



**Plan for Teacher Certification Requirements**

Friendswood Independent School District

Superintendent: Thad Roher

# **Current Uncertified Teachers Assigned to Foundation Curriculum**

As of the 2025–2026 school year, Friendswood ISD employs a limited number of uncertified teachers serving as teachers of record in foundation curriculum areas (English Language Arts, Mathematics, Science, and Social Studies). These individuals are actively working toward standard certification through approved Educator Preparation Programs (EPPs) and receive district-provided instructional and administrative support.

Friendswood ISD closely monitors certification status, coursework completion, and testing progress for each uncertified teacher through coordinated efforts between the Human Resources Department and campus administration.

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## **Hiring Trends: New Uncertified Teachers**

Average number of new uncertified teachers hired annually (last three years):  
12 teachers per year, primarily in foundation curriculum areas.

### **Current Uncertified Teachers by Grade Level and Subject Area (2025–2026)**

<b>Number of Teachers</b>	<b>Grade Level</b>	<b>Subject Area</b>
1	Kindergarten	Self-Contained
1	3rd Grade	Mathematics / Science
1	3rd Grade	English Language Arts / Social Studies
1	Junior High (6th–8th)	Math
2	Junior High (6th–8th)	Science
2	High School (9th–12th)	English Language Arts
2	High School (9th–12th)	Mathematics
1	High School (9th–12th)	History
1	High School (9th–12th)	Science

Friendswood ISD recognizes the legislative intent of HB 2 and is committed to reducing the hiring of uncertified teachers by approximately 15% annually, beginning with the 2025–2026 school year, culminating in full compliance with certification requirements by the 2029–2030 school year.

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## **Educator Preparation Program (EPP) Partnerships**

Friendswood ISD maintains and is formalizing Memoranda of Understanding (MOUs) with the following approved Educator Preparation Programs to support fully uncertified teachers:

- **A+ Texas Teachers**
- **iTeach Texas**
- **Teachworthy**
- **University of Houston-Clear Lake (UHCL)**

All fully uncertified teachers are required to:

- Enroll in an approved EPP within 30 days of hire
- Demonstrate continuous progress toward standard certification

Certified teachers seeking additional certifications are supported through alternative, legally allowable pathways, including targeted exam preparation, testing support, and district-monitored timelines, without ACP enrollment.

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## **Transition Plan to Full Certification Compliance**

Friendswood ISD's transition plan provides a structured, year-over-year reduction of uncertified teachers assigned to foundation curriculum courses while ensuring instructional continuity and student support.

### **Year-to-Year Reduction Plan**

<b>School Year</b>	<b>Target # of Foundation Uncertified Teachers</b>	<b>Reduction Benchmark</b>	<b>Key Actions</b>
<b>2025–2026</b>	12	Baseline	<ul style="list-style-type: none"><li>• Maintain MOUs with A+ Teachers, iTeach Texas, Teachworthy, and UHCL</li><li>• Require EPP enrollment within 30 days of hire</li><li>• HR and campus administration monitor certification progress</li></ul>

<b>2026–2027</b>	9	~20% reduction	<ul style="list-style-type: none"> <li>• Require EPP enrollment within 30 days of hire, confirmation to be submitted to HR</li> <li>• HR and campus administration monitor certification progress</li> <li>• Quarterly HR certification progress reviews</li> <li>• Curriculum Department collaboration with instructional coaches</li> <li>• Additional support provided by assigned mentor</li> <li>• Individualized certification completion plans</li> </ul>
<b>2027–2028</b>	7	~15% reduction	<ul style="list-style-type: none"> <li>• Require EPP enrollment upon recommendation for hire, confirmation to be submitted to HR</li> <li>• HR and campus administration monitor certification progress</li> <li>• Quarterly HR certification progress reviews</li> <li>• Curriculum Department collaboration with instructional coaches</li> <li>• Additional support provided by assigned mentor</li> <li>• Individualized certification completion plans</li> </ul>
<b>2028–2029</b>	5	~15% reduction	<ul style="list-style-type: none"> <li>• Require EPP enrollment upon recommendation for hire, confirmation to be submitted to HR</li> <li>• HR and campus administration monitor certification progress</li> <li>• Quarterly HR certification progress reviews</li> <li>• Curriculum Department collaboration with instructional coaches</li> <li>• Additional support provided by assigned mentor</li> <li>• Individualized certification completion plans</li> </ul>
<b>2029–2030</b>	0	Full Compliance	<ul style="list-style-type: none"> <li>• Full compliance with HB 2 certification requirements</li> <li>• Maintain systems for the recruitment and retention of certified teachers.</li> </ul>

*Note: Annual targets reflect approximate 15% reductions and account for certification completion timelines, testing cycles, and staffing needs.*

## **Monitoring, Accountability, and Support Systems**

The Friendswood ISD Human Resources Department maintains comprehensive documentation for all teachers assigned to foundation curriculum courses, including:

- Current certification status
- EPP enrollment, when applicable
- Additional certification testing plans and progress

This differentiated support model ensures Friendswood ISD:

- Accurately distinguishes between uncertified and out-of-field certified teachers
- Aligns with TEC §21.003 and §21.0032
- Maintains instructional continuity while progressing toward full certification compliance

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## **Board Approval and Commitment**

The Friendswood ISD Board of Trustees approves this transition plan and authorizes submission of the Delay of Teacher Certification Requirements application to the Texas Education Agency, requesting approval to delay implementation of certification requirements for foundation curriculum teachers until the 2029–2030 school year, as allowed under TEC §21.0032(a-1).