

The chart below outlines educator certification assignment flexibility options available for districts to address some of the most common certification assignment challenges and scenarios. For additional support navigating these options, please submit a [TEA Help Desk Ticket](#) to Educator Certification and use the subject line: Certification Assignment Flexibility Options.

**IMPORTANT NOTES:**

- These flexibilities are not applicable for special education, bilingual, or ESL assignments due to federal requirements and state statutes.
- If certification flexibility options are applied to educators actively enrolled in an educator preparation program (EPP), these options do not supersede EPP requirements found in the Texas Administrative Code. Educator candidates must complete certification exam and preparation program requirements for issuance of the aligned SBEC-issued certificate.

Opportunity	Possible Uses and Considerations
<a href="#">Districts of Innovation Plan (DOI)</a>	<p><b>Districts can consider DOI flexibilities when there are vacancies in hard-to-fill assignments, or when urgent campus needs can be best met by having a certified teacher teach outside their area of certification. Other considerations include . . .</b></p> <ul style="list-style-type: none"> <li>• Flexibilities must be documented in their locally created and approved DOI plans.</li> <li>• Districts can also complete a process to revise their DOI plan and establish increased flexibility to meet future needs.</li> <li>• Districts should work with their legal counsel and in collaboration with their local school board regarding the application and revision process.</li> </ul>
<a href="#">Teacher Certification Waiver</a>	<p><b>Districts can consider Teacher Certification Waivers when a DOI plan is not in place and/or when the DOI plan does not include the necessary flexibility to meet the situational needs of a campus. Other considerations include . . .</b></p> <ul style="list-style-type: none"> <li>• The educator qualifications to teach must be vetted and approved by the board of trustees and commissioner of education (<i>COE has 30 days to review</i>)</li> <li>• This waiver could be utilized for a candidate who is enrolled in an educator preparation program and has been issued an SBEC certificate (i.e., Intern or Probationary), but the campus needs the aspiring educator to teach in an area outside of those approved by the EPP.</li> <li>• The waiver is valid for a maximum of three years (approval requested each school year).</li> </ul>
<a href="#">School District Teaching Permits</a>	<p><b>Districts can consider a School District Teaching Permit (SDTP) in very specific situations when the DOI and Teacher Certification Waivers are not an option and a more long-term, district-specific solution is needed. Other considerations include . . .</b></p> <ul style="list-style-type: none"> <li>• SDTPs are valid for life (unless revoked for cause by the district) and cannot be issued to certified teachers</li> <li>• The candidate must have a bachelor’s degree unless teaching non-core academic career and technical education courses which must be approved by district board of trustees.</li> <li>• Individuals teaching courses for foundation credits must be approved by district board of trustees and commissioner of education (<i>COE has 30 days to review</i>)</li> <li>• An application is required, which can be found here: <a href="#">School District Teaching Permit</a>.</li> </ul>