

Charlotte Independent School District



Application for Delay in Implementing HB2 Teacher Certification
Requirements

House Bill 2: Teacher Certification Requirements

New limitations on school districts' ability to waive teacher certification requirements for foundational curriculum courses within their district of innovation (DOI) plan

Implementation Timeline

- 2026-2027: Districts can no longer include K-5 reading and math teachers in DOI plan exemptions
- 2027-2028: Districts can no longer include foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in DOI plan exemptions



House Bill 2: Teacher Certification Requirements

- Permits an extension application to be filed; if granted, would extend requirements for all foundational teachers to be fully certified no later than the 2029-30 school year
- Notification of extension approval will take place by March 31, 2026



The Impact in Charlotte ISD

- Currently 0 K-5 reading and math teachers are not fully certified
- Three teachers have an internship and are working on their 180 hours
- Denial of this extension would result in staffing loss



The Impact in Charlotte ISD

- Currently 3 District-wide Foundational Subject teachers are not fully certified.
- 3 are certified in areas other than their current subject area.
- Out of those remaining 2 are CTE degreed and currently enrolled in a College/Alternative Certification Programs (ACP), 3 are interns also working on hours, and one is teaching an elective not a foundational course.



What must be included in the TEA application?

- Total number of uncertified teachers assigned to teach foundation curriculum courses in 2025–2026
- Identification of at least one Education Preparation Program (EPP) partner who will support certification efforts and help reduce the district's percentage of uncertified teachers
- Date of Board approval to submit the application
- Web link to the board meeting agenda where the plan for delaying certification requirements was approved
- Web link to the board-approved transition plan



District Transition Support for Certification

- We monitored teacher certification status during the fall and in the spring (3x per year BOY,MOY, EOY).
- Principals reviewed uncertified teacher status with the superintendent. Meeting with principals and staff scheduled in February.
- Sharing of ACP programs and contact information
- HR is available to teachers who want to schedule individual meetings for support or questions.
- Memorandum explaining requirements to staff



- Education Preparation Program Partner
- Education Service Center Region 20
- Teacher Orientation and Preparation Program (TOPP)

The Teacher Orientation and Preparation Program (TOPP) is a State Board of Educator Certification approved alternative route to teacher certification coordinated by Education Service Center, Region 20. TOPP began providing services in 1986 and maintains a trustworthy and enduring reputation with our educational partners.

- Alternative Certification Programs
 - Teachworthy
 - i-Teach
 - Texas Teachers of Tomorrow
- TEA Approved Educator Prep Programs



Annual Target Schedule

School Year	Target % Reduction	Target Number Uncertified
2026-27	Reduce by X 25%	2.25 FTE (3 total foundational)
2027-28	Reduce by X 50%	1.13 ≤ FTE
2028-29	Reduce by X 75%	.85 ≤ FTE
2029-30	0 uncertified teachers in foundation curriculum	Full Compliance

Approved by the Board on February 26, 2026

