

## *Excellence Since 1900*

PO Box 1200 • 210 S 6<sup>th</sup> St • Ganado, TX 77962 • Phone: 361-771-4200

Superintendent: Jonathon A. Szymanski, Ph.D.

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### **HB2 Certification Requirements Plan Background Information**

House Bill (HB) 2 passed during the 89<sup>th</sup> Texas Legislature, Regular Session, 2025, and was signed into law by Governor Abbott. In correspondence published on August 21, 2025, called House Bill 2 (HB2) Implementation: New Teacher Certification Requirements and Incentives for Uncertified Teachers, information on new limitations to Texas school districts' ability to waive teacher certification requirements for foundational curriculum courses (Math, Science, ELAR, and Social Studies) within their district of innovation (DOI) plan.

Another correspondence published on October 16, 2025, provides additional information on the process that school districts must use if they wish to request approval from the commissioner of education to delay implementation of certification requirements for foundational curriculum courses until the beginning of the 2029-2030 school year.

To do this, the district must submit an application to the Texas Education Agency. The application must include a plan for how the district will meet the statutory guidelines for teacher certification requirements. Once the district has developed its plan to address uncertified teachers, the board must approve the plan. The plan should be posted in an easily accessible location on the district website. TEA will then issue final approval through the application process.



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### **HB 2 Implementation: New Certification Requirements for Teachers**

#### **TEA Guidance**

<b>Academic Year</b>	<b>DOI Restrictions</b>
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**

Texas Education Code § 21.0032 (a-1), authorizes the commissioner of education to approve district requests to delay implementation of certification requirements for foundational curriculum courses until the beginning of the 2029-2030 school year.

The application submitted to the Texas Education Agency must include an evaluation of how the district will transition to certification during the delay of teacher certification requirements. As part of this application process, districts are required to do the following:

- Identify the total number of uncertified individuals currently assigned to teach foundational curriculum courses in 2025-2026 as of the date of submission
- Specify at least one education preparation program (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



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**District Plan for Meeting Teacher Certification Requirements by School Year 2029-2030**

Pursuant to Texas Education Code § 21.0032 (a-1), Ganado ISD has created a plan to delay the full implementation of certification requirements for teachers of record in foundational curriculum courses until the beginning of the 2029-2030 school year.

**District Name:** Ganado Independent School District

**County-District Number (CDN):** 120902

**Superintendent Name and Email:**

Dr. Jonathon Szymanski, [drszymanski@ganadoisd.net](mailto:drszymanski@ganadoisd.net)

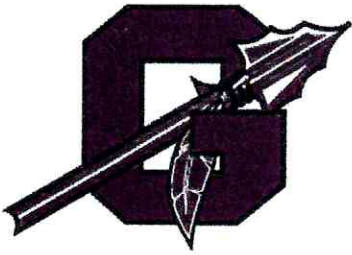
**Board Approval Date:** 02-18-2026

**Link to Board Agenda Approval:**

[https://drive.google.com/file/d/17UTUJrhd7skinJe2a0P\\_KVtxl-m6t5o-/view?usp=drive\\_link](https://drive.google.com/file/d/17UTUJrhd7skinJe2a0P_KVtxl-m6t5o-/view?usp=drive_link)

**Date Posted to District Website:** 02-20-2026

**Link to Posted Plan:** [www.ganadoisd.org](http://www.ganadoisd.org)



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### Purpose and Legislative Authority

Ganado Independent School District recognizes that certified teachers are critical to student academic success and is committed to ensuring all students are instructed by appropriately certified educators. In alignment with Texas Education Code Chapter 21 and House Bill 2 (89<sup>th</sup> Texas Legislature), the district will implement a structured and accountable transition plan to achieve full certification compliance.

This Certification Transition Plan outlines Ganado ISD's systematic approach to transitioning uncertified teachers into full certification while maintaining instructional continuity and supporting educator development.

### Current Staffing Overview

According to the Texas Education Agency (TEA)<sup>1</sup>, an uncertified teacher is one without an SBEC-issued teaching certificate as of the PEIMS snapshot day in the academic year.

During the 2025-2026 school year, Ganado ISD employs 7 uncertified teachers in foundational curriculum courses (math, science, ELAR, and social studies). These 7 teachers represent approximately 12% of district teachers. The breakdown by campus is listed:

Campus	Uncertified Teachers	Grade or Subject Impacted
Ganado Elementary	3	Kindergarten Math/ELAR, 1 <sup>st</sup> grade Science/Social Studies, 5 <sup>th</sup> grade Math
Ganado High School	4	Math, Social Studies, English
Total	7 uncertified teachers	

Staffing challenges are attributed to:

- Statewide teacher shortages
- Recruitment challenges common to rural districts
- Limited availability of certified candidates

Ganado ISD remains committed to reducing reliance on uncertified teachers through intentional recruitment and certification support. Ganado ISD will prioritize recruitment of certified teachers for all new foundational curriculum vacancies.

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<sup>1</sup> Texas Education Agency. "Uncertified Teachers by District/School System Report (2024-2025)". *Texas Education Agency*, 2024.



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### **Educator Preparation Program Partnerships**

Ganado ISD partners with TEA-approved Educator Preparation Programs, which include:

- Teachers of Tomorrow
- Teachworthy

These Educator Preparation Programs provide flexible alternative certification pathways, content and pedagogy exam preparation, mentoring and supervision, and coursework designed to support working educators.

### **Timeline and Strategic Plan for Transition Compliance**

<b>School Year</b>	<b>Certification Goal</b>
2025-2026	All uncertified teachers in a foundation curriculum course enrolled in EPPs
2026-2027	Reduce uncertified teachers assigned to K-5 reading or math from 3 teachers to 1
2027-2028	Reduce uncertified teachers in grades 6-12 from 4 teachers to 2
2028-2029	Reduce total uncertified teachers in foundational curriculum courses to no more than 2
2029-2030	Full certification compliance in all foundational curriculum courses

### **District Strategies to Support Uncertified Teachers**

Ganado ISD will support uncertified teachers in completing certification requirements by providing:

- Assignment of instructional mentors
- Assistance accessing state exam fee waivers or reimbursements, when available
- Scheduling flexibility, when feasible, to accommodate required coursework and observations
- Monitoring of EPP progress



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### Annual Monitoring and Reporting

Ganado ISD will annually review certification progress using PEIMS data, EPP progress reports, and campus staffing audits and report findings to the school board. Teachers who do not demonstrate reasonable and timely progress toward certification may be reassigned to non-foundation positions or may be subject to employment actions consistent with district policy.

### Parent Notification Compliance

In compliance with Texas Education Code § 21.057, Ganado ISD will provide written notification to parents when a teacher is assigned to a classroom outside of their certification area or is uncertified for more than 30 consecutive instructional days, as required by law.

### Attestation

The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

  
Superintendent Signature

02-20-26  
Date

  
Board President Signature

FEB. 18, 2026  
Date

### Board Approval and Public Posting

This Certification Transition Plan was approved by the Ganado Independent School Board of Trustees on February 18, 2026 and will be posted publicly on the district website in accordance with TEA requirements.