



MAGNOLIA INDEPENDENT SCHOOL DISTRICT
P O BOX 88
Magnolia, TX 77355
Phone 281.356.3571
Fax 281.252.2235
www.magnoliaisd.org

Teacher Certification Assurance Plan

Magnolia ISD

This plan addresses Magnolia ISD's Board Goal #4: Human Resources.

Magnolia ISD is dedicated to recruiting, developing, retaining, and empowering highly qualified and passionate staff for the benefit of all students.

Overview

House Bill (HB) 2, passed during the 89th Texas Legislative session, mandated new teacher certification requirements and incentives for uncertified teachers. HB 2 included information on new limitations to Texas school district's ability to waive teacher certification requirements for foundational curriculum courses within their District of Innovation (DOI) plan. Magnolia ISD has developed a plan delaying implementation of certification requirements for currently employed uncertified teachers of record for foundation curriculum courses (ELA, Math, Science, and Social Studies) until the beginning of the 29-30 school year. The plan includes a reasonable timeline and strategies for how the district plans to comply with the requirements before the start of the 29-30 school year. Proposed strategies include targeted goals to decrease the percentage of uncertified teachers annually including by grade level/subject, strategies to support uncertified teachers in completing certification, and plans for recruiting future pipelines of certified teachers.

Magnolia ISD has partnered with multiple Educator Preparation Programs (EPP). Currently, the district has uncertified teachers working to gain required certification through various Alternative Certification Programs (ACP); such as iTeach, Texas Teachers, Teachworthy, and WebCentric. The district also has individuals pursuing their certification through traditional university programs; such as Stephen F. Austin and Sam Houston State University. These partnerships ensure that all uncertified teachers hired under the current DOI plan have a clear, district-supported route to full certification while continuing to serve the students of Magnolia ISD.

Magnolia ISD Guiding Principles

- ✓ Both district and campus administration are responsible for ensuring and maintaining compliance with TEA/SBEC educator certification requirements.
- ✓ Teachers in certification pathways deserve clear expectations, timely support, consistent monitoring, and fair evaluation.
- ✓ All certification pathways are supported through various avenues, including logistical and ongoing professional support.

- ✓ Continue to invest in all Magnolia ISD staff with a strategic focus on professional staff seeking teacher certification.

Magnolia ISD Current Snapshot

- ✓ Total number of foundational subject teachers: 626
- ✓ Total number of fully certified teachers in foundational subjects: 567 (90.5%)
- ✓ Total number of fully certified teachers teaching a foundational subject outside of their certification area: 11(1.8%)
- ✓ Total number of teachers that are degreed, uncertified, actively engaged in an alt-certification program teaching a foundational subject: 48 (7.7%)

Certification Pathways for Existing and Future Uncertified Teachers (Summary)

1. External Recruitment Partnerships

Collaborate with alternative certification programs and regional universities to build ongoing talent pipelines. Goal: Fill every foundational subject vacancy with a fully certified teacher or a candidate on a verified and progressing 12-month certification track.

2. Leverage Existing Certifications through Additional Testing

Support the currently certified teachers who are teaching in an out-of-area foundational subject to add the new certification by taking and passing required subject exam(s). The District will assist by providing release time and reimbursement for the cost of any required subject exam(s) that are successfully passed and added to a teaching certificate.

3. Grow Your Own Program for Paraprofessionals

The District will identify successful paraprofessionals who may or may not currently possess a bachelors degree. Magnolia ISD is partnering with SHSU, SFA, LoneStar College, GCU and iTeach to provide a structured pathway for the identified paraprofessionals to earn a bachelors degree and/or a Texas teacher certification.

4. Teacher Certification for Degreed Staff

Support current and future employees who hold a bachelors degree but not a teaching certificate by coordinating with various Alternative Certification Programs. District support will include:

- Certification guidance
- Up to 3 days release time to observe experienced teachers, take exams, and coordinate with assigned mentors
- Campus administration will conduct periodic walkthroughs and monthly progress meetings with documented progress
- Solicit periodic status updates from each teacher candidate's Program Field Supervisor.
- Participation in locally developed professional development opportunities
- "Certification Reimbursement Program" sponsored by the Magnolia Education Foundation

5. Retention and Workplace Enhancement Strategies

- a. Competitive salaries and benefits
- b. Excellent instructional support and professional development
- c. District-wide schedule for planning and collaboration
- d. Approved comprehensive Teacher Incentive Allotment (TIA) plan

Action Plan

✓ 2025-2026 School Year

- The district currently has 48 uncertified teachers in foundational core subject areas.
- Ensure all uncertified teachers are enrolled in a TEA-approved certification program and provide documentation of acceptable progress in the program.
- Provide assigned mentors and documented instructional support.
- Mandatory certification progress meetings with the Human Resources Department 1-2 times per semester.
- Continue to satisfy “uncertified teacher” parent notification requirements.

✓ 2026-2027 School Year

- **Starting with the 2026-2027 school year, districts can no longer hire K-5 reading and mathematics teachers using a District of Innovation (DOI) exemption.**
- **HB2 does not impact a district’s ability to continue to hire uncertified non-foundational subject teachers, allowing the continued certification exemptions for CTE and other enrichment subjects.**
- **Existing** uncertified teachers and **newly hired** uncertified teachers must make substantial progress towards earning a Statement of Eligibility (SOE) or Intern Certification.
- **Newly hired** K-5 reading/mathematics teachers must be certified or the District may consider other permit options such as a School District Teaching Permit.
- For all other subjects and grade levels, the Magnolia ISD DOI certification exemption plan continues.
- Ensure full compliance with HB-2 expectations for certified teacher placement.
- Increase the percentage of fully certified instructional staff.
- Document, track and monitor certification progress of uncertified teachers.
- A primary goal for this school year is for 33% of uncertified teachers in foundation courses to earn their certification.
- A second area of focus is to reduce the number of uncertified teachers hired in foundational courses in grades 6-12 by 50%.
- Continue targeted professional development and certification support.
- Continue to satisfy “uncertified teacher” parent notification requirements.

✓ **2027-2028 & 2028-2029 School Years**

- **Starting in 2027-2028 for all foundational subject teachers: DOI exemptions can no longer be used for the remaining foundational subjects.**
- **HB2 does not impact a district's ability to continue to hire uncertified non-foundational subject teachers, allowing the continued certification exemptions for CTE and other enrichment subjects.**
- **New** K-12 foundation subject teachers must be certified, or District may consider other permitting options such as a School District Teaching Permit.
- Ensure full compliance with HB-2 expectations for certified teacher placement.
- Continue to maintain fully documented certification records for all instructional staff.
- Identify teachers for required additional teaching certifications.
- Increase the percentage of fully certified instructional staff.
- Continue to document, track and monitor certification progress
- Continue to satisfy "uncertified teacher" parent notification requirements.
- A primary goal for this school year is for 33% of uncertified teachers to earn their certification.
- Continue targeted professional development and certification support

✓ **2029-2030 School Year**

- **Starting with the 2029-2030 school year, all uncertified teachers teaching in foundational subjects are required to be certified.**
- **HB2 does not impact a district's ability to continue to hire uncertified non-foundational subject teachers, allowing the continued certification exemptions for CTE and other enrichment subjects.**

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