



DENVER CITY Independent School District

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Texas House Bill 2 Delay of Teacher Certification Action Plan

Purpose and Overview:

Denver City Independent School District is committed to ensuring that every teacher holds appropriate state certification before the start of the 2029-2030 school year. This plan provides a timeline of the strategies the district will employ to systematically reduce the number of uncertified teachers, strengthen support for certification attainment, and develop long-term recruitment pipelines for fully certified educators.

The action plan demonstrates a structured and data-driven approach to ensure full compliance with the certification-and-foundation-curriculum requirements under the House Bill 2 (HB 2) of the 89th Texas Legislature before the start of the 2029-2030 school year.

Included in the Action Plan

- Background/Context
- Historical Staffing Trends
- Current Status of Teacher Certification
- Timeline
- Strategies we will utilize to monitor progress and accomplish the goals.

Background/Context:

- February 26, 2026, DCISD Board of Trustees Meeting Agenda.
- February 26, 2026, DCISD Board of Trustees approved the Proposed Action Plan.
- February 27, 2026, required information posted to website.
- Board Agenda Link:
<https://meetings.boardbook.org/Meeting/Agenda/733232?returnUrl=%2FHome%2FMain>
- Posted Plan Link:

Historical Staffing Trends:

- Denver City ISD is a rural community on the NM Border. Our rural location does not easily allow commuting from larger cities.

- Neighboring communities in NM pay much larger salaries to both new and returning teachers, making it difficult to attract teachers.
- Prior to a change in our salary schedule for SY 25-26, Denver City ISD's salary schedules for new teachers were not competitive with neighboring Texas communities.
- Fewer teacher candidates graduate from universities in our region than in previous years.
- Candidates traditionally do not want to move to our isolated community.

Current Status of Teacher Certification: *Data is current as of February 20, 2026*

- Total number of teachers in Denver City ISD: **103**
- Total teachers in foundational subjects: **61**
- Total uncertified teachers teaching foundational subjects: **10**
- Total percentage of **CERTIFIED** teachers in foundational subjects: **80%**
- Total percentage of **UNCERTIFIED** teachers in foundational subjects: **20%**

Timeline:

2025-2026 School Year

- Maintain accurate certification and permit tracking for all instructional staff.
- Ensure all uncertified teachers are enrolled in a TEA approved certification pathway.
- Provide assigned mentors and instructional support.
- Monitor certification progress quarterly.

2026-2027 School Year

- Increase the percentage of fully certified instructional staff from 80% to at least 84%.
- Create an Individualized Certification Plan (ICP) for each uncertified teacher.
- Monitor the ICP for each uncertified teacher.
- Implement strategies included in this plan.

2027-2028 School Year

- Increase the percentage of fully certified instructional staff from 84% to at least 92%.
- Monitor the ICP for each uncertified teacher.
- Implement strategies included in this plan.

2028-2029 School Year

- Increase the percentage of fully certified instructional staff from 92% to at least 97%.
- Monitor the ICP for each uncertified teacher.
- Implement strategies included in this plan.

2029-2030 Full Compliance with HB 2 requirements

- Every teacher will meet certification requirements prior to the first day of instruction of the 2029-2030 school year.
- Monitor the ICP for each uncertified teacher.
- Implement strategies included in this plan.

Strategies:

- ✓ Denver City added a Human Resources Director to establish and HR department that is responsible for candidate licensure.

- ✓ Denver City ISD has established formal partnerships with the following approved Educator Preparation Program (EPP) providers to support uncertified teachers in earning standard certification.
 - ❖ *iTeach Texas*
 - ❖ *Teachers of Tomorrow*
- ✓ In the 26-27 school year, Denver City Human Resources will establish formal partnerships with institutions of higher education that can offer fully online programs for our alternatively certified teachers and paraprofessionals.
 - ❖ Texas Tech University (Raider Tech)
 - ❖ West Texas A&M (PACE)
 - ❖ Lubbock Christian University (LEAP)
- ✓ Human Resources will create Individualized Certification Plan (ICP) for all Uncertified Teachers:
 - ❖ Each ICP includes
 - Contract Addendum
 - Required certification(s)
 - Quarterly Progress Meetings
 - Approved pathway (ACP, exam only, university program, etc.)
 - Certification exam deadlines
 - Mentor assignment
- ✓ Review the annual TASB HR Salary Report to ensure competitive salary and comprehensive benefits package.
- ✓ Each teacher receives support through evidence-based, job embedded instructional coaching and access to professional resources that support effective classroom practice and continuous growth.
- ✓ Provide each uncertified teacher with information regarding information related to certification examination reimbursement, test preparation assistance, and tuition assistance.
- ✓ Recruiting, Hiring & Retention:
 - ❖ New Advertising and Updated Promotional Information:
 - Create promotional flyers to be distributed at our job fairs
 - Create promotional video to be added to our website and play at job fairs
 - Purchase updated recruitment items such as:
 - New Signage
 - Denver City ISD bags
 - Promotional items to go inside the bags
 - Employee card for the HR Director
 - ❖ Early Recruiting: Increase DCISD visibility by increasing participation in job fairs.
 - This includes:
 - UTEP
 - Texas Tech
 - UTPB
 - LCU
 - ENMU
 - ❖ Creative recruiting ideas reviewed and planned annually.
 - ❖ Post teaching positions early and interviewing early.
 - Posting Retirement and Resignations beginning in early March to attract certified applicants early.
 - Working with principals to ensure that they are filling these positions in a timely manner.
 - ❖ Encourage promising paraprofessionals to finish college and pursue certification.

- Partnering with our EPPs to provide information and flyers for our staff.
 - Offering virtual meetings for our faculty and staff to interact with our EPPs.
- ❖ Encourage promising substitute teachers to pursue teacher certification.
 - Partnering with our EPPs to provide information and flyers for our substitutes.
 - Offering virtual meetings for our substitutes to interact with our EPPs.
- ✓ Apply for available TEA grant funding to supplement financial resources needed to pursue goals.
- ✓ Implement the Teacher Incentive allotment
 - DCISD is applying for TIA in the Spring 2026. This initiative will help with attraction and retention.
- ✓ Strategic Partnerships
 - ❖ Establish relationships with nearby universities to identify and attract student teachers, recent graduates, and graduates interested in pursuing alternative certification pathways.
- ✓ Teacher Mentor Program
 - ❖ DCISD applied for the PREP Program allotment and has been accepted. We will use these resources to enhance our current mentor program, eventually establish a residency program, and offer financial assistance to our mentors and mentees.
- ✓ Data Collection to help guide decisions on recruitment and retention
 - ❖ Review the 2023 Texas Teacher Vacancy Task Force Report
 - ❖ Review peer-reviewed research on best practices on recruitment and retention of historically hard-to-fill teaching positions.
 - ❖ Exit Surveys
 - ❖ Stay Interviews