



## **DELAYED IMPLEMENTATION OF TEACHER CERTIFICATION REQUIREMENTS PLAN**

### **I. BACKGROUND and PURPOSE**

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.

Joshua ISD has been exempt from this certification requirement and hires uncertified individuals through an approved DOI plan. House Bill 2 added TEC, §21.0032, which limits a district's ability to include exemptions from certain certification requirements under TEC, §21.003 in the DOI plan. These limitations are being phased in over the next three academic years.

Pursuant to TEC, §21.003 and new TEC, §21.0032, districts may submit an application to TEA requesting 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. The application must include a plan outlining how the district will transition to full certification compliance during the extension period.

This Delayed Implementation of Teacher Certification Requirements Plan outlines the district's comprehensive, multi-year strategy to transition all uncertified teachers to full certification through strong partnerships with Educator Preparation Programs, expansion of internal Grow Your Own pathways, targeted recruitment efforts, structured mentoring, and ongoing progress monitoring. The plan establishes clear annual certification milestones, individualized certification pathways, and sustained support systems to ensure successful completion. Through this proactive approach, Joshua ISD will achieve 100% certification compliance by the start of the 2029–2030 school year while strengthening the district's long-term educator pipeline and maintaining high-quality instruction for all students.

Board Approval: The Board of Trustees will consider and approve this plan for submission to TEA on February 16, 2026. Public Posting: Following approval, the plan will be posted on the district website and the link to the Board meeting agenda and minutes will be included in the TEA application.

## II. TARGETED GOALS

Joshua ISD will implement measurable milestones to ensure full certification compliance by the beginning of the 2029-2030 school year. The district will:

- Achieve 100% certification compliance  
Ensure that all teachers assigned to foundation curriculum courses hold a valid Texas teaching certificate by the beginning of the 2029-2030 school year.
- Meet annual certification milestones  
At least 25% of current uncertified teachers will earn standard certification in 2026-27 and at least 50% of current uncertified teachers will earn standard certification in 2027-2028. All remaining uncertified teachers will earn standard certification in 2028-2029 resulting in full certification compliance by the beginning of the 2029-2030 school year.
- Establish individualized certification plans  
Ensure all foundation teachers follow a personalized certification plan that outlines progression from intern or probationary certification to standard certification.
- Implement ongoing monitoring and accountability  
Conduct semester progress reviews to monitor certification progress, provide targeted support, and ensure candidates remain on track.
- Provide structured mentoring and professional support  
Implement a high-quality mentoring program through participation in the Preparing and Retaining Educators through Partnership (PREP) Mentorship Program, along with instructional coaching and professional development aligned to certification requirements.
- Prioritize reduction of uncertified foundation teachers  
Focus certification efforts on foundation curriculum teachers first, using multiple certification pathways that provide timely, high-quality preparation aligned to candidate needs.

## III. TARGETED RECRUITING GOALS

Joshua ISD will proactively strengthen both internal and external teacher pipelines to ensure a sustainable pool of certified candidates aligned to district needs. The district will:

- Develop internal and external candidate pipelines one to two years in advance, identifying strong district-aligned candidates through the district's Grow Your Own (GYO) program – Recruiting, Inspiring, and Supporting Educators (RISE), School District Teaching Permit (SDTP), traditional university pathways, and Educator Preparation Program (EPP) partners such as Teachworthy. Joshua ISD currently has a Memorandum of Understanding (MOU) with

Teachworthy to support uncertified teachers in obtaining certification.

- Utilize completer lists and candidate tracking tools to identify future hires early and support workforce planning.
- Access partner EPP candidate status dashboards that include both Joshua ISD-affiliated candidates and “at-large” candidates within their programs. These dashboards will allow the district to review, recruit, and consider candidates for employment while they are completing certification or degree requirements.
- Participate in job fairs hosted by the education departments of local universities and Region 11.
- Form partnerships with local colleges and universities to serve as a field placement site for student observers and student teachers.
- Continue and increase participation in the Teacher Incentive Allotment (TIA) program. Joshua ISD is part of Cohort E with an initial allotment paid to designated teachers in the summer of 2024. TIA serves as a strong recruiting tool; the district strives to continue expansion allowing the addition of more eligible teachers.

#### **IV. UNCERTIFIED HIRING TRENDS**

Number of new uncertified teachers hired each school year:

<b>School Year</b>	<b>New Foundation Hires</b>	<b>New Non-Foundation Hires</b>	<b>Total New Uncertified Hires</b>
2023–2024	4	0	4 original hires (1 remaining in JISD for 2025-2026)
2024–2025	5	0	5 original hires (5 remaining in JISD for 2025-2026)
2025–2026	6	0	6 original hires (5 remaining in JISD for 2025-2026)
2026–2027	4	0	4 paraprofessionals admitted to GYO program - RISE

## V. 2025-2026 UNCERTIFIED TEACHERS

Current Uncertified Foundation Teachers	Alternative Certification Program	Grade Level	Subject	Anticipated Intern Certification Date	Anticipated Standard Certification Date
1	Teachworthy EC-6/STR	Kindergarten	All Core	May 2026	May 2027
2	Teachworthy EC-6/STR	Kindergarten	All Core	May 2026	May 2027
3	Teachworthy EC-6/STR	Kindergarten	All Core	May 2026	May 2027
4	Teachworthy EC-6/STR	Kindergarten	All Core	May 2026	May 2027
5	Teachworthy EC-6/STR	Bilingual Kindergarten	All Core	May 2028	May 2029
6	Teachworthy EC-6/STR	1 <sup>st</sup> Grade	All Core	May 2026	May 2027
7	Texas Teachers EC-6/STR	1 <sup>st</sup> Grade	All Core	May 2026	May 2027
8	Teachworthy EC-6/STR	2 <sup>nd</sup> Grade	All Core	May 2026	May 2027
9	N/A - University Program EC-6/STR	Bilingual 2 <sup>nd</sup> Grade	All Core	May 2026	May 2027
10	Teachworthy EC-6/STR	5 <sup>th</sup> Grade	Science	May 2027	May 2028
11	Texas Teachers AAFCs: Family & Consumer Science	9 <sup>th</sup> -12 <sup>th</sup> Grade DAEP	All Core	May 2026	May 2027

## VI. 2026-2027 UNCERTIFIED TEACHERS

Four teachers have been admitted into the district's GYO program – RISE – for the 2026-2027 school year. Future RISE uncertified foundation teachers:

Future Uncertified Foundation Teachers	Alternative Certification Program	Grade Level	Subject	Anticipated Intern Certification	Anticipated Standard Certification
1	Teachworthy EC-6/STR	Elementary Grade TBD	Subject TBD	May 2027	May 2028
2	Teachworthy EC-6/STR	Elementary Grade TBD	Subject TBD	May 2028	May 2029
3	Teachworthy EC-6/STR	Elementary Grade TBD	Subject TBD	May 2028	May 2029
4	Teachworthy EC-6/STR	Elementary Grade TBD	Subject TBD	May 2028	May 2029

## VII. PROGRESSIVE TRANSITION PLAN

Joshua ISD will implement a progressive transition plan to ensure all uncertified foundation classroom teachers progress toward full certification by the beginning of the 2029-2030 school year.

In 2025-2026, there are 11 uncertified teachers in Joshua ISD. In 2026-2027, there will be an additional 4 uncertified teachers hired in Joshua ISD, as they have been admitted to the district's GYO program – RISE. The total number of uncertified teachers in Joshua ISD to be certified by the beginning of the 2029-2030 school year is 15.

The chart identifies the number of uncertified teachers that will be certified each year leading to full compliance by the beginning of the 2029-2030 school year.

School Year	Target Number for Standard Certification each Year
2025-2026	0
2026-2027	9
2027-2028	1 (+1 – 2026-2027 GYO-RISE Candidate) = 2
2028-2029	1 (+3 – 2026-2027 GYO-RISE Candidates) = 4
2029-2030	Full Compliance – 15 Teachers Certified

## VIII. PROGRESSIVE TRANSITION PLAN TIMELINE

Joshua ISD will implement a phased approach to ensure all foundation classroom teachers are fully certified by the beginning of the 2029–2030 school year. Ongoing monitoring, mentoring through the PREP Mentorship Program, and regular progress reporting with EPP and higher education partners will occur throughout the duration of this plan.

### 2025–2026: Foundation and System Development

- Identify and verify certification status of all teachers.
- Establish individualized certification plans and timelines for each uncertified teacher using multiple certification pathways:
  - Educator Preparation Program (EPP) Partnership – Joshua ISD has current partnerships/MOUs with Teachworthy and Indiana Wesleyan University (IWU)
  - Joshua ISD Grow Your Own (GYO) Program - RISE
  - School District Teaching Permit (SDTP) pathway
  - Traditional university education programs and EPPs
- Expand partnerships with EPPs and higher education institutions.
- Launch structured mentoring, certification tracking, and progress monitoring systems.
- Identify candidates eligible to complete certification prior to the 2026–2027 school year for potential TEA incentives.
- Receive training in Preparing and Retaining Educators through Partnership (PREP) Mentorship Program.

## **2026–2027: First Certification Milestone**

- Achieve the first annual milestone of at least 25% of uncertified teachers earning standard certification.
- Require any degreed teachers not enrolled in an EPP to enter a certification program.
- Review individualized certification plans twice during the year and implement district-defined completion schedules for teachers needing additional support.
- Provide targeted guidance for Special Education and Bilingual certification pathways based on TEA guidance.
- Implement the PREP Mentorship Program and provide ongoing support to candidates.

## **2027–2028: Second Certification Milestone**

- Achieve the second annual milestone of at least 50% of uncertified teachers earning standard certification.
- Continue required EPP enrollment for degreed teachers.
- Continue review of individualized certification plans twice during the year and implement district-defined completion schedules for teachers needing additional support.
- Evaluate program effectiveness using progress data and refine supports as needed.

## **2028–2029: Final Certification Completion**

- Ensure *all remaining* teachers complete certification requirements.
- Provide intensified support for remaining candidates nearing program completion.
- Conduct final compliance review and prepare required reporting.

## **2029–2030: Full Implementation and Sustainability**

- Achieve 100% certified teachers in all foundation classrooms.
- Transition from implementation to sustainability and continuous improvement practices.

## **IX. BOARD ACTION and CONTACT INFORMATION**

Joshua Independent School District is committed to executing this Delayed Implementation of Teacher Certification Requirements Plan with fidelity, transparency, and accountability. Through individualized certification pathways, targeted support, strong partnerships, and ongoing progress monitoring, the district will ensure that all foundation classroom teachers achieve full certification by the beginning of the 2029–2030 school year.

Joshua ISD will continue to evaluate progress, refine strategies as needed, and maintain open communication with teachers, campus leaders, and the Texas Education Agency to support long-term sustainability. This plan reflects the district's dedication to high-quality instruction, student success, and compliance with state requirements, while valuing and empowering current and future educators.

**Board Approval:** The Board of Trustees approved this plan for submission to TEA on February 16, 2026.

**Public Posting:** Following approval, the plan will be posted on the district website and the link to the Board meeting agenda and minutes will be included in the TEA application.

**Contact Information:**

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