



Union Grove ISD Plan to Support the Certification of All Instructional Staff

Rationale: In compliance with HB 2, passed during the 89th Texas Legislature Regular Session 2025 and signed into law by Governor Abbott, Union Grove ISD is renewing its efforts to have all instructional staff certified by the 2027-2028 school year. According to this law, all K-5 teachers of Reading and Math must be certified by the 2026-27 school year. We are putting this plan in place to support the efforts of current and future employees who aspire to teach, but have not yet completed all the required steps.

Option 1: If a candidate has completed the college classwork and graduated from an accredited teacher education program or if the candidate has completed a state-approved alternative certification program, they must complete the following steps:

- Successful completion of ALL required certification tests required for the teaching assignment within the first 2 years, with a minimum of one attempt per semester. Progress will be monitored by the district curriculum office and reported to the campus principal and superintendent. Once completed, the candidate's certification will need to be updated accurately by the beginning of the fall semester of the following year.
- Until certification requirements are complete, the candidate must participate fully in the UGisd Mentoring program and work with their assigned mentor to comply with program requirements. Mentor program commitments are one full year at a time and the candidate will be required to complete the year.

Option 2: If a candidate has completed, at minimum, a bachelor's degree and is seeking a teacher certification program program, they must complete the following steps:

- Enroll with the alternative certification program with our chosen provider Region 7 ESC: IMPACT. Progress will be monitored by the district curriculum office and reported to the campus principal and superintendent.

- Participate fully in the UGISD Mentoring program and work with their assigned mentor to comply with program requirements for the duration of the program. Mentor program commitments are one full year at a time and the candidate will be required to complete the year.
- The candidate may be subject to assignments, additional support and observations as needed, to be assigned by the campus principal or other members of the district leadership team.

Option 3: If a candidate is already enrolled in an accredited alternative certification program, they will be required to complete the program based on its standards as well as complete the following steps:

- Participate fully in the UGISD Mentoring program and work with their assigned mentor to comply with program requirements for the duration of the program. Mentor program commitments are one full year at a time and the candidate will be required to complete the year.
- The candidate may be subject to assignments, additional support and observations as needed, to be assigned by the campus principal or other members of the district leadership team.
- Once the program is completed, the candidate will be subject to the requirements in Option 1 if certification tests have not been completed.

This plan was developed in January, 2026 and approved by the Union Grove ISD School Board on February _____, 2026.

Brian Gray, Interim Superintendent of Schools

Date