

Bullard Independent School District Plan for Meeting Teacher Certification Requirements by 2029-2030

Pursuant to Tex. Educ. Code § 21.0032(a-1), Bullard Independent School District has created a plan to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

District Name: Bullard Independent School District

County-District Number (CDN): 212-902

Superintendent Name & Email:

- Jan Hill
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Point of Contact for Plan Implementation:

- Cheryl Hendrix - Assistant Superintendent of Human Resources
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Board Approval Date: February 9, 2025

Date Posted to District Website: February 10, 2025

I. LEGAL FRAMEWORK

This plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, Bullard ISD is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

II. District Commitment

Bullard ISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029–2030 school year. This goal is supported by the BISSD School Board, District and Campus Administration, District Teachers and Region 7 ESC.

III. Uncertified Teacher Data (2025-2026 Academic School Year)

Grade Level / Subject Area	Total Core FTE	Number of Uncertified Teachers	Percentage Uncertified	EPP Partner(s) Supporting This Group
PK Self-Contained	5	0	0%	
Kindergarten	9	4	44%	A + Teachers eTools4education 240 Certification
Elementary RLA/SS (1-5)	28	3	11%	IMPACT Region 7 ESC
Elementary Math/SC(1-5)	28	2	7%	IMPACT Region 7 ESC
Secondary Math (6-12)	16	3	19%	IMPACT Region 7 ESC
Secondary Science (6-12)	15	1	7%	Stephen F. Austin State University
Secondary ELA (6-12)	16	3	19%	IMPACT Region 7 ESC
Secondary SS (6-12)	16	1	6%	Teachers of Tomorrow
TOTAL CORE CURRICULUM	126	17	13%	

IV. Hiring Trends (New Uncertified Hires)

School Year New	Foundation Hires New	Non-Foundation Hires Total	New Uncertified Hires
2023-2024	4	7	11
2024-2025	11	4	15
2025-2026	7	1	8
3 Year Average	7	4	11

V. Educator Preparation Program Partnerships

Name of EPP	Description of Partnership
Region 7 IMPACT ETX	Region 7 works closely with the district to ensure timely certification. Region 7 keeps the district updated on participation progress. Region 7 also works with the district to support Professional Development and Mentorship with the participants in their program.

VI. Strategic Action Plan

School Year	Timeframe	% of Uncertified Teachers Goal: Decrease by ____ yearly	Strategies	Person(s) Responsible
25-26	Fall '25-Summer '26	5%	☐ Review and develop individual certification plans with timelines. ☐ Conference - Notice of possible termination given to uncertified teacher/teacher and campus principal signature required. (December - 2025) ☐ Partner with ESC 7 for EPP partnership. ☐ Create a tracking document to monitor teacher certification progress. (August - 25) ☐ Launch the 1st- and 2nd-year teacher mentor program with ESC 7. ☐ MOU with UT Tyler to Grow our Own via discounts and personal advisors and assistance for all of BISD employees. ☐ Recruit certified teachers at local college fairs. ☐ Provide Instructional Coach/Curriculum/HR support .	☐ Assistant Superintendent of Human Resources ☐ Assistant Superintendent of Curriculum and Instruction ☐ Campus Principals ☐ ESC 7 EPP ☐ University of Texas at Tyler
26-27	Fall '26-Summer '27	3%	☐ Encourage uncertified teachers who are not enrolled in an alternative certification program to join the Region 7 ESC certification program. ☐ Recruit certified teachers at local college fairs. ☐ Create a plan of action for	☐ Assistant Superintendent of Human Resources ☐ Assistant Superintendent of Curriculum and Instruction ☐ Campus Principals

			each non-certified teacher (Summer - 26) ☐ Continue MOU with UT Tyler to Grow our Own via discounts and personal advisors and assistant for all of BISD employees ☐ Provide Instructional Coach/Curriculum/HR support	☐ ESC 7 EPP ☐ University of Texas at Tyler
27-28	Fall '27-Summer '28	3%	☐ Continue the first- and second-year teacher mentor program in partnership with ESC 7. ☐ Continue MOU with UT Tyler to Grow our Own via discounts and personal advisors and assistance for all of BISD employees. ☐ Recruit certified teachers at local college fairs. ☐ Create a plan of action for each non-certified teacher. ☐ Provide Instructional Coach/Curriculum/HR support	☐ Assistant Superintendent of Human Resources ☐ Assistant Superintendent of Curriculum and Instruction ☐ Campus Principals ☐ ESC 7 EPP ☐ University of Texas at Tyler
28-29	Fall '28-Summer '29	0%	☐ Continue the first- and second-year teacher mentor program in partnership with ESC 7. ☐ Continue the MOU with UT Tyler to Grow our Own via discounts and personal advisors and assistance for all of BISD employees. ☐ Create a plan of action for each non-certified teacher. ☐ Recruit certified teachers at local college fairs. ☐ Provide Instructional Coach/Curriculum/HR support.	☐ Assistant Superintendent of Human Resources ☐ Assistant Superintendent of Curriculum and Instruction ☐ Campus Principals ☐ ESC 7 EPP ☐ University of Texas at Tyler
29-30	Fall '29-Summer '30	0%	☐ Ensure full compliance for all foundational courses. ☐ Continue collaborating with	☐ Assistant Superintendent of Human Resources

			☐ the Region 7 EPP to sustain program quality. ☐ Continue to recruit certified teachers at local college fairs.	☐ Assistant Superintendent of Curriculum and Instruction ☐ Campus Principals ☐ ESC 7 EPP ☐ University of Texas at Tyler
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VII. Board Approval and Attestation

This plan was reviewed and approved by the Board of Trustees of Bullard Independent School District in an open meeting on February 9, 2026. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature: Stephanie Lynn Date: 02/09/2026

Superintendent Signature: Janet Hill Date: 2-9-26