



Tarkington Independent School District

HB 2 Compliance Waiver Plan – Teacher Certification Requirements

Draft for Board Consideration – February 2026

Approved by the Tarkington ISD Board of Trustees on February 17, 2026

Submitted to the Texas Education Agency in accordance with HB 2 (89th Legislature)

Purpose and Scope

The purpose of this plan is to outline Tarkington Independent School District's (TISD) strategy to obtain and implement a waiver for certain House Bill 2 (HB 2) teacher certification compliance requirements. This waiver will provide TISD additional time and flexibility to achieve full compliance with HB 2's teacher certification mandates while maintaining instructional quality and stability across all campuses.

Rationale for Waiver

TISD continues to face challenges in recruiting and retaining certified teachers, particularly in the elementary grades, due to regional shortages, certification testing delays, and constraints in rural communities. This waiver ensures instructional continuity while uncertified teachers complete certification under structured support.

Waiver Request Summary

Tarkington Independent School District requests a waiver from immediate compliance with HB 2's teacher certification requirements to allow a phased implementation period through August 2029. The district seeks approval to continue employing uncertified teachers under structured supervision and to document progress toward certification, as outlined in this plan.

Scope

This waiver plan applies to all teaching assignments within TISD that currently do not meet full SBEC certification requirements, with an emphasis on educators who have not fulfilled testing requirements to receive full certification, elementary-level uncertified teachers, and those completing a Grow Your Own/ Alternative Certification Program (ACP) through Indiana Wesleyan University and Teachworthy.

Legislative Background

Texas House Bill 2 (89th Legislature, 2025) introduces new requirements for districts regarding teacher certification, compensation structures, and educator pipeline development. Under HB 2, all teachers assigned to classroom instruction must meet state certification requirements by the 2029–2030 school year unless a district receives a TEA-approved compliance waiver. This waiver request is submitted pursuant to:

- Texas Education Code §7.056
- Texas Education Code §21.055
- Texas Education Agency HB 2 Implementation Guidance (2025)

Current District Context

Region: Education Service Center (ESC) Region 4

Campuses:

- Tarkington Early Childhood Center (PK–K)
- Tarkington Elementary School (1–5)
- Tarkington Middle School (6–8)
- Tarkington High School (9–12)

Current Certification Profile (2025–2026):

- Approximately 28% uncertified teachers districtwide (including 15 Emergency Permits)
- ELEM 18/66; MIDDLE SCHOOL 7/27 (1 DOI); HIGH SCHOOL 11/36 (10 DOI) TOTAL 36/124; Actively supporting 30/124 subtracting CTE and Spanish
- High School and Middle School uncertified teachers under DOI status and enrolled in ACPs nearing completion
- TIER 2 teachers with Associates Degree working towards a degree and ACP acceptance
- Active partnerships with Indiana Wesleyan University and Teachworthy for Grow Your Own pathways

TISD Strategic Compliance Plan

Goal: Achieve 100% teacher certification compliance across all core instructional positions by August 2029.

Certification Progress Commitment

Tarkington Independent School District will ensure that, on average, **at least 20% of all uncertified teachers obtain full SBEC certification each fiscal year**, resulting in **100% valid certification for all instructional staff by the 2029–2030 school year**. Progress toward certification will be monitored through Beginning of Year, Middle of Year, and End of Year touchpoints, individualized timelines, and program benchmarks.

Objectives and Action Steps

<u>Objective</u>	<u>Action Steps</u>	<u>Timeline / Responsible Party</u>
Audit and Monitor Certification Status	<ul style="list-style-type: none"> • Conduct Beginning, Middle and End of Year audits of uncertified staff • Maintain a district certification dashboard tracking enrollment, testing, permits, and anticipated certification dates 	<p>2025–2029</p> <p>HR Director, Principals</p>
Ensure Annual Certification Progress (HB 2 Compliance)	<ul style="list-style-type: none"> • Monitor annual certification conversion rates to meet or exceed the 20% benchmark • Align staffing decisions with certification progress data • Verify all certificates are valid by FY 2029–2030 	<p>2025–2029</p> <p>HR Director, Principals, Superintendent</p>
Individualized Certification Pathways	<ul style="list-style-type: none"> • Develop an individualized certification plan for each uncertified teacher outlining progression to intern, student teacher, probationary, and standard certification • Review plans BOY, MOY, EOY and adjust timelines as needed • Require alignment with an approved pathway as a condition of continued employment 	<p>2025–2029</p> <p>HR Director, Principals</p>
Prioritize Classroom-Based Uncertified Teachers	<ul style="list-style-type: none"> • Prioritize support for uncertified teachers currently serving as teachers of record • Reduce the number of uncertified foundation teachers annually 	<p>2025–2029</p> <p>HR Director, Principals</p>
Strengthen Pipeline Partnerships	<ul style="list-style-type: none"> • Expand partnerships with Indiana Wesleyan University, Teachworthy, and other approved EPP/HEI (Education Prep Programs/Higher Education Institution)GYO partners • Require partners to provide dashboard-style reporting of TISD-affiliated and “at-large” candidates 	<p>2025–2027</p> <p>HR Director, Superintendent</p>
Support ACP, EPP, PREP, and GYO Candidates	<ul style="list-style-type: none"> • Assign certified mentors • Monitor candidate progress quarterly • Require completion of program benchmarks within district-defined schedules 	<p>2025–2029</p> <p>HR Director, Principals</p>

Manage Candidate-Specific Certification Risks	<ul style="list-style-type: none"> • Support candidates who have completed coursework but not passed content or PPR exams • Require delayed EPP candidates to meet district-defined timelines • Require degreed teachers not enrolled in an EPP to join a district-approved partner program • Ensure GYO PREP (Grow Your Own & Preparing, Retaining Educators Partnership) paraprofessionals complete a bachelor’s degree within three years 	2025–2029 HR Director
High-Need Area Certification Support	<ul style="list-style-type: none"> • Support uncertified candidates in Special Education and Bilingual assignments as TEA pathway guidance becomes available (2025–2026) • Require alignment with TEA-approved options for continued assignment 	2025–2029 HR Director, Special Education Director
Targeted Recruiting and Pipeline Development	<ul style="list-style-type: none"> • Establish internal and external pipelines 1–2 years in advance using GYO, SDTP, PREP, EPP, and traditional pathways • Utilize completer lists and partner dashboards to identify strong-fit candidates early 	2025–2029 HR Director
Recruit Certified Teachers	<ul style="list-style-type: none"> • Attend annual job fairs • Offer signing and retention incentives in identified shortage areas 	2026–2029 HR Director, Principals
Accelerated Certification & Incentives	<ul style="list-style-type: none"> • Evaluate uncertified teachers annually for feasibility of certification completion prior to the next school year • Support eligible candidates in qualifying for available TEA incentives 	2025–2027 HR Director
Professional Development & Mentorship	<ul style="list-style-type: none"> • Provide structured mentorship and certification-readiness professional development through the Legacy Mentoring Program and Grow Your Own supports 	Ongoing Instructional Services Dept., Legacy Leadership

Monitoring and Accountability

Progress Benchmarks:

1. **2026–2027:** No more than 15% uncertified teachers
2. **2027–2028:** No more than 10% uncertified teachers
3. **2028–2029:** No more than 5% uncertified teachers
4. **2029–2030:** 100% certified instructional staff

HR and campus administrators will review certification progress each grading period. The Superintendent will receive quarterly updates and certify progress in the annual HB 2 report to TEA.

District Assurances

Tarkington ISD affirms that all uncertified teachers under this waiver will:

- Be enrolled in and actively progressing through an approved certification program.
- Receive mentorship and classroom support.
- Not teach outside their preparation program assignment.
- Be replaced by certified teachers as they become available.

School District Teaching Permit (SDTP)

In accordance with Texas Education Code §21.055 and TEA HB 2 guidance, TISD may issue a School District Teaching Permit (SDTP) for an educator who does not hold the required SBEC certificate under the following conditions:

- A certified teacher is not available for the position.
- The educator is enrolled in an approved certification program and making satisfactory progress.
- The permit is approved by the Superintendent and reported to the Board.
- The permit is valid for one school year and renewable only upon demonstrated progress.
- The educator receives mentoring and professional development consistent with the Elevate and Grow Your Own programs.

The Director of Human Resources will maintain a record of all district-issued permits and report annually to the Board, Superintendent, Chief of Schools and TEA regarding compliance and progress toward certification.

Communication Plan

The district will post the approved HB 2 Compliance Waiver Plan on its website, communicate progress through staff meetings and newsletters, and provide annual public reports summarizing certification progress.

Budget and Resources

<u>Item</u>	<u>Estimated Annual Cost</u>	<u>Funding Source</u>
University Tuition and Fees (Grow Your Own)	\$15,000 per candidate	Local Funds/Grant Funds
ACP Partnerships & Program Fees	\$3,500 per candidate	Local Funds/Grant Funds
Recruitment Incentives (Shortage Areas)	\$15,000	Local Funds/Grant Funds
Mentorship & PD through Legacy Program	\$500 per candidate	Local Funds/Grant Funds

Risk Management

- **Risk:** Slow completion of ACPs or certification delays.
Mitigation: Quarterly monitoring and test scheduling support.
- **Risk:** Continued teacher shortages.
Mitigation: Strengthen recruitment incentives and partnerships.
- **Risk:** Budgetary constraints.
Mitigation: Leverage Title II and HB 2 flexible funds, where allowable, in combination with applicable state and federal grant funding as available, to support certification, mentoring, recruitment, and pipeline development initiatives. The district will continuously monitor funding opportunities and align allowable expenditures to sustain certification progress and waiver compliance.

Governance and Approval

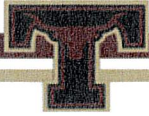
Director of Human Resources: Celeste Bradberry - Waiver Plan Lead

Superintendent: Dr. Elna Davis

Board President: Lane Gullledge

The Tarkington ISD Board of Trustees will hold a public hearing and formally adopt this HB 2 Compliance Waiver Plan. Upon approval, the plan will be posted on the district website and submitted to the Texas Education Agency for review

February 6, 2026



Resolution of the Board of Trustees

Authorizing Submission of HB 2 Compliance Waiver Plan Teacher Certification Requirements

WHEREAS, House Bill 2 (89th Legislature, 2025) requires all teachers in Texas public schools to hold valid certification; and

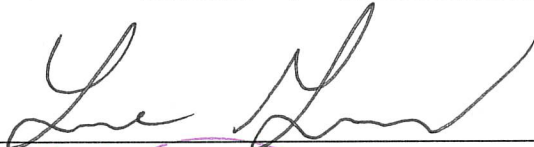
WHEREAS, the Texas Education Agency allows school districts to request a waiver and submit a phased compliance plan; and


WHEREAS, Tarkington Independent School District has developed a comprehensive plan to achieve full compliance by the 2029–2030 school year;

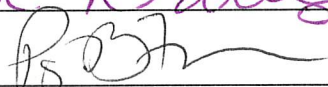
NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board of Trustees approves the HB 2 Compliance Waiver Plan as presented.
2. The Superintendent, Dr. Elna Davis, and designee, Director of Human Resources, Celeste Bradberry is authorized to submit the plan to TEA.
3. The plan shall be posted publicly on the district website.
4. Annual progress reports shall be provided to the Board.

Adopted this 17 day of February, 2026.

 Lane Gulledge, Board President

 Dr. Elna Davis, Superintendent

Attest:  Paige Bostwick, Board Secretary

Appendix A – Year 1 (2025–2026) Implementation Calendar

<u>Month</u>	<u>Action Item</u>	<u>Responsible</u>
February 2026	Board hearing and approval of HB 2 Waiver Plan	Superintendent, HR Director
March 2026	Submit waiver plan to TEA	HR Director
March 2026	Launch certification audit and dashboard tracking	HR Director
April 2026	Initiate teacher test prep supports	HR Director Principals
Ongoing	Review ACP enrollment and progress	HR Director
May 2026	Recruit certified candidates for the 2026–27 hiring	HR Director
August 2026	Begin Year 2 implementation, report progress to the Board	Superintendent, HR Director