

Strategic Plan for Teacher Certification 2026-2030

GRAND PRAIRIE ISD

Application to Delay the
HB2 Teacher Certification Deadline



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Grand Prairie ISD has continued vigorous efforts to attract, hire and retain certified candidates for all teaching assignments. Over the past three school years, however, our ability to staff vacancies with high quality certified candidates has become more challenging. This has resulted in an average of 84 noncertified hires in foundational core subjects. Following is our plan for achieving 100% compliance with HB2 certification requirements by the 2029-2030 deadline:

January 16, 2026 - 2026–2027 School Year: Establish baselines, partnerships, and initial support.

Key Actions

- Create and maintain a shared database for tracking noncertified staff.
- Enhance the mentoring program to include specialized teacher mentor training.
- Designate district staff to serve as EPP (Educator Preparation Program) liaisons.
- Monitor/track noncertified staff and progress toward certification requirements.
- Offer certification test prep sessions.
- Utilize available funding sources (local and Prep Allotment).
- Enhance recruitment protocols with EPP partners.
- Develop and sustain residency models in collaboration with approved partner EPPs to ensure sustainable teacher pipelines anticipated for future staffing needs.
- Principals provide release time for mentor meetings and uncertified teacher training.
- Assign instructional coaches to uncertified teacher candidates.
- Provide training on hiring protocols for principals.

Roles

- **HR:** Maintain and monitor progress of noncertified staff toward completion and establish communication protocols with EPPs.
- **Principals/Asst Principals:** Choose mentors, support release time for mentor & mentees; monitor progress.
- **Curriculum & Instruction (C&I):** Develop mentor training program; develop test prep training and prepare instructional coaches in the use of intervention strategies for noncertified teachers.
- **Mentors:** Complete required training, begin supporting assigned mentees.

Metrics

- Dashboard used by HR, mentors, and principals (100% campuses).
- 30% have achieved appropriate certification coverage.
- All mentors trained and assigned.
- Baseline data collected on noncertified staff.
- Certification test prep sessions launched.
- 80% participation in test prep and other intentional PD.
- 10% increase annually in certification pass rates.
- Prep Allotment funding secured.



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2027–2028: Accelerate Implementation

Goal: Certify cohorts and strengthen instructional support.

Key Actions

- Develop and launch a resource-sharing platform (test prep, classroom tools).
- Deploy instructional coaches to support candidates.
- Finalize mentor program for replication and sustainability.
- Provide consistent coaching and feedback sessions with noncertified teachers – from instructional coaches, mentors, and principals.
- Conduct mid-point review.

Roles

- **Mentors:** Meet with candidates, give feedback.
- **Instructional Coaches:** Support noncertified teachers.
- **HR & PD Teams:** Coordinate test prep and resources.
- **Principals/Asst Principals:** Use updated hiring tools, provide instructional coaching and feedback as part of the annual appraisal process.

Metrics

- 100% of candidates meet with mentors.
 - 60% have achieved appropriate certification coverage.
 - 100% attend at least one test prep session.
 - 90% use of the resource platform.
 - 20% increase in certification pass rates.
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2028–2029: Expand & Evaluate

Goal: Scale successful practices and assess impact.

Key Actions

- Continue to scale the mentoring program, expanding number of mentors who have completed the required training to support mentees.
- Examine leadership effectiveness in supporting completion of teacher certification.
- Refine certification benchmarks.
- Conduct mid-point review.
- Finalize certification for noncertified.

Roles

- **Mentors & Peer Mentors:** Expand support.
- **HR:** Continue support and monitoring.
- **Principals/Asst Principals:** Manage hiring practices, utilize updated hiring tools, hire certified candidates.

Metrics

- 90% have achieved appropriate certification.
- All new hires screened with updated protocols.
- Campus administrators hire certified candidates.



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2029–2030: Full Compliance & Implementation of Expanded GYO

Goal: Meet full HB2 certification requirements and implementation of GYO programs.

- Implement use of SDTP process as applicable, sustainability of residency initiatives.
- Provide one-to-one support for all remaining non-certified teachers.
- Ensure mentors transition from their previous mentees to newly hired teachers who require mentoring.

Strategic Plan Targets – Year to Year

Targets / Indicators	2026– 2027	2027– 2028	2028– 2029	2029– 2030
Shared database implemented	•			
Mentors trained & assigned	•			
EPP partnerships established	•			
Develop residency initiatives with partner EPPs	•	•		
Baseline data collected	•			
Test prep sessions launched	•			
Test prep participation	•	•	•	•
Certification coverage target	•	•	•	•
Increase in certification test(s) pass rates	•	•	•	•
Instructional coaches deployed		•	•	•
Resource-sharing platform launched/used		•	•	•
Updated hiring protocols used		•	•	•
Mentor meetings		•	•	•
Mentor program expanded			•	•
Leadership/certification evaluation			•	•
Mid-point review		•	•	
Strengthen EPP partnerships & pipelines	•	•	•	
One-to-one support for remaining candidates			•	•
Full certification compliance				•
Expanded Grow Your Own & residency initiatives			•	•



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2025-2026 Noncertified Teachers in Foundational Core Subjects

Grade Level	Subject	Number of Noncertified
Kindergarten	Self-Contained (All Content Areas)	4
Kindergarten/Bilingual	Self-Contained (All Content Areas)	3
1st Grade	Self-Contained (All Content Areas)	5
1st Grade/Bilingual	Self-Contained (All Content Areas)	7
2nd Grade	Self-Contained (All Content Areas)	8
2nd Grade/Bilingual	Self-Contained (All Content Areas)	6
3rd Grade	Self-Contained (All Content Areas)	6
3rd Grade/Bilingual	Self-Contained (All Content Areas)	1
4th Grade	Self-Contained (All Content Areas)	5
4th Grade/Bilingual	Self-Contained (All Content Areas)	2
5th Grade	Self-Contained (All Content Areas)	6
5th Grade/Bilingual	Self-Contained (All Content Areas)	3
6-8 Grade	ELAR	3
6-8 Grade	Math	4
6-8 Grade	Science	4
9-12 Grade	ELAR	3
9-12 Grade	Math	5
9-12 Grade	Science	7
9-12 Grade	Social Studies	6

Noncertified Teachers - Hiring Trends - Average Over 3 Years

School Year	New Hires Foundation	New Hires Non-Foundation	Total New Uncertified
2023-2024	87	34	121
2024-2025	76	43	119
2025-2026	88	55	143
3 Year Average	84	44	128



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Below are EPP partnerships with whom GPISD regularly engages for candidate selection through job fairs and interview days; student teacher observation and student teaching placements; and selection and placement of alternatively certified candidates. The following is only a representative listing and does not include all with whom GPISD regularly engages for certified candidates:

EPP PARTNERSHIPS – APPROVED RESIDENCY PROGRAMS – LASO CYCLE 4

EPP PARTNER	PARTNER TYPE	KEY ACTIONS
Dallas College	Residency	Anticipate placement of 3-5 interns for the 2026-2027 school year.
Texas Tech University	Residency	Anticipate placement of 3-5 interns for the 2026-2027 school year.
Texas Wesleyan University	Residency	Anticipate placement of 3-5 interns for the 2026-2027 school year.
Texas Woman's University	Residency	Anticipate placement of 3-5 interns for the 2026-2027 school year.

TEA APPROVED PROVIDERS - District Partners

EPP PARTNER	PARTNER TYPE	KEY ACTIONS
Baylor University	TEA approved EPP	job fairs, student observers, and student teacher placements
Dallas Baptist University	TEA approved EPP	job fairs, student observers, and student teacher placements
ECAP	TEA approved EPP	candidates via alternative certification program
Texas A&M System	TEA approved EPP	job fairs, student observers, and student teacher placements
Texas Christian University	TEA approved EPP	interview fairs, student observers, and student teacher placements
Texas Teachers	TEA approved EPP	candidates via alternative certification program
TeachWorthy	TEA approved EPP	candidates via alternative certification program
University of Dallas	TEA approved EPP	job fairs, student observers, and student teacher placements
University of North Texas	TEA approved EPP	job fairs, student observers, and student teacher placements
University of Texas System	TEA approved EPP	job fairs, student observers, and student teacher placements

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:** _____