



DESOTO INDEPENDENT SCHOOL DISTRICT

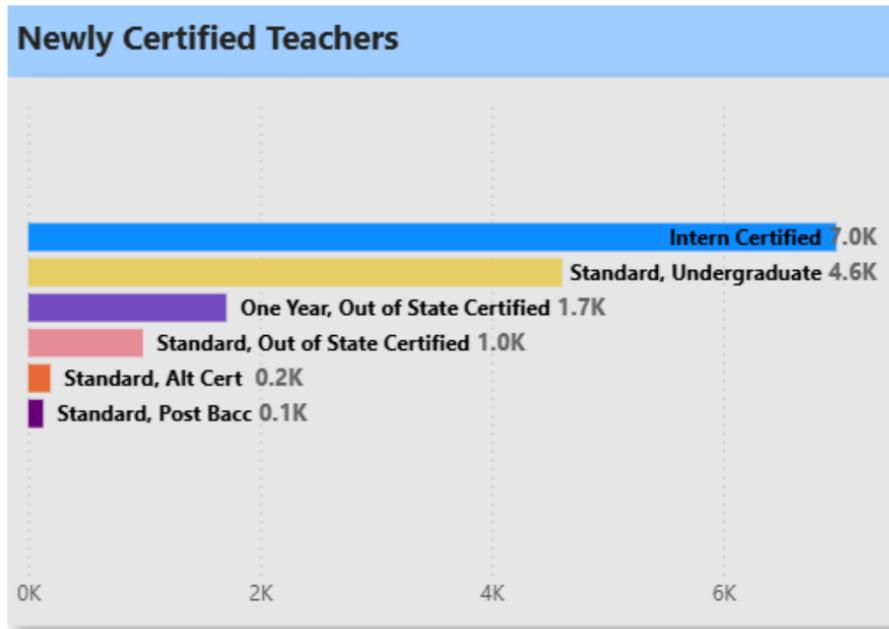
Teacher Certification Attainment

Delay Request Information



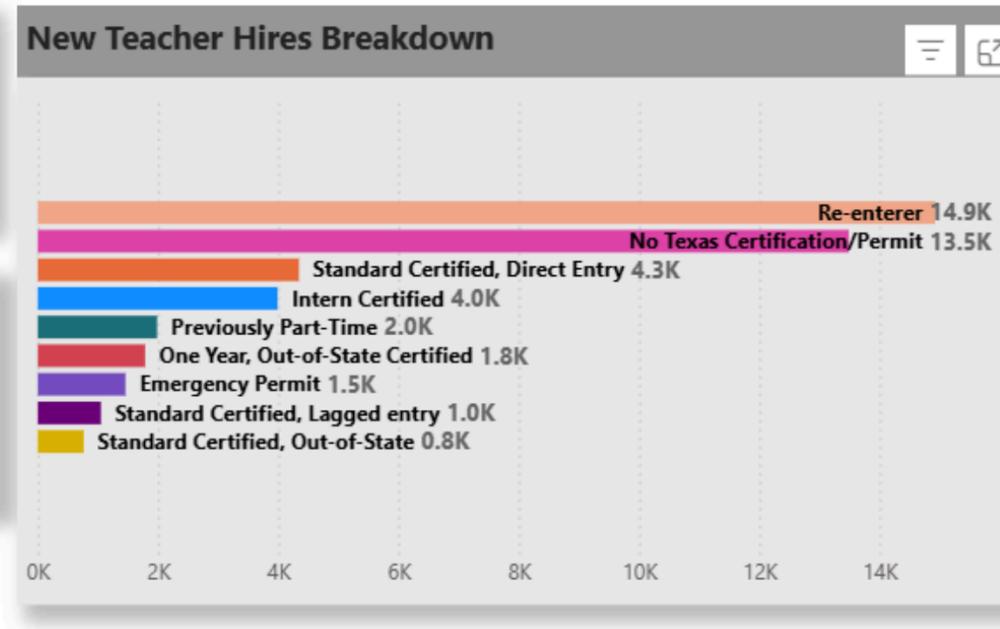
Newly Certified & New Teacher Hires

Year: 2024-2025 | Region: All



Newly Certified Teachers
14.6K

New Teacher Hires
43.8K



Region 10: New Teacher Data



Newly Certified & New Teacher Hires

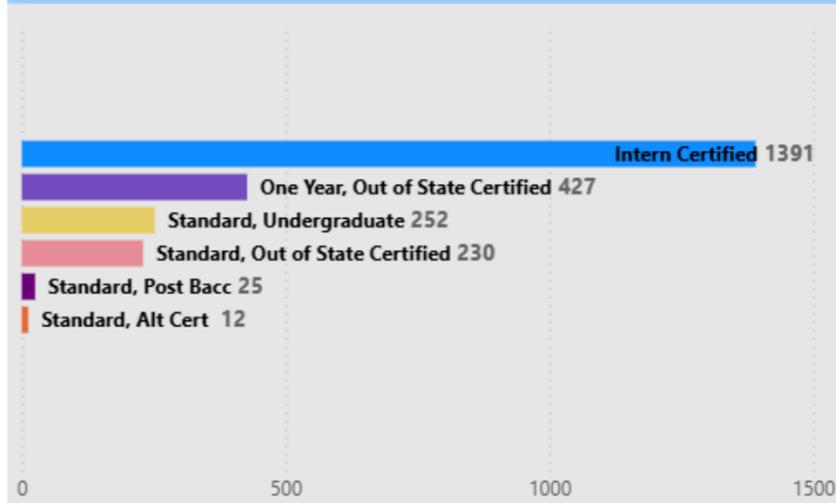
Year

2024-2025

Region

10-Richardson

Newly Certified Teachers



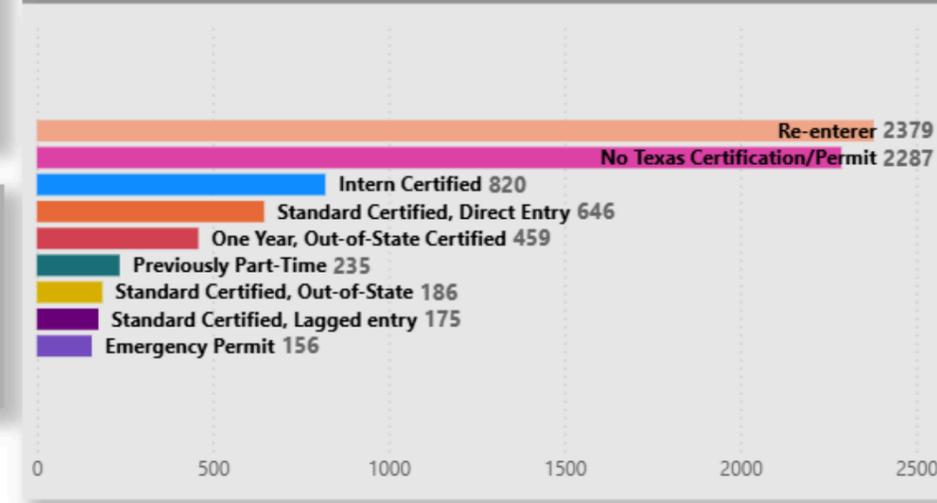
Newly Certified Teachers

2337

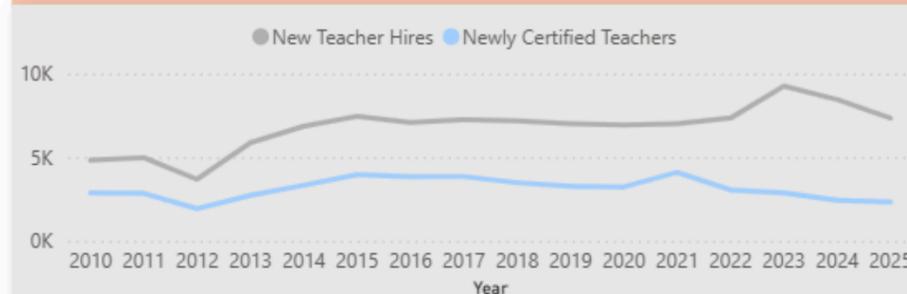
New Teacher Hires

7343

New Teacher Hires Breakdown



Longitudinal View of Newly Certified & New Teacher Hires





House Bill 2: State Expectations



New Restrictions on DOI Plans Regarding Certification:

Academic Year	DOI Restrictions
2025-2026	District maintains currently approved DOI plan which may include exemptions from 21.003
2026-2027	District can no longer include K-5 reading and mathematics teachers in DOI plan exemptions from 21.003
2027-2028	District can no longer include all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in DOI plan exemptions from 21.003

Note, districts with the appropriate and allowable approved exemptions in their plans maintain certification flexibility for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.

Districts can submit a plan for commissioner of education approval to delay the implementation of teacher certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

Delay of Teacher Certification Requirements Application



Application Deadline:



March 02, 2026

Decision Notification from TEA:

March 31, 2026

Delay Application and Process:



TEC, §21.0032 (a-1), authorizes the commissioner of education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.

Application Details:



- Total number of uncertified individuals currently assigned to teacher foundation curriculum courses
- Educator Preparation Programs
- Board of Trustee Meeting Agenda
- Date of Approval by Board of Trustees
- Link to DOI Plan



26-27 Rule Implementation K-5 Teachers

Out of the **91** K-5
foundation teachers in
DeSoto ISD **29** uncertified

K-5 Teachers have the most certification assessments to pass:

- EC-6 Core Subjects
- Science of Teaching Reading
- Pedagogy and Professional Responsibilities



Application and Process: Rationale



- Protects Instructional Continuity
- Retains High Potential Educators Already Invested in the District
- Reduces Turnover
- Supports Long-Term Workforce Development
- Balances Flexibility with Accountability

Delay Application: Risks in Non-Submission



- Increased Staffing Vacancies in Core Classrooms
- Loss of High Potential Teachers Making Progress Toward Certification
- High Turnover and Training Costs
- Disruption to Campus Stability

Thank You





DESOTO INDEPENDENT SCHOOL DISTRICT

Appendix

2024–2025: D.O.I. Update



Feb. 2025

- District of Innovation plan allows the district to hire non-certified instructors for hard-to-fill EC–6, 4–8, and Secondary Core Subject positions when certified teachers are not available.
- Requires all instructors to be enrolled in a TEA-approved alternative certification program while teaching.
- Provides up to three years of service under the district’s “Teacher in Residence” designation.
- Requires annual performance review with criteria including: TIA 40% achievement minimum, proficient+ on 12/16 T-TESS dimensions, and passing TExES exams.

25–26: District Support Efforts



- Provided ongoing certification exam preparation support through test prep workshops and access to high-quality preparation materials.
- Conducted check-ins with all uncertified teachers to monitor progress and ensure movement toward certification attainment.
- Hosted an HB II Expectations Session in Fall 2025 for all uncertified teachers to clarify certification requirements, timelines, and district expectations.
- Ensured principals communicate the current with uncertified staff and reinforce the urgency and expectations.

25–26: District Support Efforts



Examination Preparation Supports – Virtual Learning Option

- **Webinar Series – Passage Preparation:**
 - Six sessions during district holidays in October 2025, November 2025, and December 2025
 - **Session Focus:**
 - Content Specific EC–6 Core Subject Areas
 - One session per content area
 - Science of Teaching Reading session



25–26: District Support Efforts



Examination Preparation Supports – In Person Small Group

- **In Person Session Series – Reinvigorating Minds:**
 - 13 in person sessions during the week after school for 1.5 Hours
 - **Session Focus:**
 - Content Specific EC–6 Core Subject Areas
 - 9 Sessions
 - Science of Teaching Reading sessions
 - 2 Sessions
 - Pedagogy and Professional Responsibilities Sessions
 - 2 Sessions



Reinvigorating Minds

25–26: District Support Efforts



Examination Preparation Supports – In Person Large Group

In partnership with Duncanville ISD

- **In Person Session Series – Texas Teachers X The Learning Liasons:**

- 4 in person weekend sessions

- **Session Focus:**

- **DeSoto ISD Hosted Sessions**

- January 31, 2026 – Core EC–6
- March 07, 2026 – Special Education

- **Duncanville ISD Hosted Sessions**

- February 07, 2026 – Science of Teaching Reading
- April 11, 2026 – Pedagogy and Profession Responsibilities



DeSoto ISD: Eligibility Criteria





DeSoto Independent School District

2025-26 RETURN ELIGIBILITY CRITERIA

Teacher in Residence

As a Teacher in Residence in DeSoto Independent School District (ISD), performance will be evaluated based on the following criteria to ensure effectiveness and contribution to our educational community.

To be eligible to return for employment in DeSoto ISD for the 2025-26 school year, all Teacher in Residence must meet at least **2 out of the 3** criteria requirements outlined below:

1. Teacher Score Card (Student Data):

- Principals will evaluate performance based on the Teacher Score Card available in Eduphoria, which includes student data such as academic achievement, growth, and other relevant metrics. Progress in this domain will be measured by the improvement in student outcomes over the course of the 2025-26 academic year. Teacher in Residence must have at least a scorecard grade of 40%.

2. Teacher T-TESS Evaluation:

- Teacher in Residence performance will be evaluated using the Texas Teacher Evaluation and Support System (T-TESS) framework, which assesses various aspects of teaching effectiveness, including planning and preparation, instructional delivery, classroom environment, and professional practices. The T-TESS evaluation will provide valuable feedback on instructional practices and areas for growth.

3. Passing of at Least one Certification Examination: