



**GODLEY INDEPENDENT SCHOOL DISTRICT**

"Inspiring, Empowering, and Challenging All Learners to Lead, Grow, and Serve"

313 N. PEARSON · GODLEY, TX 76044

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# **District Plan to Address Uncertified Teachers**

**Application for Delay of Teacher Certification Requirements  
Godley Independent School District**

**Submitted by:**

**Dr. Melissa Block, Chief Human Resources Officer  
Godley ISD**

**Date of Board Approval: January 29, 2026**

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## I. Purpose and Overview

The purpose of this plan is to establish a structured and data-driven approach for reducing the number of uncertified teachers within Godley ISD in compliance with House Bill 2, passed by the 89th Texas Legislature. The district will implement a multi-recruitment pipeline, and ensure all instructional staff meet state certification requirements by the 2029-2030 academic year.

## II. Current Status and Data Review

Below are the foundation curriculum uncertified teachers assignments for the 2025-2026 school year (K-12).

Grade Level	Subject
(2) Kindergarten	Self-Contained (All Content Areas)
(4) K-5 Grade	Self-Contained (All Content Areas)
2nd-3rd Grade	ELAR
3rd Grade	Self-Contained (All Content Areas)
5th Grade	ELAR
6th Grade	Math
7-8 Grade	ELAR
7-8 Grade	Math
7-8 Grade	Social Studies
(2) 9-12 Grade	Math

Foundation curriculum uncertified teachers: 15

## III. Goals and Targets

1. Godley ISD will have all teacher certification candidates certified in all foundation classrooms by the school year 2029-2030.

2. Godley ISD will ensure that an average of 20% of all uncertified teachers become certified each year, ensuring that all certificates are valid by school year 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. Godley 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, Grow Your Own and Residency, existing Godley ISD Grow Your Own 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. Godley ISD will reduce the hiring of uncertified instructors when possible, and in the best interest of the students.
8. Godley ISD recognizes several challenges in the certification process that require personal goal setting and cohort collaboration internally to ensure Godley ISD will have internal and external resource support for each uncertified teacher's specific status. This includes:
  - i. Candidates who have completed a degree and certification but have not passed the content or PPR test.
  - ii. 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.
  - iii. 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.
  - iv. Candidates who are part of the Godley ISD Grow Your Own program who are not degreed and serving as a paraprofessional will be degreed within three years.
  - v. Candidates who are part of a current Godley ISD Grow Your Own program will pursue the certification on the current track that was established by Godley ISD and complies with the timeline of this waiver's expectations.
  - vi. Godley ISD is currently evaluating all uncertified candidates and determining the feasibility of those teachers who can become certified before the 2026-27 school year begins.

## IV Strategies for Compliance

### A. Support for Current Uncertified Teachers

1. Individual Certification Plans (ICPs): Each uncertified teacher will have an individualized plan outlining the pathway and timeline to full certification. Milestones include enrollment in an approved EPP, completion of exams, and mentorship pairing.
2. EPP Partnerships: Partner with Teachworthy Elevate and IWU and Region 11 Education Service Center to provide flexible certification pathways, cohort models, and field support for district teachers seeking certification.
3. Mentorship and Coaching: Pair uncertified teachers with certified mentors and provide targeted coaching focused on TEKS-aligned instruction.

### B. Recruitment and Pipeline Development

1. Grow-Your-Own (GYO) Pipeline: Partner with Teachworthy Elevate and IWU to continue to get paraprofessionals to pursue educational degrees.
2. Partner with EPPs to host student teachers in high-need areas.
3. Strategic Recruitment:
  - a. Attend University & Service Center Job Fairs to recruit certified teachers.
  - b. Utilize lists of available teachers from certification organizations

### C. Retention of Certified Teachers

Implement mentorship programs for teachers in their first three years, provide ongoing professional development, and create recognition and advancement opportunities to improve retention.

## V. Monitoring and Evaluation

1. Annual Review and Reporting: Review progress each spring using TEA dashboards and HR data, adjusting annual targets based on hiring trends.
2. Accountability: Report progress to the School Board annually and include certification efforts in the District Improvement Plan.

## VI. Timeline Summary

Year	Milestones
2025-2026	Establish baseline data, finalize EPP partnerships, implement ICPs
2026-2027	Start a new Teachworthy Elevate/IWU cohort, provide mentorship to uncertified and newly certified teachers
2027-2028	Midpoint review, increase incentives for

	certification completion, reduce the hiring of uncertified staff
2028-2029	Final reduction phase, verify certification status for all teachers
2029-2030	Full compliance achieved, report to TEA

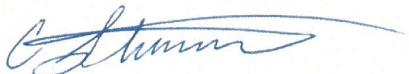
**VII. EPP Partnership**

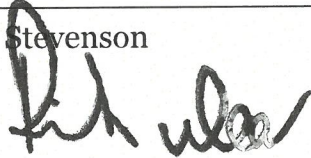
MOU with Teachworthy and support from Indiana Wesleyan University

Partnership with Tarleton State University

**Board Approval and Signatures**

This plan was reviewed and approved by the Godley ISD Board of Trustees on January 29, 2026.

Board President:   
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 Craig Stevenson

Superintendent:   
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 Dr. Rich Dear

Attachment: MOU Teachworthy