

# Van Alstyne ISD

## Compliance Plan To Address Uncertified Teachers

In Compliance with House Bill 2 (2025)

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### Purpose and Commitment

Van Alstyne Independent School District (VAISD) affirms its commitment to full compliance with House Bill 2 and all Texas Education Agency (TEA) guidance related to the reduction and elimination of uncertified teachers. The district recognizes that educator certification is directly linked to instructional quality, student outcomes, and public trust.

This Board-approved compliance plan establishes clear timelines, measurable benchmarks, and accountability structures to ensure:

- Reduction of uncertified teachers in K-5 Reading and Mathematics by Fall 2026;
  - Progressive reduction of uncertified teachers in all other foundational courses;
  - Full certification of all foundational course teachers no later than the 2029–2030 school year.
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### Legal Guidelines

- House Bill 2 (2025) requires districts to phase out uncertified teachers.
- Starting with the 2026-2027 school year districts can no longer hire K-5 reading and mathematics teachers using a DOI exemption.
- In 2027-2028, DOI exemptions can no longer be used for the remaining foundational subject teachers.
- All uncertified teachers teaching in a foundational subject are required to be certified by the 2029-2030 school year.
- Parental Notification is required when a student is taught by an uncertified teacher and may not be waived.
- Non-Foundational Subjects: Career and Technical Education (CTE), fine arts, PE, and other elective subjects remain exempt from these new certification mandates.
- Implementation Delay: Districts can apply to the [Texas Education Agency \(TEA\)](#) for an extension until the 2029–2030 school year if they provide a formal transition plan and board-approved strategy.

**February 2026**

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## Current Staffing Review, Baseline Data, and Monitoring

As of the 2025–2026 school year, Van Alstyne ISD employs approximately: 135 total foundation curriculum classroom teachers; of which 25 teachers (18.5%) are currently serving without full Texas certification. These figures will serve as the district’s baseline data for compliance monitoring.

### Uncertified Teachers Breakdown by Grade Level and/ or Subject Area:

<u><b>K</b></u> 5	<u><b>1st</b></u> 3	<u><b>2nd</b></u> 2
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#### Reading/ELA

<u><b>3rd</b></u> 2	<u><b>4th</b></u>	<u><b>5th</b></u>	<u><b>6th</b></u> 1	<u><b>7th</b></u> 1	<u><b>8th</b></u>
<u><b>9th</b></u> 1	<u><b>10th</b></u> 1	<u><b>11th</b></u>	<u><b>12th</b></u>		<u><b>Sub Total</b></u> 6

#### Mathematics

<u><b>3rd</b></u> 1	<u><b>4th</b></u>	<u><b>5th</b></u>	<u><b>6th</b></u> 1	<u><b>7th</b></u>	<u><b>8th</b></u> 1
<u><b>9th</b></u>	<u><b>10th</b></u>	<u><b>11th</b></u>	<u><b>12th</b></u>		<u><b>Sub Total</b></u> 3

#### Science

<u><b>3rd</b></u>	<u><b>4th</b></u>	<u><b>5th</b></u> 1	<u><b>6th</b></u>	<u><b>7th</b></u> 1	<u><b>8th</b></u>
<u><b>9th</b></u>	<u><b>10th</b></u> 1	<u><b>11th</b></u>	<u><b>12th</b></u>		<u><b>Sub Total</b></u> 3

#### Social Studies

<u><b>3rd</b></u>	<u><b>4th</b></u>	<u><b>5th</b></u>	<u><b>6th</b></u>	<u><b>7th</b></u> 1	<u><b>8th</b></u>
<u><b>9th</b></u> 2	<u><b>10th</b></u>	<u><b>11th</b></u>	<u><b>12th</b></u>		<u><b>Sub Total</b></u> 3

**To ensure ongoing compliance, VAISD will:**

- Maintain an internal certification tracker managed by Human Resources;
  - Require campus principals to verify certification status prior to assignment each school year;
  - Monitor certification status each semester using the TEA “Newly Certified and New Teacher Hires” dashboard;
  - Provide an annual compliance report to the Board of Trustees documenting progress toward reduction targets.
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## Annual Reduction Targets

Van Alstyne ISD will implement the following reduction targets for uncertified teachers. This assumes we are able to find suitable qualified candidates for open teaching positions.

School Year	Certification Goals	Key Focus
2025–2026	Baseline year	Gather baseline data for foundational courses <ul style="list-style-type: none"><li>• K-5 reading and math 13/68 (19%)</li><li>• All foundational courses 25/135 (18.5%)</li></ul> Teacher identification & support
2026–2027	≤ 10% K-5 reading and math  ≤ 15% All foundational courses	Provide continued support to teachers working toward certification  Priority on hiring certified teachers for <u>all</u> foundational courses.  Certification plans for uncertified hires
2027–2028	≤ 5% K-5 reading and math  ≤ 10% All foundational courses	Provide continued support to teachers working toward certification  Priority on hiring certified teachers for <u>all</u> foundational courses.  Certification plans for uncertified hires

2028–2029	Full certification K-5 Reading and Math  ≤ 5% in remaining foundational courses	Final certification support
2029–2030	Full certification in all foundational courses	Full compliance

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## Hiring and Assignment Practices

To ensure compliance, the district will:

- Prioritize certified candidates in all hiring decisions.
  - Restrict uncertified teacher placement in K–5 Reading and Math beginning Fall 2026.
  - Limit uncertified teachers to non-core assignments when possible during the transition period.
  - Require written certification progress plans with timelines and check points for uncertified hires.
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## Support, Retention, and Certification Pathways

### A. Educator Preparation Program (EPP) Partnerships

Van Alstyne ISD will partner with the iTeach Texas alternative certification program to:

- Facilitate enrollment for uncertified teachers.
- Offer flexible coursework options.
- Monitor progress through the program

### B. Mentoring and Coaching

- Each uncertified teacher will be assigned a certified mentor
- Regular coaching cycles with instructional coaches
- Classroom walkthroughs and observations with feedback for growth

### **C. Professional Development Opportunities**

VAISD will offer professional development opportunities for new and uncertified teachers that includes training on curriculum, lesson planning, pedagogy, classroom management, etc.

### **D. Financial Support**

Teachers taking state-approved certification exams will be granted paid certification testing leave and will not be required to use personal leave.

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## **Initiative for Recruiting Future Pipelines of Certified Teachers**

- District representatives will attend university teacher job fairs.
  - The District will encourage paraprofessionals to pursue teaching careers through the Adult Promise program partnership with Grayson College and Texas Women's University.
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## **Parental Notification Procedures**

In compliance with state law, parents will be notified in writing if their child is assigned to an uncertified teacher. Notifications will occur at the start of the school year or within 30 days of assignment changes.

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## **Accountability and Board Oversight**

- Progress updates will be provided to the Board of Trustees annually.
- This plan will be reviewed and updated as necessary to reflect necessary District changes, as well as changes in law or TEA guidance.
- District and campus administrators will be responsible for staffing compliance.

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## Assurance of Compliance

Van Alstyne ISD certifies that this plan represents a good-faith, actionable strategy to comply with House Bill 2 and all related TEA rules, and commits to continuous monitoring, corrective action when necessary, and transparent reporting.

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*\*This plan is intended to serve as a living document and may be updated or adjusted as needed to respond to legislative changes, TEA guidance, staffing needs, or operational considerations. Such updates will not require additional Board approval unless they represent a substantive change to the plan's intent or scope.*

**Date adopted by the Van Alstyne ISD Board of Trustees:** \_\_\_\_\_