



Texas City ISD Board Plan: Reduction of Uncertified Teachers

Implementation Timeline: 2026-2029

I. Purpose

The Board of Trustees affirms its commitment to ensuring that students are taught by qualified, certified educators. The purpose of this policy is to establish a structured, multi-year plan to reduce the percentage of uncertified teachers and to ensure compliance with Texas Education Agency (TEA) and State Board for Educator Certification (SBEC) requirements.

These changes are guided by recent legislative updates under HB 2, specifically the addition of TEC §21.0032, which limits districts' ability to include exemptions from certain certification requirements under TEC §21.003 within District of Innovation (DOI) plans.

II. Definitions

For purposes of this regulation:

- **Certified Teacher:** An educator holding a valid Texas Standard Certificate issued by SBEC.
- **Uncertified Teacher:** An individual serving in a teaching assignment without a Texas Standard Certificate, including those teaching under:
 - Emergency or Local permits
 - District of Innovation (DOI) certification exemptions
 - No SBEC-issued credential
- **Acceptable Certification Pathway:** Enrollment and active participation in a TEA-approved Educator Preparation Program (EPP), including alternative certification programs.

III. Current Status (Baseline 2025–2026)

The table below shows the average number of newly hired uncertified teachers in Texas City ISD over the past three years:

School Year	Number of Teachers
2025-2026	57
2024-2025	48
2023-2024	85
3-year average	63

As of the 2025–2026 academic year, Texas City ISD employs 57 uncertified teachers across foundational core content areas (math, ELAR, science, and social studies) at both the elementary and secondary levels. The district recognizes the importance of implementing intentional strategies to support these educators in achieving certification, while also strengthening future recruitment pipelines to ensure continued compliance beyond 2030.

IV. Annual Reduction Targets

The district will decrease the number of uncertified teachers in foundational core areas by 25% annually, with full compliance achieved by the 2029–2030 school year.

School Year	Target Reduction	Estimated # of Teachers	Notes
2025-2026	0%	57	Baseline Year
2026-2027	25%	43	Reduction through target support
2027-2028	50%	22	Continued support and access to test prep and certification plans
2028-2029	75%	5	Final cohort of uncertified teachers
2029-2030	100%	0	Full Compliance

V. Strategies to Support Uncertified Teachers

Enrollment in Educator Preparation Programs (EPPs)

All District of Innovation and Apprentice teachers are currently enrolled and actively participating in an approved EPP. The district will continue to partner with the following EPPs to support certification completion:

- A+ Texas Teachers of Tomorrow
- iTeach Texas
- Teachworthy
- Inspire Texas

- 240 Certification
- Teacher Builder
- Web-Centric
- Grand Canyon University
- Abilene Christian University
- University of Houston – Clear Lake (UHCL)

Each EPP partner will collaborate with district HR and Professional Learning teams to provide:

- Targeted certification exam preparation sessions (virtual/in-person)
- Flexible coursework options (virtual)
- Regular progress monitoring and reporting

Targeted Retention and Certification Support

- **Mid-Year and End-of-Year Certification Checkpoints** will be conducted by HR to verify progress and compliance.
- **Test preparation and resources** will be provided for all content areas.
- **Individualized Certification Plans (ICPs)** will be created for each uncertified teacher, outlining program enrollment, exam deadlines, and expected completion dates.

Assignment Compliance Monitoring

- Teachers not on track to complete certification at the end of each school year **will be subject to reassignment or release.**
- Uncertified teachers will not be allowed to extend past one year as a District of Innovation or Apprentice teacher, beginning in the 2026-2027 school year.
- Teachers not on track to complete certification by **March 31, 2029**, will be subject to **reassignment or release** before the 2029–2030 school year.

VI. Strategies for Future Recruitment Pipelines

Beginning in the **2026–2027 school year**, Texas City ISD will expand its certified teacher pipeline through participation in the Preparing and Retaining Educators through Partnerships (PREP) Allotment Programs, including:

- **PREP Residency Program** – to recruit and prepare high-quality preservice teacher residents.
- **PREP Grow Your Own (GYO) Program** – to identify and support current paraprofessionals and educational aides in earning certification, especially in ESL, Bilingual, and core content areas.

These initiatives will enhance recruitment, preparation, and long-term retention of certified teachers while reducing dependency on uncertified staffing.

Hiring and Assignment Standards

- Certified teachers should be prioritized for all instructional assignments.
- Uncertified teachers may only be assigned when:
 - No certified applicants are available, and
 - The individual is actively pursuing certification.

Accountability, Monitoring, and Reporting

- Human Resources will maintain a centralized tracking system to monitor certification progress, EPP enrollment, and PREP participant data.
- Biannual updates will be shared with district leadership and the Board of Trustees.
- The plan will be reviewed and updated annually to ensure alignment with district staffing needs and TEA compliance requirements.
- The Superintendent or designee shall:
 - Monitor certification status quarterly
 - Maintain documentation for TEA and audit purposes
 - Report annual certification progress to the Board
- **Campus administrators shall be held accountable for meeting certification targets on their campus.**

Exceptions

- Exceptions to this regulation may be granted only when permitted by Texas law and SBEC rules and must be documented and reported to the Board.

Conclusion

Through deliberate partnerships, structured certification supports, and participation in the PREP Allotment programs, Texas City ISD is committed to achieving full certification compliance by the **2029–2030 school year**. This plan ensures all students are taught by qualified, certified educators and that the district sustains a robust teacher pipeline for the future.