



## Grand Saline ISD Plan for Meeting Teacher Certification Requirements by 2029-2030

February 23, 2026

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

District Name: Grand Saline ISD

County-District Number (CON): 234904

Superintendent Name & Email: Micah Lewis – [micah.lewis@grandsalineisd.net](mailto:micah.lewis@grandsalineisd.net)

Point of Contact for Plan Implementation: Ricky LaPrade – Assistant Superintendent - [rlaprade@grandsalineisd.net](mailto:rlaprade@grandsalineisd.net)

Board Approval Date: February 23, 2026

Date Posted to District Website: February 24, 2026

### I. LEGAL FRAMEWORK

This plan is created in response to the requirements of Texas Education Code (TEC) §21.0032, as enacted by House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025), which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, Grand Saline ISD is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

### II. District Commitment

Grand Saline ISD is committed to fully phasing out uncertified staff in all core curriculum roles by the start of the 2029-2030 school year. This goal is supported by:

- Create a tracking document to monitor teacher certification progress and share it with the Director of Assistant Superintendent, campus principals, and central administration.
- Develop and review individual certification plans with non-certified teachers. Plans will include a completion timeline.
- Provide frequent check-ins with non-certified teachers throughout the school year by district and campus-level leadership.
- Contact current employees' education preparation programs to create a partnership
- Recruit certified teachers at local job and college fairs.
- Provide opportunities for exam prep courses and professional development through Region 7 ESC.
- Provide access to coaching supports from administrators and professional learning communities.

**III. Uncertified Teacher Data (2025-2026 Academic School Year)**

| Grade Level / Subject Area      | Total Core Teachers | Number of Uncertified Teachers | Percentage Uncertified | EPP Partner(s) Supporting This Group  |
|---------------------------------|---------------------|--------------------------------|------------------------|---|
| Elementary Self-contained (K-1) | 8                   | 1                              | 12.5%                  | <ul style="list-style-type: none"> <li>Teacher is certified 1-8 but is teaching kindergarten</li> </ul> |
| Elementary RLA (2-5)            | 7                   | 0                              | 0%                     |   |
| Elementary Math (2-5)           | 7                   | 0                              | 0%                     |   |
| Elementary Science (2-5)        | 8                   | 0                              | 0%                     |   |
| Elementary Social Studies (2-5) | 9                   | 0                              | 0%                     |   |
| Secondary RLA (6-12)            | 7                   | 0                              | 0%                     |   |
| Secondary Math (6-12)           | 9                   | 1                              | 12.5%                  | <ul style="list-style-type: none"> <li>Teacher is certified 4-8 but is teaching Geometry</li> </ul>     |

|                              |           |          |       |                     |
|------------------------------|-----------|----------|-------|---------------------|
| Secondary Science (6-12)     | 6         | 1        | 16.7% | • 240 Certification |
| Secondary SS (6-12)          | 6         | 0        | 0%    |                     |
| <i>TOTAL CORE CURRICULUM</i> | <b>66</b> | <b>3</b> | 4.5%  |                     |
|                              |           |          |       |                     |

Grand Saline ISD is well-positioned to meet the statutory requirement that all teachers of record for foundation curriculum courses hold appropriate certification by the start of the 2029-2030 school year. In the 2025-2026 school year, uncertified teachers represent approximately 4.5%, with multiple subject areas already fully certified, including Elementary RLA, Math, Science, and Social Studies (2-5), and Secondary RLA and Social Studies (6-12). Additionally, 2 of our 3 uncertified teachers are certified in an area very close to their certification level and both have several years teaching experience. One is 1-8 certified teaching Kindergarten and one is certified Math 4-8 and is teaching Geometry.

The district has established strong partnerships with approved Educator Preparation Programs, including Region 7 ESC, Texas Teachers of Tomorrow, 240 Certification, Texas A&M Commerce, and iTeach, to support timely certification completion. Grand Saline ISD is proactively accelerating certification efforts to ensure instructional quality, reduce staffing risk, and provide consistent, high-quality learning experiences for all students.

#### IV. Hiring Trends (New Uncertified Hires)

(Average number of new uncertified teachers hired in each of the last three years.)

| School Year New       | Foundation Hires New | Non-Certified Foundation Total | Certified Foundation Total |
|-----------------------|----------------------|--------------------------------|----------------------------|
| 2023-2024             | 11                   | 1                              | 10                         |
| 2024-2025             | 5                    | 0                              | 5                          |
| 2025-2026             | 5                    | 1                              | 4                          |
| <b>3 Year Average</b> | 7                    | .66                            | 6.33                       |

Over the past three years, Grand Saline ISD has demonstrated a clear and intentional reduction in the hiring of uncertified teachers while continuing to meet staffing needs across foundational courses. On average, the district hired 7 foundational teachers annually, while new uncertified hires averaged .66 per year. Grand Saline ISD had always been committed to hiring certified teachers to the extent possible. When a certified teacher has not been available we have used experienced teachers with certifications as close to their assignment as possible (ie- Kindergarten teacher with a 1-8 certification, Geometry teacher with a 4-8 Math certification, etc).

#### V. Educator Preparation Program Partnerships

(The district must identify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.)

| Name of EPP  | Description of Partnership<br><small>(How will the EPP support certification, training, mentorship etc.)</small>   |
|--------------|--|
| Region 7 ESC | Region 7 ESC will be Grand Saline ISD's preferred partner. Region 7 ESC will guide candidates through certification requirements, provide targeted training, and offer mentorship throughout the process. Candidates receive exam-preparation support, coaching, and regular progress check-ins to ensure they stay on track. This coordinated system strengthens candidate readiness and reduces uncertified hires. |

## VI. Strategic Action Plan

| School Year | Timeframe               | Goal: % Decrease of Uncertified Teachers | Strategies   | Person(s) Responsible   |
|-------------|-------------------------|--|--|---|
| 25–26       | Spring & Summer 2026    | Decrease yearly by 1.5%                  | <ul style="list-style-type: none"> <li>• Create and maintain a tracking document to monitor teacher certification progress</li> <li>• Develop individual certification plans with timelines</li> <li>• Communicate new certification expectations to all employed uncertified teachers</li> <li>• Conduct regular progress check-ins with district and campus leadership</li> <li>• Limit new uncertified hires</li> </ul> | <ul style="list-style-type: none"> <li>• Assistant Superintendent</li> <li>• Campus Principals</li> </ul> |
| 26–27       | Fall 2026 – Summer 2027 | Decrease yearly by 1%                    | <ul style="list-style-type: none"> <li>• Maintain a tracking document to monitor teacher certification progress</li> <li>• Review and update individual certification plans with timelines</li> <li>• Prioritize certified candidates in hiring practices</li> <li>• Attend job fairs at colleges</li> <li>• Provide opportunities for exam preparation and coach support</li> </ul>                                       | <ul style="list-style-type: none"> <li>• Assistant Superintendent</li> <li>• Campus Principals</li> </ul> |
| 27–28       | Fall 2027 – Summer 2028 | Decrease yearly by 1%                    | <ul style="list-style-type: none"> <li>• Maintain a tracking document to monitor teacher certification progress</li> <li>• Review and update individual certification plans</li> </ul>   | <ul style="list-style-type: none"> <li>• Assistant Superintendent</li> <li>• Campus Principals</li> </ul> |

|       |                         |                       |   |   |
|-------|-------------------------|-----------------------|---|---|
|       |                         |                       | with timelines<br>• Prioritize certified candidates in hiring practices<br>• Attend job fairs at colleges<br>• Provide opportunities for exam preparation and coach support   |   |
| 28–29 | Fall 2028 – Summer 2029 | Decrease yearly by 1% | • Maintain a tracking document to monitor teacher certification progress<br>• Review and update individual certification plans with timelines<br>• Attend job fairs at colleges<br>• Provide opportunities for exam preparation and coach support<br>• Restrict hiring of uncertified teachers to exceptional circumstances | • Assistant Superintendent<br>• Campus Principals |

**VII. Board Approval and Attestation**

This plan has been reviewed and approved by the Board of Trustees of **Grand Saline ISD** in an open meeting on **February 23, 2026**. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature: *Mich Lowe* Date: 2-23-2026

Superintendent Signature: *Mich Lowe* Date: 2-23-2026