



# DENISON INDEPENDENT SCHOOL DISTRICT

1201 South Rusk Avenue • Denison, Texas 75020

Phone: (903)462-7000 • Fax: (903)462 7002

## Application for Delay of Teacher Certification Requirements

Superintendent: Dr. David Kirkbride

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### Agenda Item Title

Consideration and Approval of Application for Delay of Teacher Certification Requirements

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### Purpose

To present the Board of Trustees with Denison ISD's application and transition plan for delaying full teacher certification requirements for foundation curriculum assignments, in accordance with state requirements.

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### Background

Per TEC, §21.003, a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B, which includes any State Board for Educator Certification (SBEC)-issued certificate (intern, probationary, standard, or enhanced standard) or emergency permit for the subject area and grade level. Information regarding the appropriate certificate for a given personnel assignment can be found in 19 Texas Administrative Code (TAC) Chapter 231, Requirements for Public School Personnel Assignments.

Many districts have chosen to exempt themselves from this certification requirement and hire uncertified individuals through an approved DOI plan. HB 2's new TEC, §21.0032, now limits districts' ability to include exemptions from some certification requirements under TEC, §21.003, in their DOI plan. These limitations phase in over the next three academic years.

### New Restrictions on DOI Plans Regarding Certification:

- 2025-2026** - District maintains currently approved DOI plan which may include exemptions.
- 2026-2027** - District can no longer include K-5 reading and math teachers in DOI plan.
- 2027-2028** - District can no longer include all foundational subject teachers in DOI plan.

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Note, districts with the appropriate and allowable approved exemptions in their plans maintain certification flexibility for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.

Districts can submit a plan for commissioner of education approval to delay the implementation of teacher certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

Denison ISD currently employs 31 uncertified teachers in foundation curriculum areas for the 2025–2026 school year. Due to ongoing statewide teacher shortages, particularly in high-need instructional areas, the district is requesting approval of a structured transition plan that ensures year-to-year reductions in uncertified placements while maintaining instructional quality and compliance.

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**Table 1: Current Foundation Curriculum Uncertified Teacher Assignments (2025–2026)**

| Grade Level                             | Subject         | Count |
|-----------------------------------------|-----------------|-------|
| Kindergarten-3 <sup>rd</sup> Grade      | Self- Contained | 15    |
| 4 <sup>th</sup> Grade                   | Math/Science    | 2     |
| 5 <sup>th</sup> -6 <sup>th</sup> Grade  | ELAR            | 5     |
| 5 <sup>th</sup> -6 <sup>th</sup> Grade  | Science         | 1     |
| 7 <sup>th</sup> -8 <sup>th</sup> Grade  | ELAR            | 2     |
| 7 <sup>th</sup> -8 <sup>th</sup> Grade  | Science         | 1     |
| 7 <sup>th</sup> -8 <sup>th</sup> Grade  | Math            | 1     |
| 9 <sup>th</sup> -12 <sup>th</sup> Grade | Science         | 1     |
| 9 <sup>th</sup> -12 <sup>th</sup> Grade | Math            | 2     |
| 9 <sup>th</sup> -12 <sup>th</sup> Grade | English         | 1     |

**Total : 31**

**Table 2: Hiring Trends – New Uncertified Teachers (Last Three Years)**

| School Year    | Foundation Hires | Non-Foundation Hires | Total |
|----------------|------------------|----------------------|-------|
| 2023-2024      | 11               | 0                    | 11    |
| 2024-2025      | 15               | 3                    | 18    |
| 2025-2026      | 17               | 2                    | 19    |
| 3-Year Average | 14.3             | 1.67                 | 16    |

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**Table 3: Educator Preparation Program (EPP) Partnerships**

| Partner                    | Program Type              | Support Provided                                      |
|----------------------------|---------------------------|-------------------------------------------------------|
| Region 10 ESC              | Alternative Certification | Enrollment, coursework, supervision, exam preparation |
| iteachTEXAS                | Alternative Certification | Enrollment, coursework, supervision, exam preparation |
| Texas Teachers of Tomorrow | Alternative Certification | Enrollment, coursework, supervision, exam preparation |

**Table 4: Transition Plan Toward Full Certification Compliance**

| School Year | Target # of Foundation Uncertified Teachers | Key Actions                                                      |
|-------------|---------------------------------------------|------------------------------------------------------------------|
| 2025-2026   | 31                                          | Require EPP enrollment within 30 days.                           |
| 2026-2027   | 23                                          | Quarterly HR progress checks, instructional coaching support.    |
| 2027-2028   | 15                                          | Provide paid leave day for certification exam.                   |
| 2028-2029   | 7                                           | New Employee Institute, mentoring, release times as appropriate. |
| 2029-2030   | 0                                           | Full compliance with certification requirements.                 |

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**Table 5: Oversight and Support Responsibilities**

| Area                  | Responsibility                                                      |
|-----------------------|---------------------------------------------------------------------|
| Human Resources       | Monitor EPP enrollment, certification progress, and exam completion |
| Curriculum Department | Coordinate instructional coaching and onsite support                |
| New Teacher Academy   | Provide classroom readiness and professional development            |
| EPP Partners          | Certification coursework, supervision, and exam preparation         |

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## Recommendation

Administration recommends approval of the Application for Delay of Teacher Certification Requirements and the associated transition plan, ensuring Denison ISD achieves full compliance by the 2029–2030 school year while maintaining instructional continuity and student support.

## Attestation:

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

Board President Signature: \_\_\_\_\_

Date: 1/20/26

Superintendent Signature: \_\_\_\_\_

Date: 1.20.26

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