



LA VEGA ISD

Reducing Uncertified Educators

SUMMARY

La Vega ISD's plan for meeting the statutory guidelines for teacher certification requirements. The plan provides timelines and strategies for coming into compliance with the requirements prior to the start of the 2029-2030 academic year. Board of Trustee approved January 20, 2026.

LV ISD Transition Plan to Address Uncertified Educators

January 20, 2026

La Vega ISD Transition Plan to Address Uncertified Educators

Purpose:

The transition plan outlines how La Vega ISD will ensure all teachers in foundational curriculum courses will achieve full certification by the 2029-2030 school term. This plan ensures full compliance with House Bill (HB) 2 and the 2025 TAA letter from the TEA on October 16, 2025.

Definition:

Foundation Curriculum Courses as outlined by TEA are

- 1) English Language Arts and Reading: This includes all core courses related to language and literature.
- 2) Mathematics: The foundational mathematics curriculum.
- 3) Science: The core science courses.
- 4) Social Studies: The core social studies curriculum.
- 5) Bilingual/English as a Second Language (ESL): These are also included as foundation areas.

Goals:

- 2026–2027: 75% of all Foundation Curriculum Courses will be staffed by fully certified educators, reducing uncertified teachers by 50%
- 2027–2028: 90% of all Foundation Curriculum Courses will be staffed by fully certified educators, reducing uncertified teachers by 15%
- 2028–2029: 95% of all Foundation Curriculum Courses will be staffed by fully certified educators, reducing uncertified teachers by 5%
- 2029–2030: Achieve 100% certified educators in Foundation Curriculum Courses.

Educator Preparation Partners

Over the past five years, La Vega ISD has developed strong partnerships with all local Institutions of Higher Education (IHE). The formal Memorandum of Understandings (MOU) exists between both institutions. Quarterly progress monitoring ensures future educators are supported by the district, and IHE partners further ensure prospective educators remain on track to meeting certification requirements. IHE partners include:

- McLennan Community College Alternative Teacher Certification Program
- Baylor University
- Tarleton State University
- Texas Tech University

Strategies to Support Transition to Certification Completion

October 2025-January 2026

La Vega ISD has 16 uncertified educators in Foundation Curriculum Courses for the 2025-2026 school term. Records for the 16 uncertified educators reflect all hold bachelor's degrees and are enrolled in an accredited Texas Teacher Certification program.

- Each uncertified educator has an individualized 'Plan to Certification.' The plans feature dates of coursework completion, standard certification exam dates, internship dates, and assigned a La Vega ISD mentor, who has completed mentor training.

- Mentor logs contain dates of observation and feedback and progress monitoring. Logs are reviewed by campus instructional leadership as well as campus administrators.
- Each uncertified educator meets quarterly with campus and/or district administrators to track progress toward certification.
 - Each uncertified educator receives support through district resources for financial (Grow Your Own) and/or academic support (tutoring / exam preparation) in successfully meeting certification requirements.
 - Uncertified educators provide HR with certification status updates (verification of EPP enrollment, exam attempts, and milestone completions) by March 15 and June 15.
 - Uncertified educator progress toward certification is reviewed quarterly with appropriate IHE partners.
 - Uncertified educators receive written notification from HR of potential job reassignment if certification is not obtained by 2027-2028 school year.

Spring 2026

- La Vega ISD Human Resource Department begins an annual staffing review to identify anticipated vacancies. Campus principals identify and report to HR any known or anticipated vacancies for the 2026-2027 school year, including positions affected by retirements, resignations, program expansion, or staffing adjustments.
- The district will initiate targeted recruitment efforts to increase the likelihood of securing certified candidates before the peak hiring season.
- LVISD will increase participation in regional, university-based, and statewide educator job fairs. Engaging in a broader range of recruitment events will position the district to attract fully certified candidates in high-need areas and to develop stronger relationships with preparation programs that consistently produce well-prepared graduates.
- Letters of assurance will be issued to all Year-long Teacher Residents who have received positive performance reviews from the mentor teacher, positive performance reviews from campus administrators, and positive EPP observations, feedback, and have completed all certification testing.

Ongoing

- The district is committed to growing educators within its own workforce and community. Through this program, LVISD provides financial assistance to paraprofessionals pursuing a bachelor's degree and funding alternative certification program fees for employees who already hold a degree but lack certification. The GYO program removes financial barriers, offers targeted support, and creates a sustainable internal pipeline of future certified teachers who are deeply familiar with LVISD's culture, instructional expectations, and student needs.
- LVISD will increase the number of year-long teacher residents placed across campuses to 40 in 2026-2027. The teacher residency program has been in place at LVISD for the past four years and is the reason the district has continued to reduce uncertified staff in classrooms.
- Strategic Staffing structures at LVISD pairs with a teacher with experience and high student outcomes with a small team of educators. Teacher leaders have built-in planning and collaboration time to aid teacher residents, paraprofessionals, beginning teachers or struggling teacher with co-teaching, co-planning, modeling, coaching, observing, and providing support to ensure high-growth learning for every child. Pairing teacher leaders and novice educators is a top priority for campus administrators.

- LVISD has partnered with the US PREP, Texas Instructional Leadership (TIL) ESC Region 12 to equip campus and teacher leaders with the tools and skills for mentoring early-career educators with job-embedded coaching, modeling, and feedback.
- LVISD is one of 22 Authorized Providers of the Texas Reading Academy. Providing instruction, support, classroom observations, and monitoring of educators who provide crucial instruction in the Science of Teaching Reading.

Progress Monitoring

- The district will update notifications between HR and educators through the Perform Application with the PowerSchool platform.
- The district will use TEA's Newly Certified & New Teacher Hires Dashboard and the Uncertified Teachers by District/School System Report to identify trends, measure progress, and adjust strategies as needed.
- Principals will validate campus certification data during the March staffing review and quarterly throughout the year.
- Human Resource Department will provide quarterly updates to the Executive Team Meetings and an annual progress summary to the Board of Trustees at end of year.

This plan will be administered and overseen by Todd Gooden, Deputy Superintendent and Shaunte Scott, Director of Strategic Staffing