

Plan for HB2 Certification Delay



Board
Approval:
February 17,
2026

House Bill 2: Teacher Certification Requirements

During the 89th Legislature, House Bill 2 included new statutory provisions prohibiting districts from exempting themselves from certain requirements of the Texas Education Code (TEC) through a District of Innovation (DOI) plan.

House Bill (HB) 2

| Academic Year | DOI Restrictions |
|---------------|---|
| 2025-2026 | District maintains currently approved DOI plan which may include exemptions from 21.003 |
| 2026-2027 | District can no longer include K-5 reading and mathematics teachers in DOI plan exemptions from 21.003 |
| 2027-2028 | District can no longer include all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in DOI plan exemptions from 21.003 |

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.

Requirements: District Plan to Address Uncertified Teachers

Prior to submitting the application, districts must create a plan for how they will meet the statutory guidelines for teacher certification requirements.

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.
- Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.
- Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.
- Provide the web page link to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved.
- Provide the webpage link to the board-approved plan.

The plan requires board approval and must be submitted to TEA by March 2, 2026.



Timeline

| Academic Year | Teacher Action Required | District Compliance Targets |
|---------------|---|-----------------------------|
| 2025–2026 | Enrollment & Assessment: Teachers must enroll in a TEA-accredited certification program by March 2026. | 16% Uncertified (Baseline) |
| 2026–2027 | Internship: Teachers must be on track to begin an internship by August 2026. | 11% Uncertified |
| 2027–2028 | Certification: Teachers should be on track to complete standard certification requirements by June 30, 2027. | 6% Uncertified |
| 2028–2029 | Certification: Teachers must achieve full state certification by the beginning of the school year (August 2028). | 2% Uncertified |
| 2029–2030 | All foundational subject teachers are certified. Any remaining uncertified teachers will be released from their teaching position at the end of the school year. | 0% Uncertified |

District of Innovation Numbers

| | Elementary | Secondary | Total |
|-----------------------|-----------------|----------------|------------------|
| 25-26 Baseline | 111 (9%) | 97 (7%) | 208 (16%) |
| 26-27 Target | 79 (6%) | 66 (5%) | 145 (11%) |
| 27-28 Target | 40 (3%) | 40 (3%) | 80 (6%) |
| 28-29 Target | 14 (1%) | 14 (1%) | 28 (2%) |
| 29-30 Target | 0 (0%) | 0(0%) | 0 (0%) |

Midland ISD currently has 208 District of Innovation teachers teaching in foundational subject areas. This makes up about 16% of our teaching staff. To get to a 0% by the 2029-2030 school year, we intend to reduce the number of uncertified DOI teachers by approximately 5% each year. You can see how many teachers this would impact at the elementary and secondary level each year in the graph above.



Partnerships

Local Community Support of up to \$1.95M

Midland ISD has been working with UTPB as our main partner for non certified staff. As of December 2025, the Scharbauer Foundation has donated \$1.95 Million to UTPB to support alternative certification and certification pathways for our DOI, Associate Teachers, Apprentices, and Teacher Residents of Midland ISD. This funding will help remove financial barriers and help current and future staff meet certification requirements.

Midland ISD is also in early stages of partnerships with the following universities:

- Texas Tech University
- West Texas A&M University
- Grand Canyon University
- Sul Ross University



Midland ISD has been building many grow your own pathways for teacher certification. Since the Spring of 2023, Midland ISD has heavily invested in talent pipelines and partnerships.

Here is a list of current talent pipelines:

- Educator in Training Pathway- High School Students interested in becoming teachers begin a program and can graduate with an associate's degree on track to early completion with a teacher certification.
- Registered Apprenticeship Program- Paraprofessionals and other non degreed employees earn a degree and teacher certification at little to no cost through this earn and learn program. Funding provided by the Scharbauer Foundation and other funding sources (Falcon Free, Pell Grant, scholarships, etc.).
- Teacher Residency Program- UTPB Seniors completing their undergraduate degree complete a paid year long internship with Midland ISD. The residents are placed alongside our Opportunity Culture MCLs to learn from highly effective teachers during their year long internship.

Additional Supports:

- Ongoing monthly training
- On the job training
- Wrap around services
- Academic advising
- Accountability
- Center for Reigniting the Educator Workforce (CREW) Technical Assistance through Dallas College- 1 of only 5 cohorts across the state
- Test Preparation



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