



**District Plan for Meeting Teacher Certification Requirements by School Year 2029-30**

*Pursuant to Tex. Educ. Code § 21.0032(a-1), Texarkana 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:** Texarkana Independent School District

**County-District Number (CDN):** 019-907

**Superintendent Name & Email:** Dr. Doug Brubaker, [doug.brubaker@txkisd.net](mailto:doug.brubaker@txkisd.net)

**Point of Contact for Plan Implementation:** Kay Stickels, Executive Director of Human Resources, [kay.stickels@txkisd.net](mailto:kay.stickels@txkisd.net); 903-794-8473

**Board Approval Date:** December 15, 2025

**Date Posted to District Website:** December 16, 2025

**Link to Posted Plan:**

<https://www.txkisd.net/our-district/required-postings>

### Uncertified Teachers Breakdown by Grade Level (ELA, Math, Science and/or Social Studies)

<u>PreK</u> <u>13</u>	<u>K-5<sup>th</sup></u> <u>79</u>	<u>6-8<sup>th</sup></u> <u>37</u>	<u>9-12<sup>th</sup></u> <u>17</u>
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Average number of new uncertified teachers hired by the district  
over the past three school years **(2022 23, 2023 24, 2024 25)**.

Average Total  
48

### Educator Preparation Program Partnerships

Name of EPP	Description of Partnership (How will the EPP support certification, training and mentorship etc.)
1. Texas A & M University – Texarkana	TAMUT will partner with TISD on the Grow Your Own program, Mentorship program and the Teacher Residency program to build a pipeline of new SBEC certified teachers, as well as offer support for uncertified teachers.
2. iTeach Texas	TISD will also partner with iTeach Texas to create district specific pipelines for those who are balancing family income commitments and/or seeking a program that is within their financial means.

## Annual Certification Targets

School Year	Target % of Certified Teachers	Key Milestone
2025–2026	75% certified	Launch Certification Support Program
2026–2027	80% certified	Implement EPP partnership pathways
2027–2028	90% certified	Fully operational “Grow Your Own” pipeline
2028–2029	95% certified	Phase out longterm uncertified positions
2029–2030	100% certified	Achieve full compliance with state mandates

## Strategies to Reduce Uncertified Teachers

### 1. Data-Driven Monitoring

- Live district dashboard tracking certification status, renewal dates, and subject-area shortages.
  - 2025-26 develop
  - 2026-27 pilot
  - 2027-2028 maintain
- Review campus-level data at least twice a semester to identify and address certification gaps.

### 2. Targeted Hiring Practices

- Implement a targeted hiring protocol ensuring certified teacher applicants are interviewed within 48 hours of application submission to expedite selection and placement.
- Prioritize P-Tech Education Pathway students.
- Prioritize certified applicants through incentive stipends.
- Require justification and an approved certification plan for any uncertified hire.

### 3. Accountability and Progress Reviews

- Each uncertified teacher must have an HR-approved Certification Plan outlining testing and program enrollment timelines.
- Campus principals will report certification progress quarterly to the Human Resources Division.

### Support Structures for Current Uncertified Teachers

**1. Certification Pathway Advising:** Assign a district Certification Advisor (e.g., Human Resource Coordinator) to provide individualized guidance on testing, EPP enrollment, and TEA requirements.

**2. Testing Support:** Offer study sessions, free online test prep resources, and exam fee reimbursement for successful completions (e.g., 240 Tutoring).

**3. Paid Internship Pathways:** Partner with EPPs to allow uncertified teachers to complete internship requirements while maintaining district employment.

### Recruitment and Teacher Pipeline Initiatives

#### 1. “Grow Your Own” Program

- Provide scholarships or tuition reimbursement for paraprofessionals, substitutes, and other TISD staff pursuing certification (i.e., Pathway to Teaching and Master’s Degree Program)
- Maintain *Teach TISD Future Educator*: <https://www.txkisd.net/departments/student-family-support-services/teach-tisd>

#### 2. Alternative Certification Partnerships

- Collaborate with reputable EPP programs (e.g., A & M University – Texarkana, iTeach TEXAS) to create district-specific pipelines.

### 3. Incentive Programs

- Provide annual stipends to staff who recruit and refer SBEC-certified candidates for high-need vacancies (i.e., Special Education, Bilingual, ESL, Math, etc...)
- Establish an expedited salary adjustment procedure to ensure that employees in an Alternative Certification Program (ACP) receive an immediate salary change upon obtaining full SBEC certification.

### Implementation Timeline and Strategic Plan for Transition to Compliance (2025–2030)

Year	Key Actions
2025–2026	<ul style="list-style-type: none"><li>• Conduct districtwide certification audit</li><li>• Launch Certification Support Program</li><li>• Establish EPP partnership agreements</li><li>• Begin TExES prep sessions and reimbursement program</li></ul>
2026–2027	<ul style="list-style-type: none"><li>• Implement mentorship program for uncertified teachers</li><li>• Initiate Grow Your Own scholarships</li><li>• Expand recruitment partnerships</li></ul>
2027–2028	<ul style="list-style-type: none"><li>• Review dashboard and certification data collection</li><li>• Conduct annual pipeline outcome review</li></ul>
2028–2029	<ul style="list-style-type: none"><li>• Phase out long term uncertified positions</li><li>• Certify final group of teachers-in-training</li></ul>
2029–2030	<ul style="list-style-type: none"><li>• Achieve 100% certification compliance</li><li>• Submit state compliance verification report</li><li>• Track P-Tech Education Pathway hires</li></ul>

## Evaluation and Reporting

- HR will submit annual certification progress reports to the Board of Trustees.
- The district and campus administrators will monitor retention and advancement rates of newly certified teachers.
- Annual program evaluations will guide updates to recruitment, support, and partnership strategies.

## Attestation

The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature: Sandra Boyette Date: 12/15/2025

Superintendent Signature: Doug Bublaker Date: 12/15/2025