

Galveston ISD Delay of Certification Requirements Through 2029-2030 Plan

House Bill 2 (HB 2) of the 89th Texas Legislature limits, but does not entirely eliminate, the ability of school districts to use District of Innovation (DOI) plans to hire uncertified teachers for foundation curriculum subjects (English, math, science, social studies, languages). Effective for the 2025-2026 school year, districts must create compliance plans to reduce the percentage of uncertified teachers in these areas, with full certification required by the 2029-2030 school year.

Key Aspects of HB 2 on Foundation Certification

- **Targeted Subjects:** The restrictions apply to core foundation curriculum subjects, specifically excluding exemptions for bilingual, ESL, PK, and special education teachers.
- **Phase-in Approach:** While districts can operate under current DOI plans in 2025-26, they must implement plans to decrease the percentage of uncertified teachers of record annually.
- **Compliance Plan Requirement:** Districts with uncertified teachers must submit a plan to the TEA that includes a timeline for compliance, goals to decrease uncertified staff, and support strategies for teachers to gain certification.
- **Hard Deadline:** By the 2029-2030 school year, all teachers in the foundation curriculum must hold an appropriate state certification or permit.
- **Teacher Incentives:** The legislation encourages uncertified teachers to become certified, with TEA providing support and, in some cases, allowing delays for existing teachers until 2029.

Foundation Curriculum Areas (TEC §21.0032)

The foundation curriculum includes:

- English Language Arts
- Mathematics
- Science
- Social Studies
- Economics
- Reading
- Language Arts
- Foreign Languages (Languages Other Than English)

Teacher Requirements to Attain Certification

To meet the new standards, teachers must complete traditional or alternative certification requirements, which include:

- Bachelor's degree and admission to an Educator Preparation Program (EPP).
- Passing relevant content-area TExES tests and the Pedagogy and Professional Responsibilities (PPR) exam.
- Successful completion of clinical teaching or internships.
- Fingerprinting and background checks.

Important Distinctions

- **Districts vs. Charters:** These new restrictions apply to independent school districts, not open-enrollment charter schools.
- **Existing Teachers:** The commissioner may approve delays for existing uncertified teachers of record to remain in the classroom until 2029-2030.

Galveston ISD's current District of Innovation Plan 2023-2028 currently addresses the following areas pertaining to teacher certification for hard-to-fill and high-demand courses where high quality, certified teachers are not available:

- Languages Other Than English
- Career and technical education (CTE) and
- Dual-credit

While these certification areas referred to staff hard-to-fill and high-demand positions in the areas of career and technical education and dual-credit coursework in grades 9 through 12 and Languages Other Than English, it did not address the following foundational curriculum areas below according to (TEC §21.0032) excluding Foreign Languages (Languages Other Than English)

- English Language Arts
- Mathematics
- Science
- Social Studies
- Economics
- Reading
- Language Arts

Over the past few years, the District hired a small percentage of instructors who did not hold a valid teaching certificate in the core curriculum foundational areas who were pursuing the required state teaching credentials through a valid EPP or ACP program accredited by the Texas Education Agency. Prior to the placement of these individuals in the foundational curriculum area classrooms, the District followed the same implementation guidelines for hiring CTE and Dual Credit Teachers as outlined in the 2023-2028 District of Innovation Plan.

- The District must first consider high quality, certified teachers.
- The District must follow all Federal and State guidelines related to Bilingual and Special Education.
- The District must establish criteria for selection of high quality, non-certified candidates.
- The District must implement a rigorous on-boarding and training program for newly-hired, non-certified instructors. The program must emphasize support in classroom management and effective instructional practice.
- Non-certified instructors hired under this provision must be evaluated under the Texas Teacher Evaluation and Support System (T-TESS).
- The District must ensure that the Human Capital Management Division (HR) meets with principals who hire teachers under this category the first semester to conduct a performance review regarding teachers' status.

These uncertified teachers hold a bachelor's degree from an institution of higher education and are pursuing teacher certification through an approved TEA EPP or ACP program. The teachers were identified in the district previously as "Future Teachers" and more recently as "Apprentice Teachers."

Galveston ISD will continue to provide support for these professionals as they work towards full certification as outlined in the plan below.

Currently 3.8% (17 of 450) of our 2025-2026 teachers are uncertified. Eighteen of our 2025-2026 teachers moved from uncertified teachers to certified teachers through District support. An additional three of our 2025-2026 Intern Certificate teachers moved from an Intern Teaching Certificate to a Standard Teaching Certificate. It is anticipated that 12 more of our 2025-2026 Intern Certificate teachers will have completed all certification requirements prior to the 2026-2027 school year as these teachers are lacking only one TExES exam, i.e., Pedagogy and Professional Responsibilities (PPR). Knowing where our

uncertified teachers are in the certification process will assist Galveston ISD in attaining full certification for teachers in the foundation curriculum areas by 2029-2030.

Current Galveston ISD Uncertified Teachers

The table below outlines GISD’s foundational curriculum areas of uncertified teacher assignments for the 2025-2026 school year. Subject areas in *italics* are not part of the foundation curriculum.

Grade Level	Subject Area
Pre-K3	All Content
Kindergarten	All Content
2nd	All Content
Life skills	SPED & all content
1st	All Content
5th	Science
6th	Math
6th	Dual Language Math/SS
6th	ELAR
7-8	Bilingual Newcomers ESL
7-8	<i>Choir/Music</i>
9-12	Language Other Than English (Spanish)
9-12	Science
9-12	Math
9-12	Life Science
9-12	<i>Physical Education</i>
9-12	<i>Physical Education/Health</i>

Galveston Hiring Trends of Non-Certified Teachers

Average number of uncertified teachers hired in Galveston ISD in the last three years.

School Year	Uncertified Teachers	School Year	New Hires (Apprentices) Goal
2023-2024	7	2026-2027	12
2024-2025	19	2027-2028	6
2025-2026	17	2028-2029	1
Three Yr Avg	17.6	2029-2030	0

Educator Preparation Program (EPP) Partners

Galveston ISD partners with the **University of Houston-Clear Lake** for all undergraduate and graduate teaching certification plans among several additional non-university-based ACP programs. GISD uncertified teachers are enrolled in one of these EPPs, all of whom provide curriculum based instructional coursework, exam preparation, and supervision.

Galveston ISD's Delay of Teacher Certification Plan

School Year	GISD Actions
2025–2026	<ul style="list-style-type: none">• Continue to maintain partnerships with the University of Houston-Clear Lake, iteachTexas, Texas Teachers of Tomorrow, eTools4Education (Web-Centric), Texas Alternative Cert Programs @ Houston, and Teachworthy.• HR will track Apprentice Teacher progress.• Apprentice Teachers will meet with Director of Talent Development monthly.• HR Team will host exam certification tutorials and group study sessions monthly.• GISD will provide additional onboarding sessions for all Apprentice Teachers to address areas of need.
2026–2027	<ul style="list-style-type: none">• GISD will expand recruitment to additional universities in pursuit of more fully certified teachers.• GISD will prioritize hiring fully certified teachers in all foundation areas.• HR will offer test preparation workshops and high impact tutoring sessions to teacher preparation candidates.• GISD will host monthly New Teacher workshops.• Individualized Growth Plans (IGPs) will be developed to assist uncertified teachers with certification completion in collaboration with the EPP/ACP program.• GISD will implement a TEA-supported “Grow Your Own” initiative in collaboration with Galveston College.• Additionally, GISD will continue to partner with the University of Houston-Clear Lake as our local EPP through Internship and Teacher Residency programs for candidates seeking teacher certification.

2027–2028	<ul style="list-style-type: none"> • Individualized Growth Plans (IGPs) will be reviewed monthly with Apprentice Teachers to ensure progress toward meeting all requirements and deadlines for full certification. • GISD will continue to provide resources to support exam preparation sessions, testing fee reimbursement, and release time for university courses or ACP modules completion. The release time would also provide time for TExES exam testing at Galveston College, College of the Mainland or the University of Houston-Clear Lake. • GISD will monitor and adjust its recruitment plan and “Grow-Your-Own” (GYO) pipeline in collaboration with the University of Houston-Clear Lake University Site Coordinator assigned to GISD to ensure successful completion of teacher certification and supervision of all teaching candidates.
2028–2029	<ul style="list-style-type: none"> • Finalize all individual uncertified teacher timelines (plans) to ensure all requirements and deadlines will be met by the end of the 2028-2029 school year. • Continue to monitor, adjust, and refine our current recruitment and retention plan and Grow-Your-Own (GYO) pipeline.
2029–2030	<ul style="list-style-type: none"> • Galveston ISD will meet compliance requirements in all foundational curriculum areas as outlined in HB2. • Galveston ISD will ensure sustainability of hiring fully certified teachers in core areas by attracting high quality talent, improving retention, and reducing onboarding costs through competitive compensation. (GISD is a TIA District where all teachers are eligible for the incentive program.)

While Galveston ISD has seen a decrease in uncertified teachers over the past year, our focus will be to continue to ensure all foundational curriculum areas as outlined in TEC §21.0032 are taught by certified teachers as we work towards full compliance by 2029-2030.

Galveston ISD School Board Date of Approval

February 18, 2026