



Application for Delay of Teacher Certification Requirements

Forney Independent School District

Superintendent: Dr. Justin Terry

Purpose

The purpose of this plan is to ensure Forney Independent School District's compliance with all applicable state statutes and Texas Education Agency (TEA) requirements related to teacher certification and assignment. Forney ISD remains committed to recruiting and retaining highly qualified educators who meet the instructional needs of all students, while also addressing the ongoing recruitment and retention challenges faced by school districts statewide. The Human Resources Department maintains ongoing oversight and communication with teachers working toward certification, including monitoring program enrollment, examination completion, and overall certification progress. In partnership with approved providers, the District provides structured support and accountability to ensure certification requirements are met within the required timelines.

Educator Preparation Program (EPP) Partners

Forney ISD maintains partnerships with multiple Educator Preparation Programs (EPPs). These partners support uncertified teachers by providing program enrollment assistance, supervision, coursework, and exam preparation as they work toward full certification.



Transition Plan

Implementation Approach

To support districtwide certification progress, the District will implement a phased reduction strategy that initially focuses on elementary assignments, then shifts to secondary assignments, and ultimately applies across all grade levels to achieve full compliance.

Year	Goal	Responsible Parties	Metrics Monitored
2026-2027	Reduce the percentage of uncertified teachers in grades K-5 by 15 percentage points (from 38% to 23%)	Human Resources & EPPs	% of uncertified teachers in K-5
2027-2028	Reduce the percentage of uncertified teachers in grades 6-12 by 15 percentage points (from 28% to 13%)		% of uncertified teachers in 6-12
2028-2029	Reduce the total percentage of uncertified teachers across grades K-12 to no more than 10%		% of uncertified teachers in K-12
2029-2030	Achieve full compliance by ensuring all teachers assigned to foundation curriculum courses hold appropriate Texas certification		% of uncertified teachers in K-12



Key Strategies

The following strategies are designed to strengthen the District's support for uncertified teachers while reducing future reliance on non-certified hires. By emphasizing proactive recruitment, structured accountability, and intentional instructional and certification support, this plan establishes clear expectations, ensures consistent monitoring, and provides meaningful resources for educators working toward certification. Collectively, these strategies promote compliance, build instructional capacity, and support teacher success, ultimately strengthening the quality and stability of the District's workforce.

- 1. Implement Compliance Notification and Acknowledgement Process**
Beginning in the 2026–2027 school year, all uncertified new hires will receive a formal notification outlining certification compliance requirements. New hires will be required to sign an acknowledgement confirming their understanding of Educator Preparation Program (EPP) enrollment expectations, progress monitoring requirements, and conditions related to continued employment.
- 2. Strengthen Grow Your Own Pathways**
Continue collaboration with the District's Grow Your Own program, F.A.C.T., to support aspiring educators by providing guidance, resources, and navigation support as they progress toward teacher certification.
- 3. Sustain Strategic Partnerships**
Maintain active partnerships with EPPs to support certification pathways and exam preparation for uncertified educators.
- 4. Strengthen Certified Teacher Recruitment**
Refine recruitment strategies to prioritize and attract certified teacher candidates, minimizing the need for uncertified new hires.
- 5. Ensure EPP Enrollment and Compliance**
Require all uncertified hires to be enrolled in an approved Educator Preparation Program (EPP) and monitor compliance as a condition of employment.



6. Monitor Progress and Provide Ongoing Support

The Human Resources Department will track certification progress and conduct regular check-ins with uncertified teachers to review milestones, address barriers, and provide guidance.

7. Provide Onsite Support

Collaborate with learning specialists and Culture of Excellence specialists to provide targeted, onsite support aligned with certification requirements and classroom needs.

8. Facilitate Collaborative Study Structures

Support the establishment of subject-area study groups to promote collaboration, accountability, and shared learning among uncertified teachers.

9. Curate and Share Certification Resources

Continue to identify, compile, and share certification study materials and additional resources to support successful program completion.