Italy ISD Plan for Meeting Teacher Certification Requirements by School Year 2029-2030

DRAFT

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

County-District Number (CDN): 070907

Superintendent Name & Email: Rachel Kistner
rkistner@italyisd.org

Point of Contact for Plan Implementation: Rachel Kistner

Board Approval Date:

Date Posted to District Website:

Link to Posted Plan:

UNCERTIFIED CORE TEACHERS BREAKDOWN BY GRADE LEVEL AND/OR SUBJECT AREA

Grade/Subject	# Uncertified	# Certified in Content but outside grade level
Italy JH-HS		
Grade 9-12 Math		2
Grade 9-12 English	1	
Grade 9-12 Science	1	
Grade 9-12 Social Studies	1	
Grade 7-8 Math		
Grade 7-8 English		
Grade 7-8 Science		1
Grade 7-8 Social Studies		
Stafford Elementary		
Grade 5-6 Math		
Grade 5-6 English		
Grade 5-6 Science		
Grade 5-6 Social Studies		
Prekindergarten-4th	1	
Total = 7	4	3

Average number of new uncertified teachers hired by the district over the past three school years **(2022-23, 2023-24, 2024-25)**	**Total** **Ave per year** **9 / 3**

EDUCATOR PREPARATION PROGRAM PARTNERSHIPS

Name of EPP	**Description of Partnership** (How will the EPP support certification, training, mentorship etc.)
iTeach Texas	● Degree Audit ● Enrollment ● Supervision ● Coursework ● Exam Preparation & Approval ● Field Observation ● Feedback ● Progress Reporting

**We also have relationships, pending MOUs and candidates with Teachworthy, ECAP, Region 10 ESC, and Nelson University.*

TIMELINE & STRATEGIC PLAN FOR TRANSITION TO COMPLIANCE

Year	Goals	Key Strategies to reduce uncertified teachers & build pipeline.	Responsible Parties	Monitoring Metrics
2025-2026	Reduce uncertified teachers by 25%	● Develop individual tracking sheets to locally monitor and establish timelines (see sample below). ● Meet with applicants a minimum of every 2 months to discuss progress, adjust timelines and set any new timelines. ● Work with EPP to receive regular progress reports each semester ● Contribute to the cost for one EPP-approved test-prep program for up to $50. ● Finish TIA application and progress toward utilizing that incentive for certified teachers ● Establish partnerships with colleges and universities in the area to provide opportunities for	Superintendent, Campus Administrators and EPPs	% uncertified teachers

		their students to complete internships and observation hours with the district. ● Provide guidance and planning to paraprofessionals who want to acquire a teaching certification. ● Utilize our Instructional Coaches to mentor and support them.		
2026-2027	Reduce uncertified teachers by 50%	Same as above	Superintendent, Campus Administrators and EPPs	% uncertified teachers
2027-2028	Reduce uncertified teachers by 75%	Same as above	Superintendent, Campus Administrators and EPPs	% uncertified teachers
2028-2029	Achieve < 5% uncertified teachers	Same as above	Superintendent, Campus Administrators and EPPs	% uncertified teachers
2029-2030	Full compliance = 0% uncertified teachers	Same as above if needed with paraprofessionals or other alternative certification candidates.	Superintendent, Campus Administrators and EPPs	% uncertified teachers

STRATEGIES TO SUPPORT UNCERTIFIED TEACHERS

Year	Strategy Description	Responsible Parties	Monitoring Metrics
2025-26	● Create a certification plan for all uncertified teachers employed by the district (see sample below).. ● Meet with applicants a minimum of every 2 months to discuss progress, adjust timelines and set any new timelines. ● Work with EPP to receive regular progress reports each semester	Superintendent Campus Administrators	100% of alternative certification staff have a written certification plan completed within 6-weeks of being approved in the program.
2026-27 and beyond	● Continue to create a certification plan for all alternative certification teachers employed by the district (see sample below).	Campus Administrators	50% of uncertified teachers pass the content test by the end of year 1 in EPP. 75% of new

	● Meet with applicants a minimum of every 2 months to discuss progress, adjust timelines and set any new timelines. ● Match alternative certification candidates with content areas teachers to mentor and support toward passing the content exam within the first 3-6 months of the program. ● Utilize our Instructional Coaches to mentor and support them. ● Work with EPP to receive regular progress reports each semester. ● Provide guidance and planning to paraprofessionals who want to acquire a teaching certification		uncertified teachers will be fully certified by SBEC within 2 years of starting their EPP.

SAMPLE

Certification Planning and Timeline Document

Acceptance into the Program Date Received: _____

At-a-Glance Course Sequence

Pre-Hire: 5100 → 5200 → 5300
Pass Content Exam
Field Experience: 5400 → 5500 → 5600 → 5700 → 5800
5400, 5500, & 5600 must be completed within 150 days
STR (if applicable): 6004 → 6005
Apply for Certification with State Board of Educator Certification (SBEC)

Pre-Hire Coursework

- *Completed Before Field Experience*
- *All iTeach candidates complete Courses 5100–5300 prior to being eligible for hire on an Intern Certificate.*

TCTX 5100 – Learning Environments

Focuses on creating safe, inclusive, and well-managed classrooms. Candidates learn classroom management strategies, student engagement techniques, and routines that support learning.

Started: _____ Due Date: _____ Completed: _____

TCTX 5200 – Learner Development

Examines how students grow cognitively, socially, and emotionally. Emphasis is placed on developmental theory and how it impacts instructional decisions.

Started: _____ Due Date: _____ Completed: _____

TCTX 5300 – Planning Instruction and Assessment

Covers lesson planning, alignment to TEKS, instructional strategies, and assessment practices. This course includes completion of required classroom observation hours.

Started: _____ Due Date: _____ Completed: _____

Content Test : _____

Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass
Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass
Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass
Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass
Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass

Statement of Eligibility/Internship Field Experience

Received/Start Date: _____ Expiration Date: _____

Field Experience & Instructional Coursework

- These courses are completed while the candidate is serving as a Teacher of Record (Intern Certificate or approved clinical placement).
- **Due within 150 days or additional fee

TCTX 5400 – Literacy, 21st Century Instruction, and Pedagogical Content Knowledge

Emphasizes effective literacy instruction, integration of technology, and content-specific pedagogy aligned to grade level and subject area.

Started: _____ Due Date: _____ Completed: _____

TCTX 5500 – Learner Differences and Curricular Adaptation for Special Needs Students

Addresses differentiation, special populations, and instructional adaptations to meet the needs of diverse learners, including students receiving special education services.

Started: _____ Due Date: _____ Completed: _____

TCTX 5600 – Diverse Student Populations, English Language Learners, and Bilingual Students

Focuses on culturally responsive teaching, strategies for English Learners, and supporting bilingual students in the general education classroom.

Started: _____ Due Date: _____ Completed: _____

TCTX 5700 – Field Experience Course

Aligned directly to the candidate's teaching assignment. Includes formal and informal observations conducted by an iTeach field supervisor during the residency.

Started: _____ Due Date: _____ Completed: _____

TCTX 5800 – PPR Review Course (*Pedagogy & Professional Responsibilities)*

Prepares candidates for the Pedagogy and Professional Responsibilities (PPR) exam. This course is taken after instructional coursework is complete and before test approval for PPR.

Started: _____ Due Date: _____ Completed: _____

Approved for PPR: _____

Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass

Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass

Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass

Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass

Scheduled to Take: _____ Date Taken: _____ Passed - Did Not Pass\

Science of Teaching Reading (STR) – Required for Select Certifications

Candidates pursuing the certifications listed below must complete STR-aligned coursework before testing:
Applicable Certification Areas:

- EC–6 Core Subjects
- 4–8 Core Subjects
- 4–8 ELAR
- 4–8 ELAR/Social Studies

Courses 6004 and 6005 are automatically added after the candidate passes their content exam and are required prior to STR test approval.

TCTX 6004 – Foundations of the Science of Teaching Reading

Introduces the research-based components of reading instruction, including phonological awareness, phonics, fluency, vocabulary, and comprehension.

Started: _____ Due Date: _____ Completed: _____

TCTX 6005 – Application of the Science of Teaching Reading

Builds on foundational knowledge with practical application of reading strategies, data-driven instruction, and alignment to Texas STR standards.

Started: _____ Due Date: _____ Completed: _____

State Board of Educator Certification

Submit a State Application for Certification: _____

Complete Fingerprinting (if needed): _____

Date Fully Certified: _____

Attestation:
The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature: _____ Date: _____
Allen Richards

Superintendent Signature: _____ Date: _____
Rachel Kistner