



VICTORIA
INDEPENDENT
SCHOOL DISTRICT

District Plan to Address Uncertified Teachers

Board Approved on 2.19.26



YouMe & VISD

CORE BELIEFS

Our core beliefs embody the central ideas and values that consistently guide our individual and collective actions and behaviors.

We:

- V**alue People
- I**gnite Learning
- S**tay Student-Centered
- D**eliver Excellence

VISION

Achieving Excellence for All!

MISSION

The mission of Victoria ISD is to provide rigorous, relevant learning and life experiences so that all students contribute positively to society.

I. Purpose

Per TEC, 21.003, a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit.

VISD currently employs 70 K-5 reading and mathematics teachers that are uncertified. In addition, VISD employs 90 secondary (6th-12th grade) foundational teachers that are uncertified. These uncertified teachers will be impacted by House Bill 2 (HB 2) certification restrictions. The intent of this plan is to request approval from the Commissioner of Education to delay implementation of HB 2 certification requirements for teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

This plan meets all TEA requirements, including timelines, support systems, recruitment pipelines, and formal partnerships with Educator Preparation Programs.

II. Background Information

Many districts, such as VISD, have chosen to exempt themselves from this certification requirement and hire uncertified individuals through an approved DOI plan. House Bill 2's new TEC 21.032, now limits districts' ability to include exemptions from some certification requirements under TEC 21.003, in their DOI plan. These limitations phase in over the next three academic years.

- **2025-2026:** District maintains currently approved DOI plan which may include exemptions from 21.003.
- **2026-2027:** District can no longer include K-5 reading and mathematics teachers in DOI plan exemptions from 21.003.
- **2027-2028:** District can no longer include all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in DOI plan exemptions from 21.003.

Districts with the appropriate and allowable approved exemptions in their plans maintain certification flexibility for non-foundation subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in their assignments.

III. Current Status

- 160 uncertified teachers currently assigned to foundation curriculum courses at both the elementary and secondary levels
- Focus Areas:
 - Core content areas
 - High needs campuses
 - SPED & Bilingual

IV. Timeline

Focus	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
% K-5 teachers certified	85%	90%	95%	100%	100%
% all foundational subject teachers certified	80%	85%	90%	90%	100%

V. Support Systems and Strategies

- **EPP Partnerships**
 - 240 Certification
 - Teachworthy
 - Texas A&M University-Victoria
 - iTeach Texas
 - Verify enrollment for all uncertified teachers
 - Assign mentors and advisors for all uncertified teachers

- **Mentorship and Instructional Support**
 - UNITE Program
 - Program Advisor and Instructional Coach is assigned to each uncertified teacher
 - All first-year teachers are assigned a mentor teacher
 - Monthly study sessions
 - Support is focused on classroom management, instructional strategies, and content expertise
 - Professional Learning
 - Curriculum and Instruction
 - Classroom Management
 - 240 Tutoring Access
 - Human Resources Department will conduct regularly scheduled meetings and check-ins with each uncertified teacher

- **Tracking**
 - Monthly progress reviews
 - Exam attempts
 - EPP milestones
 - Issuance of Intern Certificates
 - Mentor/Advisor reports

VI. Recruitment and Pipeline

- Participate in:
 - Fall and Spring Job/Career Fairs
 - Texas A&M University-Victoria recruitment initiatives
- Prioritize hiring:
 - Intern/Standard Certificate holders
 - Residency-based EPP candidates
- BRIDGE Program-Grow Your Own
 - Pathway for VISD employees seeking to earn a bachelor’s degree and teacher certification.
 - Accepted participants gain classroom teaching experience and receive structured support through partnerships with Indiana Wesleyan University and Teachworthy.

VII. Conclusion

This plan will enable VISD to transition the current 160 uncertified teachers—along with any new hires in the coming years—into full compliance with HB 2, which requires all foundational teachers to be certified by the 2029–2030 school year.