Application for Delay of Teacher Certification Requirements

Trenton Independent School District

Superintendent Jeremy Strickland

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Current Uncertified Teachers

Below are the foundation curriculum uncertified teacher assignments for the 2025–2026 school year (K–12).

Grade Level	Subject
Kindergarten	0
1st	0
2nd	1 (Self-Contained All Subjects)
3rd Grade	0
4th Grade	0
5th Grade	0
6th	0
7th	1 (Science)
8th	0
9-12 Grades	0

Foundation curriculum uncertified teachers: 2

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
2023–2024	2	0	2
2024–2025	3	1	4
2025–2026	1	2	3
3-Year Average	2	1.5	3

On average, Trenton ISD has hired about 9 new uncertified teachers per year over the past three years, with the majority serving in foundation curriculum areas. The district is committed to reducing even these limited new uncertified hires by strengthening recruitment, improving certification pathways, and providing robust support systems for current staff.

Educator Preparation Program (EPP) Partners

Trenton ISD maintains formal partnerships with Region 10 ESC and iteach TEXAS. These EPPs provide enrollment, supervision, coursework, professional development, and exam preparation for uncertified teachers as they transition into certification.

Transition Plan

School Year	Foundation Uncertified (Target)	Key Actions
2025–2026	2 (baseline)	Maintain partnerships with Region 10 ESC and iteach. Require all uncertified hires to be enrolled in an EPP within 30 days. HR tracks progress.
2026–2027	4	Quarterly HR progress checks. Curriculum Dept. collaborates with instructional coaches for onsite support.
2027–2028	3	Provide resources to support exam preparation sessions, testing fee reimbursement, grow-your-own pipelines. Continued EPP supervision.
2028–2029	2	Finalize certification for remaining uncertified. Provide mentoring and release time as needed.
2029–2030	0 (Full Compliance)	Full compliance with HB2 requirements. Sustain recruitment and retention systems.

Trenton ISD will ensure year-to-year reductions in uncertified teachers assigned to foundation curriculum courses until full compliance is achieved by the 2029–2030 school year. The district's HR Department maintains constant communication with these teachers, monitoring enrollment, exam completion, and certification status. The Curriculum Department collaborates with instructional coaches to provide onsite support to all new hires to strengthen classroom readiness. In combination with partnerships through Region 10 ESC and iteachTEXAS, this approach ensures accountability and structured support to meet certification requirements.

Attestation:
The district board of trustees has reviewed and approved this plan meeting statutory teacher certification requirements.

District Name: Trenton ISD
County-District Number (CDN): 074912
Superintendent Name and Email: Jeremy Strickland, jstrickland@trentonisd.org
Board Approval Date: January 29, 2026
Link to Board Agenda: https://meetings.boardbook.org/Public/Organization/1993
Link to Website Posting: www.trentonisd.org

Board President Signature: _____ Date: Jan 29, 2026

Superintendent Signature: _____ Date: Jan 29, 2026