Where Panthers Excel Today and Lead Tomorrow

4513 W. Oak St. Palestine, Texas 75801
Phone: 903.729.1776 Fax: 903.729.3696
www.westwoodisd.net

Westwood ISD Plan for Meeting Teacher Certification Requirements by 2029-2030
February 9, 2026

Pursuant to Tex. Educ. Code § 21.0032(a-1),Westwood 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:
Westwood ISD

County-District Number (CDN):001908

Superintendent Name & Email:
Wade Stanford
wstanford@westwoodisd.net

Point of Contact for Plan Implementation:
Laura Jones
lajones@westwoodisd.net

Board Approval Date:
February 9, 2026

Date Posted to District Website:
February 17, 2026

Wade Stanford
Superintendent

Laura Jones
Assistant Superintendent
of Curriculum, Instruction & Leadership

Chris Alford
Assistant Superintendent
of Finance & Operations

I. LEGAL FRAMEWORK

This plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, **Westwood ISD** is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

II. District Commitment

Westwood ISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029–2030 school year. This goal is supported by:

A. Strategic Recruitment and Hiring Practices

Westwood ISD will prioritize the recruitment and hiring of appropriately certified teachers for all foundation curriculum courses. The district will strengthen recruitment efforts through partnerships with educator preparation programs, participation in regional job fairs, and targeted outreach to certified candidates. When vacancies occur, certified applicants will be given priority consideration whenever available.

B. Intentional Placement and Role Alignment

Uncertified teachers will be placed strategically and only when necessary to meet staffing needs. The district will limit the assignment of uncertified teachers in foundation curriculum courses and will avoid long-term reliance on uncertified staff in high-need or tested subject areas whenever possible.

C. Certification Pathway Support

Westwood ISD will actively support uncertified teachers in pursuing appropriate certification. This support will include guidance on approved certification programs, testing requirements, and reasonable timelines for completion. District and campus leadership will monitor progress toward certification and provide assistance to remove barriers when feasible.

Wade Stanford
Superintendent

Laura Jones
Assistant Superintendent
of Curriculum, Instruction & Leadership

Chris Alford
Assistant Superintendent
of Finance & Operations

D. Instructional Support and Mentorship

Uncertified teachers serving in foundation curriculum roles will receive structured instructional support, including campus-based mentoring and job-embedded coaching aligned to district high-quality instructional materials. This support is intended to strengthen instructional practice while teachers work toward certification and to ensure continuity of high-quality instruction for students

E. Ongoing Monitoring and Annual Review

The district will annually review staffing and certification data to assess progress toward full compliance with Texas Education Code §21.0032. Adjustments to recruitment, support, and placement strategies will be made as needed to ensure continued progress toward eliminating uncertified teaching assignments prior to the 2029–2030 deadline.

III. Uncertified Teacher Data (2025-2026 Academic School Year)

Grade Level / Subject Area	Total Core FTE	Number of Uncertified Teachers	Percentage Uncertified	EPP Partner(s) Supporting This Group
Primary RLA, Math Science, SS (selfcontained) (K-2)	15	8	53%	Region 7 Education Service Center
Elementary Science/Math (3-5)	8	2	25%	Region 7 Education Service Center
Elementary SS/ELAR (3-5)	8	2	25%	Region 7 Education Service Center
Secondary Math (6-12)	6	0	0%	Region 7 Education Service Center

Secondary Science (6-12)	8	8	100%	Region 7 Education Service Center
Secondary ELA (6-12)	8	2	25%	Region 7 Education Service Center
Secondary SS (6-12)	8	5	63%	Region 7 Education Service Center
TOTAL CORE CURRICULUM	**98**	**27**	**28%**	Region 7 Education Service Center

During the 2025–2026 academic year, Westwood ISD employed a total of 98 core curriculum full-time equivalent (FTE) teaching positions, of which 27 (28%) were staffed by uncertified teachers. The distribution of uncertified teachers is not uniform across grade levels or subject areas.

The highest concentration of uncertified teachers is found in Primary self-contained classrooms (Grades K–2), where 53% of positions are held by uncertified staff, and in Secondary Science (Grades 6–12), where 100% of positions are currently staffed by uncertified teachers. Elevated percentages are also present in Secondary Social Studies (63%) and select elementary content areas (25% in Grades 3–5 ELAR/SS and Math/Science).

In contrast, Secondary Mathematics (Grades 6–12) is fully staffed by certified teachers, indicating stronger candidate availability in this subject area. All uncertified teachers serving in core curriculum roles are supported through partnerships with Region 7 Education Service Center and are included in district monitoring, coaching, and certification support structures.

This data reflects current statewide and regional staffing challenges, particularly in early childhood and secondary science content areas. Westwood ISD will use this data as a baseline to guide recruitment, placement, and certification-support strategies as the

district works toward full compliance with Texas Education Code §21.0032 by the 2029–2030 school year.

IV. Hiring Trends (New Uncertified Hires)

(Average number of new uncertified teachers hired in each of the last three years.)

.

School Year New	Foundation Hires New	Non-Foundation Hires Total	New Uncertified Hires
2023-2024	13	**7**	**7**
2024-2025	**12**	**6**	**6**
2025-2026	**16**	**23**	**11**
3 Year Average	**14**	**12**	**8**

Over the past three academic years, Westwood ISD has averaged eight new uncertified hires annually across foundation and non-foundation instructional areas. Hiring patterns show a relatively consistent number of uncertified foundation curriculum hires, averaging fourteen positions per year, while uncertified non-foundation hires have averaged twelve positions annually.

The 2025–2026 school year reflects an increase in uncertified hiring compared to prior years, which is attributed to staffing vacancies in high-need content areas and continued challenges in the certified teacher labor market. Despite these challenges, the district has maintained intentional placement practices and continues to prioritize certified candidates whenever available.

This three-year trend data will serve as a baseline for evaluating the effectiveness of the district's recruitment, placement, and certification-support strategies outlined in this

plan. Westwood ISD will use annual hiring trend reviews to monitor progress toward reducing reliance on uncertified teachers and achieving full compliance with Texas Education Code §21.0032 by the 2029–2030 school year.

V. Educator Preparation Program Partnerships

(The district must identify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.)

Name of EPP	**Description of Partnership** (How will the EPP support certification, training, mentorship etc.)
Region 7 Education Service Center	IMPACT ETX
Stephen F. Austin State University	Teacher Residency

VI. Strategic Action Plan

School Year	**Timeframe**	**% of Uncertified Teachers Goal: Decrease by ___ yearly**	**Strategies**	**Person(s) Responsible**
25-26	Baseline Year	28%	Establish baseline staffing data; prioritize certified candidates in all new hires; assign mentors and instructional coaches to uncertified teachers; provide guidance on certification pathways	Superintendent, Asst. Supt. of C&I, Campus Principals
26-27	Year 1	≤23% Decrease 5%	Targeted recruitment for certified teachers in high-need areas; limit new uncertified hires when possible; monitor certification progress of current uncertified teachers; strengthen partnerships with EPPs	Superintendent, Asst. Supt. of C&I, HR Director, Principals

27-28	Year 2	≤18% Decrease 5%	Increase emphasis on filling vacancies with certified staff; adjust staffing assignments to reduce uncertified teachers in tested grades; continue coaching and certification support; annual staffing review	Superintendent, Asst. Supt. of C&I, HR Director
28-29	Year 3	≤10% Decrease 8%	Focus recruitment on remaining high-need content areas; reduce reliance on uncertified teachers in foundational curriculum courses; finalize certification plans for remaining uncertified staff	Superintendent, Asst. Supt. of C&I, HR Director
29-30	Full Implementation	0% Decrease 10%	Achieve full compliance with TEC §21.0032; ensure all teachers of record in foundation curriculum courses are appropriately certified	Superintendent, Asst. Supt. of C&I, HR Director

VII. Board Approval and Attestation

This plan has been reviewed and approved by the Board of Trustees of **Westwood ISD** in an open meeting on **February 9, 2026**. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature: _____ Date: 2-9-26

Superintendent Signature: _____ Date: 2-9-26

Wade Stanford
Superintendent

Laura Jones
Assistant Superintendent
of Curriculum, Instruction & Leadership

Chris Alford
Assistant Superintendent
of Finance & Operations