

Santa Fe ISD

District Plan to Address Uncertified Teachers



Our Community. Our Legacy.

OUR FUTURE.



Overview:

Santa Fe ISD is a District of Innovation (DOI). Our DOI plan allows for the district to hire teachers who are in the process of obtaining their Texas teacher certification. House Bill 2 passed with the 89th legislative session, requiring all teachers in foundation curriculum courses to hold appropriate certifications. TEC, 21.0032 (a-1), authorizes the commissioner of education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the 2029-2030 school year. Santa Fe ISD is submitting an application to the commissioner for approval to delay certification requirements, with a strategic plan in place to be in full compliance with certification requirements by the 2029-2030 school year.

Average of uncertified teachers hired in the last three years:

On average, over the last three years, 1.5% of the total of Santa Fe ISD teachers employed are uncertified in foundation curriculum courses. Cumulatively, 4% of the total of Santa Fe ISD teachers employed are uncertified in foundation curriculum courses.

Uncertified teachers teaching foundation curriculum courses currently:

Number of Teachers	Grade Level	Subject Area
2	1 st	Self-contained
1	5 th	Math/Science
1	6 th -8 th	Math
1	6 th -8 th	Social Studies
1	6 th -8 th	ELA
2	6 th -8 th	Science
1	9 th -12 th	Math
2	9 th -12 th	History
2	9 th -12 th	Science

Educator Preparation Partners (EPP):

- Teachworthy
- University of Houston-Clear Lake

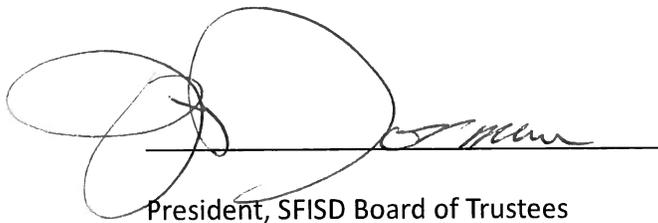
Action Plan:

School Year	Uncertified Teachers in Foundation Curriculum Courses (Goal)	Action Plan
2025-2026	Employ less than 10%	<ul style="list-style-type: none"> • HR track progress quarterly with support from campus administrators. • Contract addendums for 6-12 Math and 6-12 Reading/Language Arts teachers who are not certified. • Beginning in 2024-2025, uncertified teachers are considered “Aspiring Teachers”, do not receive a chapter 21 contract, and are paid \$10,000 less than starting teacher salary. • Curriculum and Instruction (C&I) provides support on campuses and with mentor teachers.
2026-2027	Employ less than 5%	<ul style="list-style-type: none"> • Require all uncertified teachers to provide documentation of enrollment in an EPP within 30 days of their hire date. • Implement a Grow Your Own/Residency program. • Strengthen partnerships with EPPs. • Provide one professional development day for initial certification test (documentation must be provided). • Continue to track progress quarterly. • Continue with support from C&I department.
2027-2028	Employ less than 3%	<ul style="list-style-type: none"> • Require all uncertified teachers to provide documentation of enrollment in an EPP within 30 days of their hire date. • Continue EPP supervision and oversight of newly implemented residency program. • Provide one professional development day for initial certification test (documentation must be provided). • Continue to track progress quarterly.

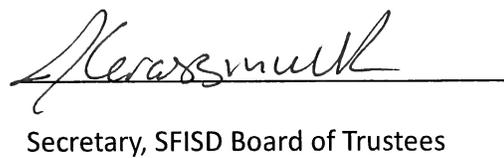
		<ul style="list-style-type: none"> • Continue with support from C&I department.
2028-2029	Employ less than 1%	<ul style="list-style-type: none"> • Require all uncertified teachers to provide documentation of enrollment in an EPP within 30 days of their hire date. • Provide one professional development day for initial certification test (documentation must be provided). • Continue to track progress quarterly. • Continue with support from C&I department.
2029-2030	0	Santa Fe ISD will be in full compliance with House Bill 2 certification requirements for foundation curriculum courses.

Approved by the Santa Fe ISD Board of Trustees:

SIGNED this 23rd day of February, 2026.



 President, SFISD Board of Trustees



 Secretary, SFISD Board of Trustees