



# Duncanville ISD Plan to Address Uncertified Teachers

*Writing Success Stories, One Student At A Time.*

# HB 2 and New Teacher Requirements



- **HB 2 Update:** Limits districts' ability to waive teacher certification for the four core subjects under a District of Innovation plan.
- **District Requirement:** Develop a plan to meet certification requirements by 2029–2030, including reduction targets, support strategies, recruitment pipelines, and an Educator Preparation Program (EPP) partner.
- **Board Action:** Board approval and public posting of the plan are required prior to application submission.

# Uncertified Teachers in Duncanville



## Number of Uncertified Teachers in Duncanville ISD

<b>Grades</b>	<b>Foundation Courses (4 core subjects)</b>	<b>Other Courses</b>	<b>Total Non Certified Staff</b>
PK - 5th	56	3	59
6th - 12th	32	21	53
Total	88	24	112

# How to Earn a Teacher Certification



- **Bachelor's Degree** – Earn a bachelor's degree from an approved institution (*certain CTE certifications are exempt*).
- **Preparation Program** – Complete an approved educator preparation or certification program.
- **Certification Exams** – Pass all required teacher certification exams.
- **State Application** – Apply for certification and complete fingerprinting for a background check.

# Plan to Address Uncertified Teachers



- **Plan Focus:** Strengthen the certified teacher pipeline, retain current staff, and support uncertified teachers in achieving full certification.
- **Key Partnerships:** Current and emerging partnerships supporting teacher residents and uncertified teachers include UNT Dallas, Region 10, Teach For America, Dallas College, 240 Certification, Texas Teachers of Tomorrow and other EPPs.

# LASO Cycle 4 Grant



- **LASO Cycle 4 Grant Awarded:** The district has been awarded the LASO Cycle 4 grant to support teacher recruitment, retention, and development.
- **HR Focus Areas:** Human Resources will prioritize the Teacher Residency and Mentor components of the grant.
- **Expected Impact:** These strategies will strengthen the teacher pipeline and support long-term workforce stability.

# Recommendation and Deadline



- The Plan to Address Uncertified Teachers will continue to develop and grow over time providing more opportunities to recruit, retain and develop teachers.
- It is recommended that the board approve the current plan so that the district can submit it before the TEA deadline of March 2nd.



# Questions?

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