Beaumont ISD's HB 2 Certification Transition & Support Plan

Delay of Teacher Certification Requirements for Foundation Curriculum Courses
Implementation Period: 2025–2026 through 2029–2030
EPP Partners: Region V ESC and TeachWorthy

I. Purpose

House Bill (HB) 2 limits a district's ability to waive teacher certification requirements for Foundation Curriculum courses through a District of Innovation (DOI) plan. Beaumont ISD is requesting a delay in implementation of these requirements through the beginning of the 2029–2030 school year to ensure instructional continuity while transitioning teachers into appropriate certification pathways.

II. District Baseline (2025–2026)

Beaumont ISD employs approximately 1,046 teachers. Currently, 226 teachers serve in an adjunct status (22% of the teaching workforce).

Of these:

- 213 are degreed and enrolled in an Alternative Certification Program (ACP)
- 13 are non-degreed and enrolled in the District's BRACE Program
- 186 are currently teaching Foundation Curriculum courses
- 115 are teaching at the elementary level
- 111 are teaching at the secondary level

II.A. Uncertified Foundation Curriculum Assignments (2025–2026)

The following table reflects the total number of uncertified individuals currently assigned to teach Foundation Curriculum courses by grade band and subject area:

Grade Band	Subject Area / Assignment	# of Uncertified Teachers
EC-6	Core Subjects	108
4-8	ELAR	8
4-8	Math	7
6-12	ELAR	11
6-12	Math	7
6-12	Science	18
6-12	Social Studies	27
Total		**186**

II.B. Hiring Trends (New Uncertified Hires – 3-Year Average)

Beaumont ISD will provide the average number of new uncertified teachers hired annually over the last three years, including the number hired for Foundation Curriculum assignments.

School Year	Uncertified Foundation New Hires	Uncertified Non-Foundation New Hires	Total Uncertified New Hires
2023-24	46	7	53
2024-25	59	9	68
2025-26	109	16	125
3 Year Average	71	10	82

III. Educator Preparation Program (EPP) Partners

Beaumont ISD will support certification completion through the following EPP partners:

- Region V Education Service Center (Region V ESC)
- TeachWorthy

These partners are aligned with the District's current BRACE (Elevate Pathway) certification support structure.

IV. Transition Timeline and Certification Roadmap

Beaumont ISD will implement a structured, measurable roadmap to ensure teachers assigned to Foundation Curriculum courses transition to appropriate certification by 2029–2030.

School Year	Transition Goal	District Actions	Expected Outcome	Responsible Parties
2025-2026	Stabilize staffing and verify certification enrollment	Verify enrollment in Region V ESC or TeachWorthy for all uncertified Foundation teachers; establish individual certification plans; begin 3x/year monitoring	All uncertified Foundation teachers are enrolled and on a documented certification pathway	Iman Zachare-HR Staff, Emily Collins Davis- BRACE, Campus Principals
2026-2027	Increase enrollment in ACP programs	Host an ACP Fair for all uncertified Foundation teachers with various ACP programs with on-site enrollment	All uncertified Foundation teachers are enrolled and on a documented certification pathway	Iman Zachare-HR Staff, Emily Collins Davis- BRACE, Campus Principals
2026-2027	Move candidates into intern certification and testing completion	Ensure candidates obtain appropriate intern certification aligned to assignment; provide exam support and STR completion timelines; reduce uncertified Foundation hires by 25%	The majority of teachers obtain intern certificates and complete the required exams	Iman Zachare-HR Staff, Emily Collins Davis- BRACE, Campus Principals
2027-2028	Complete standard certification for teachers on track	Monitor program completion; provide targeted interventions; strengthen compliance checkpoints; reduce uncertified Foundation hires by 50%	Significant increase in teachers' earning standard certification	Iman Zachare-HR Staff, Emily Collins Davis- BRACE, Campus Principals
2028-2029	Phase out uncertified Foundation assignments and tighten hiring controls	Remove teachers not demonstrating progress from Foundation assignments; tighten hiring expectations; reduce uncertified Foundation hires by 75%	Reliance on uncertified Foundation teachers is substantially reduced	Iman Zachare-HR Staff, Emily Collins Davis- BRACE, Campus Principals
2029-2030	Achieve full compliance	Hire only certified teachers for Foundation Curriculum assignments; finalize transition and compliance reporting; 0% uncertified Foundation hires	Full certification compliance for Foundation Curriculum courses	Iman Zachare-HR Staff, Emily Collins Davis- BRACE, Campus Principals

V. Monitoring, Support, and Accountability

To ensure measurable progress and timely completion, Beaumont ISD will implement the following accountability supports:

- Certification status monitoring three times per year for entry-level adjuncts 1st year (Fall, Midyear, Spring)
- Certification status monitoring every 9 weeks for 2nd year adjuncts
- Certification status monitoring bi-monthly for 3rd year adjuncts
- Campus principal partnership meetings twice per year (October and February)
- Individual support meetings and resources for teachers upon request or as needed for intervention
- Centralized tracking of enrollment, program progress, and exam completion through HR and BRACE program staff

VI. Staffing Stability and Retention Strategy

Beaumont ISD's transition plan is designed to:

- Maintain staffing stability in Foundation Curriculum courses
- Support retention of currently employed uncertified teachers
- Reduce the percentage of uncertified teachers each year through structured support and accountability
- Strengthen long-term recruitment through established certification partnerships

VII. Conclusion

This plan provides Beaumont ISD a structured and accountable pathway to full certification compliance for Foundation Curriculum assignments by the beginning of the 2029–2030 school year. The District's approach balances state compliance requirements with the operational need to maintain staffing capacity and instructional continuity for students.

The Beaumont ISD Board of Trustees has reviewed and approved this District Plan for Meeting Teacher Certification Requirements and authorizes submission of this plan in support of the District's application for a delay of teacher certification requirements through the beginning of the 2029–2030 school year.

_____

Board President Signature **Date**

_____

Superintendent Signature **Date**