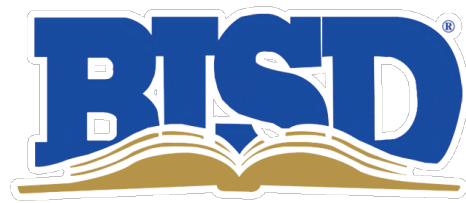


Strategic Plan for Teacher Certification  
2026-2030 Birdville ISD  
Application to Delay HB2 Teacher  
Certification Deadline



**Birdville Independent School District  
Application to Delay Teacher Certification Requirements  
House Bill 2 (TEC §21.0032(a-1))**

**Purpose of the Delay Request**

Birdville Independent School District is requesting approval to delay the implementation of teacher certification requirements for foundation curriculum teachers of record until the beginning of the 2029-2030 school year. This delay is necessary to allow the District to responsibly transition current uncertified teachers into full certification pathways while maintaining instructional continuity for students.

**Statutory and DOI Context**

House Bill 2 limits the ability of districts to rely on District of Innovation (DOI) exemptions from certification requirements under TEC §21.003. This waiver request is submitted pursuant to TEC §21.0032(a-1) and is independent of DOI exemptions.

**Current Certification Landscape**

This waiver request applies only to foundation curriculum courses and does not alter statutory certification requirements for Special Education, Bilingual Education, or Prekindergarten assignments.

**Uncertified Teachers in Foundational Curriculum (2025–2026)**

Birdville ISD maintains a districtwide tracking system to identify uncertified teachers of record assigned to foundation curriculum courses. The table below summarizes uncertified teachers by grade level or subject area. Final counts will be populated prior to submission to the Texas Education Agency.

**Elementary – 40 total**

<b>Grade Level or Subject</b>	<b>Number of Uncertified Teachers</b>
Pre-Kindergarten Monolingual	3
Pre-Kindergarten Bilingual	1
Kindergarten Monolingual	5
Kindergarten Bilingual	5
1st Grade Monolingual	1
1st Grade Bilingual	1
2nd Grade Monolingual	4

<b>Grade Level or Subject</b>	<b>Number of Uncertified Teachers</b>
2nd Grade Bilingual	3
3rd Grade Monolingual	3
3rd Grade Bilingual	3
4th Grade Monolingual	0
4th Grade Bilingual	6
5th Grade Monolingual	2
5th Grade Bilingual	3

**Middle School - 6 Total**

<b>Grade Level or Subject</b>	<b>Number of Uncertified Teachers</b>
6-8 ELAR	1
6-8 Mathematics	1
6-8 Science	2
6-8 Social Studies	2

**High School -15 Total**

<b>Grade Level or Subject</b>	<b>Number of Uncertified Teachers</b>
9-12 ELAR	3
9-12 Mathematics	4
9-12 Science	6
9-12 Social Studies	2

**Uncertified Hiring Trends**

Following the COVID-19 pandemic, Birdville ISD has experienced an increasing reliance on uncertified teacher hires, averaging approximately 80-90 uncertified hires annually. This figure reflects both foundation and non-foundation instructional assignments, consistent with statewide educator shortage trends.

## **Transition Strategy to Full Certification (2025–2030)**

Birdville ISD will employ a combination strategy to reduce uncertified teaching assignments annually. The District has implemented a strict approval process for hiring uncertified teachers, requiring central office review and documentation of recruitment efforts prior to approval. The District’s target is to reduce the number of uncertified foundation curriculum teachers by approximately 33% annually, using the 2025–2026 baseline year as the reference point.

## **Support Structures and Certification Pathways**

The Human Resources Department, in collaboration with approved Educator Preparation Programs (EPPs), provides structured oversight and support to uncertified teachers as they progress toward full certification. Supports include assistance with EPP enrollment, development of individualized certification plans, regular progress monitoring, and coordination with EPP partners to ensure alignment with certification timelines and requirements. In addition, the District utilizes its New Teacher Academy and Instructional Coaches to provide foundational instructional support and professional learning, while campus-based mentors and instructional leaders provide ongoing coaching, guidance, and accountability to support certification completion and instructional effectiveness.

## **Educator Preparation Program Partnerships**

Birdville ISD partners with a broad network of approved Educator Preparation Programs to support certification and recruitment efforts. The District’s primary EPP partner is ECAP (Texas). Additional partners include Southern Methodist University, Texas Christian University, University of North Texas, Texas Tech University, West Texas A&M University, University of Texas at Arlington, University of Texas at Austin, Tarleton State University, Stephen F. Austin State University, Midwestern State University, Dallas Baptist University, East Texas A&M University, the Texas A&M University System, Region 11 Education Service Center, and NCTASPA-affiliated programs.

## **Grow-Your-Own: Teachworthy Program**

Birdville ISD is launching the Teachworthy Grow-Your-Own program to develop future certified teachers from within the District’s workforce. The District funds tuition and certification costs, and participants will receive priority consideration for placement upon certification completion.

## **Early Hiring and Strategic Staffing Focus**

Birdville Independent School District has intentionally shifted its hiring and staffing practices to a significantly earlier timeline in order to compete effectively for certified educators and to reduce long-term reliance on uncertified teachers. Beginning in the 2025–2026 school year, the District implemented an early hiring framework that allows principals to identify and secure talent up to four months earlier than traditional hiring windows.

This shift is designed to capitalize on two critical talent pools: (1) student teachers who have completed clinical teaching within Birdville ISD and (2) early program completers and new graduates who are often hired by neighboring districts prior to late spring hiring cycles. By opening internal transfer windows and external hiring earlier in the calendar year, principals are able to extend offers to qualified, certification-eligible candidates before they exit the regional labor market.

In addition, Birdville ISD has worked collaboratively with the United Educators Association (UEA) to establish a transition pipeline for educators seeking stability following the Fort Worth ISD state takeover. This partnership has allowed the District to proactively engage experienced, certified teachers earlier in the hiring season, further strengthening staffing quality and reducing the need for uncertified placements.

The District's early hiring strategy is a core component of its HB 2 transition plan and directly supports annual reductions in uncertified teachers of record in foundation curriculum courses while maintaining instructional continuity for students.

#### ATTESTATION AND APPROVAL

The Birdville Independent School District Board of Trustees has reviewed and approved this Application to Delay Teacher Certification Requirements in accordance with Texas Education Code §21.0032(a-1).

Board President: Mr. Ralph Kunkel  
Signature:  Date: 2-26-20

Superintendent: Dr. Gayle Stinson  
Signature:  Date: 2/26/2020