Rice Consolidated Independent School District Certification Transition Plan

School Years: 2025–2026 through 2029–2030

Purpose and Legislative Authority

Rice Consolidated Independent School District (RCISD) is committed to ensuring that all students are instructed by appropriately certified teachers in compliance with the Texas Education Code (TEC), Chapter 21, and House Bill 2 (89th Texas Legislature).

This Certification Transition Plan outlines RCISD's structured approach to transitioning currently uncertified teachers into full certification while maintaining instructional continuity and meeting all legislative and Texas Education Agency (TEA) requirements.

Current Staffing Overview

During the 2025–2026 school year, RCISD employs 11 uncertified teachers in foundation curriculum courses, including:

- English Language Arts and Reading
- Mathematics
- Science
- Social Studies

These staffing challenges are attributable to:

- Statewide teacher shortages, particularly in high-need certification areas
- Recruitment challenges common to rural and coastal districts
- Limited availability of certified candidates in specialized content areas

RCISD remains committed to reducing reliance on uncertified teachers through intentional recruitment and certification support.

Certification Transition Commitment

RCISD affirms that:

- All uncertified teachers assigned to foundation curriculum courses are actively enrolled in or will enroll in a TEA-approved Educator Preparation Program (EPP) within one academic year of hire.
- The district will not indefinitely employ uncertified teachers in foundation curriculum roles.
- RCISD will achieve full certification compliance by the 2029–2030 school year, in alignment with HB 2 implementation timelines.

Educator Preparation Program (EPP) Partnerships

RCISD partners with TEA-approved Educator Preparation Programs, which include:

- Texas Teachers
- ITeach Texas

- Sam Houston State University

These EPPs provide:

- Flexible alternative certification pathways
- Content and pedagogy exam preparation
- Mentoring and supervision
- Coursework designed to support working educators

Individual Teacher Transition Pathways

Each uncertified teacher employed by RCISD will have an individualized certification transition plan, which includes:

- Identified certification area(s)
- Required content and pedagogy exams
- EPP enrollment verification
- Expected certification completion timeline
- Assigned campus or district mentor

Anticipated Certification Timeline:

- Year 1: EPP enrollment and content exam preparation
- Year 2: Completion of pedagogy coursework and certification exams
- Year 3 (if applicable): Completion of remaining requirements and issuance of a standard certificate

District Supports and Incentives

To support uncertified teachers in completing certification requirements, RCISD will provide:

- Assistance accessing state exam fee waivers or reimbursements, when available
- Access to district-approved certification test preparation resources
- Assignment of instructional mentors or instructional coaches
- Scheduling flexibility, when feasible, to accommodate required coursework and observations

RCISD will also assist eligible teachers in accessing state-funded incentives authorized under HB 2.

Monitoring and Accountability

The district will monitor certification progress through:

- Semester reviews of EPP enrollment and exam attempts
- Documentation of progress toward certification milestones
- Annual reporting to the RCISD Board of Trustees

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Teachers who do not demonstrate reasonable and timely progress toward certification may be reassigned or may not continue in a foundation curriculum teaching role.

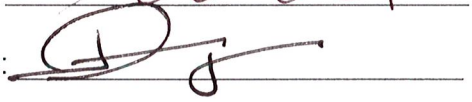
Parent Notification Compliance

In compliance with TEC §21.057, RCISD will provide written notification to parents when a teacher is assigned to a classroom outside of their certification area or is uncertified for more than 30 consecutive instructional days, as required by law.

Timeline for Full Compliance

School Year	Certification Goal
2025–2026	All uncertified teachers enrolled in EPPs
2026–2027	No uncertified teachers assigned to K–5 reading or math
2027–2028	Continued reduction of uncertified teachers in remaining core areas
2029–2030	Full certification compliance in all foundation curriculum courses

Superintendent Signature: 

Board President Signature: 

Date: 2-23-2026

Board Approval and Public Posting

This Certification Transition Plan was approved by the Rice Consolidated ISD Board of Trustees on 2-23-2026 and will be posted publicly on the district website in accordance with TEA requirements.