



# Stafford MSD Certification

## Compliance Plan

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www.staffordmsd.org



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Submission Date:  
Human Resources  
Vache' B. Hall  
Interim Director of HR



281-261-9200



346-245-8046

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Board President



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Jeffery Williams	High School Associate Principal
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Alfred Black	High School Assistant Principal
Marissa Vanison	Middle School Principal
Donald Riggs	Middle School Assistant Principal
Angel Jordan	Middle School Assistant Principal
Janelle Toussant	Interim Elementary School Principal
Anthony Berkenkamp	Elementary School Assistant Principal
Nevert Blaylock	Elementary School Assistant Principal
Twyla Hynes	Early Childhood Center School Principal
Aisha Atkinson	Early Childhood Center School Assistant Principal
Regina Matthews	ECC Day Care Coordinator

# Our Campuses

## Stafford Early Childhood Center

1350 Constitution Avenue  
Stafford, TX 77477

## Stafford Elementary School

1250 Constitution Avenue  
Stafford, TX 77477

## STEM Magnet Academy

200 Stafford Pride  
Stafford, TX 77477

## Stafford Middle School

1424 Constitution Avenue  
Stafford, TX 77477

## Early College & Career Center

100 Spartan Drive  
Stafford, TX 77477

## Stafford High School

100 Spartan Drive  
Stafford, TX 77477

# District Map



# Mission Statement, Goals, and Objectives

House Bill 3 requires school boards to adopt detailed plans developed by their management teams that achieve goals in two key areas:

- Early childhood literacy and mathematics proficiency (ECLM)
- College, career, and military readiness (CCMR)

# District of Innovation (DOI)

The District of Innovation plan can be found on the district's website at [District of Innovation - Stafford Municipal School District | Stafford, Texas](#).

# Introduction and Purpose

Stafford Municipal School District (SMSD) is submitting a request to the Texas Education Agency (TEA) for approval to delay teacher certification requirements outlined in the District of Innovation Plan through the start of the 2029–2030 school year. This request allows the district time to strategically transition to full certification compliance while maintaining instructional continuity and supporting current staff.

This plan outlines SMSD’s approach to reducing the number of uncertified teachers assigned to teacher foundation curriculum courses 2025-2026 school year over time through targeted annual goals, educator support systems, and partnerships with approved Educator Preparation Programs (EPPs). It also details the district’s timeline for achieving full compliance prior to the 2029–2030 school year.

In accordance with TEA requirements, the plan includes a review of current staffing data, identifies certification support partners, and establishes measurable benchmarks to ensure progress.

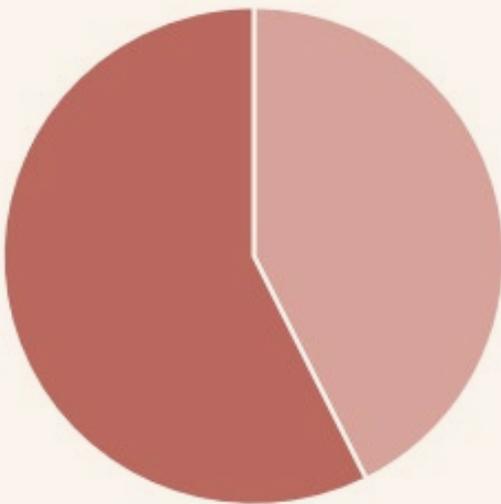


# District Overview

## Certified Teachers

74%

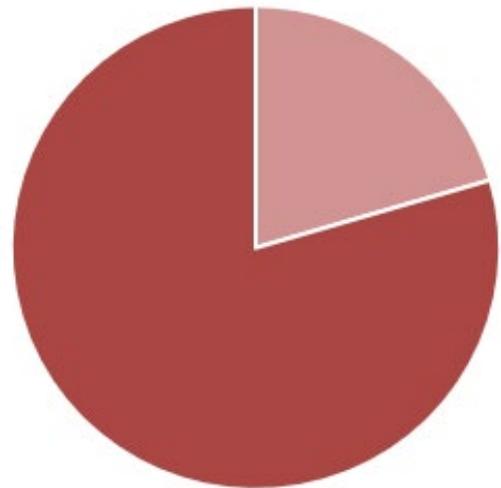
(173 Teachers)



## Uncertified Teachers

26%

(61 Teachers)



## Certification Status and Trend Analysis

For the 2025–2026 school year, Stafford Municipal School District (SMSD) employs a total of 234 teachers, of whom 173 are fully certified and 61 are currently uncertified. This staffing profile reflects the district’s ongoing efforts to strengthen teacher certification compliance while maintaining instructional capacity across all campuses.

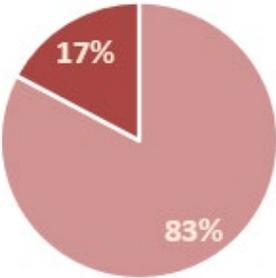
An analysis of certification data from the Texas Education Agency’s (TEA) Newly Certified and New Teacher Hires Dashboard and the Uncertified Teachers by District/School System Report indicates that SMSD has made measurable progress in reducing the number of uncertified teachers. Compared to the 2024–2025 school year, when 71 teachers were identified as uncertified, the district has achieved a 5% reduction, equating to a decrease of 10 uncertified teachers.

This downward trend demonstrates the effectiveness of the district’s existing recruitment, hiring, and certification support strategies. The data also provides a strong foundation for the district’s planned, phased approach to achieving full teacher certification compliance prior to the start of the 2029–2030 academic year, as required under TEA guidance and the District of Innovation framework (Texas Education Agency [TEA], 2025).

# Campus Certification Data

**Early Childhood Center**  
(5 Teachers)

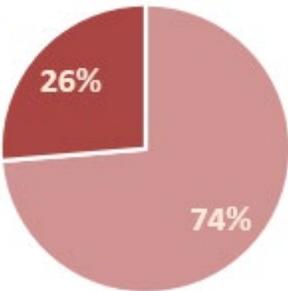
**17%**



■ Certified ■ Uncertified

**Stafford Elementary School**  
(15 Teachers)

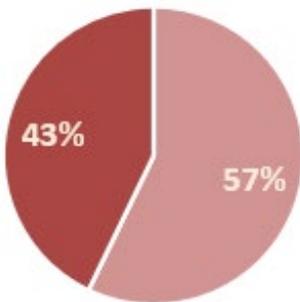
**26%**



■ Certified ■ Uncertified

**STEM Magnet Academy**  
(9 Teachers)

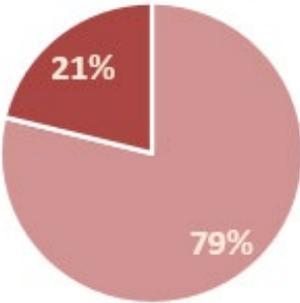
**43%**



■ Certified ■ Uncertified

**Stafford Middle School**  
(11 Teachers)

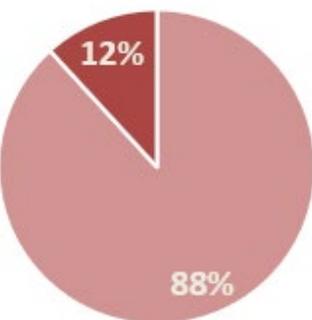
**21%**



■ Certified ■ Uncertified

**Early College & Career Center**  
(2 Teachers)

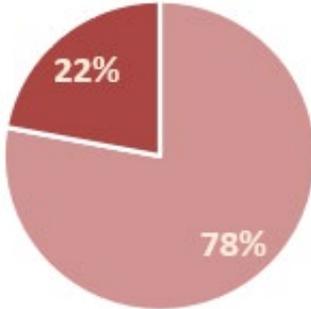
**12%**



■ Certified ■ Uncertified

**Stafford High School**  
(13 Teachers)

**22%**



■ Certified ■ Uncertified

# Certification Compliance Goals

Goal	Focus Area	Target Year	Key Measure
<b>Strategic Compensation</b>	Differentiated Pay	2025-2026	Vacancy fill rate in high-need areas
<b>Recruitment Programs</b>	Talent Pipelines	2026-2027	University & EEP Partnerships
<b>Retention Incentives</b>	Staff Stability	2027-2028	Annual Turnover Rates
<b>Workforce Stability &amp; Compliance</b>	Fully Staffed Classrooms	2028-2029	Certified Teacher Percentage

# Support Strategies

The strategic support strategies designed to support uncertified and alternatively certified educators in completing certification requirements within established timelines while maintaining high instructional standards. The plan focuses on structured support, accountability, and retention through partnerships, mentoring, and targeted resources aligned with Texas Education Agency (TEA) requirements.

- Establishing a Grow Your Own (GYO) teacher pipeline in partnership with an approved Educator Preparation Program (EPP), including reimbursement of eligible certification costs.
- Providing test preparation resources for required certification exams, including PPR, STR, and applicable content exams.
- Implementing a Certification Cohort model in collaboration with the EPP to support structured progress and accountability.
- Assigning mentor teachers to provide instructional guidance and professional support for uncertified staff.
- Establishing clear certification milestones and targeted timelines for completion.
- Offering a strategic compensation plan with a differentiated component based on certification status.

# Recruitment and Pipeline Development

Recruitment and Pipeline Development strategy is designed to build a sustainable educator workforce by expanding access to high-quality candidates through educator preparation partnerships and early talent development. This approach focuses on strengthening recruitment efforts, supporting alternative pathways into education, and developing future educators aligned with District needs.

- Partnering with local universities and approved Educator Preparation Programs (EPPs) to expand recruitment and certification pathways.
- Developing a Future Educators Pathway through high school dual-credit programs to cultivate early interest in the teaching profession.
- Collaborating with regional service centers to support alternative certification pathways for prospective educators.
- Offering internships and teacher residency opportunities for student teachers to provide hands-

on classroom experience and strengthen hiring pipelines.

EPP Partner	Contact Person	Program Type	Support Provided
Houston Community College	Dr. Rosa Cruz	Alternative Certification	GYO, cohort support
University of Houston	Dr. Amber Thompson	Teacher Residency, Alternative Certification	GYO, cohort support
Region 4 ESC	Hayden McWhorter	Regional Service Center	Professional Development

## Implementation Timeline

Year	Key Milestones
2024–2025	Board approval, EPP partnership established
2025–2026	25% reduction in uncertified teachers
2026–2027	50% reduction in uncertified teachers
2027–2028	75% reduction in uncertified teachers
2028–2029	90% certified, final compliance verification
2029–2030	100% certification achieved

## Monitoring, Reporting, and Evaluation

Stafford MSD will implement a structured and transparent process to monitor, report, and evaluate the effectiveness of its certification plan. Ongoing oversight will ensure compliance with state requirements, support employee progress toward certification, and promote accountability at all levels. Data collected through regular tracking and reporting will be used to assess outcomes, identify areas for improvement, and inform leadership decision-making.

- Annual progress reports submitted to the Board of Trustees to provide updates on certification compliance and outcomes.
- Maintenance of a comprehensive certification compliance tracker by the Human Resources Department to monitor individual and district-wide progress.
- Ongoing collaboration with the Texas Education Agency (TEA) to support verification processes and ensure audit readiness.