

Delayed Teacher Certification 5-Year Plan

Targeted Goals:

1. Rockdale ISD will have all teacher certification candidates certified in all foundation classrooms by FY 2029-2030.
2. Rockdale ISD will ensure that an average of 20% of all uncertified teachers become certified each year, ensuring that all certificates are valid by FY 2029-30.
3. All foundation candidates will pursue an individualized personal plan to become an intern, student teacher, probationary teacher, and eventually a standard-certificated teacher.
4. Rockdale ISD will prioritize our focus on uncertified candidates currently in the classroom, which will begin with foundation teachers and involve reducing the number of uncertified foundation teachers. Multiple pathways for certification will be available to best serve each candidate, providing timely and quality certification training.
5. Participation and personal completion benchmarks will be set for each teacher candidate uncertified with a deployment for certification plan from PREP pathways (including Traditional Preservice, Alternative Certification Preservice, GYO and Residency, existing Rockdale ISD GYO programs, and the School District Teaching Permit (SDTP)).
6. Candidates will have a personal certification plan based on the status of degree hours and/or certification criteria still to be completed.
7. Rockdale ISD recognizes several challenges in the certification process that require personal goal setting and cohort collaboration internally to ensure Rockdale ISD will have internal and external resource support for each uncertified teacher's specific status. This includes:
 - a. Candidates who have completed a degree and certification but have not passed the content or PPR test.
 - b. Teachers who are delayed in performance in a current program must ensure the timely completion of EPP requirements within a district-defined schedule to comply and stay employed.
 - c. Teachers who have a degree that is not in an EPP program will be asked to join a partnering district EPP and complete a district-defined schedule to stay employed.
 - d. Candidates who are part of the Rockdale ISD GYO PREP program who are not degreed and serving as a paraprofessional will be degreed within three years.
 - e. Candidates who are part of a current Rockdale ISD GYO will pursue the certification on the current track that was established by Rockdale ISD and complies with the timeline of this waiver's expectations.
 - f. Candidates who are serving in SpEd or Bilingual education and seeking pathway clarification this year (2025-26) from TEA in timely available options for these high-demand areas with multiple non-certified teachers. Aligning with the above stated options will be a requirement for candidates.
 - g. Rockdale ISD is currently evaluating all uncertified candidates and determining the feasibility of those teachers who can become certified before the 2025-26 school year begins and earn the incentive from TEA.

Targeted Recruiting Goal:

1. Rockdale ISD will create an internal and external pipeline at least one to two years in advance of candidates that are internally and externally good fits for our school district from our local GYO, SDTP, traditional, PREP, and EPP partners, with completer lists.
2. EPP and HEI partners will agree to present a dashboard of candidates' status currently in the program with Rockdale ISD and candidates who are "at-large" in their system for us to review and consider as potential employees in our district while they are in certification or degree progress.

Uncertified Teachers

Current Uncertified Foundation Teachers	Grade Level	Subject
1	1st Grade	All Content Areas
2	2nd Grade	All Content Areas
3	4th Grade	All Content Areas
4	5th Grade	All Content Areas
5	7th Grade	Math
6	9-12 Teacher	Envir Science/Math
7	9-12 Teacher	CTE Ag
8	9-12 Teacher	Math
9	9-12 Teacher	Physics/Math
10	9-12 Teacher	Math
11	9-12 Teacher	Non- Foundation (Art)
12	9-12 Teacher	Science
13	Kindergarten	All Content Areas
14	Kindergarten	All Content Areas
15	Kindergarten	All Content Areas
16	Kindergarten	All Content Areas
17	PK-2 SPED	Self Contained
18	Pre-K Teacher	All Content Areas

Current Hiring Status

Hiring Trends (New Uncertified Hires)

Average number of new uncertified teachers hired in each of the last three years.

School Year	New Foundation Hires	New Non-Foundation Hires	Total New Uncertified Hires
2023–2024	20	15	12
2024–2025	16	9	15
2025–2026	7	8	5

Educator Preparation Program (EPP) Partners

Rockdale ISD maintains formal partnerships with Teachworthy, IWU, iTeach Texas and Texas Teachers (Teachers of Tomorrow). These EPPs provide enrollment, supervision, coursework and exam preparation for uncertified teachers as they transition into certification.

Progressive Transition Plan

School Year	Foundation Uncertified (Target)	Key Actions (This is a pyramid of options provided over time that will be offered each year as needed, that advance candidates from where they are to certification.)
2025–2026	5 (baseline)	<p>Finalize certification for candidates who qualify over the past two years, and during the 2025-26 school year, complete certification for TEA incentive funding.</p> <p>Plan for EPP partnership and timeline establishment for each candidate. Designate a district oversight employee to coordinate the EPP’s regular communication pathway. Confirm on track to complete certification by August 2026.</p> <p>PREP application in LASO 4 or 5</p> <p>Utilize the GYO PREP pathway, the traditional PREP pathway, and the SDTP for teacher certification.</p>
2026–2027	5	<p>Receive training in PREP Preservice Training for implementation in district teacher development programs</p> <p>Monthly EPP or Higher Ed progress reports. Audit plan three times per year. Internal collaboration with the district and onsite support systems.</p>

		Teacher cohort training models are deployed and made available to all new hires. Mentoring for each candidate.
2027–2028	5	Provide resources to support exam preparation sessions, testing fee reimbursement, admission to EPP incentives grow-your-own pipelines.
2028–2029	3	Complete certification of all staff and ensure the pipeline has prepared a new cohort of teachers who will be certified by the year 2029-2030.
2029–2030	Full Compliance	Full compliance with HB2 requirements. Sustain recruitment and retention systems by capitalizing on existing GYO programs that were successful during this five-year cycle.

Reduction of Uncertified Teachers

Rockdale ISD will ensure a comprehensive personal plan for year-to-year reductions in uncertified Teachers assigned to foundation curriculum courses until full compliance is achieved by the 2029–2030 school year. The district will track all candidates aligned to their certification plan and timeline. Rockdale ISD will plan for “just in time” resources to support any struggling teacher from internal staff, external partners, or third-party vendors to ensure teachers are on track for completion of certification. Dashboard audits will be conducted monthly to ensure teachers are not getting off track in the degree, certification course, or test preparation.