Silsbee ISD

Plan for Certification Requirement Delay

Plan for Delayed Implementation of HB 2 / TEC §21.0032 Limiting Certification Exemptions for Foundational Subjects

Purpose and Rationale

House Bill 2 (89th Legislature) amended TEC §21.0032 to limit a district's ability, under a District of Innovation plan, to exempt teachers from certification requirements in specific foundational subject areas. While the district fully supports the intent of HB 2 to ensure highly qualified, certified teachers in foundational classrooms, immediate full compliance presents staffing challenges that could negatively impact instructional continuity.

This plan outlines a phased approach to achieving full compliance with Texas certification requirements, including a reasonable timeline, targeted reduction goals, teacher support structures, and recruitment strategies, ensuring sustained progress while minimizing disruption to students.

The district affirms its commitment to increasing the percentage of certified teachers and ensuring that all instructional staff serving students in required areas meet statutory certification requirements within a reasonable and defined timeframe. The district's primary objective is to eliminate the use of uncertified teachers in positions subject to certification requirements under TEC §21.0032 and to maintain full compliance in all future hiring cycles.

Foundational Commitments

The district commits to:

- Reducing reliance on uncertified teachers in foundational subject areas each year.
- Supporting currently employed teachers in completing certification requirements.
- Strengthening recruitment and retention of certified teachers.
- Achieving full compliance with HB 2 within the proposed timeline.

Current Structures

The district has implemented the following strategies to support certification and recruitment:

- Formal Memorandum of Understanding (MOU) with iTeach Texas for alternative certification.
- Informal partnerships with other state approved educator preparation programs, including, but not limited to, Texas Teachers of Tomorrow, ESC 5 Educator Preparation Program, and university educator preparation programs.
- Assigned mentor teachers to support uncertified and intern teachers.
- Requirement that:
    - New hires enroll in an alternative certification program and obtain an Intern .Certificate within one year of program entry.
    - New hires obtain a Standard Certificate within two years of program entry.
- Hosting and participating in local and regional job fairs.
- Posting teaching positions through TalentED (which also posts to job boards like SchoolSpring) and with Region 5 Education Service Center.
- Directly notifying Region 5 Education Service Center Educator Preparation Program of vacancies.

These structures will continue and expand as part of this plan.

If earlier compliance is achieved through attrition, certification completion, or hiring, the district will immediately adopt full compliance standards.

Targeted Reduction Goals

The district will use annual benchmarks to reduce uncertified teachers in foundational subjects by grade level and subject area.

SISD Certification Reduction Targets	
Baseline 2025-2026 = 15 uncertified teachers in a foundational subject *(Three Year Average = 22 uncertified teachers in a foundational subject)*	
School Year	**Target Outcome**
2025-2026	Reduce uncertified foundational subject teachers by at least 25%
2026-2027	Reduce uncertified foundational subject teachers by at least 50% from baseline
2027-2028	Reduce uncertified foundational subject teachers by at least 75% from baseline
2028-2029	Achieve full compliance with HB 2 certification requirements

Annual data reviews will be conducted to monitor progress and adjust supports as needed.

Teacher Certification Support Strategies

To ensure timely completion of certification requirements, the district will provide the following supports:

Alternative Certification Pathway Support

- Requirement that all eligible teachers enroll within their month of employment.
- Continued partnership with iTeach Texas as the primary alternative certification provider.
- Continued informal partnerships with other state approved educator preparation programs, including, but not limited to, Texas Teachers of Tomorrow, ESC 5 Educator Preparation Program, and university educator preparation programs.
- Assistance with enrollment, testing timelines, and field-based requirements.
- Monitoring of individual certification progress with scheduled checkpoints monthly.

Intern Certification Requirement

- All teachers pursuing alternative certification must obtain an intern certificate no later than one year from the date of hire.
- Failure to meet this benchmark will result in reassignment or non-renewal, consistent with district policy and applicable law.

Financial and Logistical Supports (as feasible)

- Information on fee reimbursement or stipends, when available.
- Access to exam preparation resources and recommended study materials and supports.
- Reasonable scheduling flexibility and accommodations, to allow teachers to attend required training, observations, testing, and program completion.

Mentorship and Instructional Support

- Assignment of trained mentor teachers for uncertified staff.
- Ongoing coaching focused on classroom management, instructional delivery, and content mastery, aligned to district expectations and T-TESS evaluations
- Collaboration with campus administrators and instructional coordinators to support retention and success.

Recruitment and Hiring Strategy

To reduce future reliance on uncertified teachers, the district will implement a focused recruitment plan:

Certified Teacher Recruitment

- Priority hiring of fully certified teachers for positions subject to TEC §21.0032.
- Limiting the hiring of uncertified candidates to situations where no certified applicant is available and only on a temporary basis with a documented certification plan.
- Continued participation in regional job fairs.
- Hosting an annual job fair each spring.
- Active recruitment through EPP partnerships, including early identification of upcoming program completers.

Strategic Vacancy Management

- Early posting of anticipated vacancies.
- Direct communication with EPPs regarding high-need certification areas.
- Use of targeted recruitment incentives when available and approved by the district.

Grow-Your-Own Pipeline

- Identification of high-performing paraprofessionals and long-term substitutes interested in certification.
- Provide information for teacher certification for identified paraprofessionals and long-term substitutes, either through alternative certification or a traditional educator preparation program.
- Encouragement and support for internal candidates to enter alternative certification programs.

Monitoring and Accountability

- The district will maintain accurate records of certification status for all instructional staff.
- Progress toward certification goals will be reviewed monthly by the district and campus administrative team
- Adjustments to strategies will be made based on hiring trends, teacher progress, and student needs.
- Certification progress and staffing compliance will be presented to the Board of Trustees annually.

Documentation for Texas Education Agency

- The district will maintain documentation of certification enrollment, intern certificates, mentor assignments, and hiring practices to demonstrate good-faith compliance.

Alignment with Silsbee ISD District of Innovation Strategy

This plan is aligned with Silsbee ISD's District of Innovation (DOI) Plan (January 2025 - January 2030), which provides hiring flexibility while upholding rigorous expectations and supports for certification attainment. The district will continue to exercise this flexibility responsibly while progressing toward full compliance with certification requirements and reducing both the number and length of uncertified assignments.

The district has reviewed and will continue to use the Newly Certified and New Teacher Hires Dashboard for a complete understanding of the routes to being hired as a teacher for newly hired educators, as well as the relationship between teacher preparation, certification pathways, and new teacher hires in Texas public schools. The district has reviewed and will continue to use the Uncertified Teachers by District/School System Report as a useful resource in designing, implementing, and monitoring our plan

This phased implementation plan demonstrates the district's commitment to full compliance with HB 2 and TEC §21.0032 while ensuring stability for students and campuses. Through measurable goals, structured supports, and strategic recruitment, the district will responsibly transition away from certification exemptions in foundational subjects and achieve full compliance within the proposed timeline.

PASSED, ADOPTED, and APPROVED on 10 day of February, 2026 by the Board of Trustees of the Silsbee Independent School District by the following vote:

AYES: 7
NOES: 0
ABSENT: 0
ABSTAIN: 0

Derrell Ferguson
President, Board of Trustees

ATTEST:

Kenneth Fisher
Secretary, Board of Trustees

February 10, 2026 Board Agenda
Silsbee ISD Plan for Certification Requirement Delay (FINAL)