

LISD Plan for Meeting Teacher Certification Requirements by School Year 29-30

District Plan for Meeting Teacher Certification Requirements

by School Year 29-30

Pursuant to Tex. Educ. Code § 21.0032(a-1), Lumberton 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: Lumberton ISD

County-District Number (CDN): 100-907

Superintendent Name & Email: Dr. John Mathews jrmathews@lumbertonisd.org

Point of Contact for Plan Implementation: Anna Miller amiller@lumbertonisd.org

Board Approval Date: 2/25/2026

Date Posted to District Website: 2/27/2026

Link to Posted Plan:

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

Number of currently assigned teachers of record in foundation curriculum courses without an appropriate certificate	**15 5.4%**

Reading/ELA

K - 0	1st - 0	2nd - 0	3rd - 0	4th - 0	5th - 0	6th - 0
7th - 0	8th -0	9th -0	10th - 1	11th -0	12th -0	Sub Total 1

Mathematics

K – 0	1st - 0	2nd - 0	3rd -0	4th - 0	5th -0	6th -0
7th - 0	8th -0	9th - 1	10th - 1	11th -0	12th -0	Sub Total 2

Science

K - 0	1st - 0	2nd - 0	3rd - 0	4th - 1	5th - 0	6th -0
7th - 0	8th -0	9th - 1	10th - 2	11th -2	12th -0	Sub Total 6

Social Studies

K - 0	1st - 0	2nd - 0	3rd - 0	4th - 1	5th - 0	6th - 1
7th -0	8th -0	9th -2	10th -1	11th -0	12th - 1	Sub Total 6

Average Number of Newly Hired Uncertified Teachers

Average number of new uncertified teachers hired by the district over the past three school years **(2022-23, 2023-24, 2024-25)**	**4**

EDUCATOR PREPARATION PROGRAM PARTNERSHIP

Name of EPP	**Description of Partnership**
iTeach Texas	EPP Program Portal, Email/Phone Contact, District coaching meetings, iTeach mentor meetings

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2026-2027	Goal 1- Do not hire any uncertified teachers	Prioritize certified applicants for all foundational positions	Principals and HR	Update requisition to hire to include certification data and assigned courses
2026-2027	Goal 2-Require certified teachers to take additional certification tests to gain certification in assigned foundational course	Host 4 study sessions during the 26-27 school year; create study materials	Principals, instructional coordinators	HR will check study session attendance and teacher progress toward goal.
2026-2027	Goal 3-Require finalization of Out-of-State certification reviews	Meet monthly with certification candidate to check TEA review progress.	Principal and HR	HR will monitor TEA TEAL certification portal monthly
2027-2028	Goal 4- Facilitate enrollment in iTeach alternative certification program	Host ACP meeting with John Omelan of iTeach to provide guidance on the program and steps to enrollment	HR staff	Monitor certification timeline roadmap for an ACP candidate
2028-2029	Goal 5- ACP candidates have completed modules and are recommended to take certification test.	Monthly check-ins with HR and iTeach	HR and iTeach	Calculate percent completion in ACP portal

Lumberton ISD aims to reduce uncertified teachers by 60% by the year 2027-2028 by completion of Goal 1 and 2. Furthermore, by completing Goal 3, 4 and 5 by 2029-2030 LISD expects all foundational teachers to be certified by 1) taking additional certification exams, 2) completing out-of-state certification by TEA, and 3) enrolling and completion of iTeach alternative certification program.

This strategic plan will be updated and presented to the Lumberton ISD Board of Trustees every September until 2029-2030.

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

LISD Board of Trustees Meeting Date: _February 25, 2026__