



**Terrell ISD**  
*Expect More, Achieve More*



**Terrell Independent School District**

**DOI Certification Delay for 2029-2030 School Year**

# Plan to Delay DOI Certifications by start of 2029-2030 School Year

To be in compliance with statutory guidelines, Terrell ISD plans to eliminate DOI or uncertified teachers in foundational courses by the start of the 2029-2030 school year with a 25% annual decrease to meet the following targeted goals.

<i>End of School Year</i>	<i>Total Number of DOI/Uncertified Teachers in Foundational Courses</i>
2025-2026	45
2026-2027	30
2027-2028	15
2028-2029	0

Terrell ISD will focus on and implement the following strategies to meet the targeted goals:

1. Partner with and monitor current TISD DOI/Uncertified Teachers to support the staff in obtaining their Teacher Certification, that includes 9 week check-ins with progress updates and establish deadlines related to their deficiency plan (listing specific areas of need to obtain certification, i.e., EPP modules, PD classes, and/or assessments to fulfill certification requirements).
2. Incentivise current TISD DOI/Uncertified Teachers with 100% salary upon completion of certification (currently receive 90% of teacher salary).
3. Continue to increase the number of non-degreed staff participating in our Grow Your Own Program (Tiger Tracks to Teaching). These are staff who are pursuing their Bachelor's Degree and Teaching Certificate to serve as full-time teachers upon graduation and completion of certification.
4. Partner with the EPP's: Stephen F. Austin State University and East Texas A&M University to increase the number of Year Long Residents completing their program with Terrell ISD with the intent of hiring upon certification.
5. Establish hiring priorities with Campus and District Leadership for certified teachers in foundational courses.

6. Focus on research-based retention strategies to keep highly qualified and certified teachers in our foundational courses.
7. TISD DOI/Uncertified Teachers are afforded access to Tutoring 240 for practice and development of skills related to certification assessments.

This plan and strategies are also in alignment with Board Goal 3: Human Capital & Resources: Develop the capacity of every teacher and staff member to deliver rigorous, enriching learning experiences to every student and ensure the safety of all.