



District of Innovation Extension Plan

District Action Plan for the Delay of Teacher Certification Requirements

February 24, 2026

Request for Board Approval

Eanes Independent School District Human Resources Department requests School Board approval of a District of Innovation (DOI) Plan extension related to teacher certification requirements in accordance with House Bill (HB) 2 of the 89th Texas Legislative Session and Texas Education Code (TEC) § 21.0032.

Background Information:

House Bill 2 added TEC § 21.0032, which limits the use of District of Innovation certification exemptions for teachers assigned to foundation curriculum subjects, including reading/English language arts, mathematics, science, and social studies. Historically, districts operating under a DOI plan were permitted to exempt themselves from certain certification requirements outlined in TEC § 21.003. HB 2 establishes a phased-in approach to restricting these exemptions for foundational subject teachers.

Certification Exemption Phase-In Timeline:

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

TEC § 21.0032 authorizes the Commissioner of Education to approve district requests to delay implementation of certification requirements for existing uncertified teachers of record in foundational subject areas until the beginning of the 2029–2030 school year, provided the district develops and obtains board approval of an action plan outlining its transition to compliance.

It is important to note that these provisions do not affect a district’s ability to continue approving DOI certification exemptions for non-foundational courses, including Career and Technical Education (CTE), world languages, technology applications, and other enrichment subjects.

Purpose of Action Plan:

This action plan is designed to address the future hiring of teachers who are not yet certified. Approval of this extension will allow the District to continue offering employment to highly qualified individuals while providing them sufficient time to enroll in an approved alternative certification program and complete certification requirements in accordance with state law until the beginning of the 2029-2030 school year.

Certification Data & Compliance:

Eanes ISD hires a limited number of teachers who are not yet certified. Most uncertified candidates are enrolled in an educator preparation program and are able to quickly obtain a certificate, emergency permit, or certification waiver. Candidates who require additional time to enroll or complete program requirements may be supported through the District’s DOI certification exemption process.

The table below reflects uncertified new hires placed on a DOI certification exemption over the past three school years.

School Year	Total # of DOI Certification Exemptions	# of DOI Certification Exemptions in <u>Foundational</u> Courses	Certification Status
2025-2026	4	1 (9th Grade, Biology)	Teacher is actively enrolled a certification program and is on track to hold an Intern Certificate prior to the start of the 2026–2027 school year
2024-2025	0	0	
2023-2024	2	1 (5th Grade, English Language Arts & Social Studies)	Teacher became certified during the 2023-24 school year.

Partnerships:

Upon hire, the District works proactively with new hires to ensure timely enrollment in an approved Education Preparation Program (EPP). Current programs utilized by Eanes ISD staff include, but are not limited to, iTeach Texas, Texas Teachers, and 240 Certification. Eanes ISD has an active Memorandum of Understanding (MOU) with iTeach Texas. Staff may select the EPP that best meets their needs.

Compliance Strategies:

The Human Resources Department will implement the following strategies to support uncertified teachers and to meet compliance deadlines by the 2029-30 school year.

- Human Resources will review the credentials of newly hired, uncertified teachers to determine eligibility for an emergency permit or waiver prior to utilizing certification exemptions through the District of Innovation (DOI).
- Human Resources will establish clear certification timelines and required deadlines. Uncertified teachers will be expected to enroll in an approved educator preparation program and obtain an Intern Certificate within their first year of employment.
- Human Resources will monitor progress toward standard certification, including completion of coursework, field-based requirements, and required state examinations.
- Human Resources will maintain regular communication with uncertified teachers by providing reminders, guidance, and ongoing support throughout the certification process.
- Human Resources will collaborate and communicate with campus principals to ensure shared oversight and support during the certification process.

Future Recruiting and Staffing :

When hiring teachers, the District makes every effort to fill instructional positions with appropriately certified candidates. To increase the number of certified applicants, the Human Resources Department participates in the following recruitment strategies:

- Attending university recruiting events to recruit graduating students.
- Host student teachers from a variety of preparation programs to build a pipeline of future certified educators.
- Utilize educator preparation program candidate lists to conduct targeted outreach to individuals actively enrolled in certification programs.
- Host information sessions, including sessions specifically focused on the teacher

certification process.

- The District has been approved to participate in the Texas Education Agency's LASO Cycle 4 Residency Program beginning in the 2026–2027 school year. Through this program, the District plans to host approximately 5-6 university residents with the intent of hiring them as fully certified teachers upon completion of the residency program.

Plan Approval:

This extension plan ensures the District remains in compliance with state law while supporting staff members in completing certification requirements. Approval of this action plan authorizes the District to:

- Adopt the required DOI certification delay action plan in compliance with TEC § 21.0032 which delays teacher certification requirements until the beginning of the 2029-30 school year.
- Post the DOI extension plan to the District website
- Submit the *Application for Delay of Teacher Certification Requirements* to the Commissioner of Education