



# SHERMAN

INDEPENDENT SCHOOL DISTRICT

2701 N. Loy Lake Road • Sherman, Texas 75090 • 903.891.6400 • www.shermanisd.net

Pursuant to Tex. Educ. Code § 21.0032(a-1), **Sherman 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.

Must be submitted no later than March 2, 2026

District Name: Sherman ISD

County-District Number (CDN):

Superintendent Name & Email

Dr. Thomas O'Neal

toneal@shermanisd.net

Point of Contact for Plan Implementation: Blake Hays

Board Approval Date: 02/23/2026

Date Posted to District Website: 02/24/2026

Link to Posted Plan: [Board Meetings/Agendas/Minutes](#)

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

**The total number of uncertified teachers teaching core content areas in Sherman ISD is 112.**

Individual teachers may teach multiple core subjects (ELAR, Math, Science, Social Studies) so they were counted for each area of instruction (i.e. 1 teacher can be listed in 4 areas)

### Reading/ELA

K - 7	1 <sup>st</sup> - 8	2 <sup>nd</sup> - 19	3 <sup>rd</sup> - 9	4 <sup>th</sup> - 12	5 <sup>th</sup> - 10	6 <sup>th</sup> - 3
7 <sup>th</sup> - 5	8 <sup>th</sup> - 3	9 <sup>th</sup> - 2	10 <sup>th</sup> - 3	11 <sup>th</sup> - 2	12 <sup>th</sup> - 1	Sub Total - 84

### Mathematics

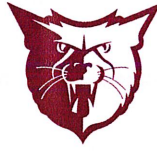
K - 7	1 <sup>st</sup> - 8	2 <sup>nd</sup> - 16	3 <sup>rd</sup> - 9	4 <sup>th</sup> - 6	5 <sup>th</sup> - 8	6 <sup>th</sup> - 2
7 <sup>th</sup> - 2	8 <sup>th</sup> - 1	9 <sup>th</sup> - 1	10 <sup>th</sup> - 1	11 <sup>th</sup> - 1	12 <sup>th</sup> - 1	Sub Total - 63

### Science

K - 7	1 <sup>st</sup> - 8	2 <sup>nd</sup> - 15	3 <sup>rd</sup> - 7	4 <sup>th</sup> - 5	5 <sup>th</sup> - 9	6 <sup>th</sup> - 3
7 <sup>th</sup> - 2	8 <sup>th</sup> - 2	9 <sup>th</sup> - 0	10 <sup>th</sup> - 0	11 <sup>th</sup> - 0	12 <sup>th</sup> - 0	Sub Total - 58

### Social Studies

K - 7	1 <sup>st</sup> - 8	2 <sup>nd</sup> - 15	3 <sup>rd</sup> - 7	4 <sup>th</sup> - 7	5 <sup>th</sup> - 5	6 <sup>th</sup> - 2
7 <sup>th</sup> - 2	8 <sup>th</sup> - 2	9 <sup>th</sup> - 0	10 <sup>th</sup> - 0	11 <sup>th</sup> - 0	12 <sup>th</sup> - 0	Sub Total - 55



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Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)	<b>Total</b> 27
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## EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Sherman ISD does not have an MOU with specific EPPs. It is the discretion of the individual employee to pick a program. We do recommend choosing 1 of the three listed below:

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
A+ Texas Teachers, dba Teachers of Tomorrow 101714	EPP works with SISD HR to monitor student progress and offer additional support as needed.
Region 10 Education Service Center, dba Region 10 CERTification Program 057950	Primary partner. R10 offers student progress monitoring, additional trainings and professional development, and support with mentoring program
iTeachTEXAS 057709	EPP works with SISD HR to monitor student progress and offer additional support as needed.

## 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 15%	Assign mentor; Track progress at campus and district level; Partner with local colleges (Austin College and Grayson College) to offer <i>Adult Promise</i> program (Financial and academic support for earning bachelors and certification); TIA	District HR & Local Colleges	% uncertified reading/ELA teachers
2026-2027	Reduce uncertified teachers in math by 20%	Continuation with 2025-2026 Strategies Staff reassignment to try and get 90% of core classes (math and ELAR taught by certified staff)	District C&I	% uncertified reading/ELA teachers % uncertified math teachers

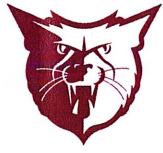


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2027-2028	Expand to include science & social studies	Continuation of 2025-2026 Strategies Add coaching to math and science teachers through <i>STEMScopes</i> and <i>NMSI</i> grants. Begin development of targeted GYO program	District C&I and Contracted Services GYO through Grayson College partnership	% uncertified teachers in core academic areas
2028-2029	Achieve < 10% uncertified in foundation subjects	Continuation of 2025-2028 Strategies	District HR District C&I Contracted Services Grayson College partnership	% uncertified teachers in core academic areas
2029-2030	Full compliance (0% uncertified)	Continuation of 2025-2029 strategies with a GYO program in place	Maintain services and partnerships	% uncertified teachers

**STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS**

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	Monitor the certification plan for all uncertified teachers employed by the district and conduct progress tracking meeting twice a year	HR Director Campus Principals Asst Superintendent of Curriculum	100% of uncertified teachers have demonstrated and documented progress toward certification by 5/2026
2026-27	Create a cohort to support our uncertified teachers and create two designated professional development days for non-certified teachers to work on planning/instruction/certification test prep	Assistant Supt for C&I	50% of uncertified teachers pass content test by EOY
2027-2028	Apply for GYO and PREP Residency to build pipeline of certified teachers	HR Director Assistant Supt for C&I	# of paras enrolled in courses Fall 2027; Placement of two residents Fall 2028



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**Attestation:**

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

Board President Signature: Wendy Vellotto Date: 2/23/26

Superintendent Signature: Thomas O'Neal Date: 2/23/26