

DUNCANVILLE ISD

Plan to Address Uncertified Teachers



2026

PURPOSE

The purpose of this plan is to ensure that all teachers assigned to foundation curriculum courses are fully certified by the 2029–30 school year, while retaining effective current staff and leveraging the flexibility authorized under Texas Education Code §21.0032(a-1).

The plan focuses on strategic recruitment, retention, structured certification support, and proactive monitoring to ensure timely completion of certification requirements and long-term staffing stability.

OVERARCHING GOAL

Reduce the number of uncertified teachers in foundational courses (math, science, ELAR, and social studies) by at least four percentage points each school year to achieve a fully certified teaching workforce in the Four core subject areas by the 2029–30 school year.

TRAINING, COLLABORATION AND SUPPORT PARTNERS

Commit Human Capital Management Leaders Convening
Dallas County Consortium for Teacher Excellence



TEACHER RESIDENCY AND MENTORSHIP PARTNERS

Region 10

- Residency and Mentorship

Dallas College

- Residency



CERTIFICATION SUPPORT PARTNERS

Texas Teachers of Tomorrow
240 Certification
Teach for America



STUDENT TEACHER AND/OR INTERN PARTNERSHIPS

Texas Womans University
Navarro College
University of Texas at Dallas
University of Texas at Arlington
University of North Texas



GOALS

1

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

2

Retain high-performing certified teachers to ensure consistency, quality, and stability in instruction.

3

Develop uncertified teachers to ensure timely completion of certification requirements by the 2029–30 school year.

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

KEY STRATEGY # 1

Participate in district, regional, university-based, and internal job fairs to recruit certified teachers.

Performance Measure

Number of certified teacher candidates recruited annually.

Timeline

Ongoing; Fall–Spring

Responsible Parties and Partners

Human Resources; Campus Principals, Department Leaders

KEY STRATEGY # 2

Conduct targeted recruitment for hard-to-fill areas through professional education organizations and focused outreach in high-need areas.

Performance Measure

Percentage of instructional vacancies filled by certified teachers.

Timeline

Ongoing; Fall–Spring

Responsible Parties and Partners

Human Resources, Communications Department

KEY STRATEGY # 3

Collaborate with campus leaders to align recruitment efforts with immediate and projected staffing needs.

Performance Measure

Percentage of recruitment efforts aligned to campus-identified priority positions.

Timeline

Spring–Early Summer

Responsible Parties and Partners

Human Resources, Campus Principals

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

KEY STRATEGY # 4

Establish and maintain partnerships with educator preparation programs (EPPs) to host student teachers.

Performance Measure

Number of student teachers placed annually across campuses.

Timeline

Fall & Spring semesters

Responsible Parties and Partners

Educator Preparation Programs; Human Resources; Campus Administrators

Retain high-performing certified teachers to ensure consistency, quality, and stability in instruction.

KEY STRATEGY #1

Provide instructional coaching and targeted professional development to support teacher effectiveness.

Performance Measure

Year-over-year teacher retention rate.

Timeline

Year-round

Responsible Parties and Partners

Curriculum and Instruction; Instructional Coaches; Campus Administrators

KEY STRATEGY #2

Offer career advancement opportunities, including leadership development pathways for teachers.

Performance Measure

Percentage of teachers participating in leadership development or advancement opportunities.

Timeline

Year-round

Responsible Parties and Partners

Chief of Strategic Initiatives, Campus Administrators, Deputy Chiefs of School Leadership, Holdsworth Center

KEY STRATEGY #3

Recognize and retain high-performing teachers through structured recognition and incentive opportunities.

Performance Measure

Recognize and retain high-performing teachers through structured recognition and incentive opportunities.

Timeline

Year-round

Responsible Parties and Partners

Communications Department, Campus Principals, Human Resources

Develop uncertified teachers to ensure the timely completion of certification requirements by the 2029–30 school year.

KEY STRATEGY #1

Strengthen certification pathways and exam preparation supports through approved educator preparation program (EPP) partners.

Performance Measure

Percentage of uncertified teachers enrolled in an approved certification program.

Timeline

Year - round

Responsible Parties and Partners

240 Certification; Teach for Texas, Teach for America, Region 10, Dallas College, Commit, Dallas County Consortium for Teacher Excellence, i-Teach, ECAP, UNT-Dallas

KEY STRATEGY #2

Provide district-hosted certification support sessions aligned to content areas and certification testing timelines.

Performance Measure

Certification exam participation and pass rates.

Timeline

Fall & Spring

Responsible Parties and Partners

Human Resources; Curriculum and Instruction

KEY STRATEGY #3

Implement structured mentoring and coaching supports focused on instructional practice and classroom management.

Performance Measure

Percentage of uncertified teachers receiving ongoing mentoring support.

Timeline

Year-round

Responsible Parties and Partners

Curriculum and Instruction; Campus-based mentors; Instructional coaches, Human Resources

Develop uncertified teachers to ensure the timely completion of certification requirements by the 2029–30 school year.

KEY STRATEGY #4

Monitor individual certification progress through documented timelines and milestone reviews.

Performance Measure

Percentage of uncertified teachers meeting annual certification milestones.

Timeline

Ongoing

Responsible Parties and Partners

Human Resources; Campus administrators

KEY STRATEGY #5

Utilize grant-funded residency and mentoring model partnerships (LASO Cycle 4 Grant from TEA) to accelerate certification completion and offer mentorship opportunities to new teachers.

Performance Measure

Number of uncertified teachers supported through grant-funded certification and mentorship initiatives.

Timeline

Annually

Responsible Parties and Partners

TEA LASO Cycle 4 Grant program; Educator preparation partners

KEY STRATEGY #6

Provide certification fee reimbursement through partner-supported funding.

Performance Measure

Percentage of eligible teachers who receive certification fee reimbursement.

Timeline

Annually

Responsible Parties and Partners

Dallas County Consortium for Teacher Excellence; Texas Education Agency (TEA)



Uncertified

Teacher Plan

2026