



Lancaster ISD

Plan to Address Uncertified Teachers



February 2026



Purpose: The purpose of this plan is to ensure that all teachers assigned to foundation curriculum courses are fully certified by the end of the 2029-30 school year, while retaining effective current staff and leveraging the flexibility authorized under Texas Education Code 21.0032(a-1).

Overarching Goal: Reduce the number of uncertified teachers in foundational courses (ELAR, Math, Science, Social Studies) by at least four percentage points each school year to achieve a fully certified teaching workforce in the four core subject areas by the end of the 2029-30 school year.



Training, Collaboration, and Support Partners

Commit Human Capital Management Leaders Convening
Dallas County Consortium for Teacher Excellence

Teacher Residency & Mentorship Partners

- Dallas College
 - Teacher Residency
 - Paraprofessional Residency
- Region 10
 - Mentorship

Certification Support Partners:

- Texas Teach Us

Student Teacher and/or Intern Partnerships

- Texas Womans University
- Univ. of Texas at Arlington



Goals

1

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

2

Retain high-performing certified teachers to ensure timely completion of certification requirements by the 2029-30 school year.

3

Develop uncertified teachers to ensure timely completion of certification requirements by the end of the 2029-30 school year.

Recruit

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

Key Strategy 1: Participate in district, regional, university-based, and internal job fairs to recruit certified teachers.

Performance Measure:

Number of certified candidates recruited annually.

Timeline:

Ongoing; Fall-Spring

Responsible Parties and Partners:

Human Resources Director,
Campus Principals, Department
Leaders

Recruit

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

Key Strategy 2: Conduct targeted recruitment for hard-to-fill areas through professional education organizations and focused outreach in high-needs areas.

Performance Measure:

Percentage of instructional vacancies filled by certified teachers.

Timeline:

Ongoing; Fall-Spring

Responsible Parties and Partners:

Human Resources Recruitment Coordinator, Communications Department



Recruit

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

Key Strategy 3: Collaborate with campus leaders to align recruitment efforts with immediate and projected staffing needs.

Performance Measure:

Percentage of recruitment efforts aligned to campus-identified priority positions.

Timeline:

Spring- Early Summer

Responsible Parties and Partners:

Human Resources Director,
Campus Principals & Department
Leaders



Recruit

Recruit certified teachers to strengthen instructional capacity and ensure long-term staffing stability.

Key Strategy 4: Establish and maintain partnerships with Educator Preparation Programs (EPP's) to host resident & student teachers.

Performance Measure:

Number of residents and students teachers placed annually across campuses.

Timeline:

Fall & Spring Semesters

Responsible Parties and Partners:

Human Resources Director,
Director of Classroom Innovation, &
EPP's



Retain

Retain high-performing certified teachers to ensure consistency, quality, and sustainability in instruction.

Key Strategy 1: Provide instructional coaching and targeted professional development to support teacher effectiveness.

Performance Measure:

Number of professional development geared toward instruction.

Timeline:

Fall & Spring Semesters

Responsible Parties and Partners:

Curriculum & Instruction
Department, Director of Classroom
Innovation, Campus Principals

Retain

Retain high-performing certified teachers to ensure consistency, quality, and sustainability in instruction.

Key Strategy 2: Offer career advancement, including leadership development pathways for teachers.

Performance Measure:

Number of teachers participating in leadership development or advancement opportunities.

Timeline:

Year- round

Responsible Parties and Partners:

Executive Director of HR,
Curriculum & Instruction
Department, Campus Principals



Retain

Retain high-performing certified teachers to ensure consistency, quality, and sustainability in instruction.

Key Strategy 3: Recognize high performance and achievement milestones through structured recognition and incentive opportunities.

Performance Measure:

Number of teachers participating in leadership development or advancement opportunities.

Timeline:

Year- round

Responsible Parties and Partners:

Human Resources,
Communications Department,
Campus Principals



Develop

Develop uncertified teachers to ensure timely completion of certification requirements by the 2029-30 school year.

Key Strategy 1: Strengthen certification pathways and exam preparation supports through approved educator preparation program (EPP's) partners.

Performance Measure:

Percentage of uncertified teachers enrolled in an approved certification program.

Timeline:

Year- round

Responsible Parties and Partners:

Human Resources, Director of Classroom Innovation, Teach Us, Dallas College, Dallas County Consortium for Teacher Excellence



Develop

Develop uncertified teachers to ensure timely completion of certification requirements by the 2029-30 school year.

Key Strategy 2: Provide district-hosted certification support sessions aligned to content areas and certification testing timelines.

Performance Measure:

Certification exam participation in pass rates.

Timeline:

Fall & Spring semesters

Responsible Parties and Partners:

Human Resources, Curriculum & Instruction

Develop

Develop uncertified teachers to ensure timely completion of certification requirements by the 2029-30 school year.

Key Strategy 5: Utilize grant-funded residency and mentoring model partnerships (LASO Cycle 4 Grant from TEA) to accelerate certification completion and offer mentorship opportunities to new teachers.

Performance Measure:

Number of uncertified teachers supported through grant-funded certification and mentorship initiatives.

Timeline:

Annually

Responsible Parties and Partners:

Human Resources, Director of Classroom Instruction, Director of State & Federal Programs, EPP partners



Develop

Develop uncertified teachers to ensure timely completion of certification requirements by the 2029-30 school year.

Key Strategy 6: Provide certification fee reimbursement through partner-supported funding.

Performance Measure:
Percentage of eligible teachers who receive fee reimbursement.

Timeline:
Annually

Responsible Parties and Partners:
Human Resources, Director of Classroom Instruction, Director of State & Federal Programs, Dallas County Consortium for Teacher Excellence, Texas Education Agency (TEA)



Uncertified Teacher Plan



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