

## District Plan for Meeting Teacher Certification Requirements by School Year 2029-2030

*Pursuant to Tex. Educ. Code § 21.0032(a-1), Hamshire-Fannett ISD has created a plan to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.*

District Name: Hamshire-Fannett ISD

County-District Number (CDN): 123914

Superintendent Name & Email: Dwaine K. Augustine      daugustine@hfhorns.net

Point of Contact for Plan Implementation: Dwaine K. Augustine      daugustine@hfhorns.net

Board Approval Date: January 20, 2026

Date Posted to District Website:

Link to Posted Plan:

### UNCERTIFIED TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT AREA:

#### Reading/ELA

<u>K</u> <u>1</u>	<u>1st</u> <u>1</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u> <u>1</u>	<u>6th</u> <u>2</u>
<u>7th</u> <u>1</u>	<u>8th</u>	<u>9th</u>	<u>10th</u> <u>2</u>	<u>11th</u> <u>1</u>	<u>12th</u>	<u>Sub Total</u> <u>9</u>

#### Mathematics

	<u>1st</u>	<u>2nd</u> <u>3</u>	<u>3rd</u> <u>1</u>	<u>4th</u>	<u>5th</u>	<u>6th</u> <u>1</u>
<u>7th</u>	<u>8th</u>	<u>9th</u> <u>1</u>	<u>10th</u> <u>1</u>	<u>11th</u>	<u>12th</u>	<u>Sub Total</u> <u>9</u>

#### Science

<u>K</u>	<u>1st</u>	<u>2nd</u> <u>1</u>	<u>3rd</u> <u>1</u>	<u>4th</u>	<u>5th</u> <u>1</u>	<u>6th</u>
<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u> <u>1</u>	<u>11th</u> <u>1</u>	<u>12th</u>	<u>Sub Total</u> <u>5</u>

### Social Studies

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3<sup>rd</sup></u> <u>1</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>
<u>7th</u>	<u>8<sup>th</sup></u>	<u>9th</u>	<u>10th</u>	<u>11<sup>th</sup></u> <u>2</u>	<u>12th</u>	<u>Sub Total</u> <u>3</u>

Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<b><u>Total</u></b> <b>9</b>
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### EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	Description of Partnership <small>(How will the EPP support certification, training, mentorship etc.)</small>
Lamar University	The district has an affiliation agreement with Lamar University. Lamar will provide certification services, online degree completion, follow-up activities.
Region 5 ESC	Region 5 staff will provide mentorship training through the LASO PREP program and also provide EPP certification activities.

### TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	Reduce uncertified teachers in reading/ELA by 20%	Offer accelerated certification session through 240 Tutoring; assign mentors; and track progress: GYO and Residency Program	District HR, Principals, Assistant Superintendent, EPP	Decrease in the percentage of uncertified reading/ELA teachers
2026-2027	Reduce uncertified teachers in math and reading by 40%	Continue to offer accelerated certification session through 240 Tutoring; assign mentors; and track	District HR, Principals, Assistant Superintendent, Instructional	Decrease in the percentage of uncertified reading/ELA and math teachers

		progress: GYO and Residency Program	Coaches, and EPP	
2027-2028	Reduce uncertified teachers in math and reading by 20% of the 2026-2027 level and reduce uncertified teachers in science and social studies by 50%.	Continue to offer accelerated certification session through 240 Tutoring; assign mentors; and track progress: GYO and Residency Program	District HR, Principals, Assistant Superintendent, Instructional Coaches, and EPP	Decrease in the percentage of uncertified reading/ELA, math, science, and social studies teachers
2028-2029	Achieve 10% or less uncertified in the core subjects	Continue to offer accelerated certification session through 240 Tutoring; assign mentors; and track progress: GYO and Residency Program	District HR, Principals, Assistant Superintendent, Instructional Coaches, and EPP	Decrease in the percentage of uncertified reading/ELA, math, science, and social studies teachers
2029-2030	Full compliance (0% uncertified)	Continue to offer accelerated certification session through 240 Tutoring; assign mentors; and track progress: GYO and Residency Program, and High School Apprenticeship Program	District HR, Principals, Assistant Superintendent, EPP	100% of Teachers certified

### STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	Apply for GYO and PREP Residency to build pipeline of certified teachers  Create a certification plan for all uncertified teachers employed by the district	HR Director and Assistant Superintendent  Asst Superintendent of Curriculum	3 of paras enrolled in courses Fall 2026; Placement of one resident Fall 2026  100% of uncertified teachers have a written certification plan by 5/2026
2026-27	Create a cohort to support our uncertified teachers with study materials and a one-time stipend to pay for exam. Utilize PREP Cohort resources to support GYO	District HR, Principals, Assistant Superintendent,	40% of uncertified teachers pass content test by EOY

	<p>candidates. Review action plans and respond to teachers' needs.</p> <p>Expand the district's apprenticeship program for students and non-degreed personnel.</p>	and Instructional Coaches	
2027-28	Continue cohort support for our uncertified teachers with study materials and a one-time stipend to pay for exam. Utilize PREP Cohort resources to support GYO candidates. Review action plans and respond to teachers' needs.	District HR, Principals, Assistant Superintendent, and Instructional Coaches	60% of uncertified teachers pass content test by EOY
2028-29	Continue cohort support for our uncertified teachers with study materials and a one-time stipend to pay for exam. Utilize PREP Cohort resources to support GYO candidates. Review action plans and respond to teachers' needs.	District HR, Principals, Assistant Superintendent, and Instructional Coaches, and EPP	10% or less of uncertified teachers will need to take a content exam
2029-30	Full compliance (0% uncertified)	District HR, Principals, Assistant Superintendent, EPP	100% of Teachers certified

**Attestation:**

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

Board President Signature:  Date: 1.20.2026

Superintendent Signature:  Date: 1/20/2026