



**Ferris ISD**

## **New Teacher Certification Compliance Plan**

### **Overview:**

Ferris ISD is committed to meeting the Texas Education Agency's requirement that all teachers assigned to foundation curriculum courses hold appropriate certification no later than the 2029–2030 school year. This summary outlines the district's multi-year strategy to reduce the number of uncertified teachers, strengthen certification pathways, and build a sustainable pipeline of certified educators.

### **Proposal:**

Ferris ISD would like to propose a delay in this process, which requires Board and TEA approval. We are recommending a local plan to transition toward meeting the HB2 Teacher Certification Requirements over a period of the next three years, as allowed by TEC, 21.0032 (a-1), which authorizes the commissioner of education to approve district requests to delay implementations of certification requirements for foundation curriculum courses until the beginning of the 2029 -2030 school year.

### **Application Requirements:**

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level)

- Indicate the total number of new, uncertified teachers hired on average each of the last three years
- Identify at least one Educator Preparation Program partner who will be used to support certification efforts during the extension
- Obtain approval from the district board of trustees to delay teacher certification requirements until the beginning of the 2029-2030 school year
- Include confirmation of the board of trustees' approval with the application submission to the commissioner of education

**Background:**

Current Numbers of Uncertified Core (Foundational Course) Teachers  
Breakdown by Grade level to include all Reading, Math, Science and Social Studies

<b>Pre-K</b>	<b>5</b>
<b>Kinder</b>	<b>2</b>
<b>1st</b>	<b>2</b>
<b>2nd</b>	<b>1</b>
<b>3rd</b>	<b>1</b>
<b>4th</b>	<b>3</b>
<b>5th</b>	<b>0</b>
<b>6th</b>	<b>3</b>
<b>7th</b>	<b>3</b>
<b>8th</b>	<b>0</b>
<b>9th</b>	<b>2</b>
<b>10th</b>	<b>0</b>
<b>11th</b>	<b>1</b>
<b>12th</b>	<b>0</b>
<b>Total</b>	<b>23</b>

The average number of new uncertified foundational teachers hired by Ferris  
ISD over the past three school years

- 2022 - 2023 : 9
- 2023 - 2024 : 14
- 2024 - 2025 : 14

**Average Total:** 12

Board Approval on February 17, 2026 to extend teacher certification  
requirements until 2029 - 2030 to attain 100% certified teachers.

## **Proposal Yearly Reduction Targets:**

Uncertified Teachers in Foundation Curriculum Classes = 23

- 2026–2027: 35% reduction
- 2027–2028: 50% reduction
- 2028–2029: 70% reduction
- 2029–2030: 100% compliance with TEA certification requirements for all foundational course teachers (PK - 12th grade Reading, Math, Science & Social Studies.)

## **Strategies:**

- Provide in-district professional learning and training aligned with certification exam competencies (TExES) and provide access to study materials (certification bootcamp) in addition to 4 school business days to complete online test preparation requirements.
- Partner with TLL (The Learning Liaisons) program and 240 Tutoring to provide a reduced rate for teachers to purchase the online program that aligns with their EPP or Alternative Certification Program compliance.
- Mentorship Program: Provide staff mentors to work with uncertified individuals during the school year and the Lead4ward workbook: *The New Teacher Handbook*.
- Implement a “Grow Your Own” pipeline that supports paraprofessionals, long-term substitutes, and teacher aides in earning certification.
- Create a certification plan for all uncertified teachers employed by the district that will be monitored by the district & campus to track progress each month.
- Quarterly bootcamp sessions will be provided by the district focusing on content support to prepare new teachers for their TeXes content tests.

## FISD Educator Preparation Program Partnerships:

Name of EPP	Description of Partnership <small>(How will the EPP support certification, training, mentorship etc.)</small>
Teachers of Tomorrow	<p>Ferris ISD has an MOU with Teachers of Tomorrow</p> <p>ToT (Teachers of Tomorrow) offers teacher candidates online and low-cost pathways with 1 on 1 coaching and test preparation.</p>
iTeach	<p>iTeach (formerly iteachTEXAS) supports teacher candidates through an accredited, self-paced, online alternative certification program featuring free TExES test prep, 24/7 online coursework access, and, once hired, mentorship and supervisor support during their intern year.</p>

## Timeline and Strategic Plan to Transition to Compliance:

Year	Goal	Strategies	Monitoring
2026 - 2027	Reduce the number of uncertified RLA and Math teachers by 35%	Mentor Program, Quarterly Bootcamps and Strategic progress check-ins.	<p>Evidence documented on mentor logs.</p> <p>Teacher renewal list in April to measure percent of certified teachers (timeline August - May 2027.)</p>

2027 - 2028	Reduce the number of foundational uncertified teachers by 50%	<p>Quarterly bootcamps provided by the district.</p> <p>Teacher preparation licenses provided (240 Tutoring and/or TLL The Learning Liaisons)</p>	<p>Progress through EPP documented on dashboard.</p> <p>Mentors and principals track completion.</p> <p>Reduction of 50% determined from teacher list PK-12 (foundational) teacher renewal April 2028.</p>
2027 - 2028	Reduce the number of foundational uncertified teachers by 70%	<p>Quarterly bootcamps provided by the district.</p> <p>Teacher preparation licenses provided (240 Tutoring and/or TLL The Learning Liaisons)</p>	<p>Foundational teacher assignment lists May/August 2028 will reflect &lt; 30% uncertified teachers for 2028 -2029.</p>
2028 - 2029	Employee 100% certified teachers - Full compliance with TEA requirements.	Any remaining foundational uncertified teachers will track progress with intensive weekly focus.	Ferris ISD Teacher Assignment (Teacher of Record) for all foundational courses will reflect fully certified teachers May 2029.