

HEB ISD Plan for Delaying HB2 Teacher Certification through 29-30 SY

Context

- Ongoing statewide staffing challenges, particularly in high-demand content areas, require innovative and sustainable workforce strategies to maintain strong fill rates.
- HEB ISD is dedicated to recruiting, developing, and retaining highly qualified, certified educators to support vacancy fill rate goals and to ensure students in every classroom receive quality instruction by enhancing HEB ISD's Grow Your Own Pipeline, as outlined in the [HEB ISD 2024-2029 Strategic Plan](#).
 - The HEB ISD Teacher Assistant to Teacher Training Program (TAT) supports paraprofessionals in obtaining teacher certification.
 - The HEB ISD Educator in Training Program (EIT) cultivates future educators through structured certification pathways, mentorship, and practical classroom experience.
 - Ongoing review and evaluation of new TEA LASO Preparing and Retaining Educators (PREP) initiatives will determine the timing of potential participation to further support recruitment and retention.
- This plan will ensure **compliance with HB2 certification requirements by the 2029–2030 school year deadline**.

Key Actions

- Continue to maintain the Human Resources tracking tool to monitor the progress of noncertified teachers toward the completion of certification requirements.
- Develop plans to enhance the District's mentoring program.
- Continue to work closely with HEB ISD's current EPP (Educator Preparation Program) and create partnerships with additional EPPs.
- Review and evaluate TEA's LASO Preparing and Retaining Educators through Partnership (PREP) initiatives to determine future participation with approved partner EPPs.
- Facilitate ongoing collaboration between the Human Resources and the Educational Operational leadership teams to develop a structure for the expansion of HEB ISD Grow Your Own programs and for the implementation of LASO PREP programs.
- Continue to provide annual training for campus administrators related to HEB ISD Grow Your Own programs to ensure sustainability.

Roles/Responsibilities

- Human Resources Department: Maintain and monitor progress of noncertified staff toward completion and establish communication protocols with EPPs.
- Principals/Assistant Principals: Choose mentors, allocate time for mentors and mentees to work together, and monitor progress.
- Human Resources and Educational Operations Leadership Teams: Collaborate to enhance mentor teacher, residency, and Grow Your Own programs by developing District and campus support processes for non-certified teachers.
- Mentors: Complete required training, support assigned mentees.

Strategic Plan Targets – Year to Year

Targets / Indicators	2025– 2026	2026– 2027	2027– 2028	2028– 2029	2029– 2030
Implement HEB ISD Grow Your Own programs (Teacher Assistant to Teacher & Educator in Training)	•				
Collect baseline data	•				
Create certification progress tracking tool	•				
Train Mentors and make mentor/mentee placements	•	•	•	•	•
Establish EPP partnerships	•	•	•		
Facilitate collaboration between EdOps and HR leadership teams to enhance support for noncertified teachers		•	•	•	•
Hold mentor meetings			•	•	•
Compensate mentors of uncertified teachers	•	•	•	•	•
Mentor program expanded	•	•	•	•	•
Report annual progress to Board of Trustees	•	•	•	•	•
Strengthen EPP partnerships & pipelines		•	•	•	
Provide one-on-one support for remaining candidates				•	•
Achieve full certification compliance					•
Plan and implement expanded Grow Your Own, and/or mentor, and/or residency initiatives (through LASO PREP programs)		•	•	•	•
Increase funding for teacher pipeline programs through LASO PREP grant funding			•	•	•

2025-2026 Noncertified Teachers (To Date)

Grade Level	Subject	Number of Noncertified
Pre-Kindergarten	Self-Contained (All Content Areas)	1
Kindergarten	Self-Contained (All Content Areas)	2
Kindergarten/Bilingual	Self-Contained (All Content Areas)	1
1st Grade	Self-Contained (All Content Areas)	1
2nd Grade	Self-Contained (All Content Areas)	1
3rd Grade	Self-Contained (All Content Areas)	1
5th Grade	Self-Contained (All Content Areas)	1
5th Grade/Bilingual	Self-Contained (All Content Areas)	1
6th Grade	Self-Contained (All Content Areas)	2
Pre-K- 6th Grade	Special Education (FACI, IR, STEP)	4
Pre-K- 6th Grade	Art	1
7-9 Grade	ELAR	1
7-9 Grade	Math	1
7-9 Grade	Science	1
7-9 Grade	Special Education (FACI)	1
10-12 Grade	Communications	1

Noncertified Teachers - Average Over 3 Years

School Year	New Hires Foundation	New Hires Non-Foundation	Total New Noncertified
2023-2024	19	2	21
2024-2025	31	5	36
2025-2026	37	6	43
Three-Year Average	29	4.33	33.33

Below are EPP partnerships with whom HEB ISD regularly engages for candidate selection through job fairs and interview fairs; student teacher observation and student teaching placements; and the selection and placement of alternatively certified candidates. The following is only a representative listing and does not include all with whom HEB ISD regularly engages for certified candidates:

EPP PARTNERSHIPS – Residency Programs Currently Being Developed (LASO 4 PREP)

EPP PARTNER	PARTNER TYPE	KEY ACTIONS
Dallas College	Residency	Anticipate intern placements for the 2027-2028 school year.
Tarleton State University	Residency	Anticipate intern placements for the 2027-2028 school year.
Texas Christian University	Residency	Anticipate intern placements for the 2027-2028 school year.

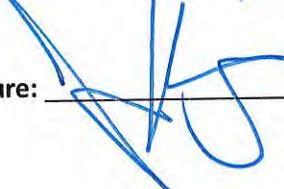
TEA APPROVED PROVIDERS - District Partners

EPP PARTNER	PARTNER TYPE	KEY ACTIONS
Dallas Baptist University	TEA-Approved EPP	Job Fairs, Student Observers, and Student Teacher Placements
ECAP	TEA-Approved EPP	Candidates via Alternative Certification Program
iTeach	TEA-Approved EPP	Candidates via Alternative Certification Program
Texas A&M System	TEA-Approved EPP	Job Fairs, Student Observers, and Student Teacher Placements
Texas Christian University	TEA-Approved EPP	Job Fairs, Student Observers, and Student Teacher Placements
Texas Teachers	TEA-Approved EPP	Candidates via Alternative Certification Program
Teacher Builder	TEA-Approved EPP	Candidates via Alternative Certification Program
TeachWorthy	TEA-Approved EPP	Candidates via Alternative Certification Program
University of North Texas	TEA-Approved EPP	Job Fairs, Student Observers, and Student Teacher Placements
University of Texas System	TEA-Approved EPP	Job Fairs, Student Observers, and Student Teacher Placements

Attestation:

The Board of Trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature:  Date: 2.23.16

Superintendent Signature:  Date: 2.23.16