



**Celina ISD District Plan for Meeting Teacher Certification Requirements
by School Year 29-30**

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

Must be submitted no later than March 2, 2026

District Name: Celina ISD

County-District Number (CDN): 043903

Superintendent Name & Email:

Dr. Thomas Maglisceau

Thomasmaglisceau@celinaisd.com

Point of Contact for Plan Implementation:

Mindy Schoen

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Board Approval Date: February 23, 2026

Date Posted to District Website: March 3, 2026

Link to Posted Plan: <https://www.celinaisd.com/who-we-are/required-postings>



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

K - 3rd Self-Contained Subtotal: 10

<u>K</u> 3	<u>1st</u> 2	<u>2nd</u> 2	<u>3rd</u> 3
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Elementary Reading/ELA/Social Studies Subtotal: 2

<u>3rd</u>	<u>4th</u> 1	<u>5th</u> 1
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Elementary Mathematics/Science Subtotal: 1

<u>K</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u> 1	<u>4th</u>	<u>5th</u>
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English Language Arts Subtotal: 1

<u>6th</u> 1	<u>7th</u>	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>
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Science Subtotal: 1

<u>7th</u> 1	<u>8th</u>	<u>9th</u>	<u>10th</u>	<u>11th</u>	<u>12th</u>
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Average number of new uncertified teachers hired by the district over the past three school years (2022-23, 2023-24, 2024-25)

- **24-25 Uncertified Teacher Hired: 6.1%**
 - 20 uncertified teachers
- **25-26 Uncertified Teachers Hired: 3.45%**
 - 9 uncertified teachers
 - 6 associate teachers placed into classrooms

Total
15

On average Celina ISD has hired about 13 new uncertified teachers per year over the last two years with the majority of them serving in foundational curriculum areas. The district is committed to reducing even these limited new uncertified teachers by strengthening recruitment, improving certification pathways, and providing a robust support system for current staff.

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Celina ISD maintains formal partnerships with several colleges and universities in our area. These EPPs provide enrollment, supervision, coursework and exam preparation for uncertified teachers as they transition into certification.

Name of EPP	Description of Partnership (How will the EPP support certification, training, mentorship etc.)
<ul style="list-style-type: none"> ● Grand Canyon University ● Abilene Christian University ● Austin College ● Midwestern State University ● UT- Permian Basin 	<p>Colleges and universities support school districts through structured student teaching partnerships that strengthen the educator pipeline and ensure high-quality clinical preparation. Universities coordinate candidate placement, align coursework with classroom practice, and assign trained university supervisors who conduct formal observations and provide performance feedback throughout the clinical experience. They ensure candidates meet TEA and SBEC requirements, including eligibility standards, and readiness benchmarks prior to placement. Additionally, colleges collaborate with district mentor teachers and campus administrators to monitor progress, address areas for growth, and ensure student teachers are prepared to transition successfully into full-time teaching roles.</p>
<ul style="list-style-type: none"> ● iTeach ● Teach Worthy ● Texas Teachers of America ● Region 10 	<p>Educator Preparation Programs (EPPs) work in close collaboration with the school district to support teachers on the path to full certification. While the district provides classroom placement, mentoring, and ongoing campus-based support, EPPs deliver structured coursework, exam preparation, field supervision, and formal observation cycles aligned to SBEC standards. Both the district and the EPP monitor candidate progress, exam completion, and certification timelines to ensure requirements are met efficiently and in compliance with TEA regulations. Through consistent communication and shared accountability, the district and EPP partner to move candidates from intern or probationary status to standard certification while maintaining instructional quality and regulatory compliance.</p>

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2026 to 2029	By the 2029 school year, Celina ISD will ensure 100% of all associate teachers are fully certified.	<p>Require enrollment in an approved Educator Preparation Program (EPP). Establish written certification completion timelines. Provide mentorship and periodic progress monitoring. Restrict long-term placement in foundational roles without certification progress.</p> <p>Offer accelerated certification seminars; assign mentor; track progress: GYO, TIA, Residency</p>	District HR; Chief of Teaching and Learning; Coordinator of Professional Development; Campus Leadership; and Instructional Mentors/Anchor Teachers	<p>Measure: % of associate teachers enrolled in certification program Target: 100% enrollment and completion by 2029–2030 Data Source: Certification tracking spreadsheet; EPP verification Monitoring Frequency: Semester review Evidence: Enrollment confirmation; certification completion records</p>
2026 to 2027	By the beginning of the 2026–2027 school year, Celina ISD will reduce the number of uncertified teachers hired for Kindergarten through 2nd grade positions to zero, ensuring that 100% of K–2 classrooms are staffed by fully certified teachers, as monitored through HR certification records and hiring data.	<p>Implement enhanced pre-offer certification verification for all Kindergarten–2nd grade candidates, including real-time review of SBEC certification status, content/grade-level alignment, and documented HR sign-off prior to extending any offer.</p> <p>Candidates lacking full EC–2 certification will be removed from consideration for K–2 positions.</p>	District HR; Campus Leadership and EPPs.	<p>Measure: % of K–2 hires with documented certification verification prior to offer Target: 100% compliance Data Source: HR hiring checklist; certification verification logs Monitoring Frequency: Each hire; monthly audit Evidence: Signed HR approval forms; SBEC verification records</p>
2026-2027	By the beginning of the 2026-2027 school year,	Implement mandatory pre-offer certification verification for all ELA	District HR; Campus	Measure: % of ELA hires with documented

	<p>Celina ISD will not hire any uncertified ELA teachers ensuring 100% of ELA classrooms are staffed by fully certified educators.</p>	<p>candidates, including real-time SBEC review and documented HR sign-off prior to offer.</p> <p>Remove uncertified ELA applicants from consideration.</p> <p>Communicate certification requirements clearly in all postings.</p>	<p>Principals; and EPPs.</p>	<p>certification prior to offer</p> <p>Target: 100% compliance</p> <p>Data Source: HR hiring checklist; SBEC verification logs</p> <p>Monitoring Frequency: Each hire; monthly audit</p> <p>Evidence: Signed HR approval forms</p>
2027-2028	<p>By the beginning of the 2027- 2028 school year, Celina ISD will not hire any uncertified Math or Science teachers ensuring 100% certification in these foundational content areas.</p>	<p>Expand certification verification protocol to Math and Science assignments.</p> <p>Prioritize recruitment partnerships for certified candidates.</p> <p>Prohibit placement of uncertified teachers in Math or Science roles.</p>	<p>District HR; Campus Leadership and EPPs.</p>	<p>Measure: % of Math & Science hires fully certified prior to offer</p> <p>Target: 100% compliance</p> <p>Data Source: HR hiring records; certification verification logs</p> <p>Monitoring Frequency: Each hire; quarterly review</p> <p>Evidence: Certification documentation in personnel files ELA teachers</p>
2029-2030	<p>By the beginning of the 2029–2030 school year, Celina ISD will achieve full compliance with HB 2 by maintaining 0% uncertified teachers districtwide, ensuring 100% of instructional staff are fully certified and appropriately credentialed for their assignments.</p>	<p>Conduct annual districtwide certification audits.</p> <p>Require documented SBEC verification prior to contract issuance.</p> <p>Prohibit assignment of uncertified teachers in foundational or core academic courses.</p> <p>Monitor certification status of all current staff and enforce completion timelines.</p>	<p>District HR; Coordinator Professional Learning; Chief of Teaching and Learning; and Campus Principals</p>	<p>Measure: Percentage of teachers holding valid, appropriate certification for assignment</p> <p>Target: 100% certified staff (0% uncertified)</p> <p>Data Source: SBEC certification records; HR personnel files; contract issuance logs</p> <p>Monitoring</p>

		Align contract recommendations with certification compliance.		Frequency: Annual pre-contract audit; semester review Evidence: Certification audit report;
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STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025 - 2026 Ongoing	Apply for GYO and PREP Residency to build pipeline of certified teachers Celina ISD Associate Teacher Program	HR Department Professional Development Department	Placement of two associate teachers with EPPS during Spring 2026
2025 - 2026 Ongoing	Continue CISD New Teacher Academy for newly hired teachers	Professional Development Department Teaching and Learning Department	100% of new teachers are enrolled
2025 - 2026 Ongoing	Continue anchor teacher program for supporting our associate teachers until our associate teachers have completed the certification process	Professional Development Department Teaching and Learning Department	100% of associate teachers have an assigned anchor teachers
2025 - 2026 Ongoing	Conduct districtwide certification audit and identify all uncertified teachers by assignment area.	HR. Department	100% of uncertified teachers identified by Spring 2026
2026 - 2027 Ongoing	Develop individualized certification plans for all uncertified teachers employed by the district	HR Dept. Chief of Teaching and Learning Coordinator of Professional Development	100% of uncertified teachers have a written certification plan by Spring of 2027
2027 - 2028	Require enrollment in an approved Educator Preparation Program (EPP) where applicable.	HR Dept. Campus Principals	100% have written certification plan by May 2027

Celina ISD will ensure year to year reductions in uncertified teachers assigned to foundation course curriculum courses until full compliance is achieved by the 2029-2030 school year. The district's HR department maintains constant communication with these EPP programs tracking the candidates progress. In addition the District's HR department maintains constant communication with teachers, monitoring enrollment and offering mentoring support, exam completion and certification status. The Teaching and Learning Department along with the Professional Development Department collaborates with instructional coaches to provide onsite support, while New Teacher Academy is available to all new hires to strengthen classroom readiness. Additionally, all new teachers are given a mentor teacher for their first two years of service. In combination with collaboration between colleges/universities and EPPs this approach ensures accountability and structured support to meet certification requirements.

Attestation:

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

Board President Signature:  _____

Date: 2-25-26

Superintendent Signature:  _____

Date: 2/26/26

CISD Board Agenda Item Synopsis

CISD Board Mission: Celina ISD will educate students at the highest levels, empower them to succeed, develop their leadership potential, instill faith-based traditional values, and prepare them to become contributing members of society.

Subject: **Approval of the Delay of Teacher Certification Plan and Application**

Meeting Date: February 23, 2026

Submitted by: Mindy Schoen, Director of Human Resources and Catherine Gregory, Coordinator of Professional Development

Goals	
<p style="text-align: center;">Core Principles Community · Excellence · Innovation Leadership · Stewardship</p> <p style="text-align: center;">The Learner Experience Love the learner, drive the rigor Responsible for one’s own learning Interdependent self-managers</p>	- 1. We will provide and support a safe, civil and collaborative culture.
	✓ - 2. We will continuously provide and support effective teaching in every classroom.
	- 3. We will provide and support a guaranteed and viable curriculum.
	- 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
	- 5. We will foster strong numeracy skills and commit to continual growth in math success.
	- 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
	✓ - 7. We will attract, recruit, develop, and retain high-quality professional staff.

Background Information: HB 2 significantly strengthens teacher certification requirements, particularly for educators assigned to foundational curriculum courses (core academic subjects, including early literacy and other required content areas).

Key provisions include:

- Elimination of District of Innovation (DOI) flexibility to locally exempt certification requirements for foundational curriculum teachers.
- Requirement that teachers of core academic subjects be fully certified and appropriately credentialed for their assignments.
- Phased implementation timelines to allow districts time to transition into full compliance.
- Structured pathways and support for currently uncertified teachers to obtain appropriate certification.

Policy: Pursuant to Tex. Educ. Code § 21.0032(a-1), Celina 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.

Recommendation: [CISD Delay of Certification Plan HB 2](#)

Administration recommends that the Board of Trustees approve CISD’s Delay of Certification Plan and Application