



Center Independent School District  
P O Drawer 1689  
Center, Texas 75935

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**Center ISD Plan for Meeting Teacher Certification Requirements by 2029-2030**  
**January 21, 2026**

*Pursuant to Tex. Educ. Code § 21.0032(a-1), Center ISD has created a plan to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.*

District Name: Center ISD

County-District Number (CDN): 210901

Superintendent Name & Email: Jake Henson, [Jake.Henson@centerisd.org](mailto:Jake.Henson@centerisd.org)

Point of Contact for Plan Implementation: Holly Mikesh

**Board Approval Date: February 11, 2026**

**Date Posted to District Website: February 12, 2026**

## **I. LEGAL FRAMEWORK**

This plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, Center ISD is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

## **II. District Commitment**

Center ISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029-2030 school year. This goal is supported by:

- Developing strategies to both support and track uncertified teacher's progress through alternative certification programs.
- Assigning administrative mentors to support and track progress of uncertified teachers.
- Continued support of internship and residency programs with SFA to attract and retain certified teachers as they begin their careers in education.
- Launching 1st and 2nd year teacher mentorship program with ESC 7.



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- Continuing to recruit certified teachers at local college fairs.
- Discontinuing fourth-year probationary contracts to uncertified instructional staff, ensuring that 100% of teachers beyond their third year of employment hold appropriate state certification.

**III. Uncertified Teacher Data (2025-2026 Academic School Year)**

<b>Grade Level / Subject Area</b>	<b>Total Core FTE</b>	<b>Number of Uncertified Teachers</b>	<b>Percentage Uncertified</b>	<b>EPP Partner(s) Supporting This Group</b>
Elementary RLA (K-5)	39	6	15%	Region 07 Education Service Center—092950
Elementary Math (K-5)	38	6	16%	Region 07 Education Service Center—092950
Elementary Science (K-5)	37	9	25%	Region 07 Education Service Center—092950
Elementary SS (K-5)	37	8	22%	Region 07 Education Service Center—092950
Secondary Math (6-12)	16	4	25%	Region 07 Education Service Center—092950
Secondary Science (6-12)	13	2	15%	Region 07 Education Service Center—092950



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Secondary ELA (6-12)	16	2	13%	Region 07 Education Service Center—092950
Secondary SS (6-12)	13	3	23%	Region 07 Education Service Center—092950
<b>TOTAL CORE CURRICULUM</b>	<b>209</b>	<b>40</b>	<b>19%</b>	

At the elementary level (K–5), uncertified teacher rates range from 15% to 25% across subject areas. Elementary Science (25%) and Social Studies (22%) reflect the highest levels of uncertified staff, while ELA (15%) and Math (16%) show comparatively lower rates.

At the secondary level (Grades 6–12), uncertified teacher percentages range from 13% to 25%. Secondary Math (25%) and Social Studies (23%) demonstrate the highest need, whereas ELA (13%) and Science (15%) report lower proportions of uncertified teachers.

Overall, the data indicate that nearly one in five core curriculum teachers in the district is uncertified, with the greatest concentrations in Science, Math, and Social Studies across grade levels. These findings highlight the importance of continued targeted recruitment, certification support, and professional development efforts, particularly in high-need subject areas, to ensure instructional quality and compliance with certification requirements.

#### IV. Hiring Trends (New Uncertified Hires)

(Average number of new uncertified teachers hired in each of the last three years.)



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School Year New	Foundation Hires New	Non-Foundation Hires Total	New Uncertified Hires
2023-2024	18	19	18
2024-2025	22	15	16
2025-2026	21	14	9
3 Year Average	20.3	16	14.3

- Foundation hires show a steady increase overall, rising from 18 (2023–24) to 22 (2024–25), then dipping slightly to 21 (2025–26). The 3-year average is about 20.3, indicating generally strong and consistent hiring in this area.
- Non-foundation hires have declined each year, dropping from 19 to 15 to 14. The 3-year average is 16, reflecting a gradual reduction in these positions.
- New uncertified hires show the sharpest downward trend, decreasing from 18 to 16 and then falling significantly to 9 in 2025–26. The 3-year average is 14.3, but the most recent year is well below that, suggesting a shift away from uncertified hiring.

Overall trend: Hiring appears to be shifting toward more foundation (certified) positions, with a noticeable reduction in both non-foundation and especially uncertified hires over time.

## V. Educator Preparation Program Partnerships

(The district must identify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.)



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<b>Name of EPP</b>	<b>Description of Partnership</b> (How will the EPP support certification, training, mentorship etc.)
Impact ETX	Region 7 EPP will support the district with certification, mentoring, and professional development.
SFA Educator Preparation Program	The district will continue partnering with SFA for internship and residencies for certified teachers in an effort to attract and recruit certified teachers.

## VI. Strategic Action Plan

<b>School Year</b>	<b>Timeframe</b>	<b>% of Uncertified Teachers Goal: Decrease by 5% yearly</b>	<b>Strategies</b>	<b>Person(s) Responsible</b>
25-26	Fall 2025 - Summer 2026	19%	<ul style="list-style-type: none"><li>Conduct and document status updates each semester with uncertified teachers providing feedback and recommendations to support their progress towards completing their certification requirements.</li><li>Create and implement a tracking document to monitor teacher certification progress that can be shared between HR and administrative staff.</li><li>Establish a partnership with SFA to implement teacher internship and residency programs to recruit certified teachers.</li><li>Recruit certified teachers at local college career fairs.</li><li>Implement a 4 day instructional calendar providing a flexible schedule for uncertified staff to work on certification coursework and exam preparation.</li><li>Discontinue offering fourth-year probationary contracts to uncertified instructional staff, ensuring that 100% of teachers beyond their third year of</li></ul>	<ul style="list-style-type: none"><li>HR Director</li><li>Chief Academic Officer</li><li>Campus Principals</li><li>SFA EPP Coordinator</li></ul>



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			employment hold appropriate state certification.	
26-27	Fall 2026 - Summer 2027	14%	<ul style="list-style-type: none"><li>• Assign uncertified teachers to an administrative accountability partner for monthly meetings.</li><li>• Launch the 1st and 2nd year teacher mentor program with ESC 7.</li><li>• Continue to conduct and document status updates each semester with uncertified teachers providing feedback and recommendations to support their progress towards completing their certification requirements.</li><li>• Continue to implement a tracking document to monitor teacher certification progress that can be shared between HR and administrative staff.</li><li>• Sustain teacher internship and residency programs with SFA.</li><li>• Continue to recruit certified teachers at local college fairs.</li></ul>	<ul style="list-style-type: none"><li>• HR Director</li><li>• Chief Academic Officer</li><li>• Campus Principals</li><li>• Administrative Accountability Mentors</li><li>• ESC 7 EPP Coordinator</li><li>• SFA EPP Coordinator</li></ul>
27-28	Fall 2027 - Summer 2028	9%	<ul style="list-style-type: none"><li>• Assign uncertified teachers to an administrative accountability partner for monthly meetings.</li><li>• Continue the 1st and 2nd year teacher mentor program with ESC 7.</li><li>• Continue to conduct and document status updates each semester with uncertified teachers providing feedback and recommendations to support their progress towards completing their certification requirements.</li><li>• Continue to implement a tracking document to monitor teacher certification progress that can be shared between HR and administrative staff.</li><li>• Sustain teacher internship and residency programs with SFA.</li><li>• Continue to recruit certified teachers at local college fairs.</li></ul>	<ul style="list-style-type: none"><li>• HR Director</li><li>• Chief Academic Officer</li><li>• Campus Principals</li><li>• Administrative Accountability Mentors</li><li>• ESC 7 EPP Coordinator</li><li>• SFA EPP Coordinator</li></ul>
28-29	Fall 2028 - Summer	4%	<ul style="list-style-type: none"><li>• Assign uncertified teachers to an administrative accountability partner for</li></ul>	<ul style="list-style-type: none"><li>• HR Director</li><li>• Chief Academic</li></ul>



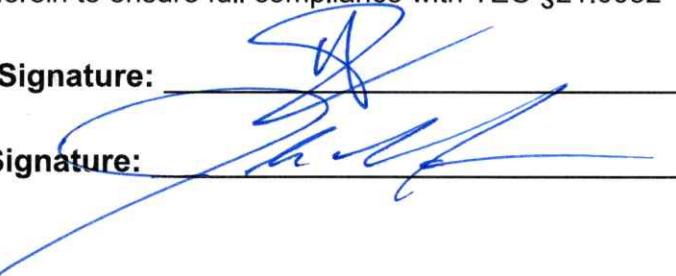
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	2029		<p>monthly meetings.</p> <ul style="list-style-type: none"><li>• Continue the 1st and 2nd year teacher mentor program with ESC 7.</li><li>• Continue to conduct and document status updates each semester with uncertified teachers providing feedback and recommendations to support their progress towards completing their certification requirements.</li><li>• Continue to implement a tracking document to monitor teacher certification progress that can be shared between HR and administrative staff.</li><li>• Sustain teacher internship and residency programs with SFA.</li><li>• Continue to recruit certified teachers at local college fairs.</li></ul>	<p>Officer</p> <ul style="list-style-type: none"><li>• Campus Principals</li><li>• Administrative Accountability Mentors</li><li>• ESC 7 EPP Coordinator</li><li>• SFA EPP Coordinator</li></ul>
29-30	Fall 2029 - Summer 2030	0%	<ul style="list-style-type: none"><li>• Ensure full compliance for all foundational courses.</li><li>• Continue collaborating with the EPP to sustain program quality.</li><li>• Sustain teacher internship and residency programs with SFA.</li><li>• Continue to recruit certified teachers at local college fairs.</li></ul>	<ul style="list-style-type: none"><li>• HR Director</li><li>• Chief Academic Officer</li><li>• Campus Principals</li><li>• ESC 7 EPP Coordinator</li><li>• SFA EPP Coordinator</li></ul>

## **VII. Board Approval and Attestation**

This plan has been reviewed and approved by the Board of Trustees of Center ISD in an open meeting on **February 11, 2026**. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

**Board President Signature:**  Date: 2/11/26

**Superintendent Signature:**  Date: 2-11-26