



Dr. Gregory C. Nelson, Superintendent  
Lorenzo Independent School District

## **District Plan to Address Uncertified Teachers**

House Bill 2 Compliance Plan (2025–2029)  
Lorenzo Independent School District

Submitted by:

Dr. Gregory Nelson, Superintendent  
Lorenzo ISD

Date: February 19, 2026



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**Delay of Teacher Certification Requirements Application**  
**Lorenzo Independent School District**

**SECTION I: PURPOSE AND STATUTORY CONTEXT**

This supplemental document is submitted to provide required context and assurance for Lorenzo Independent School District's Delay of Teacher Certification Requirements Application. The purpose of this document is to describe the district's structured approach to compliance with House Bill 2 certification requirements, including implementation planning, staffing actions, and Board oversight.

Lorenzo ISD acknowledges the statutory limitations on the use of District of Innovation certification flexibility and affirms its commitment to full compliance with Texas Education Code requirements within the timelines prescribed by House Bill 2.

**SECTION II: CURRENT STAFFING STATUS AND DATA CONSIDERATIONS**

Lorenzo ISD has reviewed instructional staffing assignments, certification status, and projected vacancies impacted by House Bill 2. This review includes grade-level and subject-area analysis to identify instructional positions requiring certification under current law.

The district recognizes statewide and regional educator shortages, particularly in foundational subject areas, and has incorporated these conditions into its staffing and recruitment planning while maintaining compliance with statutory requirements.

**SECTION III: DISTRICT COMPLIANCE OBJECTIVES**

Lorenzo ISD has established the following objectives to ensure compliance with House Bill 2:

- Ensure that all instructional assignments requiring certification are staffed by appropriately certified teachers within the legally required timeline.
- Discontinue the use of District of Innovation certification exceptions in prohibited grade levels and subject areas.
- Implement staffing transitions that maintain instructional continuity for students.
- Align recruitment, reassignment, and staffing practices with Board-approved plans and state law.

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#### **SECTION IV: IMPLEMENTATION AND OPERATIONAL APPROACH**

The district will implement a phased, lawful approach to certification compliance that includes:

- Vacating instructional positions requiring certification when held by uncertified personnel in prohibited assignments.
- Reassigning affected staff to positions not requiring teacher certification when appropriate and available.
- Actively recruiting and hiring certified teachers for all required instructional assignments.
- Utilizing lawful staffing alternatives to support instruction when certified teachers are not immediately available.

All implementation actions will be conducted in alignment with House Bill 2 and applicable TEA guidance.

#### **SECTION V: STRATEGIES FOR COMPLIANCE**

Lorenzo Independent School District will implement a comprehensive set of strategies to ensure compliance with House Bill 2 while maintaining instructional continuity and progressing toward full certification coverage. These strategies are authorized by the Board of Trustees and operationalized through the Board-approved Delay of Teacher Certification Requirements Application submitted concurrently with this document.

The district's strategies for compliance include the following components:

##### **A. Support for Uncertified Instructional Staff**

Lorenzo ISD will provide structured support for affected uncertified instructional staff during the transition period. This includes individualized guidance regarding certification pathways, coordination with approved Educator Preparation Programs, and administrative oversight to ensure instructional alignment with state standards. When applicable, uncertified staff will receive mentorship and supervision from certified educators and administrators to support instructional quality and compliance.

##### **B. Recruitment and Staffing Actions**

The district will actively recruit and hire appropriately certified teachers for all instructional assignments requiring certification. Recruitment efforts will be ongoing and responsive to staffing needs, particularly in high-need subject areas. When a certified teacher is not



immediately available, the district will utilize lawful staffing alternatives including but not limited to:

For the 2026–2027 school year, the district will:

1. Continue the use of certification flexibility (DOI) only in instructional areas still permitted by law during the 2026–2027 transition year.
2. Discontinue the use of certification exceptions for K–5 Reading and Mathematics instructional assignments.
3. Vacate instructional positions requiring Texas teacher certification that are filled by uncertified staff, as required under House Bill 2.
4. Reassign affected uncertified instructional staff, as appropriate, to positions for which they are qualified and that do not require teacher certification.
5. Ensure that all K–5 Reading and Mathematics instruction is delivered by appropriately certified teachers by:
  - a. Recruiting and hiring fully certified teachers for all teaching positions for the 2026–2027 school year.
  - b. When a certified teacher is not immediately available, we will employ an at-will, otherwise qualified classroom instructional facilitator to serve as a long-term substitute, providing instruction, small-group intervention, classroom management, and instructional continuity under the supervision of a certified administrator and the mentorship of a certified teacher.
  - c. Continuing active recruitment efforts throughout the school year and replacing instructional facilitators with a certified teacher as soon as one becomes available.
6. Maintain alignment with Board-approved compensation structures and staffing models while ensuring full compliance with state law.

Beginning with the 2027–2028 school year, House Bill 2 prohibits the use of certification exceptions for any foundational subject, including English Language Arts, Mathematics, Science, and Social Studies, at any grade level.

For the 2027–2028 school year and beyond, the district will:

1. Discontinue the use of certification flexibility for all foundational subject instructional assignments at all grade levels, as required by House Bill 2.
2. Vacate instructional positions requiring Texas teacher certification that are filled by uncertified staff serving in foundational subject teaching roles.
3. Reassign affected uncertified instructional staff, as appropriate, to positions for which they are qualified and that do not require teacher certification.

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4. Ensure that all foundational subject instruction is delivered by appropriately certified teachers by:
  - a. Recruiting and hiring fully certified teachers for all foundational subject teaching positions.
  - b. When a certified teacher is not immediately available, employing an at-will, otherwise qualified classroom instructional facilitator to serve as a long-term substitute, providing instructional support, small-group intervention, classroom management, and instructional continuity under the supervision of a certified administrator and the mentorship of a certified teacher.
  - c. Continuing active recruitment efforts and replacing instructional facilitators with certified teachers as soon as one becomes available.
5. Maintain alignment with Board-approved compensation structures and staffing models while ensuring full compliance with state law.

#### C. Pipeline Development and Future Staffing Stability

Lorenzo ISD will continue to strengthen internal and external staffing pipelines to support long-term certification compliance. This includes encouraging participation in educator preparation pathways, supporting paraprofessionals and other qualified staff in pursuing certification, and collaborating with regional partners as appropriate to increase the pool of certified candidates.

#### D. Retention of Certified Educators

The district will implement retention strategies designed to support and sustain certified instructional staff. These strategies include mentoring for early-career teachers, ongoing professional development aligned to instructional priorities, and efforts to maintain a supportive working environment that promotes professional growth and stability.

These strategies, taken collectively, ensure that Lorenzo ISD's approach to compliance is systematic, Board-authorized, and aligned with the requirements of House Bill 2. The Delay of Teacher Certification Requirements Application serves as the district's formal implementation mechanism for these strategies during the approved transition period.

### **SECTION VI: IMPLEMENTATION TIMELINE**

The district's compliance actions align with the statutory implementation schedule established by House Bill 2, including:

- Immediate compliance actions for prohibited certification exceptions.
- Transition-year staffing adjustments as permitted by law.



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- Full certification compliance for all foundational subject areas by the required school year.

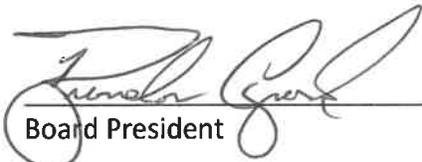
The district will review progress annually to ensure continued alignment with state law.

**SECTION VII: BOARD APPROVAL AND OVERSIGHT**

This supplemental compliance plan and the accompanying Delay of Teacher Certification Requirements Application have been reviewed and approved by the Lorenzo ISD Board of Trustees. District administration is authorized to implement the plan as approved and will ensure ongoing compliance with House Bill 2 and Texas Education Agency requirements.

Board oversight will be maintained throughout the implementation period.

**Approved by the Lorenzo Independent School District Board of Trustees**

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| <br>Board President  | <u>2-19-26</u><br>Date   |
| <br>Board Secretary | <u>2/19/26.</u><br>Date  |
| <br>Superintendent  | <u>2/19/2026</u><br>Date |