

HB 2: **Plan for the Delay of Teacher Certification Requirements**

Whitney ISD

District Requirements

Board must approve the plan before application can be submitted to TEA. The board-approved plan will be posted on the district website.

Districts will be notified of TEA approval no later than March 31, 2026.

Delay of Teacher Certification Requirements Application and Process:

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.

Targeted Goals

Goals to decrease the percentage of uncertified teachers annually



- **Goal 1:** 100 % of teachers in foundation curriculum courses will be certified by the start of the 2029-2030 school year.
- **Goal 2:** Of our eight Grow Your Own participants, two will complete certification by end of 2026-2027, two others by 2027-2028, and the four remaining by the end 2028-2029.
- **Goal 3:** 15 WISD teachers who are currently in alternative teacher certification programs will complete certification requirements by the end of 2026-2027.
- **Goal 4:** The two remaining new hires working under our DOI plan with bachelor degrees will enter an alternative certification plan by March of 2026 to become certified by the start of the 2027-2028 school year.
- **Goal 5:** WISD will offer a high school education pathway starting in the 2026-2027 school year.
- **Goal 6:** WISD will attract and hire only certified teachers by 2028-2029.

Support

Strategies to support
uncertified teachers in
completing certification



- Partnership with Teachworthy's Alternative Certification Program
- WISD Grow Your Own Program partnering with Indiana Wesleyan University & Teachworthy
- District TIA plan requirement that teachers must be certified for TIA eligibility to help incentivize certification completion
- Incentive of additional stipend for certified teachers
- Mentors assigned to support new teachers in alternative certification programs

Recruitment

Plans for recruiting future
pipelines of certified
teachers



- Create competitive salaries for certified teachers
- Post job vacancies early
- Attend job fairs
- Master schedules w/conference & internalization periods for K-5 campuses
- Create recruiting posts celebrating district successes & highlighting district strengths
- Create internal recruitment with HS Education Pathway paired with Teachworthy/IWU Educate Program
- Contact surrounding colleges & teacher certification programs for recent graduates

Timeline

25-26

- TIA Data Capture Year
- DOI teachers with bachelor degrees enter an alt cert program
- Plan for education pathway for high school students
- Consider budget for increased teacher salaries

26-27

- TIA Data Submission Year & plan expansion
- 15 teachers complete alt cert program requirements
- Offer HS students an Education Pathway
- WISD Grow Your Own program continues

27-28

- First TIA designation payout & continued expansion
- Next round of alt cert teachers complete certification
- WISD Grow Your Own program continues
- HS education pathway graduates hired as paras in Educate Program

28-29

- TIA designation cycle continues
- Remaining teachers complete certification requirements
- Grow Your Own candidates complete program requirements
- All foundational course teachers certified by end of school year

WISD Uncertified Foundation Teacher Status

8 Teachers	Grow Your Own Program
15 Teachers	Completing Alternative Certification Programs
1 Teacher	Certified out-of-state-awaiting SBEC approval
2 Teachers	Hold SBEC intern or probationary certificates
2 Teachers	Degree only-entering alt. cert. program

As of 1/12/26