



# Goose Creek CISD: Teacher DOI Phase Out Plan

**Implementation Timeline: 2026-2029**

## **Purpose**

The purpose of this plan is to ensure that Goose Creek CISD teachers are appropriately certified in alignment with state requirements by the start of the 2029–2030 academic year. The plan outlines the district’s strategies, partnerships, and timelines to systematically reduce the number of uncertified teachers—particularly in foundational core content areas such as Math, English Language Arts and Reading (ELAR), Science, and Social Studies—and to support a sustainable, certified teacher workforce.

These changes are guided by recent legislative updates under HB 2, specifically the addition of TEC §21.0032, which limits districts’ ability to include exemptions from certain certification requirements under TEC §21.003 within District of Innovation (DOI) plans.



## Current Status (Baseline 2025–2026)

The table below shows the average number of newly hired, uncertified teachers in Goose Creek CISD over the past three years:

School Year	Number of Teachers
2025-2026	108
2024-2025	96
2023-2024	133
<b>3 year average</b>	<b>112</b>

As of the 2025–2026 academic year, Goose Creek CISD employs 108 uncertified teachers across foundational core content areas (math, ELAR, science, and social studies) at both the elementary and secondary levels. The district recognizes the importance of implementing intentional strategies to support these educators in achieving certification, while also strengthening future recruitment pipelines to ensure continued compliance beyond 2030.

The data below is disaggregated by grade level and content area. Please note that some teachers serve multiple grade levels and/or content areas; as a result, individuals may be counted more than once in the subject- and grade-level breakdowns.

Elementary Teachers by Content Area & Grade Level		Secondary Teachers by Content Area & Grade Level	
Content Area	Number of Teachers	Content Area	Number of Teachers
Math	41	Math	12
Science	40	Science	12
Social Studies	44	Social Studies	15
ELAR	46	ELAR	10
Total Teachers	59	Total Teachers	49
Grade Level	Number of Teachers	Grade Level	Number of Teachers
Kindergarten	8	6th Grade	20
1st Grade	16	7th Grade	19
2nd Grade	14	8th Grade	20



3rd Grade	11	9th Grade	21
4th Grade	14	10th Grade	21
5th Grade	14	11th Grade	21
		12th Grade	21
<b>Overall Summary</b>			
<b>Total Uncertified:</b>			<b>108</b>

## Annual Reduction Targets

The district will decrease the number of uncertified teachers in foundational core areas by 25% annually, with full compliance achieved by the 2029–2030 school year.

School Year	Target Reduction	Estimated # of Teachers	Elementary	Secondary	Notes
2025-2026	0%	108	59	49	Baseline Year
2026-2027	25%	81	44	37	Reduction through target support
2027-2028	50%	54	30	24	Continued support and access to test prep and certification plans
2028-2029	75%	27	15	12	Final cohort of uncertified teachers
2029-2030	100%	0	0	0	Full Compliance



## Strategies to Support Uncertified Teachers

### 1. Enrollment in Educator Preparation Programs (EPPs)

All DOI and Adjunct teachers are currently enrolled and actively participating in an approved EPP. The district will continue to partner with the following EPPs to support certification completion:

- Texas Teachers of Tomorrow
- iTeach Texas
- Teachworthy
- 240 Certification
- Sam Houston State University (SHSU)
- University of Houston (UH)
- University of Houston – Clear Lake (UHCL)

Each EPP partner will collaborate with district HR and Professional Learning teams to provide:

- Targeted certification exam preparation sessions (virtual/in-person)
- Flexible coursework options (virtual)
- Regular progress monitoring and reporting

### 2. Targeted Retention and Certification Support

- **Mid-Year and End-of-Year Certification Checkpoints** will be conducted by HR to verify progress and compliance.
- **Test preparation and resources** ( access to 240 Certification materials) will be provided for all content areas.
- **Individualized Certification Plans (ICPs)** will be created for each uncertified teacher, outlining program enrollment, exam deadlines, and expected completion dates.

### 3. Assignment Compliance Monitoring

- Teachers not on track to complete certification at the end of each school year will be subject to reassignment or release.
- Uncertified teachers will not be allowed to extend past one year as a DOI or Adjunct teacher, beginning in the 2026-2027 school year.



- Teachers not on track to complete certification by **March 31, 2029**, will be subject to **reassignment or release** before the 2029–2030 school year.

## Strategies for Future Recruitment Pipelines

Beginning in the **2026–2027 school year**, Goose Creek CISD will expand its certified teacher pipeline through participation in the Preparing and Retaining Educators through Partnerships (PREP) Allotment Programs, including:

- **PREP Residency Program** – to recruit and prepare high-quality preservice teacher residents.
- **PREP Grow Your Own (GYO) Program** – to identify and support current paraprofessionals and educational aides in earning certification, especially in ESL, Bilingual, and core content areas.
- **PREP Mentorship Program** – to provide structured support and retention for novice teachers through mentoring and professional growth.

These initiatives will enhance recruitment, preparation, and long-term retention of certified teachers while reducing dependency on uncertified staffing.

## Monitoring and Reporting

- Human Resources will maintain a centralized tracking system to monitor certification progress, EPP enrollment, and PREP participant data.
- Biannual updates will be shared with district leadership and the Board of Trustees.
- The plan will be reviewed and updated annually to ensure alignment with district staffing needs and TEA compliance requirements.

## Conclusion

Through deliberate partnerships, structured certification supports, and participation in the PREP Allotment programs, Goose Creek CISD is committed to achieving full certification compliance by the **2029–2030 school year**. This plan ensures all students are taught by qualified, certified educators and that the district sustains a robust teacher pipeline for the future.