

## **Ropes Independent School District**

### **District Plan for Meeting Teacher Certification Requirements**

**Compliance Target: Prior to the 2029–2030 Academic Year**

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#### **Purpose and Statutory Alignment**

The purpose of this plan is to outline how Ropes ISD will meet statutory teacher certification requirements in accordance with the Texas Education Code and Texas Education Agency (TEA) guidance. This plan establishes a reasonable timeline and a comprehensive strategy to reduce and ultimately eliminate the use of uncertified teachers prior to the start of the 2029–2030 academic year, while maintaining instructional continuity and supporting current staff.

This plan was developed using district-level data from the New Certified and New Teacher Hires Dashboard and the Uncertified Teachers by District/School System Report, as recommended by TEA.

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#### **Current Context**

Ropes ISD currently employs a small number of uncertified teachers, primarily in high-need or hard-to-fill areas. These educators are serving students while actively pursuing certification pathways. The district is committed to supporting these educators through structured certification programs while simultaneously strengthening recruitment for fully certified teachers.

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#### **Goals**

The district has established the following goals:

- Annually reduce the percentage of uncertified teachers through targeted certification and recruitment strategies.
  - Ensure all uncertified teachers are enrolled in an approved Educator Preparation Program (EPP) within their first year of employment.
  - Achieve full compliance with teacher certification requirements prior to the 2029–2030 school year.
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## **Timeline for Compliance**

<b>Academic Year</b>	<b>Target Outcome</b>
2025–2026	100% of uncertified teachers enrolled in an approved EPP
2026–2027	Reduction of uncertified teachers
2027–2028	Full compliance: all classroom teachers fully certified

Targets may be adjusted annually based on staffing needs, certification progress, and updated TEA data.

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## **Strategies to Support Certification**

- Educator Preparation Program (EPP) partnerships
  - Individual certification plans
  - District support structures
  - District oversight from administration, instructional coaches, and educational consultants
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## **Recruitment and Pipeline Development**

To reduce reliance on uncertified teachers, the district will implement the following recruitment strategies:

- Continued partnerships with EPPs to recruit certified teachers
  - Targeted student teacher opportunities through partnerships with local universities and junior colleges
  - Targeted recruitment for high-need grade levels and subject areas
  - Encouragement of paraprofessionals and community members to pursue certification through approved alternative programs
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## **Monitoring and Review**

The district will annually review:

- Certification progress of current staff
- Updated data from TEA dashboards and reports
- Staffing needs and certification trends by grade level and subject area

Adjustments to strategies and timelines will be made as necessary to ensure continued progress toward full compliance.