page link to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved.
<https://meetings.boardbook.org/public/organization/2343>
- Provide the webpage link to the board-approved plan.
<https://www.southsanisd.net/departments/human-resources/home>

Plan:

Although South San Antonio ISD is requesting a delay in the certification requirements we will make every effort to be fully staffed with Highly Qualified and Certified Teachers in the Foundational Curriculum Courses prior to the 2029-2030 SY.

Board Goals and Superintendent Constraints:

Quality Educators: The Superintendent shall not allow campuses to have disproportionate access to effective staff.

2.1: SSAISD will increase the number of campuses with 96% certification, from 9 campuses in September 2025 to 13 campuses by September 2027.

Strategies to Support Uncertified Teachers:

On January 26, 2026, the Board of Managers approved a Memorandum of Understanding with Teach-San Antonio which is a hub to explore teaching in San Antonio. The organization provides free step by step guides to certification, advice from certification experts, free prep for teaching tests, financial assistance for training, etc. which can be utilized by our current uncertified staff.

In addition, SSAISD is an ASPIRE district with Texas A&M San Antonio which also extends invitations to our staff to participate in JagsRoar. This free, all-day event (Fall/Spring) is designed to support aspiring



educators as they prepare for their TExES certification exams through focused exam preparation, expert guidance, interactive study groups, and practice questions.

Lastly, our district will purchase licenses for TExES online test study guides and test-prep to provide to uncertified teachers in need.

Plan for Recruiting Future Pipelines of Certified Teachers:

The Board of Managers on December 15, 2025 approved the partnership and service agreement with Teach for America - San Antonio. This 5 year partnership will enhance teacher recruitment by adding 25 new (TFA) corps members to serve as certified classroom teachers. Teach For America is a nationally recognized organization that recruits, trains, and supports educators who are committed to advancing student success in under-resourced districts. The District will provide placement, mentorship, and ongoing support to ensure alignment with our instructional goals and staff development efforts.

In addition, the district has an ongoing partnership with Texas A&M San Antonio for Strategic Staffing, a paid, year-long teacher residency program. Texas A&M San Antonio has committed to placing 5 Teacher Residents in our school district annually.

Lastly, on March 17, 2025 the Board of Managers approved a partnership with Global Educational Concepts which is an authorized sponsor of the U.S. Department of State's J-1 Cultural Exchange Program. GEC also holds approval from the Teacher Education Agency (TEA) as an Exchange Visitor Program sponsor. TEA-approved programs may qualify participants to receive the Visiting International Teacher certificate which qualifies the candidate as a Highly Qualified Teacher within the district.