Beaumont ISD
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# Application for Extension to Implement HB2 Teacher Certification Requirements

## Office of Human Resources

**February 19, 2026**

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# New Teacher Certification Requirements

House Bill (HB) 2 established new teacher certification requirements and incentives for uncertified teachers. It also introduced new limitations on Texas school districts' ability to waive certification requirements for foundational curriculum courses through a District of Innovation (DOI) plan. Districts with an approved DOI plan may still maintain certification flexibility for non-foundational subjects.

| Academic Year | DOI Restrictions |
|---|---|
| 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 | The District may no longer exempt all foundational subject teachers (Reading/English Language Arts, Mathematics, Science, and Social Studies) across all grade levels under the District of Innovation plan from the requirements of Texas Education Code §21.003 |

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# HB2 Impact on Beaumont ISD

There are currently 226 adjunct teachers across the District.

- 213 are degreed and currently enrolled in an Alternative Certification Program (ACP).
- 13 are non-degreed and enrolled in the District's BRACE Program.

Of these adjunct teachers:

- 115 are teaching at the elementary level.
- 111 are teaching at the secondary level.
- 186 are currently assigned to teach foundational courses.

Denial of this extension would likely result in the loss of these 226 teachers, significantly impacting staffing capacity and creating additional challenges for the coming school year.

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# Reason for Extension

- Approximately 22% of Beaumont ISD's teaching workforce is currently serving in an uncertified status.
- Certification requirements have increased, including the Science of Teaching Reading (STR) requirement for educators teaching reading in grades K–8, which extends the time needed to complete certification.
- TEA incentives support teacher retention by encouraging currently employed uncertified teachers to complete certification, including a one-time $1,000 payment to the District for each eligible classroom teacher who earns a standard certificate..

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# HB 2 Certification Waiver Application Criteria

**Submit a District Certification Plan**

- A comprehensive plan must be submitted for Commissioner of Education approval no later than March 2, 2026.

**Document Current Uncertified Assignments**

- Identify the total number of uncertified teachers assigned to foundational curriculum courses for the 2025–2026 school year.

**Partner with an Educator Preparation Program (EPP)**

- The plan must include at least one EPP partner that will actively support teacher development and certification to reduce uncertified teacher counts.

**Board of Trustees Authorization**

- Include the date on which the Board of Trustees approved submission of the application.

**Provide Supporting Documentation**

- Provide a link to the Board meeting agenda where the delay plan was approved.
- Provide a link to the board-approved certification plan.

# Alternative Ways to Hire:

The district and the state allow pathways to qualify uncertified teachers to fill challenging assignments

- BRACE Program
  - Equip Pathway-allows paraprofessionals to achieve their bachelor's degree and certification
  - Elevate Pathway- allows educators who hold a bachelor's degree to obtain their certification
- US Prep Residency
  - 1-year paid experience in the classroom during the last year of teaching degree
  - Residents receive priority hire due to establishing rapport with staff and students during this experience

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# BISD Commitment: Transition to Full Certification (2025–2030)

Beaumont ISD will use the HB2 extension period to ensure staffing stability while transitioning all teachers of record in Foundation Curriculum courses to full certification by 2029–2030.

- Certification pathways supported through Region V ESC and TeachWorthy
- All uncertified Foundation teachers will be placed on an individual certification plan
- BISD will reduce reliance on uncertified Foundation teachers each year through structured supports and accountability
- BISD will fully transition to certified staffing for Foundation Curriculum courses by the beginning of the 2029–2030 school year

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# Timeline, Accountability, and Measurable Outcomes

## Annual Transition Targets

- 2025–26: Verify enrollment + launch monitoring system
- 2026–27: Intern certification + reduce uncertified Foundation hires by 25%
- 2027–28: Standard certification acceleration + reduce hires by 50%
- 2028–29: Phase-out uncertified assignments + reduce hires by 75%
- 2029–30: Full compliance + 0% uncertified Foundation hires

## Monitoring & Shared Responsibility

- Progress monitoring 3x per year (Fall, Midyear, Spring)
- Responsible parties: HR, Campus Principals, BRACE Staff, Region V ESC, TeachWorthy
- District success is measured by:
  - Enrollment and intern certification completion
  - Exam/STR completion
  - Annual increase in standard certification
  - Annual reduction in uncertified Foundation assignments

# Programs and Additional Resources

We are currently partnered with the following programs and resources:

- Equip Pathway-Bachelor's and Certification
  - Teachworthy
  - Indiana Wesleyan University
- Elevate Pathway-Certification Only
  - Region 5-EPP
  - Teachworthy-EPP
- US Prep Residency
  - Lamar University
  - Stephen F. Austin State University
- Passage Preparation
  - Free test study tools and resources for all certification areas

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**Thank you to the Beaumont ISD Board of Trustees for your consideration and continued support of our students and staff.**

**Questions?**