

Plan for Delay in Implementing HB2

JISD's compliance roadmap employs a two-phase strategy to eliminate reliance on uncertified teachers while ensuring instructional stability.

Strategy 1: Stabilize Current Workforce

Strategy 1A: The immediate priority is to ensure the current uncertified staff are enrolled in an Alternative Certification Program. Jarrell ISD will collaborate with at least one Educator Preparation Program to provide a clear, quality path to standard certification for all uncertified staff. This partnership is governed by a robust monitoring system, enabling the District to track each candidate's progress toward full standard certification, ensuring timely completion of coursework and state examinations. This strategic approach provides candidate flexibility while upholding strict accountability for meeting all state credentialing deadlines.

- Focus: Transition 48 uncertified teachers to certification through structured milestones.
- Year 1: Enroll in an approved Educator Preparation Program (EPP)
- Year 2: Obtain an Intern Certificate aligned to the job title
- Year 3: Achieve Standard Certification aligned to the job title
- Annual Reduction Goal: This timeline ensures the transition of an average of core subject teachers annually, meeting the Fall 2029 full compliance goal.

Strategy 1B: Human Resources will partner with campus administrators to ensure successful execution and ongoing support for all staff pursuing certification:

1. Joint Monitoring & Support Protocol: Human Resources will establish and support a standardized protocol for mandatory, documented check-in meetings to be conducted by the campus administrator (or their designee) with uncertified staff. These meetings are supported by Human Resources and are designed to proactively review EPP progress, address potential barriers, and confirm timely completion of coursework and TExES exams.
2. Communication Protocol: A clear, three-tiered communication protocol will be established:
 - Teacher: Reminders and status updates from the EPP and Human Resources.
 - Principal: Direct Notification of staff non-compliance or failure to meet internal deadlines.

- District Leadership: Reports summarizing overall district compliance metrics, key intervention needs, and any persistent campus-level challenges will be provided to Human Resources.

This integrated approach ensures certification monitoring is a shared, campus-driven accountability model that is centrally supported by Human Resources, maximizing support and ensuring the district meets its compliance goals.

Strategy 2: Phase Out Future Uncertified Hiring

To ensure the uncertified workforce does not expand, hiring policies will be adjusted with measurable annual targets.

School Year	Target for Uncertified New Hires (Based on 5.5% Annual Reduction)	Rationale
SY25-26	16% New Hires (Current)	Baseline rate based on recent hiring trends
SY26-27	12% of New Hires	Immediate Policy Shift: Begins intentional 4% phase-out of reliance on uncertified candidates for core subjects
SY27-28	8% of New Hires	Continued reduction, prioritizing candidates on a certification track
SY28-29	4% of New Hires	Final Year of Transition
SY29-30	0% of New Hires	Compliance Achieved: Only certified candidates will be hired for Foundation Curriculum courses.

Note: The District of Innovation (DOI) plan will be amended to align hiring practices with these compliance targets. The ability to hire uncertified teachers for non-foundation areas (e.g., CTE, Fine Arts) will remain unchanged.

Recommended Action:

Staff recommends that the Board of Trustees approve for Jarrell ISD to submit an application to delay House Bill 2 Requirements.

Suggested Motion:

I vote to approve for Jarrell ISD to submit an application to delay House Bill 2 requirements.