

Request for Extension of HB2 Teacher Certification Requirements

Submitted to: Texas Commissioner of Education
District: Coldspring-Oakhurst CISD
Date: February 23, 2026

Executive Summary

Pursuant to House Bill 2 and applicable Texas Education Code provisions regarding teacher certification requirements for foundation curriculum courses, Coldspring-Oakhurst CISD respectfully requests approval to delay full implementation of certification requirements for currently assigned uncertified teachers until the beginning of the 2029–2030 school year.

This request reflects the District’s good-faith efforts to comply with statutory expectations while balancing local workforce realities, geographic constraints, and the need to maintain instructional continuity for students. All uncertified educators are currently enrolled in state-approved Educator Preparation Programs (EPPs), and the District has established structured monitoring systems to ensure continued progress toward certification.

1. Current Uncertified Teachers Assigned to Foundation Curriculum Courses

In compliance with HB2 reporting expectations, the District provides the following data regarding uncertified individuals currently assigned to foundation curriculum courses:

Subject	Grade Level(s)	Number of Uncertified Teachers
Math/Science/Social Studies	First Grade	1
Math/Science	Fourth Grade	1
Math	Fifth Grade	1
PK3	PK3	1
Science	Seventh Grade	1
Science	Eight Grade	1
Environmental Science	9-12 Grade	1
Texas History	Seventh Grade	1

Subject	Grade Level(s)	Number of Uncertified Teachers
American History	Eighth Grade	1
World Cultures	Sixth Grade	1
World History	9-12 Grade	1

Total Uncertified in Foundation Curriculum Courses: 11

All listed individuals:

- Are actively enrolled in a TEA-approved Educator Preparation Program
- Are progressing toward standard certification
- Are supported through structured district oversight and instructional mentoring

2. Average Number of New, Uncertified Teachers Hired (Last Three Years)

Due to documented recruitment challenges, the District hired the following number of new uncertified teachers:

- 2022–2023: 13
- 2023–2024: 21
- 2024–2025: 20

Three-Year Average: 18%

These hires were made only after documented efforts to secure certified applicants. Each vacancy was:

- Posted on the District website
- Posted on the District Facebook page
- Posted on the TASA Career Center
- Advertised through regional networks

Despite these efforts, applicant pools for certified teachers remain limited due to:

- The District’s rural location
- Lack of proximity to a major highway or thoroughfare
- Teacher salaries below the regional market median

These factors significantly constrain access to certified educator pipelines.

3. Educator Preparation Program Partnerships and Certification Monitoring

To ensure compliance with certification standards during the requested extension, the District has established formal support systems in partnership with:

- **iTeach Texas**
- **Teachers of Tomorrow**
- **Teachworthy**

All uncertified teachers are enrolled in an approved EPP of their choice.

District Support and Oversight Systems

The Human Resources Department:

- Conducts quarterly progress monitoring meetings
- Tracks testing attempts and certification benchmarks
- Communicates directly with EPP representatives
- Relays critical certification deadlines and program updates
- Provides individualized intervention when candidates experience testing or coursework challenges

Additionally, uncertified teachers:

- Attend all district-required professional development
- Are encouraged to participate in Region Service Center training
- Receive campus-level instructional support and mentoring

These systems ensure that uncertified educators are not functioning without oversight but are actively progressing toward full compliance with state certification requirements.

Accountability Alignment and Student Impact

Coldspring-Oakhurst CISD remains committed to continuous improvement under the Texas Accountability System. The District has made measurable gains in student performance and is working to continue raising its accountability rating.

Immediate removal of currently assigned uncertified teachers would:

- Disrupt student-teacher relationships
- Create staffing instability in foundation curriculum courses
- Increase class sizes or necessitate long-term substitutes

- Risk regression in student performance outcomes

Allowing these educators to remain in their roles while completing certification:

- Preserves instructional continuity
- Supports student academic growth
- Stabilizes campuses
- Aligns with the state's broader goal of strengthening the educator pipeline

This request does not seek exemption from certification standards but rather a structured, time-bound pathway to full compliance.

Board of Trustees Approval

The District will present this request to the Board of Trustees on **February 23, 2026**, seeking formal approval to delay teacher certification implementation until the beginning of the 2029–2030 school year.

Upon approval, official board documentation will be submitted to the Texas Education Agency.

Formal Request

In consideration of:

- Documented recruitment limitations
- Geographic isolation
- Below-median salary constraints
- Active EPP enrollment for all uncertified teachers
- Structured HR monitoring systems
- Ongoing professional development requirements
- The importance of instructional continuity for student achievement

Coldspring-Oakhurst CISD respectfully requests approval to delay implementation of HB2 teacher certification requirements for currently assigned uncertified teachers until the 2029–2030 school year.

This extension will allow the District to maintain educational stability, strengthen the educator pipeline, and continue improving accountability outcomes while progressing toward full statutory compliance.

Action Plan to Delay Full Implementation of Teacher Certification Requirements

(Texas Education Code §21.0032(a-1))

District Information

District Name: Coldspring-Oakhurst Consolidated Independent School District

Requesting Approval To:

Delay full implementation of certification requirements for teachers of record in foundation curriculum courses until:

➔ **School Year:** 2029-2030

Primary Contacts

Role	Name	Email	Phone
Superintendent	Bryan Taulton	btaulton@cocisd.org	936-653-1114
Board President	Paul Buchanan	pbuchanan@cocisd.org	936-653-1115
Human Resources	Candy Yeager	cyeager@cocisd.org	936-653-1102

Current Status of Uncertified Teaching Assignments

Total Number of Teachers of record in Foundational Subjects Without Appropriate Certification or Permit:

Total: 11

Assignments by Content Area

Subject	Grade Level(s)	Number of Uncertified Teachers
Math/Science/Social Studies	First Grade	1
Math/Science	Fourth Grade	1
Math	Fifth Grade	1

Subject	Grade Level(s)	Number of Uncertified Teachers
PK3	PK3	1
Science	Seventh Grade	1
Science	Eight Grade	1
Environmental Science	9-12 Grade	1
Texas History	Seventh Grade	1
American History	Eighth Grade	1
World Cultures	Sixth Grade	1
World History	9-12 Grade	1

Educator Preparation Program (EPP) Partnerships

- **iTeach Texas**
- **Teachers of Tomorrow**
- **Teachworthy**

Support Activities Include:

- Teacher candidate meetings
- Certification guidance
- Progress monitor all teacher preparation partnership programs
- Testing preparation support

Multi-Year Transition Plan Toward Compliance

2025–2026 School Year

Primary Goal

- Reduce the number of uncertified teachers in identified shortage areas for the 2026/2027 school year

Key Actions

- Create individual plans for any teacher who is not certified. Complete, where appropriate, teacher certification waivers or school district teacher permits for each.
- Continue to monitor individuals in certification programs to ensure each remains on track for completion. Quarterly monitoring and individual conferences will be held.
- Continually conduct meetings between HR, EPP partners, and campus principals to progress monitor.
- Offer to compensate district certified staff to expand their certifications through taking the special education assessment.
- Increase local stipends for special education assignments for certified teachers to increase candidate pool.
- Offer retention bonuses for certified teachers in the foundation subjects at the district's Junior High School to reduce turnover.
- Offer certification seminars and test preparation in the Spring and Summer of 2026.

Responsible Parties

- District HR
- EPP Partners
- Campus Principals

Monitoring Metric

- % of uncertified teachers in RLA/Math

2026–2027 School Year

Primary Goal

- Eliminate the hiring of uncertified teachers in Grades K–5 foundational courses (ELAR/Math).
- Reduce uncertified teachers in all foundational courses.

Key Actions

- Continue to monitor individuals in certification programs to ensure each remains on track for completion. Quarterly monitoring and individual conferences will be held.
- Continually conduct meetings between HR, EPP partners, and campus principals to progress monitor.
- Recruit year round for special education positions.

Responsible Parties

- District HR
- EPP Partners

- Campus Principals

Monitoring Metric

- % of uncertified teachers assigned to Math and ELAR (K–5).
 - % of uncertified teachers assigned to any foundational subject or course (PK-12).
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2027–2028 School Year

Primary Goal

- All new hires will be fully certified for their specific assignment in the foundation subject areas. (Math, ELAR, Science, Social Studies)

Target Outcome

- Over 90% of teachers will be appropriately certified for their subject matter assignment.

Key Actions

- Mentors will be assigned to all individuals with an individual plan towards completing certification.
- All individuals on plans will be monitored on a quarterly basis to assess progress towards the completion of their certification.
- Individuals not making adequate progress will be notified that their future employment in the district will be impacted.

Responsible Parties

- District HR
 - EPP Partners
 - Campus Principals
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2028–2029 School Year

Primary Goal

- Continued reduction toward compliance

Target Outcome

- Less than 5% uncertified teachers

Key Actions

- Continue to monitor any remaining uncertified teachers to ensure that they are on track to complete by May of 2028.
 - Continue to employ innovative recruiting strategies for hard to fill special education positions and foundation subject areas.
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2029–2030 School Year

Final Goal

Full Compliance (0% uncertified teachers)

Actions

- Continue to closely monitor certification requirements and ensure complete compliance for all staff.
- Continue partnerships with teacher preparation programs to create a pipeline of properly certified teachers.
- Continue to explore ways to increase compensation and stipends to expand the teacher pipeline.

Monitoring Metric

- 100% of all teachers will be appropriately assigned to only areas for which they hold the proper certification.

Board Approval

Date of Board Approval: February 23, 2026

Link to Posted Board Agenda/Approved Plan:

Certification of Accuracy

I certify that the information contained in this application is true and correct to the best of my knowledge.

Superintendent Signature:

Printed Name: Bryan Taulton

Date: February 23, 2026



Board President Signature:

Printed Name: Paul Buchanan

Date: February 23, 2026

