

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.**