

Pittsburg ISD



Delay of Teacher Certification Transition Plan

2025-2026

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Pittsburg ISD

Delay of Teacher Certification

Transition Plan

Spring 2026 – Spring 2029

District Name: Pittsburg ISD

County-District Number (CDN): 032902

Superintendent Name & Email: Terry Waldrep – twaldrep@pittsburgisd.net

Contact for Plan Implementation: Kristane Moore – kmoore@pittsburgisd.net

Board Approval Date: 02.17.2026

Link to the board of trustees meeting agenda:

<https://meetings.boardbook.org/Public/Agenda/1450?meeting=730302>

OVERVIEW OF THE DELAY OF TEACHER CERTIFICATION TRANSITION PLAN

House Bill (HB) 2 passed during the 89th Texas Legislature, Regular Session, 2025, and was signed into law by Governor Abbott. A previous [To The Administrator Addressed correspondence](#) (TAA) published on August 21, 2025, House Bill 2 (HB 2) Implementation: New Teacher Certification Requirements and Incentives for Uncertified Teachers, included information on new limitations to Texas school districts' ability to waive teacher certification requirements for foundational curriculum courses within their district of innovation (DOI) plan.

Districts must write a transition plan, approved by their school board, if they wish to request approval from the commissioner of education to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.

Application Overview:

The application submitted to the Texas Education Agency (TEA) must include an evaluation of how the district will transition to certification during the delay of teacher certification requirements. As part of this application process, districts are required to do the following:

- **Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.**
- **Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.**
- **Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.**
- **Provide the web page link to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved.**
- **Provide the webpage link to the board-approved plan.**

Information Regarding the District Plan to Address Uncertified Teachers:

Prior to submitting the application, districts must create a plan for how they will meet the statutory guidelines for teacher certification requirements. The plan must include a reasonable timeline and strategy for how the district plans to come into compliance with the requirements before the start of the 2029-2030 academic year. Proposed strategies may include targeted goals to decrease the percentage of uncertified teachers annually, including by grade level/subject, strategies to support uncertified teachers in completing certification, and plans for recruiting future pipelines of certified teachers. As a part of this plan, districts should identify at least one educator preparation program (EPP) partner to support the effort.

Once the district has developed their plan to address uncertified teachers, the district board of trustees must approve the plan. The board-approved plan should be posted in an easily accessible location on the district website. TEA will then issue final approval through the application process.

Information Regarding Pittsburg ISD:

Pittsburg ISD is proud to be one of the few 'A'-rated districts in Texas. Our top priority is making sure every student has the best learning opportunities possible. Pittsburg ISD believes that each child should receive instruction from teachers who are highly qualified in their subject areas and are actively working toward completing all certification requirements if

not currently certified. These educators are supported by our district through professional development, mentoring and ongoing training to ensure high-quality instruction for each child.

Information Regarding Uncertified Teachers at Pittsburg ISD:

The average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25) - 16

The charts below depict teachers employed by Pittsburg ISD that are currently teaching in a core subject. The chart also shows year over year goals set by Pittsburg ISD administrators and board members.

	Current	Goal Over Next Four Years			
Year	25-26	26-27	27-28	28-29	29-30
%	20%	15%	10%	5%	0%
#	39/197	30/197	19/197	9/197	0/197

	# OF TEACHERS BY SUBJECT & CAMPUS			
CAMPUS	READING	MATH	SCIENCE	SOC. ST.
Primary Pre-K – 1 st	Self-contained 10			
Elementary 2 nd	2	3		
Elementary 3 rd	1			
Elementary 4 th		2		
Intermediate 5 th		1	1	
Intermediate 6 th	1			
Jr. High 7 th	1	1	1	2
Jr. High 8 th	1		1	1
High School 9 th – 12 th	1	2	4	3

The Steps Pittsburg ISD Will Take to Ensure the Previously Set Goals Are Met by School Year 29-30 Include the Following:

- 1. Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission. Completed - Represented in the charts above**
- 2. Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers. Completed - East Texas A&M - MOU attached**
- 3. Pittsburg ISD will offer the benefit of earning a full-time teacher's salary and benefits while completing the coursework for certification.**
- 4. Pittsburg ISD will offer information regarding test preparation to help teachers pass their certification exams.**
- 5. Pittsburg ISD will offer mentorship and coaching. New teachers are paired with an experienced, certified mentor who provides personalized guidance and support. Mentors, who often teach the same subject or grade level, provide one-on-one coaching, model effective teaching strategies, and observe their mentees in the classroom.**
- 6. Pittsburg ISD will schedule regular meetings and feedback sessions to help new teachers navigate classroom management, lesson planning and district policies.**
- 7. Pittsburg ISD will provide targeted professional development and ongoing training sessions designed to address the specific needs of uncertified teachers who may lack formal education coursework.**
- 8. Training will cover classroom management, engaging instructional strategies, student assessment, and understanding state curriculum requirements (TEKS).**
- 9. Ongoing coaching in addition to workshops will be included, instructional coaches or leaders may also provide frequent, individualized coaching cycles to accelerate teacher growth.**
- 10. Through Professional Learning Communities (PLCs) or collaborative team teaching, new teachers can share experiences, ask questions, and get support from other educators.**

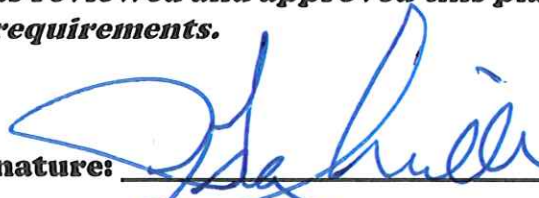
- 11. Before the school year begins, uncertified teachers will participate in a comprehensive orientation program to help them transition into their roles during teacher in-service.**
- 12. New teacher orientation training will give new hires a head start on understanding district procedures, expectations for student behavior, and available support systems. It will also help new teachers acclimate to the campus culture and professional expectations, reducing the feeling of being overwhelmed.**
- 13. Pittsburg ISD will communicate information regarding a one-time \$1,000 incentive grant from the Texas Education Agency (TEA) for each eligible uncertified teacher who completes their certification requirements.**
- 14. Pittsburg ISD has implemented the Teacher Incentive Allotment to recruit, retain, and reward highly effective teachers by providing a pathway to earn six-figure salaries. The TIA program incentivizes teachers through a designation system that rewards performance, which in turn benefits students by recognizing and encouraging high-quality instruction.**

Pittsburg ISD is committed to excellence through its focus on high academic standards and fostering a positive and inclusive learning environment. Excellence is supported through continuous evaluation and engagement, effective instructional practices, backed by professional development for teachers. Pittsburg ISD encourages creativity, innovation, and a willingness to take chances.

Attestation:

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

Board President Signature:



Date: 2/17/20

Superintendent Signature:



Date: 2/17/20