Red Oak ISD

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

Pursuant to Texas Education Code *§* 21.0032(a-1), ROISD 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. Foundational subjects include K-5 Reading and Mathematics, and 6-12 English Language Arts, Reading, Mathematics, Science, and Social Studies.

District Name: Red Oak ISD

County-District Number (CDN): 070911

Brenda Sanford, Superintendent, Brenda.sanford@redoakisd.org

Point of Contact for Plan Implementation: Michelle Ailara

Board Approval Date: February 23, 2026

Dated Posted to District Website: February 25, 2026

Link to Posted Plan:

https://www.redoakisd.org/departments/human-resources/human-resources

UNCERTIFIED TEACHERS BREAKDOWN in Foundation Curriculum Courses

2025-2026 Baseline Year	Uncertified Foundation Staff	Total Staff	% Uncertified Foundation Staff
Elementary Staff	16	195	8%
Secondary Staff	16	237	7%
District Totals	32	432	7%

Average number of new uncertified teachers hired by the district over the past three school years: **2023-2024, 2024-2025, 2025-2026**	29

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Red Oak ISD partners with several Education Preparation Programs (EPP) that support staff who are working on their certification requirements. Most of our staff are enrolled in Texas Teachers and iteach Texas. Provided below is how the EPPs support the staff working on their certification. Other programs we partner with include UNT Dallas, East Texas A&M, Teachworthy, ECAP, Teach for America, and several others.

Name of EPP	**Description of Partnership** (How will the EPP support certification, training, mentorship etc.)
iteach Texas	1. A team that is dedicated to Texas and supports our candidates throughout the process of admission, certification, testing, and curriculum. The team is made up predominantly of former educators and a few who went through the iteach program, so they understand what our candidates are experiencing. 2. Provide instructional coaches, mentors, and field supervisors, all of whom have backgrounds in education. Field supervisors and instructional coaches are former administrators with experience in providing feedback and working with teachers in the classroom. 3. Once a candidate is enrolled, they immediately have access to Passage Preparation, a test prep company, The Teaching Channel, 2000+ videos of veteran teachers modeling lessons, and Khanmigo, an artificial intelligence for teachers. This is all included in the program costs. 4. Dedicated direct contact to the district contact whose responsibility is to work with school districts and specifically school districts in the Dallas/Fort Worth area. Support district contact with communication, eligible candidates, and support to get our teachers across the finish line. Available to attend job fairs, conduct information sessions, assist with the ROISD Grow Your Own program, provide feedback on our candidates, and do anything else we need to be successful. 5. Partnerships with Grand Canyon University and the American College of Education to assist paras, substitutes, and community members with their bachelor's degrees.

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

ROISD will comply with HB 2 new legislation and phase out exemptions for foundational subject certifications by working with the strategies provided below. ROISD will reduce uncertified teachers annually with full compliance by 2029-2030. We will work with our EPP partnerships, increase communication guidance by supporting teachers to transition to full certification, apply alternative ways to certify staff with local district qualifications, and continue to support staff with ROISD Grow Your Own programs.

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	**Strategy Description**	**Responsible Parties**	**Monitoring Metrics**
2025-2026	Apply for GYO and PREP Residency to build a pipeline of certified teachers	HR Director	Placement of five residents Fall 2026
2025-2026	Continue to offer district hiring referrals. This has been very successful in recruiting to the district. Staff who refer someone to work for ROISD during the designated time frame and who are hired receive a $200 referral payment in December.	Deputy Superintendent Chief Financial Officer	Staff qualifying to earn the referral payment.
2025-2026	HR will meet with Principals in December and January to review the status of uncertified teachers.	Deputy Superintendent	Principal Agenda
2025-2026	Monitor teacher certification progress. Six weeks of check-ins with staff regarding certification updates. Provide resources to staff. Offer individual meetings with staff to help with the next steps in the certification process.	Executive Director of Human Resources	Email Documentation of check-ins, provided resources, and meeting requests
2025-2026	Create a partnership with Teach for America to help recruit certified teachers who are provided support through SMU and UTA alternative certification programs.	Deputy Superintendent	Placement of five TFA teachers
2026-2027	Review certification requirements and timelines in person with teachers during New Hire summer meetings.	Executive Director of Human Resources	Staff Sign-off Sheet understanding district requirements

2026-2027	Implement Alternative Ways to Qualify an Uncertified Teacher. State law allows for alternate ways to qualify an uncertified teacher to address some of the most challenging certification assignment issues.	Deputy Superintendent Executive Director of Human Resources	Decrease uncertified teacher percentage through local district approval of alternate ways to qualify for certification
2026-2027	Review rules for the new school district teaching permit for paraprofessionals. School District Teaching Permit (SDTP) may now be submitted for approval on behalf of paraprofessionals who meet permit requirements. This process will help support our Grow Your Own Initiative.	Deputy Superintendent Director of Human Resources	Provide at least two district paraprofessionals with an SDTP in order to meet requirements to be placed in the classroom
2026-2027	Create a certification plan for all uncertified teachers employed by the district.	Executive Director of Human Resources	100% of uncertified teachers have a written certification plan by 9/2026
2026-2027	Review online tutoring programs' fees for district use to provide additional support and study materials to uncertified teachers for testing support.	Executive Director of Human Resources	Staff who do not already receive study materials from their EPP will be provided an opportunity for the tutoring program
2026-2027	Research district funding options to pay a one-time reimbursement for first-time passed exams.	Deputy Superintendent	Provide an Additional Funding Request to Cabinet to review during budget planning for the 2027-2028 year

Attestation:

The Red Oak ISD Board of Trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature: Melanie Petersen Date: 2-23-26

Melanie Petersen, Board President

Superintendent Signature: Brenda Sanford Date: 2-23-26

Brenda Sanford, Superintendent