



MARLIN

Application and Plan to Address Non-certified Teachers



Superintendent

Alphonso Bates



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Application

Pursuant to Tex. Educ. Code § 21.0032(a-1), Marlin ISD respectfully requests approval 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.

Current Uncertified Teachers

Marlin ISD currently has 15 individuals assigned to **foundational courses** that are not certified for the 2025-2026 school year.

<u>Grade Level</u>	<u>Number of Uncertified Teachers</u>
<u>Kindergarten</u>	<u>3</u>
<u>1st Grade</u>	<u>1</u>
<u>2nd Grade</u>	<u>1</u>
<u>3rd Grade</u>	<u>2</u>
<u>4th Grade</u>	<u>2</u>
<u>5th Grade</u>	<u>2</u>
<u>Secondary Math</u>	<u>1</u>
<u>Secondary Reading</u>	<u>1</u>
<u>Secondary Science</u>	<u>1</u>
<u>Secondary Social Studies</u>	<u>1</u>

Marlin ISD will partner with the following:

- Baylor University-Support Certification
- Teachers of Tomorrow-Support Certification
- Region 12- Teacher Mentorship



Plan of Action

Marlin ISD is committed to achieving 100 percent state-certified teachers by the 2029–2030 school year to strengthen instructional quality and improve student outcomes. This comprehensive recruitment and retention plan focuses on building strong university partnerships, expanding internal pipelines, and providing structured support systems to ensure teachers not only become certified but remain in the district long term. Certification benchmarks will increase annually to ensure steady progress toward full compliance.

A central component of the plan includes targeted recruitment efforts through annual job fairs and partnerships with educator preparation programs at Sam Houston State University, Texas A&M University, Baylor University, and Stephen F. Austin State University. Marlin ISD will participate in district, regional, university-based, and internal job fairs to actively recruit certified teachers and expand its applicant pool. The district will pursue student-teacher placement agreements, offer early contracts to high-quality candidates, and host recruitment networking opportunities to attract emerging educators. These partnerships and recruitment efforts will create a consistent pipeline of certified candidates entering the district.

To support retention and ensure success, Marlin ISD will implement a comprehensive mentoring and coaching model for new and developing teachers. First-year teachers will be paired with certified mentors and receive consistent instructional coaching, while all teachers will have access to professional development and leadership growth opportunities. Certification audits, testing support, and targeted incentives in high-need areas will further reinforce accountability and progress, positioning Marlin ISD to reach full certification by 2029–2030. Also, will use the LASO 4 Grant in these efforts.

Monitoring

- Human Resources will track certification progress
- Regular compliance updates will be provided to district leadership and, as appropriate, the Board.



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Superintendent	Board President	Contact for Application
Name: Alphonso Bates Email: Abates@marlinisd.org Phone: (254)883-3585	Name: Byrleen Terry Email: byrleen.terry@marlinisd.org Phone: (254)883-3585	Name & Title: Norman Jones/Chief Operating Officer Email: njones@marlinisd.org Phone: (254)883-6023

Timeline & Strategic Plan for Transition to Compliance

Year	HB 2 Phases	Goals	Key Activities	Responsible Parties	Monitoring Metrics
2025-2026	Do not renew contracts for any uncertified teachers for SY '26-'27	Reduce uncertified teachers in RLA/Math	Register teachers in certification seminars, test prep, assign TMT trained mentors , track progress	District HR & EPP	% uncertified RLA/Math teachers
2026-2027	Do not hire any uncertified teachers in Math/RLA grades K-5 *Current DOI plans are valid until expiration date.	Reduce uncertified teachers in all foundational courses.	Recognize and retain high-performing teachers through structured recognition and incentive opportunities.	District HR & EPP	Year-over-year teacher retention rate. % uncertified RLA/Math teachers



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2027-2028	Do not hire any uncertified teachers in any foundational course (Math, RLS, Science, Social Studies) *Current DOI plans are valid until expiration date and are still applicable to other areas (CTE).	Achieve < 10% uncertified in foundation subjects	Recognize and retain high-performing teachers through structured recognition and incentive opportunities.	District HR & EPP	Year-over-year teacher retention rate. % uncertified RLA, Math, Science, Social Studies teachers
2028-2029	Continue implementation of transition plan	Achieve < 5% uncertified in foundation subjects	Recognize and retain high-performing teachers through structured recognition and incentive opportunities.	District HR & EPP	Year-over-year teacher retention rate. % total teachers
2029-2030	Continue implementation of transition plan	Full compliance (0% uncertified)	Recognize and retain high-performing teachers through structured recognition and incentive opportunities.	District HR & EPP	Year-over-year teacher retention rate.




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Board Approval

Date of Board of Trustees approval of this plan	Link to board meeting agenda and posted approved plan on district website
March 2, 2026	https://www.marlinisd.org/departments/human-resources https://meetings.boardbook.org/Documents/CustomAgendaForMeeting/1890?meeting=733680

Certification of Accuracy

I hereby certify that the information contained in this application is true and correct to the best of my knowledge.

Superintendent Signature: 
Name: Alphonso Bates
Title: Superintendent
Date: March 2, 2026

Board President Signature: 
Name: Byrleen Terry
Title: Board President
Date: March 2, 2026


Resolution of the Board of Trustees of Marlin ISD

WHEREAS, Texas Education Code §21.0032(a-1) authorizes school districts to request a delay in implementation of certification requirements for foundation curriculum teacher until the 2029-2023 school year; and

WHEREAS, Marlin ISD has developed a transition plan, identified Educator Preparation Program partners, and reviews uncertified staffing trends;

BE IT RESOLVED that the Board of Trustees of Marlin ISD hereby approves submission of an application to the Texas Commissioner of Education requesting a delay of teacher certification requirements until the 2029-2030 school year.

Adopted this _____ day of _____, 2026.



Board President, Byrleen Terry



Superintendent, Alphonso Bates