

ARP INDEPENDENT SCHOOL DISTRICT

HIGH SCHOOL PRINCIPAL
Phone (903) 859-4917
Fax (903) 859-1541

DRAWER 70
ARP, TEXAS 75750
Phone (903) 859-8482
Fax (903) 859-2621

ELEMENTARY PRINCIPAL
Phone (903) 859-4650
Fax (903) 859-3683

JUNIOR HIGH PRINCIPAL
Phone (903) 859-4936
Fax (903) 859-3186

ATHLETIC DIRECTOR
Phone (903) 859-4917 ext., 2233
Fax (903) 859-5071

Arp ISD Plan for Meeting Teacher Certification Requirements by 2029-2030 1/12/2026

Pursuant to Tex. Educ. Code § 21.0032(a-1), Arp ISD has created a plan to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

District Name: Arp ISD

County-District Number (CDN): 212901

Superintendent Name & Email: John S. Arrington, ar@arpsid.org

Point of Contact for Plan Implementation: John S. Arrington

Board Approval Date: 1/12/2026

Date Posted to District Website: 1/13/2026

A. Legal Framework and Commitment

Legal Citation

This plan is created in response to the requirements of **Texas Education Code (TEC) §21.0032**, as enacted by **House Bill 2 (HB 2, 89th Legislature, Regular Session, 2025)**, which mandates that a person may not be employed as a teacher of record for a foundation curriculum course unless they hold the appropriate certification. While the statutory compliance deadline is the start of the 2029-2030 school year, Arp ISD is committed to achieving this standard as rapidly as possible to ensure high-quality instruction for all students.

District Commitment

Arp ISD commits to eliminating the use of uncertified personnel in all core curriculum positions by the **beginning of the 2029-2030 academic year**. This plan is anchored in three core components: targeted recruitment, supported pathways to certification, and strategic retention.

Tiger Pride Never Dies

B. Current State Assessment

Uncertified Teacher Data (2025-2026 Academic Year)

| Grade Level / Subject Area | Total Core FTE | Number of Uncertified Teachers | Percentage Uncertified | EPP Partner(s) Supporting This Group |
|------------------------------|----------------|--------------------------------|------------------------|--------------------------------------|
| Elementary RLA (K-5) | 16 | 0 | 0% | IMPACT ETX |
| Elementary Math (K-5) | 13 | 3 | 23% | IMPACT ETX |
| Secondary Math (6-12) | 10 | 2 | 20% | IMPACT ETX |
| Secondary Science (6-12) | 5 | 1 | 20% | IMPACT ETX |
| <i>TOTAL CORE CURRICULUM</i> | 44 | 6 | 14% | |

During the 2025–2026 academic year, Arp ISD has a total of 44 core teaching FTEs across elementary and secondary subject areas with 6 teachers being uncertified. This represents approximately 14% of the core instructional staff. All teachers in elementary RLA (K-5) are fully certified. Uncertified teachers are concentrated in math and science, with elementary math having the highest proportion at 23% (3 of 13 FTEs). Secondary math and secondary science each have 20% of teachers uncertified, with 2 of 10 FTEs in math and 1 of 5 FTEs in science. All uncertified teachers across these content areas will be supported through the district's EPP partner, IMPACT ETX.

C. Hiring Trends (New Uncertified Hires)

Average number of new uncertified teachers hired in each of the last three years.

| School Year | New Foundation Hires | New Non-Foundation Hires | Total New Uncertified Hires |
|-------------|----------------------|--------------------------|-----------------------------|
| 2023-2024 | 3 | 0 | 3 |

| | | | |
|-----------------------|----------|------------|------------|
| 2024-2025 | 7 | 1 | 8 |
| 2025-2026 | 2 | 0 | 2 |
| 3 Year Average | 4 | .33 | 4.3 |

Over the past three school years, the district has hired an average of approximately 4 new uncertified teachers per year. Most of these hires have been foundation teachers, while non-foundation uncertified hires have been minimal. In the 2024–2025 school year there were 8 total uncertified hires, followed by only 2 uncertified hires in 25-26, indicating a recent downward trend in new uncertified teacher hiring.

D. Educator Preparation Program Partnerships

| Name of EPP | Description of Partnership (How will the EPP support certification, training, mentorship etc.) |
|---------------------|---|
| Region 7 Impact ETX | Through this partnership, Arp ISD supports aspiring teachers by connecting them with IMPACT ETX's flexible, TEA-approved online training, field-based experiences, and internship opportunities that lead to a standard Texas teaching certificate. The collaboration helps expand the district's teacher pipeline by preparing well-trained educators who gain practical classroom experience while working toward certification—strengthening local staffing and boosting instructional capacity in Arp schools. |

E. Strategic Action Plan To Reduce % Of Uncertified Teachers

| School Year | Timeframe | % of Uncertified Teachers Goal: Decrease yearly by 4% | Strategies | Person(s) Responsible |
|--------------------|-----------------------|--|--|--|
| 25-26 | Fall '25 - Summer '26 | Baseline (14%) | <p>Review & develop individual certification plans w/specific timelines for uncertified staff Partner w/Region 7 Impact ETX - EPP</p> <p>Create a uniform tracking document to be used to monitor progress towards certification</p> <p>Attend job fairs to attract and recruit certified teachers - UT Tyler, SFA, Region 7</p> <p>Advertise vacant positions using multiple platforms to reach varied audiences</p> <p>Require uncertified staff to attend TExES exam preparation courses through Region 7</p> | <p>HR Director</p> <p>Campus Principals</p> <p>Region 7 Impact ETX Coordinator</p> |

| | | | | |
|-------|--------------------------|-----|--|--|
| 26-27 | Fall '26 - Summer '27 | 10% | <p>Review certification progress w/teachers & continue to monitor using tracking document</p> <p>Ensure that all uncertified staff are enrolled in Impact ETX alternative certification program</p> <p>Utilize Region 7 to begin the 1st & 2nd year teacher mentor program</p> <p>Attend job fairs to attract and recruit certified teachers</p> <p>Advertise vacant positions using multiple platforms to reach varied audiences</p> <p>Continue to require uncertified staff to attend TExES exam preparation courses through Region 7</p> | <p>HR Director</p> <p>Campus Principals</p> <p>Impact ETX Coordinator</p> <p>Region 7 Teacher Mentor Coordinator</p> |
| 27-28 | Fall '27 - Summer '28 | 6% | <p>Discuss certification progress w/teachers & continue to monitor using tracking document</p> <p>Continue the 1st & 2nd year teacher mentor program through Region 7</p> <p>Attend job fairs to attract and recruit certified teachers</p> <p>Advertise vacant positions using multiple platforms to reach varied audiences</p> <p>Continue to require uncertified staff to attend TExES exam preparation courses through Region 7</p> | <p>HR Director</p> <p>Campus Principals</p> <p>Impact ETX Coordinator</p> <p>Region 7 Teacher Mentor Coordinator</p> |
| 28-29 | Fall '28 - Summer '29 | 0% | <p>Review certification progress w/teachers & continue to monitor using tracking document</p> <p>Continue the 1st & 2nd year teacher mentor program Region 7</p> <p>Attend job fairs to attract and recruit certified teachers - UT Tyler, SFA</p> <p>Advertise vacant positions using multiple platforms to reach varied audiences</p> <p>Continue to require uncertified staff to attend TExES exam preparation courses through Region 7</p> | <p>HR Director</p> <p>Campus Principals</p> <p>Impact ETX Coordinator</p> <p>Region 7 Teacher Mentor Coordinator</p> |

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|-------|--------------------------|--|---|---|
| 29-30 | Fall '29 - Summer '30 | | <p>Continue to attend job fairs to attract and recruit certified teachers</p> <p>Continue partnership with Impact ETX</p> <p>Monitor and ensure foundational courses are staffed with certified staff</p> | <p>HR Director</p> <p>Campus Principals</p> |
|-------|--------------------------|--|---|---|

Board Approval and Attestation:

This plan has been reviewed and approved by the Board of Trustees of **Arp ISD** in an open meeting on 1/12/2026. The Board authorizes the Superintendent and his/her designees to execute the strategies outlined herein to ensure full compliance with TEC §21.0032

Board President Signature: Heath Dramm **Date:** 1-20-2026

Superintendent Signature: J. S. Ag **Date:** 1-20-2026