Application to Delay Teacher Certification Requirements

Fort Worth ISD's District Plan to Address Uncertified Teachers

Summary

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025–2026 as of the date of submission.

As of the 2025–2026 school year, Fort Worth ISD has 113 uncertified teachers assigned to teach foundation curriculum courses.

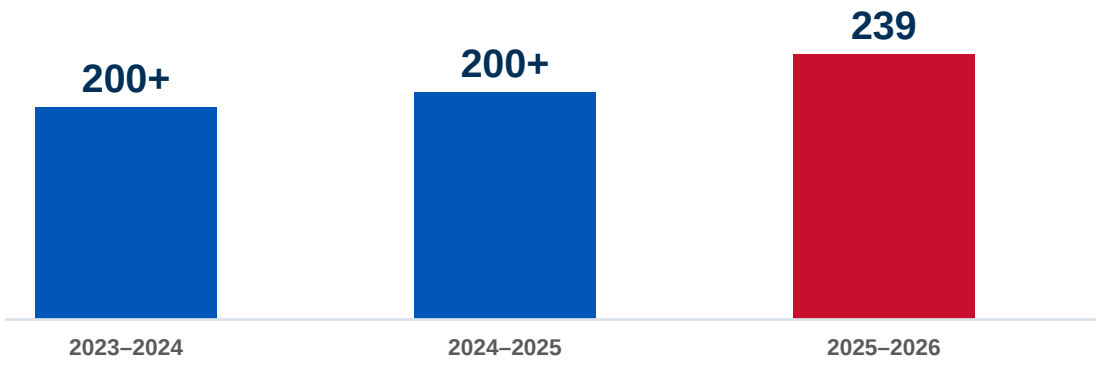
113
Uncertified foundation teachers (2025–2026)

200+
Teacher vacancies at the start of each of the last 3 years

2029–30
School year FWISD begins fully compliant

For each of the last three school years, the District has started the year with more than 200 teacher vacancies, underscoring the staffing pressure that has required the use of uncertified teachers in foundation courses.

Teacher Vacancies at the Start of the School Year



In alignment with HB 2, the District has identified a plan to reduce the number of uncertified teachers in foundation courses to zero and will begin the 2029–2030 school year fully compliant.

Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.

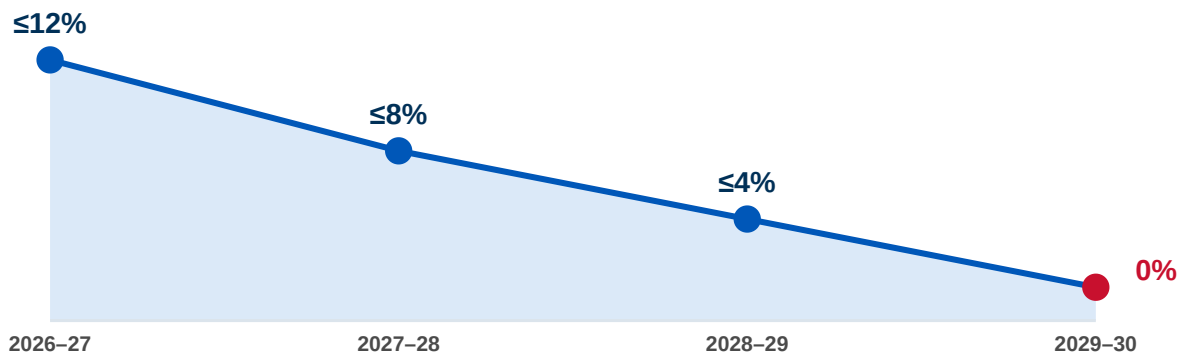
Fort Worth ISD will partner with GoTeach / Region 11 Education Service Center to support full implementation of HB 2 and progress toward compliance with the new teacher certification requirements. Through this collaboration, the District will expand access to certification pathways and reduce the overall percentage of uncertified teachers across foundation courses. The District will also collaborate with all state-approved educator preparation programs.

Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.

July 21, 2026

Plan at a Glance

Glide Path to Zero: Percentage of Uncertified Foundation Teachers (Waivers)



Annual caps reflect the maximum percentage of teachers in foundation courses who are uncertified under waivers, declining each year to full compliance.

School Year	Cap: Uncertified Foundation Teachers (Waivers)	Key Milestone
2025–2026 (Baseline)	113 teachers (actual count)	Plan development; Board approval July 21, 2026
2026–2027	No more than 12%	Framework launch; GoTeach / Region 11 ESC support plans for all uncertified teachers
2027–2028	No more than 8%	Acceleration; support cohorts; pay-for-performance eligibility enforced
2028–2029	No more than 4%	Final transition; non-waiver role placement; spring compliance audit
2029–2030	0%	Full HB 2 compliance at the start of the school year

Four-Year Compliance Roadmap

1

2026–27
LAUNCH

≤12% waiver teachers · GoTeach/Region 11 support plans for all · recruitment pipelines live

2

2027–28
ACCELERATE

≤8% waiver teachers · support cohorts · pay-for-performance eligibility enforced

3

2028–29
TRANSITION

≤4% waiver teachers · non-waiver role placement · final spring compliance audit

4

2029–30
COMPLY

Zero uncertified teachers in foundation courses at the start of the year

Certification Support Ecosystem & Accountability

FWISD Certification Support Ecosystem



Every strategy is anchored to the GoTeach / Region 11 ESC partnership, with a named owner and monitoring cadence to ensure accountability.

Executive Oversight: Executive oversight of this plan sits with the Deputy Superintendent, Chief of Schools, who will receive quarterly HCM compliance reports ahead of each Board reporting cycle. If a quarterly audit shows the district is off pace to meet the following year's cap, HCM will communicate in writing to the Deputy Superintendent identifying the gap, the affected campuses, and a revised recruitment or completion timeline.

Strategy Accountability Matrix

Strategy	Owner	Cadence	Active Years
Strategic recruitment: Para-to-Teacher pipeline; Return-to-Teaching initiative	Talent Acquisition	Ongoing	2026–27 to 2029–30
Individualized certification support plans with targeted completion dates	GoTeach / Region 11 ESC + Teacher Certification	Ongoing	2026–27 to 2028–29
Quarterly certification audits and districtwide compliance reports to executive leadership	Human Capital Management	Quarterly	2026–27 to 2029–30
Pre-screening of new hires for EPP eligibility or enrollment	Talent Acquisition / HCM	Every hire	2026–27 to 2029–30
CTE Education & Training Grow-Your-Own teacher pathway	Academics / CTE	Annual cohorts	2026–27 to 2029–30
Strategic communications to waiver-assigned teachers	HCM / Teacher Certification	Oct · Dec · Mar · May	2026–27 to 2028–29

Campus touchpoints for uncertified teachers	Principals / Talent Coordinators	Monthly	2026–27 to 2028–29
Certification stipends and testing-fee support	HCM / Finance	Ongoing	2026–27 to 2028–29
New-teacher support cohorts pairing certification monitoring with coaching	Teacher Certification / School Leadership	Semester	2027–28 to 2028–29
Pay-for-performance ineligibility for non-certified teachers (incl. TIA pathways)	Human Capital Management	Annual	2027–28 to 2029–30
Transition of non-eligible teachers into non-waiver roles	Human Capital Management	Spring staffing cycle	2028–29
Final districtwide compliance audit of all foundation course assignments	Human Capital Management	Spring 2029	2028–29

FWISD Transition Plan to Delay Certification Requirement

District of Innovation (DOI) Flexibility — LOTE Teachers

As a Texas District of Innovation, Fort Worth ISD may bypass state certification requirements to hire foreign language / LOTE (Languages Other Than English) teachers, provided the exemption is explicitly written into the District's approved DOI plan. FWISD will maintain this exemption in its approved DOI plan to support world language staffing while pursuing full HB 2 compliance in foundation courses.

2026–2027 Cap: No more than 12% uncertified foundation teachers under waivers

The District will establish the foundational framework below during the first year of the plan. Through SY 2030, the district will maintain instructional quality oversight for all waiver-assigned teachers through the existing FWISD observation framework, ensuring classroom support and coaching continue at the same standard as certified staff. Principals will prioritize waiver-assigned teachers for instructional coaching cycles to protect student outcomes during the transition period.

- The Talent Acquisition Team will execute a strategic recruitment plan to increase the number of certified teachers, including a Paraprofessional-to-Teacher pipeline, a Return-to-Teaching initiative, and the integration of career pathways into FWISD programs to create a sustainable teacher pipeline.
- The District will partner with GoTeach / Region 11 ESC to create individualized certification support plans for every current uncertified foundation teacher, aligned to targeted certification completion dates.
- The Human Capital Management team will conduct a quarterly certification audit reviewing, for every waiver-assigned teacher: current certification status, EPP enrollment and progress milestones, exam registration and attempt history, and campus of assignment. Audit findings will be reported by Region, pyramid, and campus to identify concentration risk and will directly inform the Principal and Regional Leadership touchpoint priorities for the following quarter, as well as eligibility for continued waiver placement.
- The District will pre-screen all new hires to ensure they are eligible for, or already enrolled in, a state-approved educator preparation program.
- The District will leverage existing high school Career and Technical Education (CTE) Education & Training pathways as a Grow-Your-Own pool of future teachers who will enter the GoTeach / Region 11 ESC pipeline
- The District will strategically communicate with teachers assigned to waiver foundation courses in October, December, March, and May to support completion of certification requirements.

- Uncertified teachers will receive continued support through Talent Coordinator and Principal touchpoints on every campus.
- The District will offer certification stipends and testing-fee support to remove financial barriers to certification completion.

2027–2028 Cap: No more than 8% uncertified foundation teachers under waivers

The District will build on the established framework by continuing efforts from the previous year and implementing the additional strategies outlined below.

- The District will continue working closely with GoTeach / Region 11 ESC and external EPP partners to align on targeted certification completion dates for every remaining uncertified teacher.
- The District will continue developing systems and supports that accelerate uncertified teachers' progress toward key certification milestones (test registration, coursework completion, and internship requirements).
- The District will create and implement new-teacher support cohorts that pair certification progress monitoring with instructional coaching.
- Teachers who are not fully certified will not be eligible for pay-for-performance compensation, including Teacher Incentive Allotment designation pathways.
- The District will expand opportunities for teachers to participate in certification-focused support sessions directly aligned with certification attainment, including content exam preparation.

2028–2029 Cap: No more than 4% uncertified foundation teachers under waivers

The District will build on the established framework by continuing efforts from the previous year and implementing the additional strategies outlined below.

- The District will cap the percentage of teachers assigned to waiver foundation course roles at no more than 4% districtwide.
- Human Capital Management will identify teachers who are no longer eligible to remain in foundation course roles and provide opportunities to transition into non-waiver roles, including non-foundation assignments and support positions.
- The District will conduct a final certification audit of all foundation course assignments in the spring to verify staffing plans for the 2029–2030 school year are fully compliant.

Contingency Planning

Teachers who have not met certification milestones by the checkpoints established in their individualized plans will be identified through the quarterly audit process, no later than the fall of 2028. HCM will convene a review with the campus principal and regional leadership to determine one of the following pathways: an adjusted completion timeline with intensified support, reassignment to a non-waiver role ahead of the spring 2029 audit, or non-renewal consistent with district policy. This decision point is intentionally set before the final transition year so that staffing plans for 2029–30 can be finalized with certainty rather than resolved at the deadline.

2029–2030 Full compliance: Zero uncertified teachers in foundation courses

- Fort Worth ISD will begin the 2029–2030 school year with zero uncertified waiver teachers assigned to foundation courses.