

# GCCISD DOI TEACHER PHASE-OUT PLAN

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IMPLEMENTATION  
TIMELINE: 2026–2029



# BACKGROUND INFORMATION

- GCCISD has implemented a District of Innovation (DOI) Plan for seven years, which allows flexibility and exceptions for certain state requirements.
- The DOI plan permits the District to hire uncertified teachers who are actively enrolled in a certification program.
- It also allows certified teachers to teach outside their designated grade level or content area.

# CHANGES IN LEGISLATION (HB 2)

## **Elementary (K–5):**

- No DOI exemptions allowed for elementary core content teachers beginning 2026–2027.

## **Secondary (6–12):**

- No DOI exemptions allowed for secondary core content teachers beginning 2027-2028.

**Conclusion:** By the beginning of 27-28, Goose Creek CISD can no longer employ uncertified teachers for core content areas.





# DELAY OF TEACHER CERT. REQUIREMENTS

THE STATE BOARD OF EDUCATION (SBEC) IS ALLOWING AN EXEMPTION FOR DISTRICTS TO COMPLY BY THE 2029–2030 SCHOOL YEAR.

- The District must create a **Phase Out Plan** that reduces uncertified teachers in core areas (Math, ELAR, Science, Social Studies).
- The plan must provide pathways to strengthen recruitment pipelines for long-term sustainability.



# GCCISD CERTIFICATION STATUS (2025–2026)

- GCCISD currently has 108 uncertified teachers (out of 1483 teachers) in core content areas.
  - Elementary: 59 teachers
  - Secondary: 49 teachers
- This figure (108) is 7% of our teaching staff
  - 92% of our teaching staff is certified
  - Roughly 1% are uncertified in non-core content

# REDUCTION TARGETS

- This plan reflects a 25% annual reduction
- We will be in full compliance by 2029–2030

School Year	Target Reduction	Estimated # of Teachers	Elementary	Secondary
2025-2026	0%	108	59	49
2026-2027	25%	81	44	37
2027-2028	50%	54	30	24
2028-2029	75%	27	15	12
2029-2030	100%	0	0	0



# SUPPORT FOR UNCERTIFIED TEACHERS

**CURRENTLY ALL UNCERTIFIED TEACHERS ARE ENROLLED IN A CERTIFICATION PROGRAM.**

- Access to online and in-person test preparation
- Individualized Certification Plans
- Fall and Winter semester check-ins
- Mentor teacher support
- Support from District Mentor Team



# COMPLIANCE MONITORING

- Human Resources will provide progress updates to Senior Leadership and the School Board
- Monthly certification progress updates will be shared with principals
- TEA compliance reporting will be provided as required by the commissioner
- Reassignment or release for teachers not on track.





# GOOSE CREEK RECRUITMENT EFFORTS

- Student Teacher Placements
- Career Academy for Future Educators (CAFE)
- University Job Fair Recruitment
- Grow Your Own Programs

# CONCLUSION & NEXT STEPS



- Goose Creek CISD's DOI Phase Out Plan must be approved by the Board
- The plan must be posted on the District Website
- Pending approval, the plan will be submitted to the commissioner no later than March, 2026
- Goose Creek CISD is committed to full certification compliance by 2029–2030