



## Delay of Full Implementation of Certification Requirements

Pursuant to Tex. Educ. Code § 21.0032(a-1), Cedar Hill 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:** Cedar Hill Independent School District

**County-District Number (CDN):** 057-904

**Superintendent Name & Email:** Maria Gamell; maria.gamell@chisd.net

**Point of Contact for Plan Implementation:** Antonio Tijerina; antonio.tijerina@chisd.net

**Board Approval Date:**

**Date Posted to District Website:**

Grade Level / Subject Area	Number of Uncertified Teachers	Collaborating EPP Partner(s) for This Group
Elementary ELAR	13	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
Elementary Math	5	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
Elementary Science	2	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
Elementary Social Studies	3	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
Secondary ELAR	8	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
Secondary Math	4	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
Secondary Science	4	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
Secondary Social Studies	4	TexasDFW 240 Tutoring Teachers of Tomorrow Grow Your Own
<i>TOTAL CORE CURRICULUM</i>	43	

# TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

The chart below reflects the current foundational uncertified teachers for the 2025-2026 school year. Adjustments will be made as teachers enter or exit the district and recruitment efforts will continue each year through all three of the districts pipelines.

Year	Goals	Key Strategies to Reduce Uncertified Teachers & Build Pipeline	Responsible Parties
2025-2026	Reduce ELAR and Math uncertified teachers by 40%	<ol style="list-style-type: none"> <li>1) Confirm uncertified teachers who will graduate in May 2026 with bachelors degree.</li> <li>2) Create a timeline for active teachers enrolled in an EPP completion &amp; obtain standard certification. Confirm on track to complete certification by the end of June 2026.</li> <li>3) Recruit certified teachers</li> <li>4) List &amp; notify teachers who are to complete testing by May 2026</li> </ol>	HR Dept.; Campus Principals; Chief Academic Officer
2026-2027	Reduce ELAR and Math uncertified teachers by 30%  Aim to qualify for the one-time TEA \$1,000 incentive	<ol style="list-style-type: none"> <li>1) Verify that the identified teachers have obtained certificates by August 2026.</li> <li>2) Verify the list of uncertified teachers expected to graduate with bachelor's degrees in December 2026. (August and again in mid-fall)</li> <li>3) Obtain monthly progress reports from the Educator Preparation Program (EPP). Conduct audits of the plan three times a year through both internal and external collaboration</li> <li>4) New Teacher training and mentoring support for each candidate. (ongoing)</li> <li>5) Verify that the identified EPP has been completed and that a recommendation for standard certification is in place.</li> <li>6) Recruit certified teachers</li> </ol>	HR Dept.; Campus Principals; Chief Academic Officer
2027-2028	Reduce uncertified teachers in Science & Social Studies by 40% Reduce ELAR and Math by 1%	<ol style="list-style-type: none"> <li>1) Verify that the identified teachers have obtained interim certificates by August 2027.</li> <li>2) Obtain monthly progress reports from the Educator Preparation Program (EPP). Conduct audits of the plan three times a year through both internal and external collaboration.</li> <li>3) New Teacher training and mentoring support for each candidate. (ongoing)</li> <li>4) Verify that the identified EPP has been completed and that a recommendation for standard certification is in place. (May 2028)</li> <li>5) Recruit certified teachers</li> </ol>	HR Dept.; Campus Principals; Chief Academic Officer

		6) Provide resources such as reimbursements for exam preparation sessions, testing fees, etc.	
2028–2029	Achieve <5% uncertified teachers in foundation subjects	1) Examine the rosters of new hires to ensure that all uncertified teachers have completed testing and obtained interim certification by August 2028. 2) Recruit certified teachers 3) Continue these processes for the 2028-2029 school year with any potential new hires to confirm the completion of the Educator Preparation Program (EPP) by the end of 2029 school year	HR Dept.; Campus Principals; Chief Academic Officer
2029–2030	Full compliance (0% uncertified)	Full compliance with HB2 requirements. Sustained recruitment and retention systems by capitalizing on existing CHISD Grow Your Own and residency programs.	HR Dept.; Campus Principals; Chief Academic Officer

## ATTESTATION

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

Board President Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Superintendent Signature: \_\_\_\_\_

Date: \_\_\_\_\_